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czechitas

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ABOUT
CZECHITAS



THE CZECHITAS STORY

We are a Czech non-profit organisation, which was founded in 2014 based on the simple idea of bringing technology closer to women and women to technology. What began as a group of volunteers who were teaching women how to program on weekends is now an enormous community. It brings together people who want to learn with those who want to teach.

In more than 5 years of our existence, we have introduced the world of IT to more than 20 000 people, mainly women, children, teachers as well as several men at our workshops and thanks to our popularization activities. This was all possible thanks to the experts who felt like making a change. Thanks to our lecturers, coaches, mentors and partner companies who continue to support us.

We are able to break down barriers and stereotypes that women can't study or work in IT. We bring technology close to those who never thought they could ever work in technology. You can begin with IT any age, from any position; you just need the desire to learn.

The spectrum of our activities is very wide today. We have one-day courses for women who wish

to dip their toes into the waters of the IT world and try programming, to create a website, to analyse data, to look at the world of testing, or learn how to be safe on the internet. We offer long-term courses for those who wish to go deeper and learn more. Our intensive Digital Academy is ideal for those who want a requalification into IT because the IT world is

short of many employees and especially female employees. Trade fairs, hackathons and matching graduates with companies complement our mission.

We show children the fascinating world of algorithmization and IT at summer camps or in summer school, in regular after-school classes or at one-day events. We do it differently than in school – we make it more fun because we want to raise cre-

ators as opposed to mere users of technologies.

Apart from Prague and Brno, we have expanded into six other cities – České Budějovice, Liberec, Mladá Boleslav, Olomouc, Ostrava and Zlín. We've also grown inward and founded our own educational and community centres in Brno and Prague.

Our mission is to inspire, educate and apply new talents to enhance diversity and the competitive edge in IT.



2nd Place Winner of the Social Responsibility Award 2019



Finalist at the SDG Awards 2018



SXSW Community Service Award 2017



National Career Counseling Award 2017



European Digital Skills Awards Finalist 2017

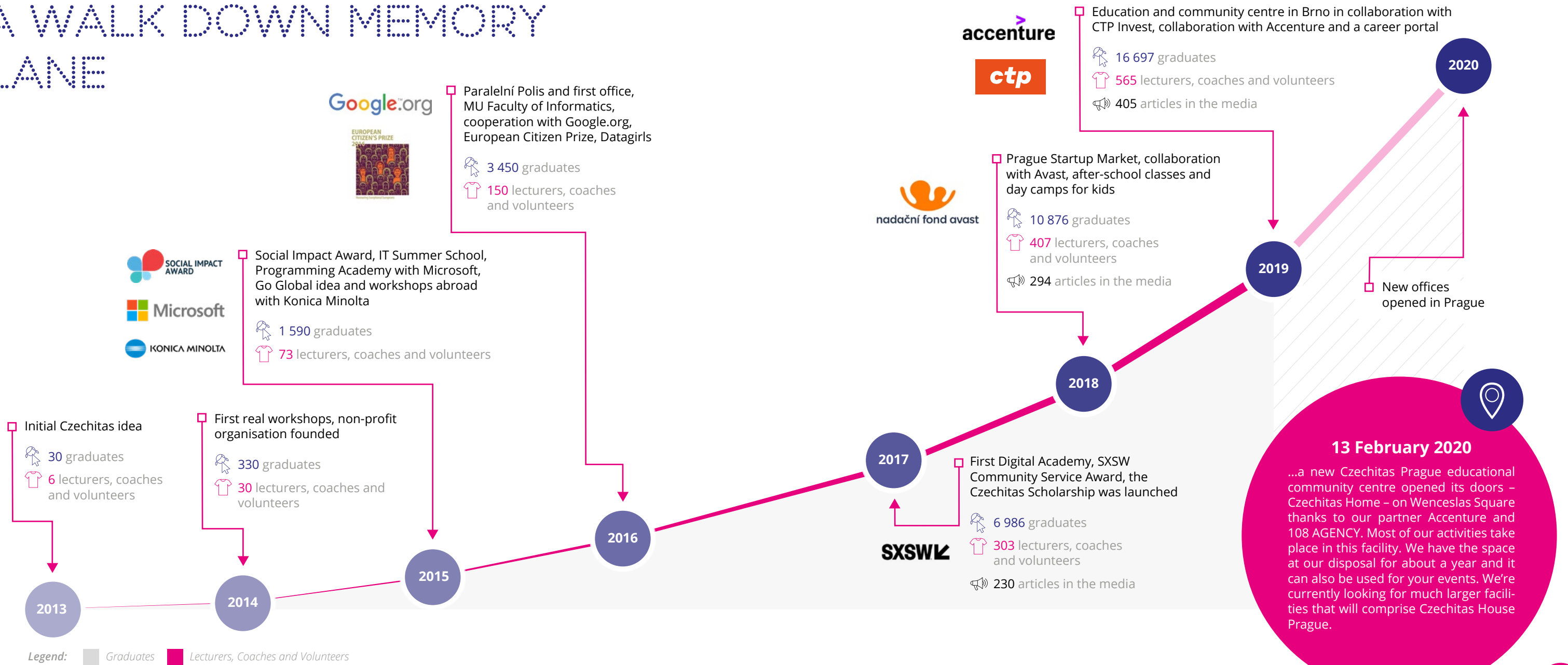


European Citizen Award 2016



Social Impact Award 2015

A WALK DOWN MEMORY LANE



CZECHITAS GO LOCAL

We have been helping our community grow since Czechitas was founded. Thanks to support from Google.org and its Czechitas Go Local grant, we were able to expand our vision into other cities in Czechia. After **Prague** and **Brno**, we opened up branches in **Ostrava** (March 2016), **České Budějovice** (May 2017), **Zlín** (February 2018), **Olomouc** (February 2019) and **Liberec** (May 2019). We plan on opening a branch in **Mladá Boleslav** in 2020.

Each one of our regional offices is unique and focuses on the needs of the local community while keeping in line with our vision.



Do you know the distance between the two Czechitas branches located the farthest from one another?

23 = 6
67 = 42
1112 = 132
1920 = ? (km)



PLANS FOR THE FUTURE

We aspire to become the largest community in Czechia and a relevant institution for informal IT education and applicability in professions of the future within the next three years.

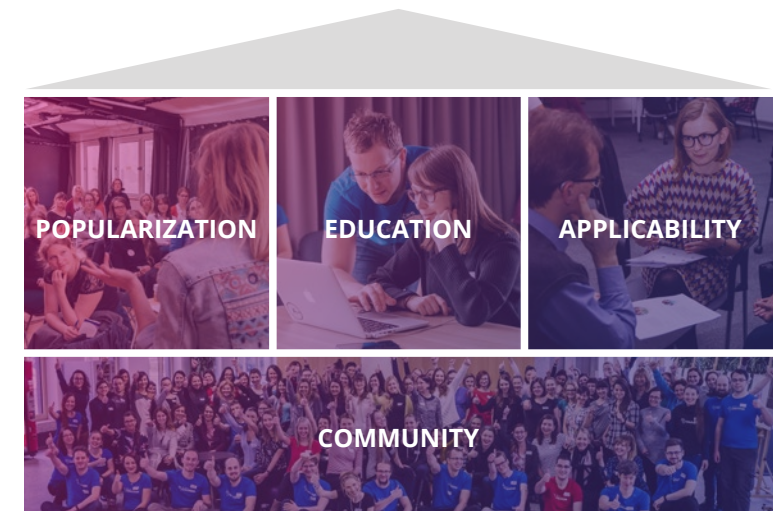
This means that in the course of 2020, we are slowly redirecting our focus at adults, while still focusing on women as a group most threatened by digitalization. We will strive to increase their digital and IT literacy, teach them programming, testing, coding and data analytics during our requalification courses and help them to apply that knowledge in practice. We continue to work with children in order to get them excited about technology, their work, safe internet usage and lifelong learning.

The third pillar is **applicability**. We help our students apply their newly acquired knowledge in practice, on new projects and in their subsequent career growth. In the professions of the future.

Community lies at the core of what we do. A community, which connects movers and shakers in education and learning in one place. These are companies and partners who help us finance our activities. People who are learning from those who want to teach.

The increase in digital literacy and interest in technical and lifelong learning is the subject of many Czechitas popularization activities. **Popularization** is a basic component of our social responsibility.

The main pillar of our activities is **education**. We teach children and adults, mainly women, the basics of programming, testing, data analytics and safety.



The distance between Ostrava and České Budějovice is 380 km. Solution: $(A)(A+1) = (A)(A+1)$ (It travels at a speed of 4 cm/s.)
Trivia: The ozobot would travel that distance in 2639 hours. Basically never. ;)

FOUNDING BOARD

Dita Přikrylová

Managing Director and Founder of Czechitas

It all started out with one simple idea. To bring technologies closer to women and women closer to jobs in technology using programming workshops. The idea attracted a strong and creative community of technical experts, volunteers and leading companies in search of new talent and diversity. It soon became apparent that there is a massive need in Czechia to create new educational concepts and so the Czechitas organisation was founded – one of the largest communities in informal IT education of women and adolescents in Europe. We give our thanks to those who continue to participate in the education and practical applicability of new talent, those who bring education into the real world and help children and adults concretize the idea of what technologies are about. Because technology will be important for our future as well as the future of our children.



Monika Ptáčnicková

Co-founding & Governing Board Member

Barbora Bůhnová

Co-founding & Governing Board Member

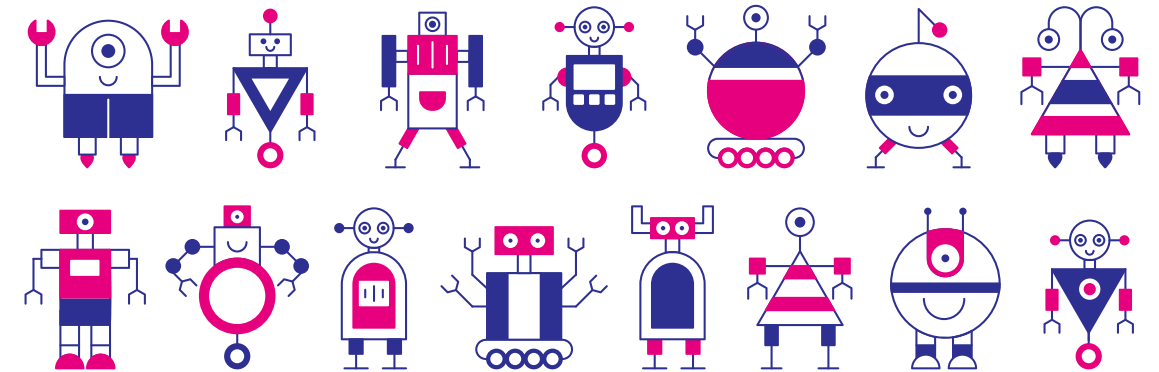
Miroslava Zatloukalová

Co-founding & Governing Board Member



THINK HARD! A Robotic Invasion

Who will sit down at the negotiating table?



Fifteen different robots have moved to our planet. Which ones will sit down to discuss the future of Earth and come to a consensus? Decide based on the following instructions:

*All robots with one wheel do not speak our language and will not participate in the meeting!
All the remaining robots who are smiling and have hands will immediately come to the meeting!
All the remaining robots who have wheels or two eyes do not want to talk to the people and will not participate in the meeting!
The people will ask all the remaining robots to attend the meeting.*

How many robots attended the meeting?



If you found a solution quickly, then you are good at understanding instructions – you can consider a career as a developer and object-oriented Java might be the language for you. Sign up for Java courses and let your talent grow!

What does this riddle have to do with informatics?
The order of instructions is very important in informatics. When you are developing a program, the consecutive order of conditions of the activity is what's most important. The order of the conditions is paramount. In this example, we selected various robots (objects) with different characteristics. Programming takes place in a similar way.

Five robots attended the meeting.



OUR ACTIVITIES



POPULARIZATION

We increase digital literacy and interest in technical and lifelong learning.

We show the general public that the world of IT is not only for a select few but it's a world full of fun that's worth exploring. Information technology helps implement creative ideas and innovations into all areas of our lives and that is why we support people to not only use technologies but to be their active creators as well; to study technical subjects and educate themselves for the entire duration of their life. Thanks to our activities, our participants can discover individual IT themes, they get a general overview, learn basic terms and find out what aspect of IT they might enjoy.

As part of our popularization activities, we organise inspiring lectures, workshops and other activities for adults, children and adolescents. An example is our online advent calendar called Codemas where we reveal individual lessons every day to teach those interested how to program their own game. More than 600 people showed interest in this campaign.

PROJECTS

Czechitas Talks

To bring the world of IT to the public, we organise thematic discussion evenings called Czechitas Talks. Every evening has its own IT topic, which speakers from our partnership companies and the Czechitas community discuss, sharing their experiences and insights. The public can therefore learn about the particular area directly from those who have already made it in IT. The informal meetings entice participants to pose questions and to make valuable contacts during the networking part of the evening.



To show the world of IT through the eyes of real-life experts.



General public

Booths at Festivals and Conferences

We try to show the general public and professionals why Czechitas was founded, what our vision is and what social impact does it have. That is why we participate at events organised by third parties. Last year, we once again participated at the Future Port Prague festival, we regularly participate at the Maker Faire festival as well as local conferences on topics such as innovation, using information technologies and digital literacy.



To showcase Czechitas activities and to take part in public discussion.



The general public and professionals

Open Week

We organise Open Week to meet the local community and to present Czechitas activities. We take one week to try to use inspirational lectures and workshops to show our activities and to get others excited about IT.



To introduce Czechitas activities to the local community.



General public

Czechitas Thesis Award

The Czechitas Thesis Award for the best female Bachelor's thesis in IT is open to all female students and graduates who successfully defended their BA thesis on a topic related to IT. A panel of judges made up of representatives from participating companies and Czechitas select finalists who then go through a month-long mentoring program at selected award partners. Girls gain new experiences and valuable contacts at companies from the IT sector.



To draw attention to talented young women enthusiastic about IT, to help them implement their projects and to show other women what topics these young women are interested in.



University students from all over Czechia who have defended their Bachelor's thesis on an IT-related topic

Code Week

Every October, we participate in the global [Code Week](#) initiative, which sheds light on programming and digital literacy for the general public, mainly children and teachers. Individual activities take place in collaboration with our partners.



To present the world of programming and digital literacy.



Children 8 to 12 years old
Teachers

One-day Courses for Children, After-school Classes and Family Days

We organise one-day events and after-school activities for children where we use fun activities to teach them to code and program. We put on inspirational events for children, adolescents and entire families where we mainly use robots, games and website apps.



To include the entire family in the learning process, to increase children's interest in technology and education, to teach them the basics of computational thinking.



Children 8 to 12 years old
Teens 13 to 15 years old
Parents with children

IT Summer School

Week-long summer camp where we show secondary school female students the world of IT, where they'll learn the basics of graphics, web design and programming. Includes lectures and excursions to companies to introduce participants to the different IT professions.



To show the world of IT using fun methods and to get participants interested in IT education, e.g. at university.



Secondary school female students 15 to 19 years old

Day Camp

Over the course of five days, children will learn the basics of robotics and programming. They will e.g. learn how to build a robot, they'll find out what people who work as testers, developers and coders actually do and what the terms algorithm and cloud mean. They'll try out the IT world in a fun way.



To show children the world of IT using fun activities and to show them the basic principles of algorithmization, programming, website development and online security.



Children 8 to 12 years old



A photograph of a man and a woman sitting at a desk, looking at a laptop. The man is pointing at the screen while the woman looks on attentively. In the background, another person is visible, and there are water bottles on a table. The scene is lit with a soft, purple-toned light.

EDUCATION

We teach children and adults, mainly women, the basics of programming, testing, data analytics and online security.

We organise one-day courses, evening long-term courses and three-month requalification programs for women. Thematically, we focus mainly on programming, website development, data analytics and testing.

We prepare our participants for professions of the future, where they increase their technical skills thanks to which they can move ahead in their careers or to change their careers altogether.

Apart from top-quality educational content, we also concentrate on creating a pleasant and safe environment in the classroom. We create an atmosphere where anyone can pose any type of question. Everything takes place in groups where lecturers and participants make up one team, where they share their knowledge and experiences and support and motivate each other.

Our style of education is also unique in that the participants can start out from scratch without any prior experience or any knowledge of IT.

PROJECTS

Digital Academy

It is a three-month long comprehensive educational program, which comprises 130 hours of targeted instruction and additional dozens of hours of development and supplementary activities. Once they sign up, participants are selected based on their motivational letter, a recorded video personal introduction and a test.

We've prepared this program as a reaction to the needs of the job market that lacks talented individuals while technological advancement continues to increase the demand for qualified employees and their digital literacy. It brings women a chance to find a new job and gives participating companies the chance to find new talents for their teams.

Digital Academy comprises:

- » Evening lectures and weekend courses focused on a given Academy topic
- » Soft skills lessons with a focus on career advancement
- » Hackathon
- » Excursions to companies
- » Work on a final project with support of mentoring experts from companies
- » Career counseling
- » A knowledge test
- » Final evening gala including presentations and defence of the created project in front of company partners.

Digital Academy: Data

Raises future female data analysts. Graduates know how to work with databases, clear, visualize and analyse data, to program in Python and SQL.

Digital Academy: Web

Raises junior front-end developers. Teaches them to work mainly with JavaScript as well as HTML/CSS and Bootstrap and Vue.js frameworks.

Digital Academy: Testing

Future testers will learn the basics of manual testing, programming and testing automation.

Goal

To raise new IT talents and find them work in collaboration with local companies.

Target Group

Women, who want to delve into their IT education full force. Mothers on maternity leave and those with small children, women, who wish to change careers, university graduates from other fields and women who wish to move ahead in their careers.

One-day Courses

We use the day to show women the world of programming, testing, data analytics and website creation. They can select one of the following languages: Java, Python, JavaScript, HTML/CSS, SQL. On top of these hard skills, women can also select career workshops to improve their CV's and to fine-tune their personal brand.

Goal

To teach the basics of various technologies necessary for a future career or for a current employment opportunity.

Target Group

All women, regardless of age, work experience or education.

Tech Meetups

Evening meetups lasting about 3 hours focused at more advanced topics and new trends in IT. A great opportunity to meet our entire community, to find inspiration, a chance for sharing and finding motivation for additional growth and networking.

Goal

To offer additional education to graduates from our courses and to get in touch with people already in IT and present them with interesting discussion topics.

Target Group

Advanced beginner and intermediate, primarily graduates from our courses but open to the entire community and the general public.

Three-month Courses

We put on three-month intensive courses aimed especially at programming and web development for everyone who wants more than our one-day courses and wants to continue learning. The most frequently used languages in these courses are Java, C#, HTML/CSS or JavaScript. Usually it includes 12 evening lessons in the course of one semester.

Goal

To teach participants specific technical skills needed on the job market and to improve confidence for further study.

Target Group

Women who are interested in specific technologies and want to improve their qualifications. They usually include participants who began with our one-day introductory courses and want to continue learning.

Online Courses

Every online course consists of a video with a lecturer's lecture as well as study materials, which include exercises and recommendations for further study. The course comprises individual lessons, which make up about 8 hours in total. We focus mainly on the basics of programming, [web design](#) and a general overview of IT.

Goal

To provide access to education in IT topics in Czech to the largest number of people possible and to remove time and financial constraints and tackle local inaccessibility. To bring IT closer to everyone, anywhere, anytime.

Target Group

Anyone interested in IT who wants to learn more; for adolescents and adults where the only requirement is an internet connection and a smart device.





APPLICABILITY

We help our students apply their newly acquired knowledge in practice, on new projects and in their subsequent career growth. In the professions of the future.

We believe that hard skills are worth matching with supportive career activities, which help people find their way on the quickly-changing job market.

That is why as part of activities aimed at applicability, we match our graduates with company experience, we provide career counseling and coaching and organise internships. We have a Czechitas Job Fair. We are guides helping our graduates during their career transitions. We seek practical use for their newly acquired skills and abilities in new projects, employment opportunities and in additional career growth in professions of the future.

PROJECTS

Job Fair Czechitas

An interactive day event where the entire Czechitas community meets up – partner companies with lecturers and course graduates. We use the day show the general public and our course graduates what the situation is like on the job market, which positions are needed most and where they can find a suitable internships and gain experience.

An integral part of our job fair is a program that includes networking, career and IT workshops for our community and gender and educational workshops for our partner companies.

Goal

To connect companies with those seeking jobs in IT and to provide them with inspirational and educational lectures and workshops related to a career in IT.

Target Group

Primarily, our students, graduates, lecturers and volunteers who are interested in meeting employees from partner companies as well as other women who want to begin their career in IT.

Czechitas Coding Clubs & Internships

We consider one of the most effective ways of entering into IT – especially junior positions – to be through internships and company Coding Clubs. We give a chance to our fresh graduates and women who have decided – perhaps even in middle age – to change their profession and focus more on work in IT.

Company Coding Club can take place as an evening meeting of participants with experts from a partner company once a week for a period of three months. During that time, participants work on actu-

al cases and projects from the given company. The expert acts as a mentor and if needed, is prepared to teach the participants any required skills or abilities.

Goal

To match our course graduates with our partner companies and given them the opportunity to get training in an area where they can apply their knowledge and grow. Simplify the process of selecting and advancing potential candidates for the companies.

Target Group

Our course graduates from all areas on an intermediate-advanced level.

Czechitas Hackathon

The all-day hackathon is a way to compete with your idea and its implementation. We organise the hackathon once or twice a year in Prague and in Brno. Every hackathon focuses on a specific topic, which we select together with our partner company.

Goal

To give our students and graduates an opportunity to try out team work in development, to support their additional involvement into active technology creation, to motivate them in their IT careers and further learning.

Target Group

Mainly graduates from our three-month courses, IT summer school graduates or those who have gone through similarly intensive series of one-day courses.

Czechitas Career Portal

The public part is available at itpozice.czechitas.cz. It is a pilot career information tool, which describes individual IT positions using online interviews and infographics.

We are also working on expanding this page to include the option to match our graduates with mentors from companies, IT Career Mentoring, and to offer individual support for a smooth career transition. Every company can devote a few of their IT experts' hours a year to act as online mentors, providing consulting (e.g. to consult expert IT projects or help with job interview prep). A Czechitas community member selects a mentor based on their individual needs. The mentor always decides to whom he or she wants to dedicate their time on the given topic.

The locked part of the portal is for registered participants and contains a space where they can monitor their educational journey in IT and where they can find tips and important information for finding work in IT with a focus on junior positions and internships.

Goal

To popularise work in IT and to offer unique support on the market for career transitions and to meet the demands for individual IT consultations.

Target Group

Mainly newcomers and people who are considering making a career transition from another field.



How many hours did we spend teaching in 2019?

71	75	146
599	603	1 202
2 087	2 091	?



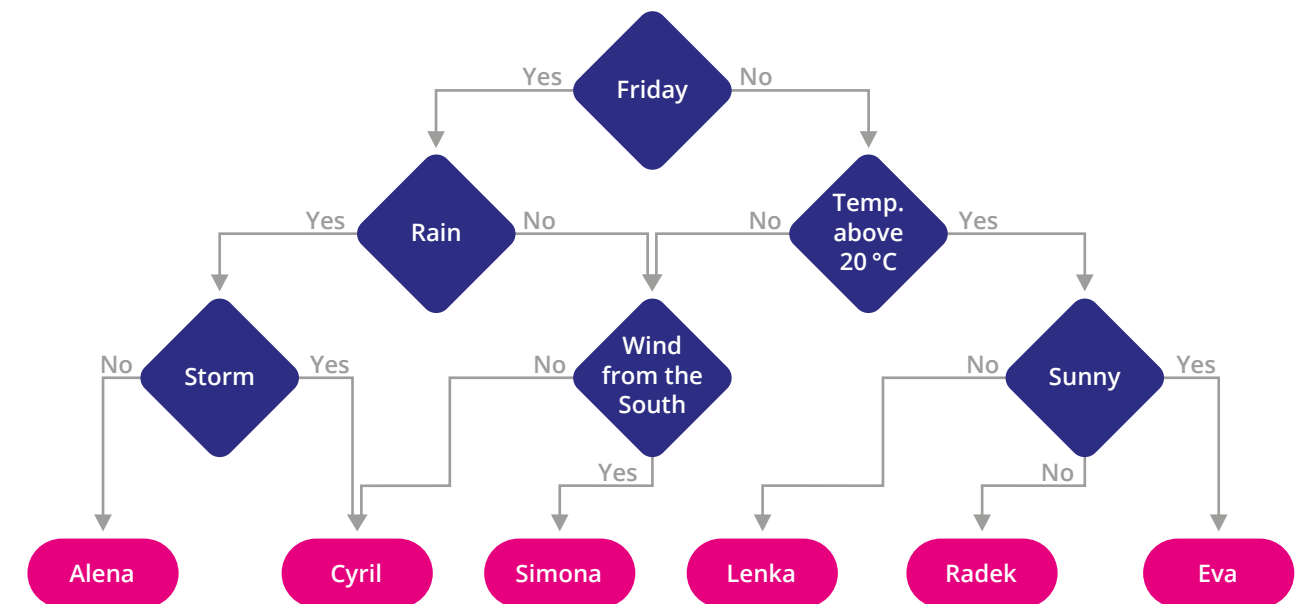
Trivia: When you divide all the numbers in the third column by two, you'll get primary numbers. We spent 4178 hours teaching in 2019. Solution: Add the numbers line by line.



THINK HARD! Bara's Choice

Who will she visit?

Bara has many friends. She's created a simple diagram so that she doesn't have to think hard about who she will visit when. Which friends could Bara visit on a rainy day, when the temperature is about 15 degrees Celsius?



Did you solve this puzzle quickly? Then you have a good chance of having an IT career. Sign up for our **Introduction to Testing** course or for **Digital Academy: Testing** and develop this skill further!

What does this riddle have to do with informatics?

The diagram is a type of decision tree, which is one of the simplest type of algorithm. It is in fact a simple depiction of a decision table. And it's also true that any algorithm can be calculated using a decision table. Usually one of two basic algorithms – breadth-first or a depth-first search – are used to go through the tree systematically, which is a way to solve this problem.

Under the given conditions, Bara could visit Alena, Cyril and Simona. Cyril and Simona, Cyril and Simona, Cyril and Simona.



COMMUNITY



BECOME A PART OF OUR COMMUNITY!

We connect participants of informal education in one location.

Our community includes students, lecturers, experts, partner companies, volunteers, our internal team and other organisations that support us. Even though our internal team doesn't comprise more than 50 individuals, we have the support of more than 500 lecturers and coaches actively participating in our activities and more than 17 000 course graduates. We have more than 31 000 followers on social media.

Companies can also join our community. We're always open to enthusiastic professionals who want to teach with us.

STORIES OF OUR GRADUATES

Digital Academy



Jana Jedelská
Honeywell Analyst

Anyone can change their career

Jana's husband who works in IT was the impulse for her decision to make a change from HR to IT as was the fact that she was on maternity leave and had time to take a course. Thanks to what she learned, Czechitas opened the door for her to work at Honeywell where she analyses data from airplane engines. Once she graduated from the Academy, she took 3 months off to spend with her child and then she started at Honeywell in September.

"Digital Academy taught me the basics of Power BI and Python, SQL. If I was to put it in broader terms, I actually learned to process data in a basic way. It's not as though you go to a course, learn something for 3 months and then come out as a full-fledged data analyst. Not by any means. It's more of a knock on the door. You see a huge volume of data beyond that door that you can play with and create an interesting graph for your customer."



Bára Cichá
BI Specialist at Tieto

From the art world to working with data

Bara graduated from secondary art school. When she didn't get into university, she went to language school for a year and then she started working at an international company. She first took the Excel course at Czechitas, where she learned about Digital Academy. She left her job when she was still taking the course and devoted herself fully to IT. Today, she works as a BI Specialist, enjoys work with data and wants to remain in IT.

"I wasn't looking for any work when I was at Digital Academy. I focused on studying but right on the Monday the week after the evening gala, I looked at job listings and found a company that I liked. I sent them my CV, went for an interview a week later and have been working as a Reporting Developer there for more than a year now. I develop reports and part of my work includes work with data and various databases that I have to know how to navigate. Another important facet is communication with the customer - I have to know what they want from me and to adjust to their requirements."



Veronika Krobová
Junior Programmer at U&SLUNO

From banking to software development

Veronika graduated from Secondary Technical School of Mechanical Engineering but never thought she could program. She began her career at a bank where she was in charge of fraud prevention. She already encountered programming there. She was supposed to create a random number generator - because of attacks on bank accounts. Then she started playing around with drones, which she also learned to program. When she was looking for programming languages and information on how to operate drones online, she found Czechitas. After she graduated from the first Introduction to Programming course she signed up for the first Digital Academy and programming in Java. She received an offer to work as a programmer while she was still at the Digital Academy and that's how her banking career ended. Today, Veronika works in U&SLUNO where she programs a tool used for processing large volumes of data and automates inserting data into table operators.



If all members of the Czechitas community held hands, how long would the chain they create be in km?

1000110

"The interesting part is that there are five more girls who completed Digital Academy with me who work here. That must have had a bit of an impact on the group of IT guys working here. We were told that they're typical quiet guys who only think in numbers and now they planted five girls into their space. So we turned their world upside down a little bit. In a good way - they smile more now."

You can find more stories from our graduates on the Czechitas [blog](#) under

[#tvorimepribeh](#)



The chain would be 70 km long. Solution: The number is listed in a binary numerical system, $1000110_2 = 70_{10}$. Trivia: 70 is also a number of the computer relay (a piece of hardware), in which a bug got stuck for the first time ever in 1947. The computer stopped working and so people started to use the word "bug" to mean program error.

STORIES OF OUR GRADUATES

IT Summer School



Eliška Krátká a Lucie Anna Procházková

Students at the Czech Technical University in Prague at the Faculty of Information Technology



Different paths leading to the same place

Eliška and Lucka attended Czechitas IT Summer School and today they're both students at the Faculty of Information Technology. The stories and experiences of 22-year old Lucie and Eliška who is one year her junior are very different though. They show that the path girls take to get to IT can be quite versatile. And that every girl can define her own path.

Lucka's path was more direct. Her father was a programmer and so he tried to nurture her IT skills from an early age. She got her first laptop when she was five and she programmed her first website when she was eight.

"I only decided to attend the Faculty of Informatics after going to Summer School because it was only there that I convinced myself that girls really can study informatics; not just guys like we know them from IT Crowd. That was literally the moment when I decided to attend the Faculty of Information Technology."

Eliška's path was quite different. Her mother dreamed that she would become a doctor and so she constantly tried to steer her in the direction of biology even though Eliška's favourite subjects at secondary school were Math and Physics.

"My mom tried to convince me to go study medicine and she almost succeeded. Finally though, I realized that I didn't enjoy biology as much as informatics. The third year of secondary school was the breaking point. My friend, who was also interested in math and physics had an influence on me. She literally told me to check out "the comps" as well. It was at that moment that I remember that I actually liked that when I was younger. Thanks to her, I signed up for IT Summer School and then there was no turning back for me."

Czechitas Thesis Award



Kateřina Kočendová

Winner of the Czechitas Thesis Award, Developer Associate at SAP

New work thanks to experience gained during the competition

Katka was the winner of the 2019 Czechitas Thesis Award for the best female Bachelor's thesis in IT. The committee made up of experts took notice of her Bachelor's thesis on Walking Detection and Setting the Number of Steps Using a Smartphone. She created the thesis in collaboration with the Institute of Biomedical Engineering FEKT, VUT.

The judges selected her among the 8 finalists of the competition. She then received a month of mentoring with the competition's partners where they developed her ideas together and prepped her for the final presentation. Kateřina presented the results of her work in April last year and after a great performance, she won the entire competition. Kateřina quickly followed up her success and started working for SAP – one of Czechitas partners – as a Developer Associate.

"At the finale, you meet a lot of people from IT and make a lot of interesting contacts. During mentoring, you find out how large IT companies operate and what the actual work in IT looks like. Companies also use mentoring to recruit students for internships and other student positions. A person can really gain a lot of experience during the competition."

LECTURERS, COACHES AND MENTORS

A large portion of our team and the heart of our events includes countless IT experts who have decided that they want to share their knowledge and skills. They see the importance of education and feel good when they can help new talent as they start out. Many volunteers also help us and thanks to them there is great support and a pleasant atmosphere at all our events.

IT experts are often employees from our partner companies. This makes our cooperation quite direct and mutually beneficial. We offer our partner's employees the opportunity to volunteer and our event participants get in touch with people from the field.

Lecturers prepare the lesson content and lead specific lessons and courses. The coaches are the lecturers' best partners and helpers. This group of experts is present at all lessons and is prepared to help out with anything. They support our participants in further development and help them with their homework and give advice as needed. Mentors help our participants head up their own projects as part of the long-term courses and offer individual consultations if needed.

Some of our graduates also work as lecturers, coaches and mentors when they come back to us to give back to the community.



Kamil Tkadleček

Lecturer and Coach at
Czechitas, Development
Architect at SAP Labs
Czech Republic

"I only started working with Czechitas recently but I can already say that they're great at what they do. All the events they put on are carefully planned and organised, they collect feedback to make improvements at every event and they keep moving forward. This and the fact that they're proving that they're successful in getting more women into IT is precisely the reason why I'm happy to work with them on their mission. I was a coach at the Digital Academy: Web and now I'm a lecturer of the three-month Java course."



Pavel Chocholouš

Lecturer, Coach, Mentor
at Czechitas, Data Addict
at Avast

"I've been wearing the Avast colours for 10 years now and I've probably tried ten positions here. I live and breathe data. When I found out about the Data Girls project and Czechitas, I wanted to get in there right away. Evolution and cultivation of society, sharing what I know and a desire to give back as well as a fresh feminine environment and energy that was quite in contrast with the everyday IT world – how can you resist? It took a while before I met Dita, Pavla, Lucka and others thanks to Padák and Vojta Roček at some hipster event in Karlín and we made a deal right away. It received positive feedback at Avast right from the start and today, there are more than 10 of us who work on various Czechitas activities. As Czechitas grew, I tried everything except being a workshopper. I was a mentor several times (you can't win a unicorn with me at Digital Academy though), an SQL lecturer, a coach in Prague and Brno as well as a camp counsellor."



Martin Podloucký

Senior Lecturer at Czechitas,
Coding Bootcamp Prague
Lecturer, Front-end
Developer

"I teach at Czechitas because I found a friendly and warm environment here that gives me the platform to share my IT experience. When I was still studying at the Mathematics and Physics Faculty at Charles University, we often faced tasks that were on the very limit of our abilities. I therefore always had a desire to truly understand these topics in-depth, to get to the core of something that is challenging and complicated and not everyone can understand. Today, it gives me great joy to share this knowledge with those, who would like to understand complex matters but perhaps lack the energy or time to rack their brain all weekend long and try to grasp something that's on the very limit of their abilities. That's why I teach Introduction to Programming or Digital Academy: Web at Czechitas now. I greatly enjoy finding simplicity in things that seem terrifying and inaccessible at first so that others can also experience this joy of discovery. I combine teaching with front-end developer work so that I don't lose contact with reality and can still learn new things."

PARTNER COMPANIES

Partner companies comprise an integral part of our community. Thanks to their support, we're able to sustain growth, develop new products in response to the demands of the market and to find our graduates work in IT or in technical positions directly in these partner companies. Together, we create a community environment to connect commercial and non-commercial organisations where solutions and answers to problems related to information technology are found – lack of IT talent, team diversity and social responsibility.

To become a Czechitas partner means supporting the vision and mission of the organisation – to find and inspire new talents to study and work in IT, which leads to higher diversity and competition in the field of information technology in Czechia. Partner companies, which actively participate at our educational activities get in direct contact with new IT talents, they contribute the most up-to-date technologies or support our current educational activities.

We have several types of partnerships that differ in the scope of activities in which the partner participates:

- » **General partners:** the partner supports the organisation as a whole and is involved in setting the organisation's future direction. This is usually a new milestone in the functioning of the entire organisation (e.g. support of a Digital Academy or an educational centre in a specific city).
- » **Strategic partners:** the partner supports activities across the entire organisation, helps create our product portfolio and sets the direction, in which

our organisation will go. We create a package of projects and activities with the partner that best suits that partner's strategy.

- » **Regional partners:** the partner supports activities in a given region where that partner operates. Participates on project packages and activities in a given region.
- » **Project partners:** the partner selects one or several projects or activities in which it wishes to be involved and which best suit that partner's company strategy.
- » **Barter partners:** the partner offers us a non-financial equivalent for our services, e.g. use of office space to hold our courses.

We meet with our general and strategic partners regularly and discuss current developments and trends in IT and changes on the job market in order to find the weakest spots and turn them into opportunities.

Important milestones for Czechitas included general partnerships with Google.org when the Digital Academy project was born, with Microsoft for the Programming Academy, with the Avast Foundation to support activities for children as part of Czechitas New Generation and with the CTP developer to open the Czechitas House in Brno.

Thanks to more than 100 partner organisations, we were able to implement our activities, we opened the first Czechitas House and opened additional branches in 2019.

Talent Matching

We match companies and smart graduates from our workshops and long-term requalification courses. Depending on the needs of our company clients, we approach our community with a specific offer of available positions and we also actively seek out suitable applicants in our graduate database. We focus especially on junior technical positions and on positions that combine technical and business skills.

We conduct interviews with the applicants for jobs at our partner companies and if we come to an agreement, both in terms of expectations of the graduate as well as in terms of the partner's requirements, we send the partner companies 2 to 3 profiles of interesting candidates.



Radka Švejnová
Senior Manager, EMEA
Talent Acquisition
ORACLE
NETSUITE

"This is the third year for our partnership with Czechitas and I have nothing but positive things to say about the collaboration. We view the interaction as very productive, be it from the viewpoint of our employees who train, mentor and share their opinions on technical and other topics, as well as in terms of the brand, which we promote through Czechitas on the local market. We welcome women who are interested in the world of IT and we're happy that more than 12 graduates from various courses have found work on our teams. We're glad that we're helping to write stories."

General Partners



Strategic Partners



CONCLUSION

A huge thanks belongs to our **partners**, thanks to whom we are able to invest into developing regional centres, regions, online education and to tread into unfamiliar waters on the path to improving technical education aimed at professions of the future for children and adults in Czechia.

To **partners**, who support our projects, mentor, lend us their “chairs”, their software, networks or simply cheer us on.

Thanks to all the **lecturers, coaches, mentors, volunteers** who create, teach, teach us and share their knowledge.

Our big thanks goes to all the **volunteers**, boys and girls, companies and individuals who willingly took part in our projects. We took a huge step forward together and have written many stories of women in IT.

Last but not least, we would like to give a special thanks to the **team** for their big heart, humility and love for what they do. They give the entire organisation meaning and breathe life into every story.



THINK HARD! Mess in the Library

In how many moves can you put the books in order?



You have 9 books in the library on the topic of IT and our courses. Unfortunately, someone has put them out of order and you have to sort them by number. What's the smallest number of books you have to move to put the library back in order?



If you're good at this you'd make a great data analyst. You can start by taking the Introduction to Data Analysis one-day course or go ahead and sign up for our Digital Academy: Data!

What does this riddle have to do with informatics?





It relates to sorting, one of the basic tasks, which is a part of many typical problems related to data sorting. The exercise demonstrates one of the ways of sorting data.

You have to move at least 4 books (books 2, 3, 4, 5).



Pája Kápi, Peta A, Lenka B, Jirka, Ivča ✨
 Zuzka krop., Ana, Luděk, Amička, Janča
 Pavla ve, Tereza, Maruška ©, Dida, Leha :) LIBEREC
 Tereza, Pájule ♡
 BARU O., Mija, Hanča Vyby
 Olga, Mára, Adam
 Luci, Hanča H., Baru ♡, Adéla
 Sun, Monika, Ondřej, Andrea
 Barbara, Lucie ♡, Zuzka, Martina
 Barča, Ivča :)
 Raduš, Pájule ♡, Sulu, Hanča ♡, Tereza

Join us and
 become a part of the
Czechitas community!

 czechitas.cz
   
 @czechitas

1	1	0	1	1	1	0	1	0	1	0	1	1	1	0	0	1	0	0	1	1	1
0	0	1	1	0	0	1	0	0	0	0	0	0	1	1	1	0	1	0	0	0	1
1	0	1	1	1	1	0	1	1	0	1	1	1	1	0	0	1	0	1	1	1	0
0	0	1	0	0	0	0	0	0	1	0	0	0	0	1	1	0	1	1	1	1	0
1	0	0	1	1	0	0	1	0	1	0	1	1	0	0	0	1	1	0	1	1	0
1	0	0	0	0	1	1	0	1	0	0	1	0	1	1	1	0	1	0	0	0	1
1	0	0	0	0	1	0	1	1	1	1	0	0	1	1	0	0	1	0	1	1	0
0	0	1	0	0	0	0	0	0	0	1	0	0	1	0	0	1	0	1	0	1	1
0	0	0	0	1	0	0	0	0	0	0	0	1	1	0	1	0	1	0	0	1	0
0	1	0	1	0	0	1	0	0	0	0	0	0	1	1	0	0	0	1	0	0	1
1	1	0	1	0	1	0	1	1	0	0	1	0	0	0	1	1	0	1	1	1	1
0	1	1	1	0	1	0	1	0	1	1	0	0	0	1	1	0	1	1	0	1	1
1	0	0	1	1	0	1	1	1	1	1	0	1	1	1	0	0	1	1	0	1	1
0	1	0	0	0	0	1	0	1	1	1	0	0	0	1	0	0	0	0	0	0	1
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1	0	0	1	1	0	0	1	0	1	0	0	1	0	1	1	1	0	0	0	1	0
0	0	0	0	0	1	0	0	0	0	1	1	0	1	1	1	1	0	1	0	0	1
1	0	0	1	0	1	0	1	1	0	0	0	1	1	0	1	1	0	1	0	0	0
0	1	1	0	1	0	0	1	0	1	1	1	0	1	0	0	0	1	1	0	0	0
0	1	0	1	1	1	0	0	1	1	0	0	1	0	1	1	1	0	0	0	1	0