

# ANNUAL REPORT 2023



*sistech*

[www.sis.tech](http://www.sis.tech)

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# INTRODUCTION

Sistech launched its first programme, the #T4Women fellowship, in 2018. Five years has sped by in what feels like the blink of an eye. Yet, when I think of all the refugee women we've met and supported, the events organised and partnerships forged, the programmes designed and then redesigned, the data collected and the impact reports published, I can hardly believe we accomplished so much since our first pilot.

So much happened just in 2023. The year started out with an unhappy milestone. February marked the first anniversary of Russia's invasion of Ukraine and the exile of millions of war refugees across Europe. The arrival of Ukrainian refugees, mostly women, forced Sistech to reflect on our work. We welcomed many into our three programmes, and continue to do so, but made the critical decision to keep supporting a diversity of nationalities within our cohorts. In May, we won first seat at the Forti Insieme prize by Chiara Ferragni in collaboration with Pantene. As the year came to an end, Sistech participated in the UNHCR's Global Refugee Forum in Geneva. As part of the French delegation, we contributed to an official pledge to better protect people fleeing violence and persecution around the globe.

In between those moments, I witnessed so much collaboration, experimentation and achievement at Sistech. This annual report tries to capture the essence of all that activity. It is also an opportunity to reflect on some shortcomings, and establish objectives for the future.

Greater consolidation of our activities and operations was the focus of 2023. We established programme standards and adopted tools to measure our impact across France, Italy and Greece. Our staff became more international and decentralised than ever. I think that in 2023 we truly became a European non-profit, not just a French charity piloting projects in nearby countries.

I am grateful to all the people who joined our team last year, and for the passion and expertise they share every day. We also welcomed scores of enthusiastic volunteers, as well as new corporate and community partners. Working together, we supported 237 uprooted and displaced women. Ninety-one percent of them had a professional project after completing our programmes! Their talents and hustle inspire our work.

Back in 2018, we at Sistech established a goal for ourselves: To support at least 500 women in five years. After completing all our programmes in 2023, we ran the numbers. What we found is that we have participated in the journey of more than 550 women so far. So why stop there!? At our 2023 team retreat we agreed on a new, ambitious goal: Support 1% of ALL refugee women in Europe by the year 2033.

With the lessons learned in the past five years, and through solid foundations established in 2023, we feel confident we can rise to the challenge. We have supported refugee & asylum-seeking women newly arrived from Afghanistan, Syria, and Ukraine. As we look toward the next 10 years, Sistech will be ready to welcome new faces no matter their nationality or ethnicity, accelerating the professional inclusion of all displaced women in Europe.



**Joséphine Goube**  
Founder & CEO of Sistech

Over the past five years, the number of forcibly displaced persons worldwide has surged to unprecedented levels, nearly doubling from around 60 million in 2018 to over 114 million by mid-2023. This trend is driven by new conflicts primarily, like the war in Ukraine. Long-standing crises in Syria, Afghanistan, and Sudan are contributing to this rise in numbers, which will continue in 2024. Regions like Europe, which received over 1 million asylum applications in 2023, can continue to expect a high volume of irregular arrivals and asylum applications.

During this period, 2018 to 2023, Sistech has been a steadfast companion to displaced women, and our journey has been nothing short of remarkable. What started as an experimental programme in 2018 is now an international effort spanning three countries. Our humble beginnings, serving a dozen female refugees, have evolved into a powerful force. We not only reached, but surpassed our goal of reaching 500 women by 2023. Thanks to our training and job placement programmes, we have seen women who were once struggling to find their place in a new country now thriving in their communities. This is a testament to the impact of your support, and we are deeply grateful for it. Your belief in our mission has been the driving force behind our success.

With this expansion into three countries, we realised we needed to continue working passionately and professionally. We sought advice from external auditors and professionals. We revamped our internal monitoring and evaluation frameworks. We hired new team members with cross-cutting experiences, such as in project management, community engagement, and fundraising. These additions helped us standardise our good practice and organisational learning, and to prepare for a new growth phase. In short, we kept the best of our start-up culture and embedded it with the systems processes and the purpose to grow.

We have set ambitious new goals for the next five years. We aspire to become a platform of inclusion for displaced women and an organisation that works with and for them. This year's annual report showcases how we are laying the groundwork to reach 1% of all displaced women in Europe, through innovative programming and strategic partnerships. These partnerships with communities, sponsors, volunteers, and private sector companies are not just collaborations. They are the lifeblood of our work. We are also building our alum community. This group of women – who have directly benefited from our training – are now actively involved in the organisation's work. This includes mentoring new participants, advocating for policy changes, or serving on our Board. Who better represents us than these women?

We are proud of our journey thus far and look forward to working with you as we advance.



**Jay Corless**  
President of Sistech

# ABOUT SISTECH

## THE LEADING EUROPEAN NON-PROFIT SUPPORTING REFUGEE WOMEN ACCESS SUSTAINABLE TECH & DIGITAL JOBS OF THEIR CHOICE.

Sistech is a European non-profit founded in 2017 by social entrepreneur Joséphine Goube, winner of the Forbes 30 under 30, Prix Margaret by La Femme Digitale, Marie Claire UK Awards, & Maserati 100. She created Sistech in order to support uprooted & displaced women access tech & digital job opportunities.

The organisation delivered its first Fellowship programme under the brand #TF4Women in Paris in 2018. This pilot was designed to meet the basic needs of the refugee women and enable them to connect with companies already aware of the power of diversity.

### SINCE 2017

19

programmes implemented

3

European countries

550+

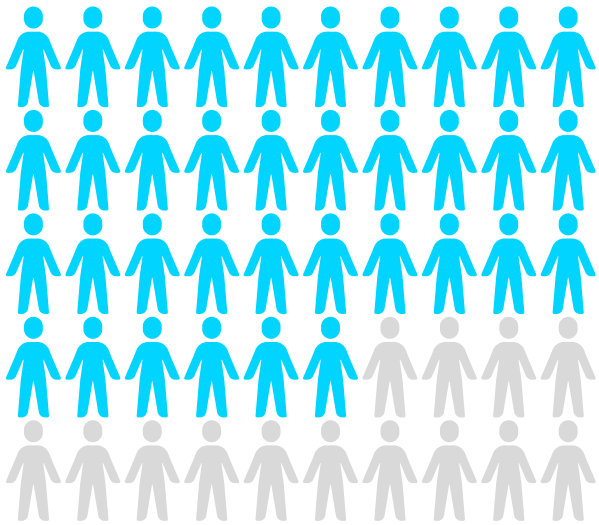
displaced women supported

# KEY 2023 FIGURES

230+

Displaced women supported

86%  
programme  
graduation rate

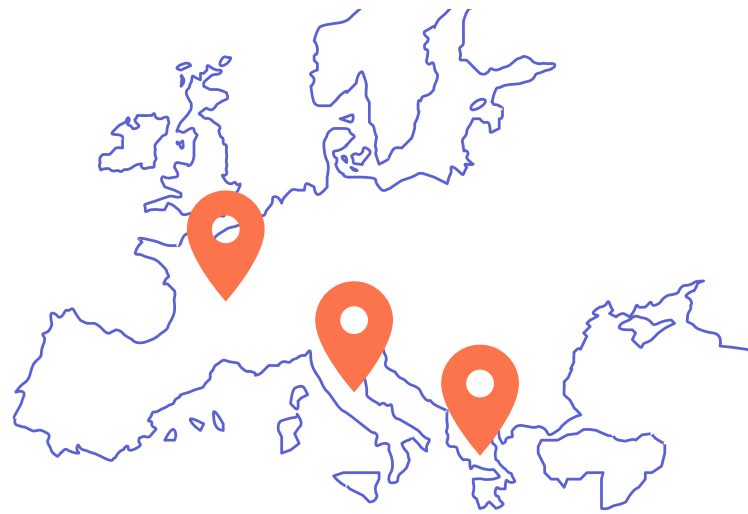


20+

Partners standing up  
for more women  
& diversity in tech

3

Countries  
across Europe



350

Committed tech  
professionals

# OUR TEAM TODAY



**Sara Modena**  
European Partnerships Manager



**Nadine Tzetzta**  
Partnerships Officer



**Miurel Tacula**  
Administrative Intern



**Oumou Diallo**  
Graphic Designer



**Liuba Lysenko**  
Programmes Manager, Italy



**Leila Dossat**  
Programmes Coordinator



**Joseph Bamat**  
Communications Officer



**Silvia Gallitto**  
COO



**Bianca Bisarra**  
Programmes Manager, Italy



**Spyridoula Spyridon**  
Programmes Manager, Greece



**Claire Berard**  
Admin & Accounting Assistant



**Valentine Jacob-Xaé**  
Programmes Manager, France



**Larissa Amour**  
Programmes Manager, France



**Joséphine Goube**  
Founder & CEO



**Kiriaki Dardagani**  
Programmes Manager, Greece

# THE BOARD

## TREASURER



**Chloé Tuot**  
COO of RaiseLab

## PRESIDENT



**Hugh Jay Corless**  
Innovation for Development specialist,  
Lead Consultant on Migrant Training with IOM

## SECRETARY



**Inès Massa**  
Web developer at BNP Paribas  
& Former Fellow 2019

## ADMINISTRATORS



**Laura Braune**  
Diplomat, French  
Ministry of Foreign Affairs



**Sahar Habib**  
Cybersecurity Analyst  
at BNP Paribas



**Aichetou Anne**  
Software Project  
consultant at Capgemini



**Hélène Sancerres**  
Chief Impact Officer  
at Cisco



**Marco Muccini**  
Topos Network CEO



**Safia Tmiri**  
Senior advisor,  
strategy &  
transformation



**Ersilia Vaudo**  
Chief Diversity Officer  
at European Space  
Agency



**Marwa Aloush**  
Data Analyst at  
Orange

# WHAT HAPPENED IN 2023?



# I - CONSOLIDATION IS THE KEY

In 2023 Sistech spent significant energy ensuring we run the same programmes in Greece, Italy and France. We see this consolidation as a key step to future growth. The process of establishing common curriculums, impact measurement tools, and internal procedures began in 2022, but was implemented fully last year.



The process was nurtured by internal reflection, as well as external insights. Consultants helped us explore how our programmes can reach more refugee women, without compromising the value we deliver to each one of them. Thanks to funding & support from the Schmidt Futures Foundation, Sistech explored the most promising and relevant tech career fields for refugee women in the next five years. This effort was supported by four Fellows trained in UX research.

## II - FROM 1 FELLOWSHIP TO 3 PROGRAMMES

The process of splitting our pilot, the Fellowship, into three separate offerings came to fruition in 2023. Our three programmes follow a logical progression, but beneficiaries (the “Fellows”) can also join them independently.

Dividing the Fellowship served two important objectives. First, it allowed Sistech to better serve a wider range of refugee women, who arrive in Europe with different educational backgrounds and professional experiences. Segmented programmes also permit greater experimentation and adaptability in the ever-changing tech sector.



The first programme is **Pathway**. This online, community-led programme is designed for refugee women who are still unsure if they want to follow a career in the tech & digital sectors. This professional orientation programme develops:

- Basic IT skills,
- A basic understanding of the local labour market, and
- Awareness & knowledge of tech & digital opportunities.

Upon Pathway's completion, we encourage refugee women interested in a career in tech & digital to apply to Springboard, or to join a technical training course delivered by one of our partners.



**Springboard** is designed for refugee women who wish to continue reskilling and up-skilling for a tech or digital job. Potential skills include recruiting, web development, data analysis, cybersecurity, digital marketing, design, project or product management, and more.

Volunteers meet Fellows weekly, in the form of collective or individualised workshops. Fellows thus access certified technical training and language classes. At the end of Springboard, Fellows will have acquired the minimum hard and soft skills they need to pursue a professional field of their choice.



The third and final programme is called **Boost**. While it is the logical continuation of Springboard, some Fellows decide to pursue an intensive technical training course - offered by one of our partners - before joining Boost.

Boost is fully focused on preparing Fellows to find a job. They learn the local job market, prepare for interviews, and network with potential employers.

# III - BOOST 'IS BORN' IN FRANCE

The year 2023 saw the culmination of a critical process that began in 2022, when the Fellowship was first split into two distinct programmes. In April, a cohort of 18 women pitched their professional projects to a room full of HR professionals. The event marked the completion of the first Boost, not just for France, but for our entire organisation.

The programme saw no dropouts, and in many other ways confirmed that the division of the Fellowship better meets the diverse needs of refugee women.

*My participation in Sistech's programme was not planned, but thanks to it, I changed my profile from public relations, copyright and social media management, to UX/UI Design.*

*Sistech promotes the great idea of leading women into Tech. The people who work with you deeply care about your future success, helping you find mentors, study programmes, attend events, visit companies, and organise meetings with HRs to give you all possible opportunities to move forward in your new professional path.*

*The team, as well as the volunteer mentors, are extremely nice and professional, supporting you throughout the whole journey, making sure you are not lost. It is a safe space for women who might be going through challenging times.*

*I strongly suggest participating in the programme and thank Leïla, Josephine, and all the people involved. Women supporting women is the world we want to live in!*



Ulyana, Boost 2023



Claire Decroix,  
Mentor Orange

*Supporting a Fellow as a volunteer was an enriching human experience! She was extremely motivated to learn and our weekly Zoom sessions were very interactive. Her determination blew me away!*

*At the start of the course, she wanted to learn everything about digital career, but lacked a precise idea of use cases. We identified all the online training courses that could enhance her skills. Then we discussed workplace challenges and my own experience in data to gain a clearer professional perspective. By the end of the mentoring session, she had gained confidence in her abilities and decided to pursue a software implementation project. It was very satisfying to support her in her search and help her become more independent.*

## 6TH SPRINGBOARD LAUNCHED IN OCTOBER 2023

32

women  
supported

44%

of them  
were mothers

45%

applied to  
Boost

68

Tech pros involved  
as trainers, speakers  
or language buddies

## 1ST BOOST LAUNCHED IN FEBRUARY 2023

15

Refugee women  
supported

7

Nationalities

67%

Hold a Bachelor's or  
higher degree

33

Average age

50

Mentors, speakers &  
language buddies

3

Professional events  
Visits to Orange HQ, VMware  
in La Défense, and job-dating  
event



# IV - STRONGER TOGETHER IN ITALY

Our team in Italy quickly followed suit, launching its first Boost in October and a huge networking event as 2023 wound down.

The year was also marked by Sistech's participation in Milan Digital Week, during which we co-hosted and ran a Diversity, Equity & Inclusion workshop. The event raised awareness about the challenges refugee women face and brought greater visibility to our non-profit locally. In May, Sistech won first seat in the company's Forti Insieme (Strong Together) initiative.



Eren, Boost 2023

*I was very happy to join Sistech's programme, which provided me with experience and information in a whole new language. It is now one of the most important languages in the world: programming language! If I get the opportunity, I will become a programmer and continue learning. Sistech allowed me to learn without borders. I would like to thank them because they have also allowed me to learn Italian. I also gained many friends from different nationalities and learned how to manage my time. I hope they can continue helping immigrants, and create new programmes, so that I can join them and acquire even more skills.*

*Volunteering in Sistech is a wonderful experience that I highly recommend! Sistech is an amazing community where volunteers and Fellows learn together, session after session.*

*It's amazing how much you receive, even if you are the volunteer. Mentoring is a concrete way of taking action for gender equality in tech and support for refugees.*



Sabrina Scarpati, Mentor  
Mònade

## 2ND PATHWAY LAUNCHED IN MAY 2023

51

Refugee women  
supported

74%

Hold a Bachelor's  
degree

17

Nationalities

28

Average age

84%

of Fellows say  
they achieved  
their objectives

## 1ST BOOST LAUNCHED IN OCTOBER 2023

11

Refugee women  
supported

91%

Hold a Bachelor's or  
higher degree

36

Average age

73%

were mothers

64%

Unemployed at  
start of programme

24

Professional  
volunteers



# V - PUTTING DOWN ROOTS IN GREECE

It took Sistech a full year to establish our status as a Greek charity, but the process was finalised in 2023. An increasingly experienced team ran its second Pathway and second Springboard programmes.

The year was marked by a growing sense of legitimacy and belonging. More refugee & asylum seeking women joined the Sistech alumni community, and we brought onboard our first local partner, Concentrix and its Think Human Foundation.



Mary, Pathway & Springboard 2023

*I found out about Sistech thanks to a community partner organisation in Thessaloniki, and I am so grateful that I got to be part of two programmes. The Pathway was an eye-opener for me. I was totally a beginner, didn't know there were so many different career paths in technology, or that I didn't need a degree to begin training for one. The Springboard was an awesome experience, through which I decided to pursue Data Analysis training. Spyridoula and Kiriaki were always there no matter what I needed, and I got to meet the rest of the Fellows. All these women are working so hard to achieve their dreams, and I am grateful I was part of this amazing group*

There are two things that I have loved about Sistech's programme, and which brought me back as a volunteer for a second time. Firstly, it's incredibly rewarding to see how much it means to the Fellows. What amounts to a bit more than one hour of my time in a week, makes such a difference to someone else - receiving that feedback from the Fellows is amazing.

The second thing is seeing how driven and positive the Fellows are, even in the face of the various adversities they face. It is quite moving and often inspiring.



Marcus, Trainer MOO

## 2ND PATHWAY ENDS IN FEBRUARY 2023

30

Women supported

29

Average age



6

Nationalities

67%

Were unemployed entering the programme

46%

Hold a Bachelor's or higher degree

32

Professional volunteers

55%

of Fellows feel confident using computers after the programme

## 2ND SPRINGBOARD LAUNCHED IN APRIL 2023

20

Refugee women supported

25%

Live in a camp for refugees

34

Average age

70%

Hold a Bachelor's or higher degree

38

Tech & HR experts involved as speakers

86%

of Fellows feel confident speaking English after the programme



# VI - WHAT WE LEARNED IN 2023

## BACK TO EMPLOYABILITY

Not everything in 2023 went as planned. Notably, around 50% of the refugee women we supported in Greece, Italy and France found a tech or digital job after completing our employability programme. That is a drop compared to the 71% success rate we achieved previously and had become our target.

We've seen, and our corporate partners have confirmed, that the tech industry is changing in unexpected ways and experienced a general cooldown in hiring. There may also be other factors affecting our figures, and that we still lack the hindsight to comprehend. But what became clear to us in 2023 is that the labour market is full of complexities that Sistech is not immune to, and cannot control.

Our response has been to ask "What can we control?" "What new features can we incorporate into programmes or operations, so refugee women get hired?" The challenge was unexpected, but it's bringing us back to our core mission.

## KNOWLEDGE SHARING

Turnover affects any organisation, but hurts non-profits in particular. In 2023 Sistech bid farewell to several colleagues. It was exciting to welcome new members to our team (including a former Fellow!), but also forced us to think about how we spread information across the organisation on a daily basis, and over time. We have revisited the tools we use to communicate as a team, improving how we store and share information.



# THANKS TO OUR PARTNERS

## Strategic partners

L'ORÉAL  
FUND FOR WOMEN

WesternUnion WU  
Foundation

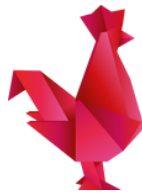
CISCO  
Foundation

SCHMIDT FUTURES

## Country partners

orange™

Liberté • Égalité • Fraternité  
RÉPUBLIQUE FRANÇAISE  
MINISTÈRE DE L'INTÉRIEUR  
DIRECTION GÉNÉRALE  
DES ÉTRANGERS EN FRANCE



La  
FRENCH  
TECH

PRÉFET  
DE LA RÉGION  
D'ÎLE-DE-FRANCE  
Liberté  
Égalité  
Fraternité

UBISOFT

Terna

PANTENE

m33



BNP PARIBAS

LinkedIn®

## Local partners

ARTEFACT

tecno**soft**  
WE DELIVER DATA



BCG

hr team  
we make IT easy]

OCTO  
Technology

agile actors



BNP PARIBAS  
CARDIF

CONCENTRIX™

# THANKS TO OUR PARTNERS

## Pro bono partners



Ads vouchers



Legal advice



Digital communications & PR



Wifi boxes & data



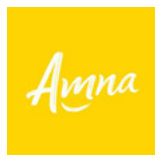
Free certification paths



Free skills identification  
AI technology

We would also like to thank Spring Impact, la W.O.R.D. Academy of Rockhaya Diallo, Le Comité des Pirates Associatifs and ScaleChanger, whose generous support allowed members of our team to attend professional & career development trainings in 2023.

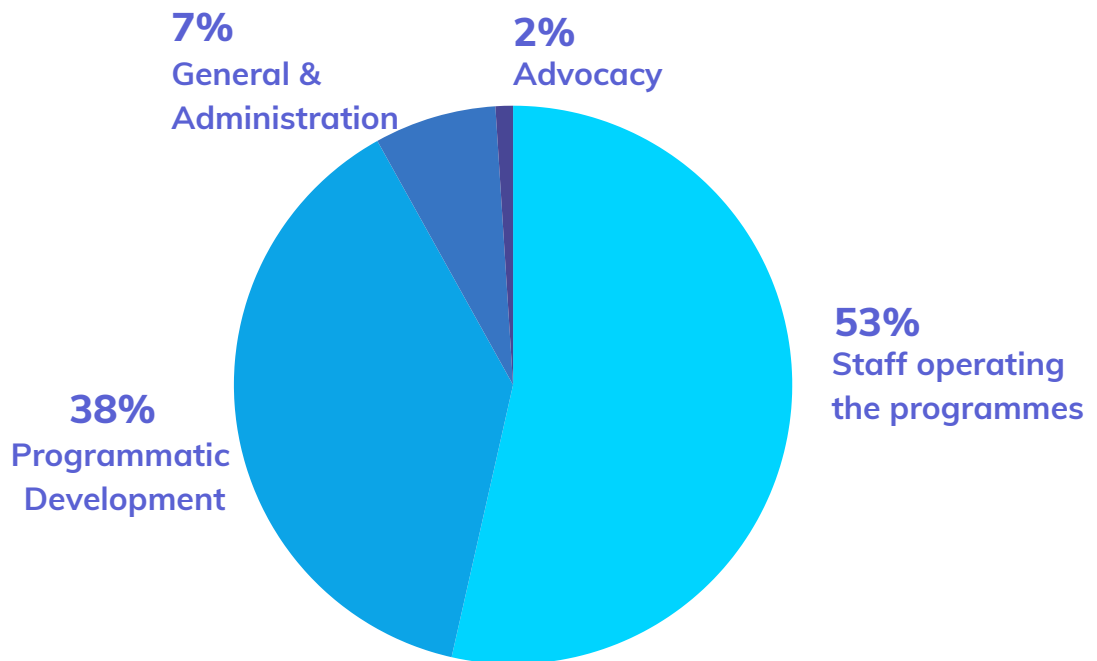
## Community & ecosystem partners



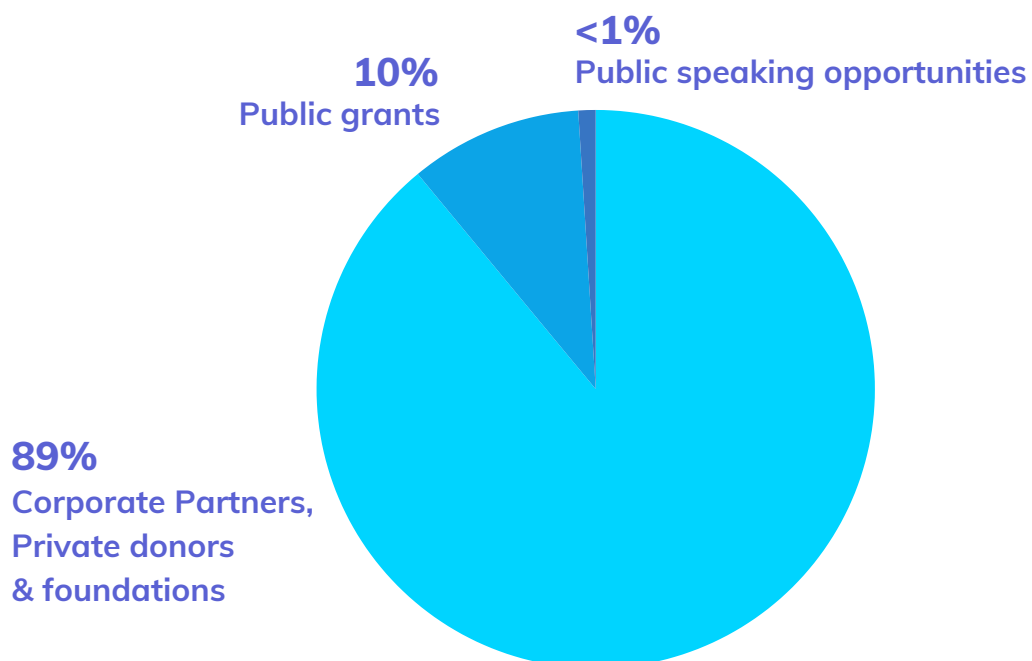
# OUR 2023 BUDGET

## TOTAL BUDGET OF 888K

### HOW DID WE SPEND IT?



### WHO'S FUNDING US?



# WHAT ABOUT 2024?



# OUR OBJECTIVES

Last year Sistech's team worked hard to consolidate the programmes we offer, as well as the internal methods we use to implement them. Our non-profit has grown at a different pace in France, Italy and Greece. Navigating the cultural, social and political differences in each country has been an everyday challenge, but our consolidation efforts have resulted in largely uniform services and operations regardless of location. In 2024 our internal call to action is Focus. We will devote resources to ensuring the changes implemented in 2023 become normalised and fine-tuned.

We will go a step further when it comes to our curriculums, creating a new Programmes Coordinator position. This team member will strive to develop consistent programmes across our countries of operation, and that our training and mentoring truly unlock professional opportunities for refugee women.

We will also invest in our ability to manage data. We want to see the numbers we've collected over the past five years clearly, and use those insights to make sound operational decisions. We will re-organise a growing database of current Fellows, alumnae, corporate partners, volunteers, and supporters. Our objective is to build a stronger community, capable of accepting even more members.

Focus also means preserving - and even improving - our impact as we grow. In 2024 we will review our career paths, making sure they align with trends in the tech and digital sectors, as well as local job markets. Our goal is to get Fellows closer to jobs. We will renew partnerships with business leaders who believe in the power of diversity & inclusion, and look for more like-minded companies, volunteers and allies.

320

Displaced women supported

70%

Employment rate



# SUPPORT US

## → Hire a Fellow

Support diversity recruitment in your business or teams by reaching out to [partnerships@sis.tech](mailto:partnerships@sis.tech)

## → Support us financially!

Donate as an individual or as a business. Reach out to us via [hello@sis.tech](mailto:hello@sis.tech)

## → Volunteer!

Volunteer your time & skills as a mentor, trainer, language buddy, or as a speaker. Apply online on our website directly!



Contact us  
hello@sis.tech

sistech

[www.sis.tech](http://www.sis.tech)

