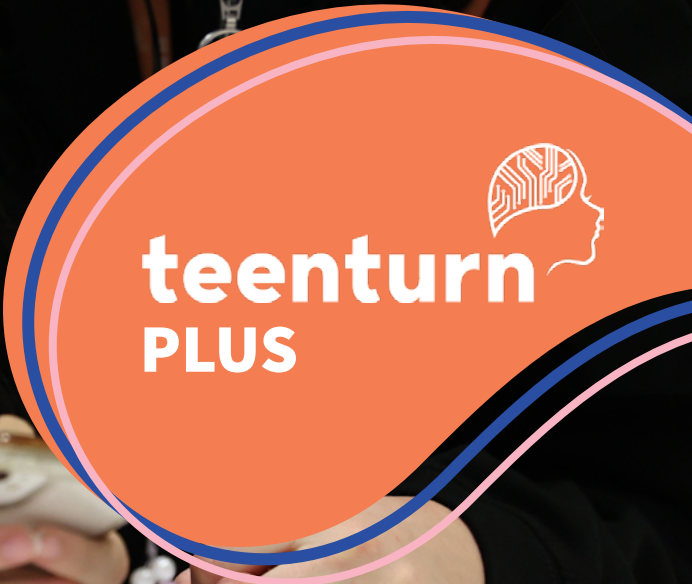


Powering progress by upskilling girls to advance in STEM.

STEM Ready, Future Ready: Preparing
Girls for the Next Generation Workforce



Over 3,000

girls have participated in Teen-Turn programmes

100+
schools

6
universities

80%
of Teen-Turn participants enter 3rd level STEM

50
Host companies

Teen-Turn supports girls in Ireland to level up in STEM through collaboration with education and industry stakeholders.

“What we do is empower our participants—to identify a STEM interest, to be supported in the pursuit of mastering skills and gaining qualifications related to that interest, building science capital, and then provide the connections and social capital and ongoing reinforcement to develop a STEM career from that interest. We call it our ‘Junior Cert to Job’ commitment.”

— Dr Joanne Dolan, Co-Founder, Teen-Turn

Running since 2016 Teen-Turn works with girls from under-represented communities who are typically not gaining post-secondary qualifications, and equips them with the skills, opportunities and confidence to study Science, Technology, Engineering and Maths (STEM) programs at third level.

Teen-Turn PLUS is an advanced track for girls within the Teen-Turn cohort. Teen-Turn PLUS runs as a Saturday club, drawing participants from all of Teen-Turn’s extracurricular programming including both secondary and third level students. The objective is to level-up girls’ STEM skills by mastering complex subjects ranging from physics to robotics to higher level maths and computer science.

Junior Cert to Job

Teen-Turn extracurricular skilling and supports in STEM begins in secondary school and stays with participants until they complete third level, and enter the workforce.

Teen-Turn PLUS

Began in 2022 to incorporate ‘advanced future of work’ learning into all Teen-Turn activity tracks.

Expert Team

The dedicated Teen-Turn team includes professionals with backgrounds from enterprise, education, and research. All our staff as well as our lead mentors at sessions are Garda vetted.

We are GDPR and child welfare compliant. A registered charity, our Board of Directors includes industry leaders and skills strategy experts.

“There is a growing skills shortage in key STEM professions, levelling up and empowering girls with strong foundations in technology and engineering—alongside securing relevant third-level qualifications— is essential to the future success of the Irish economy.

Skills-based hiring is rapidly becoming the industry standard for companies aiming to stay competitive. For young people to remain relevant in the job market, they must become proficient in emerging technologies such as AI, cybersecurity, automation, and data science.

As the digitisation of work accelerates, individuals and organisations that fail to adapt to evolving skills requirements risk falling behind. While the full impact may not be felt until after 2030, the time to prepare is now.

Teen-Turn’s PLUS programme is equipping a new generation of talent with future-ready skills, driving progress by upskilling girls from underserved communities in the foundational knowledge needed to thrive in the knowledge economy.”

— James Milligan, Hays Global Head of Technology, Engineering and Contracting, Enterprise Representative, Ireland’s National Skills Council Chair, Teen-Turn



The Higher Education Authority (HEA) notes that, of those entering Higher Education in Ireland, 43% of men study STEM, compared to only 19% of women.

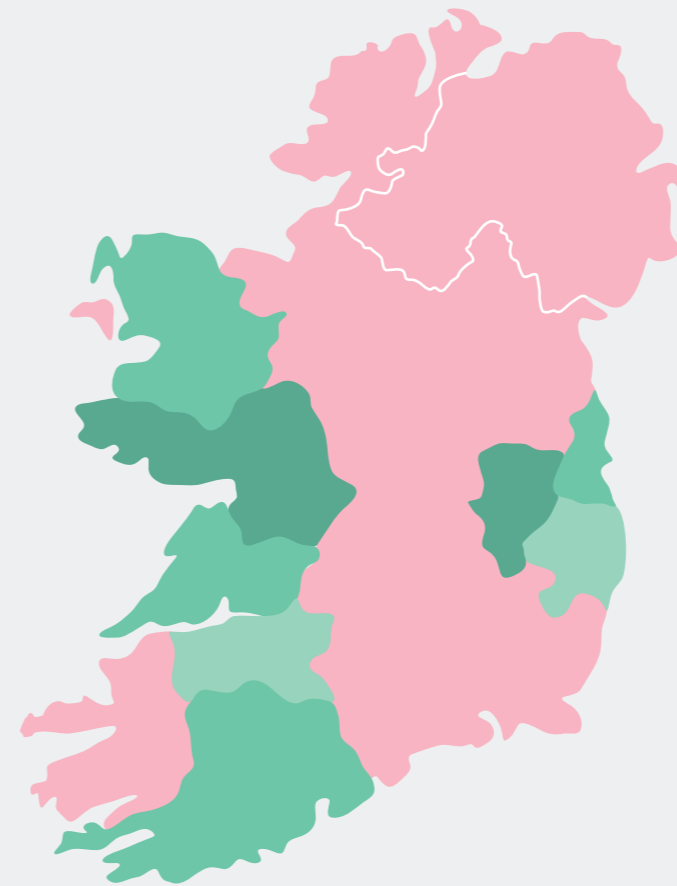
What is happening in our schools and universities?

A Government report (The STEM Education Policy Statement 2017-2026) on the Future of STEM has found shortages of specialist teachers in areas such as physics, meaning less curriculum choices in STEM subjects, particularly in all-girls' schools. It said:

The STEM Education Policy Statement recognises the need to address any risks of disadvantage and underrepresentation in the implementation of the policy with a particular focus on gender balance in STEM education from early years to post-primary school.

The report acknowledges that there is a need to increase the uptake of STEM subjects and to enhance STEM learning for learners of all backgrounds, abilities and gender, with a particular focus on uptake by females.

Teen-Turn provides a unique opportunity for education and industry organisations to work together to realise the goal of increasing female participation in STEM programmes at school and university, delivering hands-on STEM experience and the support to acquire qualifications and jobs.

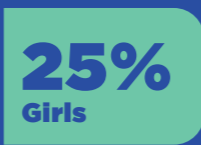
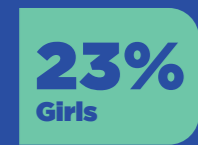


Teen-Turn is open to girls from every county in Ireland through online facilitation. We also deliver in-person sessions in multiple locations across Cork, Clare, Limerick, Galway, Mayo, Dublin, Wicklow and Kildare. The Teen-Turn PLUS goal is to provide access to in-person STEM sessions to girls in every county in Ireland.



The percentage of students by gender who took more than one STEM-related subject for Leaving Certificate 2022.

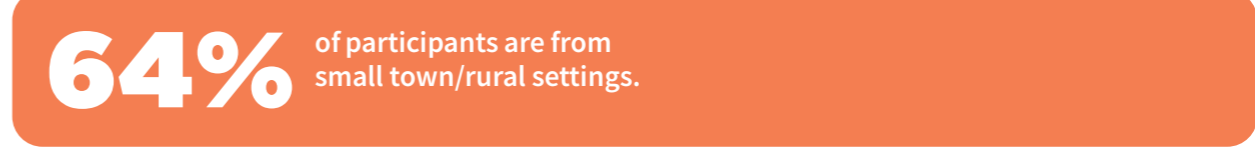
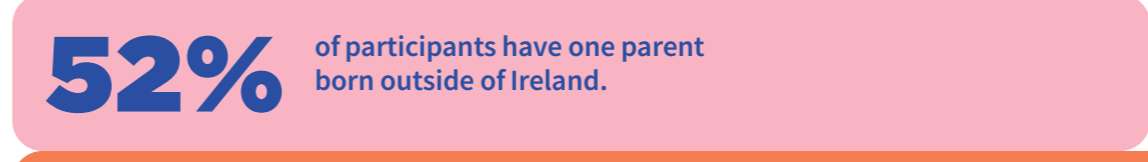
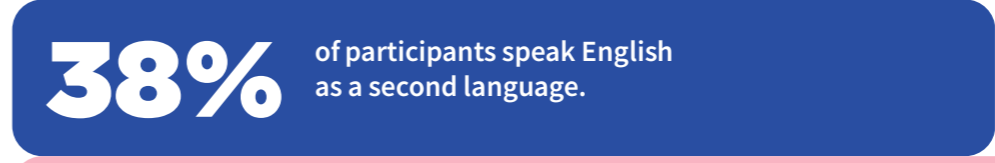
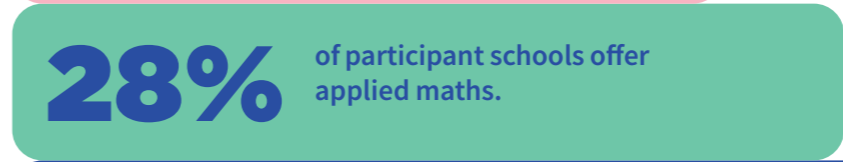
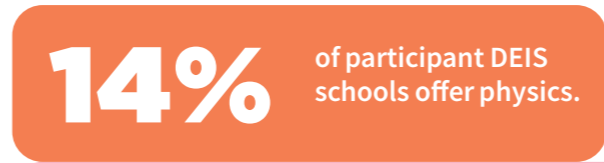
offer their students the chance to study STEM subjects beyond maths and science.



The percentage of students who sat the Computer Science Leaving Certificate exam in 2023 by gender.

The percentage of those studying Engineering, Manufacturing and Construction at third level by gender.

Teen Turn Participants:



Women in the STEM workforce means:

Talent

Larger pool of talent, thus meeting a demand for skills that is currently outpacing supply.

Performance

Boards with better gender diversity offer more effective oversight.

Finance

15% increase on financial returns for organisations with high levels of diversity.

Work Culture

A balance of work styles and relationship styles at work, strengthens teams.

Diversity of Viewpoints

The highest performing teams consist of people with differing ideas trusting and working with each other.

Girls for
a change.

How does PLUS support girls to achieve STEM education and career goals?

Girls may be entering computer science and engineering courses with the same points as their male peers, but many—particularly those from DEIS and underserved areas—are already behind, with little experience in engineering, physics and object-oriented programming languages.

With PLUS Clubs, Teen-Turn expands the educational and career opportunities available to beneficiaries by introducing future of work learning that advances their competencies in STEM, develops their confidence in their command of

more complex subjects, and “levels the playing field” by strengthening their knowledge base to be equal to that of their peers when entering knowledge economy related university courses.

PLUS participants are drawn from Teen-Turn programming nationwide, which is free to ensure that a future career in STEM is available to all girls, irrespective of geography, background or family income. Further to this aim, Teen-Turn covers transport, meals and materials for participants.

Program	About	Calendar	Commitment
Project Squad (After-School)	Science fair based research and development program	September - December	12 weeks (online and in-person)
Technovation (After-School)	A social enterprise and app development program	January - May	12 weeks (online and in-person)
Super Sessions (After-School)	Afterschool participants from sessions nationwide and online meet in person at a host location to work on their after school projects.	All year round	In-person several sessions a year
Revision (Club)	Weekly Senior Cycle revision sessions with an additional physics class option	September - May	28 weeks
PLUS Saturday (Club)*	Monthly sessions on advanced programming, cyber security, robotics, automation and physics.	January - June + September - November	9 months
Alumnae (Club)	Upon completing secondary school, participants join our alumni network through meet ups with fellow participants, mentors and career advisors with tutoring available to support third level school performance.	Year round	Monthly in-person sessions
Teen-Turnships (Work Experience)	Summer work placements includes access to role model mentors and hands-on activities.	June - August	2 weeks long with an additional day for induction
STEM inside (Work Experience)	Project-based learning with companies on themes and topics related to their work.	Autumn midterm + June - July	Week long
Learn to Earn (Work Experience)	A scholarship offered as part of a part-time summer work experience opportunity for Teen-Turn's cohort of third level students	June - August	20 - 25 hours per week for 8 - 10 weeks
Incubator Accelerator (Success)*	After completing Project Squad and/or Technovation, Participants with commercialisable projects “Incubate to Accelerate” into start-up companies.	Summer start with Incubator and advancing to Accelerator by the following summer.	In-person and online, several sessions a year
Scholarships (Success)*	Examples include, an Annual Scholarship for girls studying Engineering in ATU in Galway, summer travel support to exceptional student opportunities like Yale Young Scholars	All year around	Dependent on course length with accompanying in-person support meetings
Career Development (Success)*	STEM career pathways/CAO information sessions providing exposure to different STEM career paths.	September - June	Multiple sessions throughout the academic year

*open to second and third level

Working with Industry

Teen-Turn collaborates with industry partners to introduce teen girls to STEM in the workplace through mentored free after school activities, 2 week summer work placements in STEM environments, exam support and alumnae professional development programming. These programs ensure that participants, particularly those from disadvantaged and underrepresented communities, can visualise themselves in careers and ultimately make informed third level course choices as well as build the necessary social capital to enter into the future workforce.



How Teen-Turn supports industry partners throughout their PLUS contribution:

→ Ensure child welfare best practice and safety compliance is in place, including securing parental/guardian permissions

→ Extend Teen-Turn insurance to cover PLUS specific activities

→ Provide parental/guardian approved image and video content as well as social and mainstream media promotion

→ Arrange and schedule transport and meals

→ Coordinate and deliver meaningful learning materials on PLUS topics

→ Collaborate with industry partner volunteers to co-create skilling experiences relevant to their expertise

→ Work with volunteer representatives on organising signups and access to expectations and approaches

→ Engage in feedback and focus group discussion with both participants and volunteers to improve programming as part of an ongoing process

→ Share impact metrics materials

By upskilling girls to advance in STEM, PLUS participants and industry volunteers both gain from the experience in preparing the next generation workforce.

“ Genesys is delighted to support Teen-Turn in its mission to provide teenage girls with opportunities to gain hands-on STEM experience and help them make informed choices about what kinds of careers in tech they’d like to pursue. Our employees find mentoring the Teen-Turn participants to be hugely rewarding, and it gives us the opportunity to hone our soft-skills and discover how best to pass on technical skills to the next generation.”

— Joe Smyth, SVP of R&D, Digital, and AI at Genesys

“ Partnering with Teen-Turn had a real and immediate impact on our company as our employees engaged directly with future talent and supported the meaningful work of Teen-Turn in practical ways through a laptop donation and being one of the few companies outside of Dublin to lead the ‘STEM Inside’ programme.”

— Sarah Lynch, Director, People & Culture (She/Her) at Rent The Runway

“ At Boston Scientific, we believe that innovation starts at the grassroots level, and it is with great pride that we collaborate with Teen-Turn, a novel organisation dedicated, among other things to inspiring the next generation of Robotic Engineers. Through the Robotic Workshop program and in collaboration with Teen-Turn and ATU, we’ve had the privilege of working closely with some incredibly passionate and talented female teens who have truly amazed us with their ingenuity and enthusiasm for the field.”

— Julio Zannon, Engineering Fellow at Boston Scientific



Join Teen-Turn’s trusted partners in supporting the delivery and activation of STEM skilling for girls.

Meet Teen-Turn PLUS participant

Orlaith Heaney

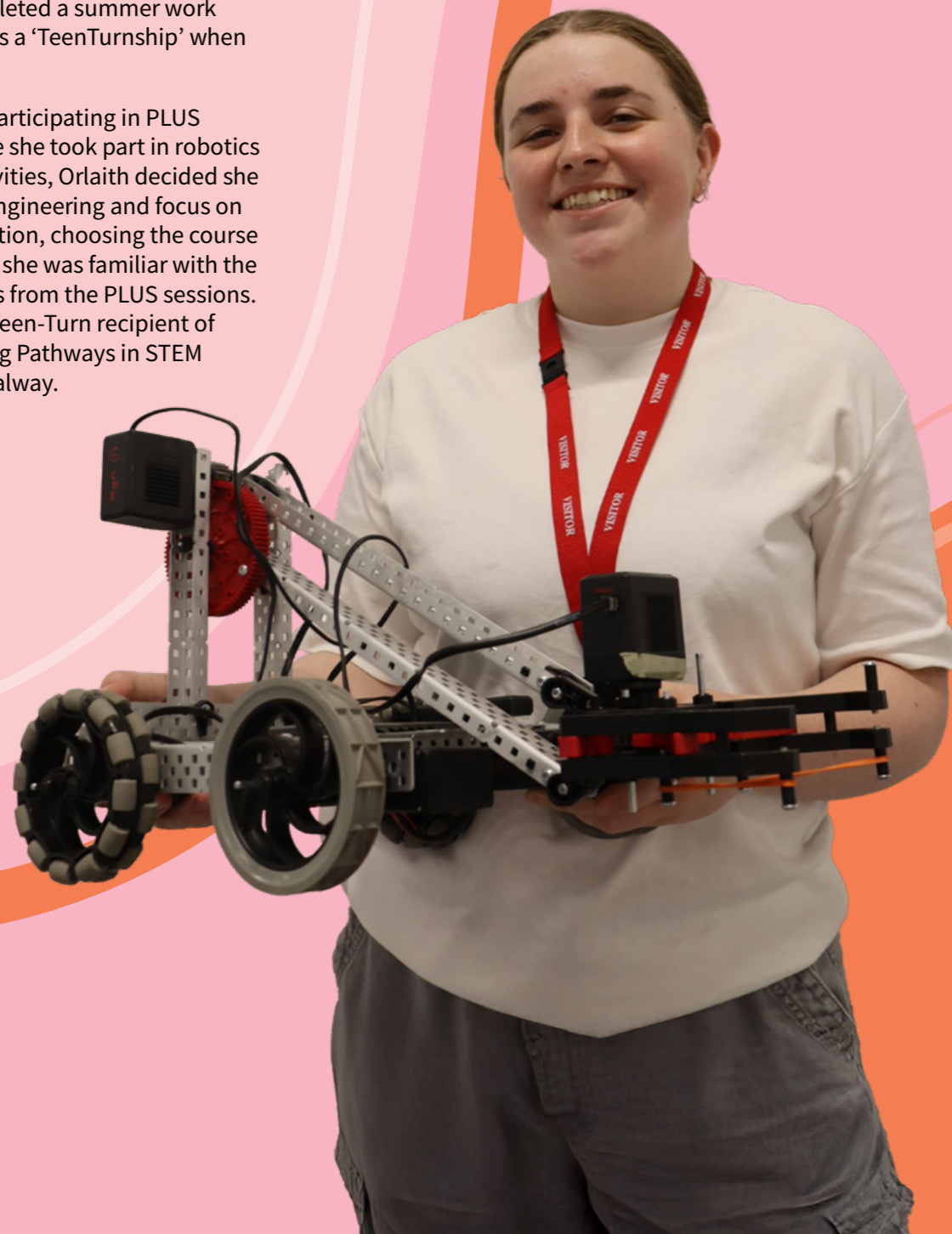
Age: 19

Education: ATU Galway, Common Engineering Student. Former student of Mt St Michael, Claremorris, Co. Mayo

Teen-Turn Story:

Orlaith participated in all Teen-Turn programs from 2019 and is presently an active member of the alum group and is on the PLUS University Robotics team. She has participated in Technovation, Project Squad, STEM Inside, Super Sessions and attended the PLUS Saturday clubs. She also completed a summer work placement - known as a 'TeenTurnship' when she was in 5th year.

As a direct result of participating in PLUS Saturday clubs where she took part in robotics and automation activities, Orlaith decided she would like to study engineering and focus on robotics and automation, choosing the course in ATU Galway where she was familiar with the lecturers and campus from the PLUS sessions. Orlaith is this year's Teen-Turn recipient of the Trane Thermoking Pathways in STEM scholarship in ATU Galway.



Meet the Teen-Turn PLUS

St Patrick's Shannon Robotics Team

Ages: 14 - 16

Education: St. Patrick's Comprehensive School, Shannon, Co. Clare

Teen-Turn Story:

Teen-Turn PLUS Story: In 2022, a small group of girls from St. Patrick's Comprehensive School, Co Clare, joined the PLUS Club in collaboration with Teen-Turn. This initiative provided them with the opportunity to participate in a physics and robotics club, where they worked with mentors and volunteers on various STEM-related projects. The students attended monthly Saturday sessions at the PLUS Club where they were assisted by volunteers from Boston Scientific and ATU Galway, who provided valuable expertise and mentorship. Through consistent effort and teamwork, they successfully constructed and programmed their VEX robot and they competed in the VEX regional finals. Their success and enjoyment of the programme encouraged more girls to join in subsequent years.

Jaidaa Al Mustafa

"I really enjoyed Vex robotics. On the day of the finals I got to know new people and we talked about our robots and what they can do."

Chloe O'Loughlin

"I liked having to problem solve in the lead up and during the competition. I found the final very exciting as I got to meet new people and work with my team throughout the day."

Nicole Linton

"Doing VEX really helps in bringing girls together with a familiar goal. I loved getting to communicate with one another on how we can get the robot to work on time, and helping each other through the stress of coding it."

Sadia Salim

"Seeing all the different robots during the competition showed me just how creative people can be. I loved working on the robots as I am very fascinated with robots and electronics."



Meet Teen-Turn PLUS participant

Donna Mae Quinto

Age: 17

Education: St. Patrick's Comprehensive School
in Shannon, Co. Clare

Teen-Turn Story:

Initially planning to study law, Donna Mae's direction shifted entirely after attending a Teen-Turn STEM club session at school. Through Teen-Turn's Project Squad, she developed her first-ever coding project, an AI mental health chatbot. She then joined Technovation, where she created Gestura, a Sign Language Learning app. The experience sparked a passion not only for tech but also for entrepreneurship, as she explored pitching, marketing, and product development. Her project earned national recognition and she reached the international semi-finals.

With continued support from Teen-Turn, Donna Mae co-founded a startup and progressed through TeenTurn's Incubator and Accelerator programmes, where she received mentorship, pitched at PayPal Dublin, and secured investment to grow Gestura. These experiences led to speaking engagements at the Kinia TechFest in Google HQ and an Innovation Conference in Belfast, where she shared her journey.

Teen-Turn empowered Donna Mae with the confidence, skills, and opportunities to pursue tech seriously. Now, instead of law, she's applying to study Immersive Software Engineering at the University of Limerick, determined to keep building tech that makes a positive impact.



The Future for Teen-Turn PLUS:

Teen-Turn PLUS works. Our research with UCD has found that girls that stay engaged in Teen-Turn through the PLUS advanced track are likely to choose physics and engineering for senior cycle. Data highlighted the following participant experience results:

Our goal is to provide a Saturday PLUS club in every province to extend hands-on activities in the fundamentals of physics, mathematics, computer programming, electronics, and mechanics that are essential competencies in engineering fields and the future-of-work.

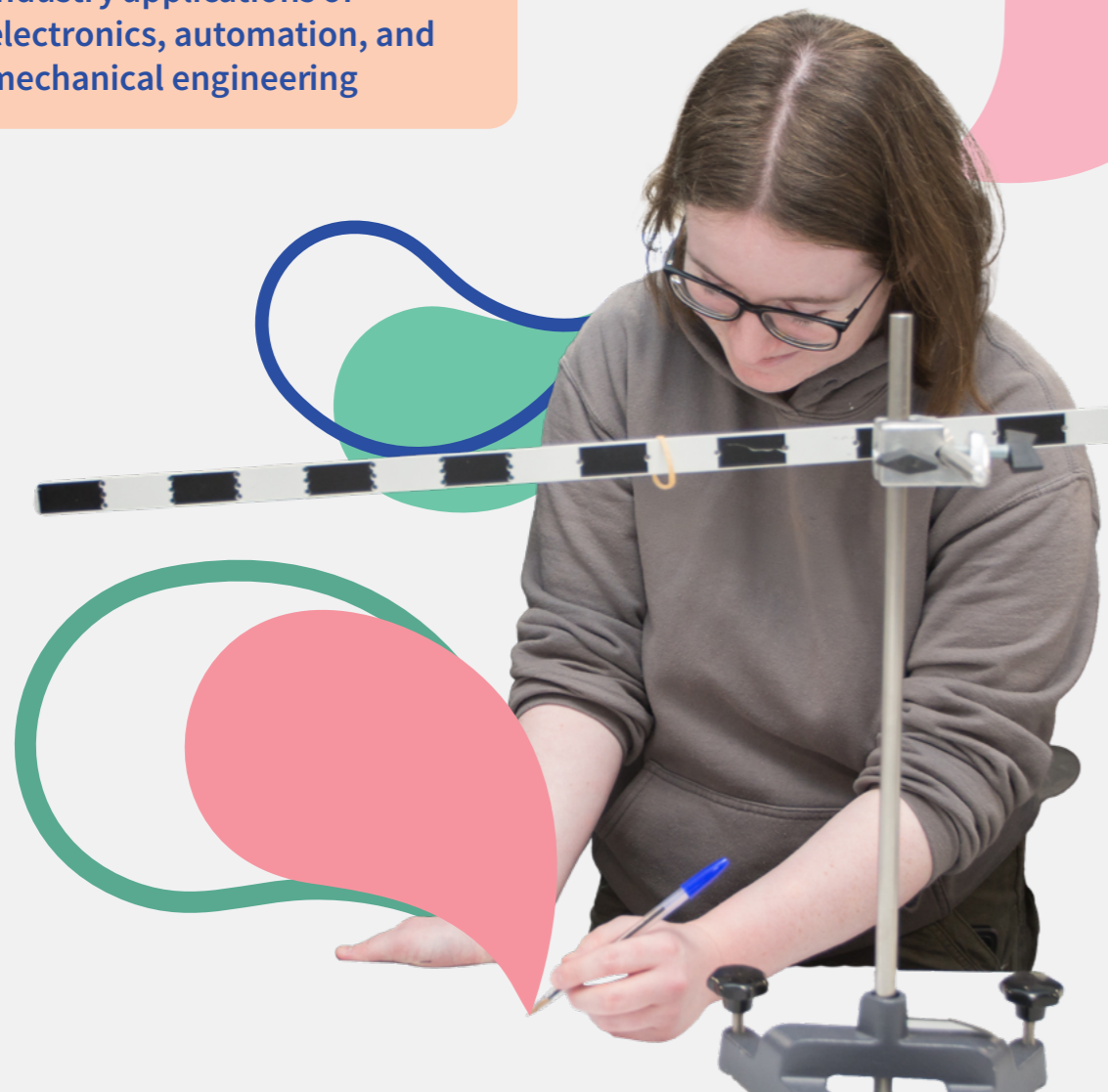
→ Confidence in mastering complex computer programming starting with Python and React Native

→ Ability to problem solve using critical thinking, communications, and teamwork skills

→ Demonstrated learning in higher level mathematics including calculus and trigonometry

→ Insight into student life and facilities on university campuses that were otherwise inaccessible

→ Clear understanding of industry applications of electronics, automation, and mechanical engineering



Get involved with Teen-Turn PLUS today!

To continue the Teen-Turn PLUS impact and to support girls from underserved communities across Ireland to thrive in the knowledge economy, we need support. We are open to collaboration, and if you have an idea on how your company can become an Industry Partner and support Teen-Turn we'd love to hear from you.

Teen-Turn Program	Goal	What you are supporting	Industry Partner benefits and opportunities
PLUS Club	€50,000 to run for one academic year throughout Ireland	€50,000 Supports up to 200 girls in our afterschool to spend one-year participating in Saturday PLUS clubs, engaging in advanced computer programming, robotics, physics, and AI learning and skilling.	Build meaningful mentorship connections with girls upskilling in STEM through project-based learning together. Welcome students into your workplace through visits, giving them direct insight into careers in tech, innovation, and business.
PLUS Physics	€20,000 to run for one academic year throughout Ireland	€20,000 Supports 50 girls in PLUS to access Senior Cycle physics education. These girls would otherwise not have access to physics in their school, which significantly affects their ability to undertake third level engineering coursework.	Inspire future talent and show leadership in closing the gender gap in STEM. Gain recognition as an Industry Partner on Teen-Turn platforms and events.
PLUS Robotics	€10,000 to run for one academic year throughout Ireland	€10,000 Supports 50 girls in PLUS to spend one-year participating in VEX Robotics competitions. These are robotics challenges requiring the build and programming of robots and imparting learning in mechanics, electronics, and coding as well as teamwork.	Demonstrate corporate social responsibility through sustained support of a diverse and skilled talent pipeline. Take part in community impact storytelling, with opportunities to share your involvement and impact through Teen-Turn success stories and media coverage.
All Teen-Turn PLUS programs Equipment donations	In-kind donation of equipment	Teen-Turn PLUS programming provides all equipment such as high-performance laptops and robotics equipment for free.	Collaborate with Teen-Turn to develop customised engagement, volunteering, or mentorship opportunities aligned with your team's strengths.



With your support, we can unlock the potential of the next generation of STEM leaders.

Contact us to explore how we can make change together.

Email: Contact@teen-turn.com

Address: Huckletree, The Academy,
42 Pearse St, Dublin, D02 HV59

Website: www.teen-turn.com

Twitter/X: @teenturn

Instagram: @teenturn

Linkedin: Teen-Turn

Charity Number: (RCN) 20157739 (CHY) 22169