



AmaliTech CSR Report

2022

AMALITECH

Introduction

The digital economy is rapidly transforming the employment landscape across industries. It is, therefore, of utmost importance to prepare young people worldwide for the future of work in the digital economy.

As a social business, AmaliTech aspires to create a positive social impact by offering a variety of free training programmes and implementing additional social projects to equip youth in Sub-Sahara Africa with digital skills to help improve their employability in today's digital economy and to create career opportunities for them. As AmaliTech's corporate social responsibility (CSR), we have been focusing on social projects that specifically encourage disadvantaged groups to join the tech space.

As 2022 comes to an end, we want to take a moment to thank all who supported us on our journey to empower the next generation of tech leaders and to bridge the digital divide in Sub-Saharan Africa.

2022 has been an impactful year, and although there is still much to be done, it is because of the dedication of our employees, partners, and our generous donors that we have made so much progress this year.

**WE HAVE HAD AN IMPACT ON OVER 2500
CHILDREN, TEENS, YOUTH AND WOMEN**

We want to look back on the year and reflect on the social projects that we, as AmaliTech, have implemented.



Coding for Kids

In collaboration with our partner SOS Children's Villages Ghana, we continued our joint "Coding for Kids" (C4K) project. About 1000 kids and teens across the four locations of the SOS Hermann-Gmeiner Schools Ghana were able to further expand their knowledge in Scratch and HTML/CSS.

In order to introduce children to coding in a playful way at a young age, these new subjects were introduced in 2021 to all schools of the SOS Children's Villages in Ghana.



National Coding Competition For Kids

On March 11, 2022, an AmaliTech and SOS CV Ghana team organised a National Coding Competition at Tema SOS Hermann Gmeiner School in the Greater Accra region. Contestants from all four branches of Hermann Gmeiner Schools appeared all prepped up and in high anticipation for the competition. Students from other schools were invited to witness and draw inspiration from this competition.



The competition tested the kids' critical thinking and problem-solving abilities and their ability to apply the knowledge and skills they had received over the past eight months. The primary contestants were tasked to use the Scratch software to create a quiz game, a car racing game, and a football match game, whereas the junior high students were to use HTML & CSS to create a single-page website to showcase the services of AmaliTech.



All participants were awarded certificates of participation, and the winning teams and first runners-up received cash prizes and trophies. Conclusively, the performance of all contestants was truly impressive.

Participation In SOS CV Bootcamps & Career Workshops

In April, AmaliTech joined DHL, SOS Children's Villages, and others for the Moonshot Pirates' Bootcamp in Tema, Ghana. This bootcamp, which sought to mentor young people's ideas and goals from ideation through to implementation, aligned with AmaliTech's goal of empowering young people and equipping them with the skills and requisite support. Four AmaliTech colleagues volunteered as trainers for the 3-day event.

As part of our Corporate Social Responsibility, AmaliTech joined the SOS Children's Villages Ghana at their locations in Kumasi, Asiakwa, and Tema, to present to their youth the career opportunities in the tech field.

The target audience were tertiary students, senior high school students, and junior high school students. During the various career workshops and bootcamps throughout the year - organised by SOS CV Ghana to empower their students with the knowledge and skills to plan their future careers - our colleagues spoke about the importance of acquiring basic ICT skills and presented the various career opportunities in the tech field. Also, the importance of digital literacy, no matter their chosen career path, was emphasised. We at AmaliTech support the idea that the right mentorship at this stage of young people's lives will significantly impact their career choices in the future.

Tertiary students were also introduced to the opportunities AmaliTech offers in terms of training (GTP, DIP, and National Service Opportunities) and internships to gain on-the-job experience and skills to enhance their employability.

Expansion of C4K Project To Further Schools



In Spring 2022, we decided to open our Coding for Kids programme to other primary schools across the country, starting with Corricrèche and Crimson Dawn Schools in Akosombo, Ghana. This paved the way for over 250 children to gain digital skills training in web and game development with children-friendly programming languages. More primary and secondary schools have already expressed interest in joining our C4K project. So, we hope to extend our digital upskilling of kids and teens in 2023.

AmaliTech partnered with the Kejabil community to offer its children digital skills training in primary coding languages such as HTML & CSS and to give them exposure to the tech industry. Fifty kids from various primary schools in the community were selected to partake in these training sessions.

The chief of the community and the heads of the various schools expressed their appreciation to AmaliTech for taking on this partnership in helping prepare their children for the future of work. The ICT teachers of the various schools are currently being trained and upskilled in web development programming languages to be well able to assist the community children.

Very few kids and teens who participated either in our regular coding classes or in one of our bootcamps had been exposed to coding. In light of advancing digital literacy, AmaliTech is convinced that equipping kids at early ages with digital skills and setting them on the right path towards technological exploration and a possible career pursuit is vital for their future careers.



Teens Code Bootcamp

To bridge the digital divide and expose many more young people to technology and its benefits, AmaliTech organised a coding bootcamp for teens, dubbed “Teens Code Ghana Bootcamp”. The goal of this bootcamp was to train teenagers to code with passion and to equip them with skills that could only be attained through continuous learning and the right mentorship. Teens also had a brief career guidance session on careers they are excited about and how technology and digital skills affect the efficiency narrative.

This bootcamp was held for five days and introduced 35 students from the Sekondi-Takoradi metropolis to web development with basic and intermediary HTML and CSS coding languages. Participants presented their project works on the final day and were awarded certificates for their participation and good work.



Youth Code Bootcamp

In June, AmaliTech organised a coding bootcamp for 100 young people, including SHS graduates as well as tertiary students and graduates. The set objectives were to nurture the passion for technology in the tertiary students so that they take up the numerous opportunities for IT training that come their way while in school; to give an overview of the various careers in the IT industry; to help STEM-related students and graduates make resolute decisions to join the tech industry, recruiting top-performing candidates to join our training programmes.

Participants were segmented based on their level of knowledge in programming languages. Complete beginners were taken through HTML & CSS. Those with basic knowledge in HTML & CSS were introduced to Javascript.

In addition to this bootcamp aligning with our core aim of empowering the next generation of tech leaders, it also plays a vital role in achieving AmaliTech's commitment to Decent Jobs for Youth: which is to train over 3,000 individuals and create at least 1,000 jobs in Ghana and Rwanda by 2025!



Women Empowerment

Unfortunately, many factors still hinder girls and women from considering a career in the ICT sector – from historic gender role perceptions, dismissive attitudes and lack of (self-) confidence to inadequate training and employment opportunities. At AmaliTech, we are committed to closing the gender gap in ICT. We aim to inspire and encourage girls and women to venture into the tech sector because we believe that once given the needed support and platform, women can excel in any industry, including the Tech industry.

As part of this commitment, we expanded our Women in Tech empowerment programme in 2022 with various activities, including our Women Code Ghana Bootcamp, career orientation days for girls, and virtual bootcamps for women only.

Girls In ICT Day

For Girls in ICT Day 2022, AmaliTech organised a career workshop with 1000 final-year high school students from Archbishop Porter Girls Senior High School in Takoradi, Ghana. We spoke to them about the various opportunities available in the tech space, why it is essential for women to venture into the tech space and how tech makes our work more efficient no matter the career we choose to pursue. A follow-up meeting is planned for 2023.



Women Code Ghana Bootcamp

AmaliTech introduced the Women Code Ghana Bootcamp in November 2021 to equip Women who have not had the opportunity to acquire coding skills with basic skills in Python, HTML, and CSS. In November, we were able to run our second Women Code Ghana Bootcamp in Takoradi. In total, 30 women participated in this year's bootcamp, split into two classes depending on their prior knowledge of programming.



MoU With CAMFED To Equip Ladies With Digital Skills

As part of our activities geared towards collaboration and women inclusion in the tech space, we entered into a partnership with CAMFED – Campaign for Female Education Ghana - to empower young women with digital skills to enhance employability with various employment pathways.

In November, we organized a 10-day virtual coding bootcamp for about 20 CAMFED ladies, with the goal to upskill those who had prior coding knowledge and to introduce the fundamentals of coding to ladies who were new to it, with the ultimate purpose of setting them on their journey to pursuing an IT career.

The ladies presented their four-page website projects to their colleagues and trainers on the final day. A virtual graduation session has been organised for them in December, where their certificate of completion will be awarded to them.

More bootcamps and workshops are planned for 2023.

Community Support

Borehole Drilling Project

AmaliTech commissioned a borehole and water pump for the Takoradi Technical University (TTU). According to the Head of AmaliTech's Training Centre, Salami Suleiman, this was necessitated by the constant water shortage and intermittent cuts in the flow of water to the school, which also affected the Training Centre.

AmaliTech's partnership with TTU, which began in 2019, has been instrumental in achieving its goals for its Training Academy. But also, TTU graduates and students of the institution have benefitted from AmaliTech's training programmes, internships, and digital skills bootcamps.



Fundraising Initiatives

Hope Valley Cross Run - Run With Africa

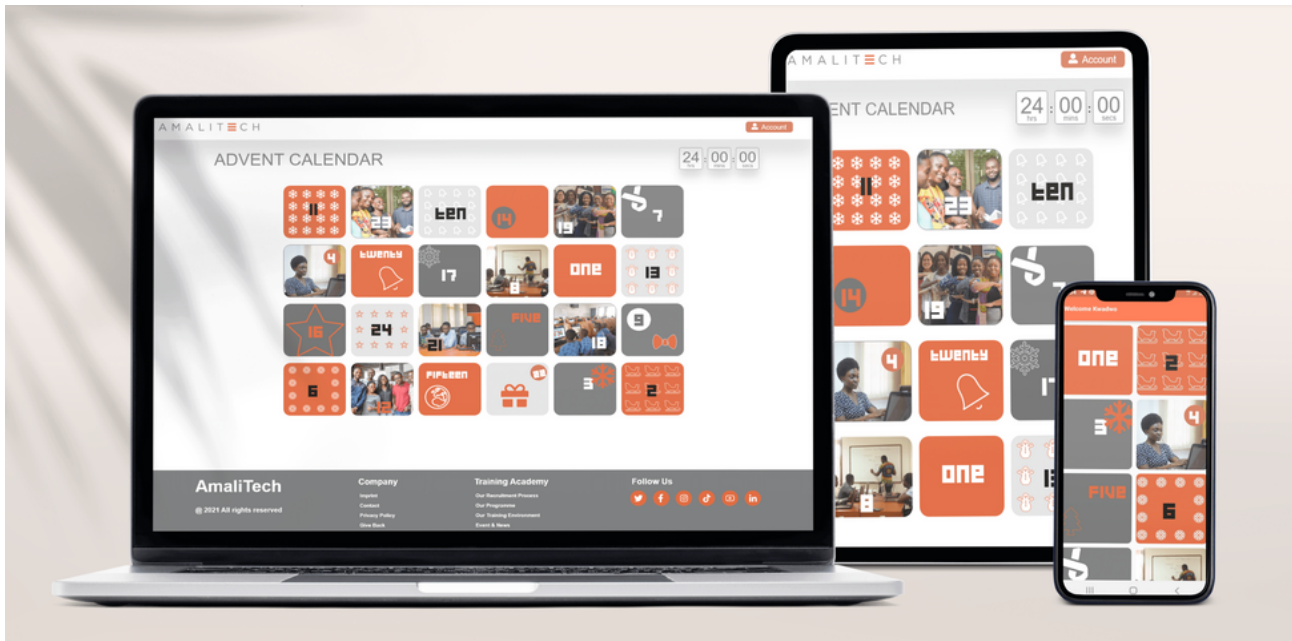
End of April, AmaliTech organised a charity run together with fit.KÖLN and the Tech Campus Haus Staade; more than a hundred running enthusiasts gathered at the Tech Campus Haus Staade near Cologne to run through forest, meadows and mud, over tree trunks and through water holes for a good cause. The unique thing about this great event was that more than a hundred colleagues, friends and sponsors started at the same time in Takoradi and Kigali. All runners were thus able to follow what was happening at the other locations via a live broadcast.

Participants were free to donate a self-chosen amount for each completed lap to the benefit of AmaliTech's social projects in Africa. At the end of the day, almost 4000 EUR were donated – we are grateful for these generous contributions, which we fully invested in the before-mentioned bootcamps and social activities in Ghana!



AmaliTech Advent Calendar

Last year, we launched our first AmaliTech Advent Calendar, created by our team in Ghana with inspiring videos about AmaliTech's social projects, information about Ghana and Rwanda, as well as digital creations from our AmaliTech talent. Through these donations, we have been able to finance various social projects, such as our Teens Code Ghana Bootcamp.



This year, we extended our Advent Calendar by including a business edition; depending on the chosen package, companies and their employees could enjoy either AmaliTech's or personalized content and designs. All contributions will be invested in our various social projects in 2023.

With the donations we received through our various fundraising events and further financial support, we have worked towards bridging the digital divide and preparing youth and women for the future of work.

Thank you very much to all who supported us in creating social impact in Ghana and beyond for your kindness and your financial contribution!

Together, we can give talented youth the opportunities they deserve to thrive in IT and in life!

Your AmaliTech CSR Team

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