AmaliTech
CSR Report

2023

AMALITECH

Introduction

In the rapidly evolving digital economy, equipping the global youth with requisite skills for future employment is of paramount importance. As part of AmaliTech's corporate social responsibility, we focus our efforts on social initiatives that specifically encourage disadvantaged groups to venture into the tech sphere.

As the curtain falls on 2023, we would like to express our heartfelt gratitude to everyone who has contributed to our journey. Your support has been instrumental in our quest to nurture the forthcoming generation of tech leaders and bridge the digital gap in Sub-Saharan Africa.

The past year has been one of significant impact. While there remains more ground to cover, the progress we have made thus far is testament to the unwavering dedication of our employees, partners, and benefactors.

WE HAVE HAD AN IMPACT ON OVER 2800 CHILDREN, TEENS, YOUTH AND WOMEN

We invite you to join us in reflecting on the socially beneficial projects that we at AmaliTech have implemented throughout the year. Through collaboration, we can continue to drive the digital agenda, creating sustainable job opportunities and fostering continuous learning.

Coding for Kids

In the spirit of promoting digital literacy, AmaliTech is steadfast in its belief that early immersion in digital skills and steering children towards technology exploration is crucial for their future career paths.

This belief led to the Coding for Kids initiative, or C4K, which AmaliTech launched in 2021 in partnership with SOS Children's Villages, Ghana. This programme aims to offer coding education, stimulate creativity, and carve out a career trajectory for kids aged between 9 and 14 years, with a particular focus on underprivileged communities.

With proven success over time, we broadened our target audience and introduced the C4K programme to chosen public and private schools in Ghana and, as of 2023, in Rwanda too.

At AmaliTech, we firmly believe in a digital future and are fully committed to cultivating tomorrow's leaders through our Coding for Kids initiative and boot camps. These are designed for children and teenagers eager to learn the basics of programming.

C4K@School

We've conducted programming classes in primary and junior high schools within the SOS Children's Villages Ghana and selected public and private schools in Ghana. In 2023, we reached over 1600 children, and we anticipate hundreds more joining our C4K programme in 2024.

In a collaborative effort with Aboadze International School situated in Ghana's Western Region, AmaliTech is dedicated to providing digital skills training for both teachers and students. This initiative aims to immerse children aged 9 to 14 years in the world of Python and Scratch programming, fostering their computational thinking, creativity, and innovative abilities.
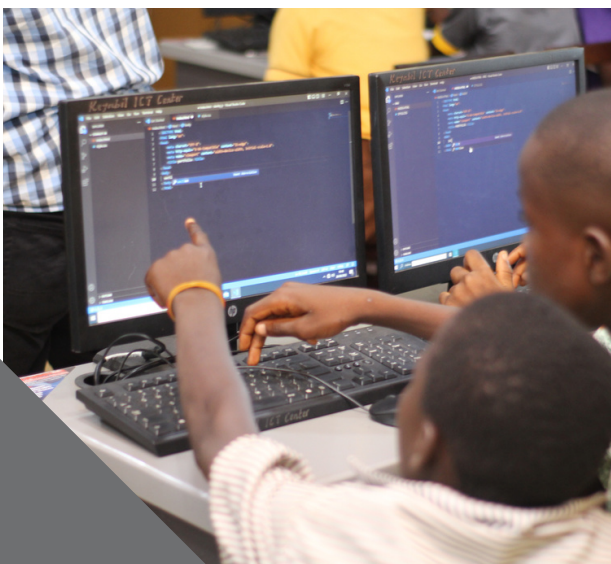

Beyond this, we've also launched several teacher training programmes in the past few months, including the training of ICT teachers from SOS Children Villages Rwanda.

With a vision that continues to gain momentum, AmaliTech aspires to extend its complimentary digital skills training to more schools and consequently, more children.

C4K@Communities

Our C4K@Communities initiative includes Coding Clubs open to community kids from various schools, operating at local ICT centres.

In 2022, we commenced our partnership with Kejabil, a community in Ahanta, to offer a tailored IT training curriculum for their children. This aims to equip them with digital skills that are relevant in our rapidly evolving technological landscape. Fifty children aged between 11 and 15 from different schools in the community have been enrolled in the training held at Kejabil M/A School. We continued regular coding lessons until August 2023, closely monitoring the children's performance. Many of these children had little to no prior exposure to computers, IT, or coding.

C4K Coding Competitions

In line with our collaboration with SOS Hermann Gmeiner School (HGS) for the Coding for Kids project, we conducted the second edition of our annual coding competition. The goal of this year's C4K competition was to assess the children's critical thinking, problem-solving skills, and their capacity to apply coding to solve business needs. HGS Tamale triumphed in the HTML & CSS competition, while HGS Tema won the Scratch competition.

We extend our heartfelt gratitude to Satch, a Cologne-based company and affiliate of FOND OF GmbH, for generously donating fantastic prizes for the winning teams!

Additionally, AmaliTech was delighted to be among the sponsors for the Ketan ICT Center quiz competition, contributing to the growth and development of young minds.

Teens Code Ghana Bootcamp

This year, we adopted a unique strategy by partnering with selected schools in Takoradi, Ghana, to invite their eager students. Sixty enthusiastic teens embarked on an exciting journey of coding, creativity, and problem-solving, which culminated in them building their own websites. The coding boot camps are 3 to 4-day events for young people aged 13 to 16, focusing on Python and HTML/CSS languages. The participants are introduced to basic programming concepts and assisted in developing and completing projects, culminating in the receipt of certificates.

Partnerships For Digital Empowertment Of Children

In 2023, AmaliTech effectively broadened their C4K digital education activities to reach more school and community children in Ghana and Rwanda. We initiated collaborations with local partners who share our mission.

Our partnership with Access Bank, forged in September 2023, exemplifies both organizations' dedication to advancing digital empowerment and driving meaningful change in Ghana, particularly in underprivileged communities. Through fostering creativity and preparing children for the future of work, this C4K initiative is making significant progress in promoting STEM education and digital skills.

Access Bank has pledged to fund the creation of extracurricular coding clubs in ten public schools in Takoradi, Western Region, offering free coding education for 750 children. ICT teachers at selected schools receive practical training sessions from AmaliTech and learn programming languages like Python, HTML/CSS, and Scratch through both virtual and face-to-face methodologies.

Additionally, we've launched a pilot project with Experimento Ghana LBG, a Ghana-based NGO and accredited service provider in the STEM education field. This initiative aims to equip ICT teachers in basic schools with digital skills, helping to bridge the STEM gap in Ghana and inspire students to explore the STEM realm. To facilitate this, AmaliTech is currently training the ICT teaching staff of selected public schools in specific coding courses (focusing on Python and Scratch), enabling them to pass on the training to their students. Once coding lessons commence, AmaliTech will provide ongoing mentorship and support to the teachers.

Women Empowerment

The tech world has often been viewed as a sphere dominated by men, with women being notably underrepresented in technology roles. However, there's been a positive shift in recent years. The tech industry is experiencing rapid growth, and the demand for skilled professionals is increasing, yet women's representation continues to be scarce.

AmaliTech's dedication to closing the gender gap in tech extends beyond their training programmes. The company is proactive in fostering a work environment that values inclusivity, where women are appreciated and presented with equal opportunities for career growth. To this end, we've launched a Women in Tech Empowerment Programme, which includes activities like women-only coding boot camps and career orientation days for girls. These initiatives have proven successful in attracting and retaining talented women in the industry, thereby promoting gender diversity in tech.

Women Coding And Cybersecurity Workshop

In 2023, AmaliTech organized several events aimed at advancing women in tech, including the Women Coding and Cyber Security Bootcamp, and a hybrid Women in Tech Summit held in Accra.

In December, a dynamic group of 35 young women embarked on an exciting journey into the tech world, participating in AmaliTech's 4-day Women Coding and Cybersecurity Boot Camp in Takoradi. Building on the success of our Women Code Ghana Bootcamp from the previous year, AmaliTech has ventured forward by adding a dedicated cybersecurity component to educate women about the increasing significance of safeguarding digital spaces for our digital future.

Women In Tech Summit

Earlier in the year, AmaliTech's Marketing and CSR departments joined forces to host a hybrid Women in Tech Summit at our office in Accra. While 200 women participated online, approximately 70 women attended the event in person at AmaliTech's new office in East Legon, Accra.

The summit was a gathering of bright minds, celebrating the strength and potential of women in the tech sector. Several motivational speakers from within and outside AmaliTech shared their tech journey stories, inspiring the women participants to overcome obstacles and push boundaries. Our guest speaker, Lily Dzamesi, shared her expertise in supporting aspiring women and leading projects to foster an inclusive environment for women in the tech industry.

The summit highlighted the importance of gender diversity in tech, reminding attendees that innovation flourishes where diverse perspectives exist.

Partnership With Women Organisations

Throughout the year, AmaliTech continued to forge new partnerships and collaborate with existing partners to promote inclusivity and provide opportunities for young women interested in tech.

We're thrilled about our recent partnership with PAMEPI Women in Tech Ghana, established in October 2023. Both parties will work together to offer specialized training and mentorship programmes for university graduates, focusing on young women.

Additionally, we successfully renewed our strategic partnership with Developers in Vogue Ghana, which focuses on recruiting skilled young women into AmaliTech's GTP training programme and its Service Centre in Ghana.

Promoting Tech Inclusivity

Historically, People with Disabilities (PWDs) have faced significant exclusion and marginalization in various sectors, including technology. At AmaliTech, we are dedicated to dismantling these barriers and fostering an inclusive and supportive environment for PWDs interested in the ICT sector. We have numerous initiatives in place to achieve this, such as offering sign language interpreters and collaborating with key stakeholder organizations to ensure our programmes cater to the unique needs of PWDs.

Beyond nurturing inclusivity among our trainees and staff, we also extend support to the Twin City Special School in Sekondi-Takoradi, an institution for individuals with intellectual disabilities. Our primary goal is to assist these students in acquiring fundamental digital skills, acknowledging the growing significance of technology in today's world.

Upon assessing the school, AmaliTech identified that their computer lab was non-operational due to malfunctioning desktops. To rectify this, we donated laptops to the Twin City Special School, thus facilitating the students' learning of basic ICT skills.

Prior to our intervention, the school could only provide theoretical teaching with limited demonstrations of computer hardware. This initiative is designed to empower these children with intellectual disabilities by providing them with the necessary tools and resources for personal and professional development in the digital era. We are committed to bridging the digital gap and fostering inclusivity within the community.

In line with this commitment, we developed a simplified, Scratch-based coding programme for the students at Twin City Special School, encouraging them to unlock their potential and delve into the realm of technology.

Beyond our digital education efforts, we recently hosted a friendly football match between AmaliTech staff and participants from the Twin City Special School. The game, conducted in a lively atmosphere, showcased remarkable teamwork and individual talent, creating an unforgettable experience for spectators and participants alike. This initiative successfully promoted inclusivity, teamwork, and physical activity while simultaneously raising awareness about AmaliTech's commitment to community engagement.

Community Support

Employee Contribution Fund

Our newly launched Employee Contribution Fund initiative exemplifies AmaliTech's dedication to social responsibility and community development. The main objective of the Employee Contribution Fund is to empower our employees to actively engage in charitable activities, contributing towards the betterment of the community. The initiative aims to pool collective efforts to support causes such as aiding people with special needs and assisting those in disadvantaged areas, aligning with our broader corporate social responsibility goals.

Employees are encouraged to voluntarily contribute to the fund. Transparent guidelines have been provided regarding the contribution process, and regular updates are shared with employees, highlighting the positive impact their contributions have on the communities we support.

The Employee Contribution Fund has significantly elevated our employees' sense of purpose and engagement. This initiative transcends routine work tasks, fostering a collective objective that enhances our workplace culture. It has not only cemented a sense of camaraderie within AmaliTech but also underscored our commitment to social responsibility. By promoting continuous employee participation, AmaliTech strives to establish a lasting footprint of positive societal transformation.

Corporate Health Walk

In September 2023, AmaliTech orchestrated a Corporate Health Walk across our branches in Ghana, Rwanda, and Germany. As a global IT Training and Services company, we're passionate about physical health. For us, it's not just about exercise or calorie-burning; it's about fostering team unity, engaging with the community, and nurturing mental well-being – because we believe that healthy minds fuel innovation.

The 'Walk with AmaliTech' event was a dynamic, community-centered initiative that promoted health and wellness. It also served as an effective platform to highlight AmaliTech's presence in the community and raise awareness about our services and social impact initiatives like the "Coding for Kids" programme.

Thanks to the generous donations we've received throughout the year from individuals and corporate donors, we've made strides towards bridging the digital divide and equipping youth and women, and PWDs for the future of work.

We extend our heartfelt gratitude to all who have supported us in creating social impact in Ghana, Rwanda and beyond. Your kindness and financial contributions are invaluable!

Together, we can provide deserving talented youth with the opportunities they need to flourish!

Best Regards,
Your AmaliTech CSR Team

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