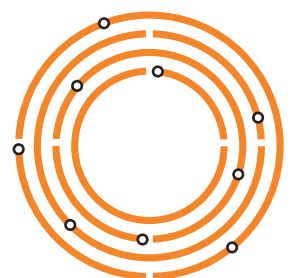
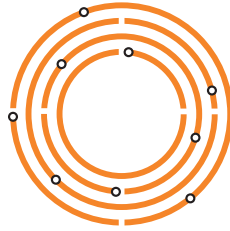




CODE ON THE ROAD  
Empowering Women and Girls through  
Business Entrepreneurship and Software Training  
**2018–2022 ACTIVITIES REPORT**







# CODE ON THE ROAD

## Empowering Women and Girls through Business Entrepreneurship and Software Training **2018–2022 ACTIVITIES REPORT**

**Code on the Road (COR) is a nonprofit civil society organization established in 2018 and headquartered in Athens, Greece. COR is registered in Greece under Registration Number 148647101000 under the Greek Civil Code.**

Code on the Road (COR) was founded in **December 2018** after its founder Aya Burweila and her team of US Exchange Alumni won the US State Department's Alumni Engagement Innovation Fund competition for its program to empower women and girls through software and business entrepreneurship training in both Athens and Amman.

**COR's program, "Code on the Road: Empowering Women and Girls through Business Entrepreneurship and Software Training,"** was chosen out of more than 1,300 applications that year from around the globe and inspired the establishment of COR as a civil society organization to provide a home for the teams and programs of the Alumni Engagement Innovation Fund (AEIF) programs.

The award was of \$23,130 and allocated to the Hellenic U.S. Alumni Association for funding COR's programs carried out by COR and its AEIF team and other implementing partners. As part of the stipulation of the competition, the entire AEIF team work strictly on an unpaid volunteer basis in carrying out the programs, set to finish in December 2022 after a hiatus caused by the Covid-19 pandemic. [See our AEIF team here.](#)

With the financial crisis and the refugee crisis putting a huge strain on Greece and Jordan respectively, job market integration is a crucial foundation that have strong benefits not only for women—native or migrant—but also for their children, family members and society at large. Often in crisis, women are hardest hit in terms of job loss and access. Despite this, women face additional challenges in accessing both educational and employment opportunities in comparison with their local peers.

At the same time, local authorities around the world struggle with ICT skills gap and there is a sharp shortage of women with software skills. Nonetheless, women consistently receive messages both implicit and explicit that computer science and entrepreneurship is not a field for them.

To bridge this gap, COR's multi-pronged and complementary solution involves training courses in business entrepreneurship via mobile app, online, software and coding workshops to introduce women to the field of coding and guest lecture series with industry experts.

COR's solution, with our distinguished local partners such as FUNZI, Kalam Research & Media, the Melissa Network, iforU, Hadeel al-Qaq, Mataroa, and the Center for Innovation and Entrepreneurial Excellence (CIEE) at Al-Hussein Technical University (HTU) and other partners is to provide women and girls with a multi-pronged programs of educational empowerment:

- 1) FUNZI training courses in business entrepreneurship in person and online.
- 2) Software and coding workshops to teach beneficiaries the basics of what they need to launch their virtual businesses and set them on the path to become coders
- 3) Entrepreneur 2 Entrepreneur Online Business Course for aspiring and established female entrepreneurs
- 4) A "Star Lecture Series" where COR students receive lectures and an opportunity to interact and learn from celebrated experts in the field.

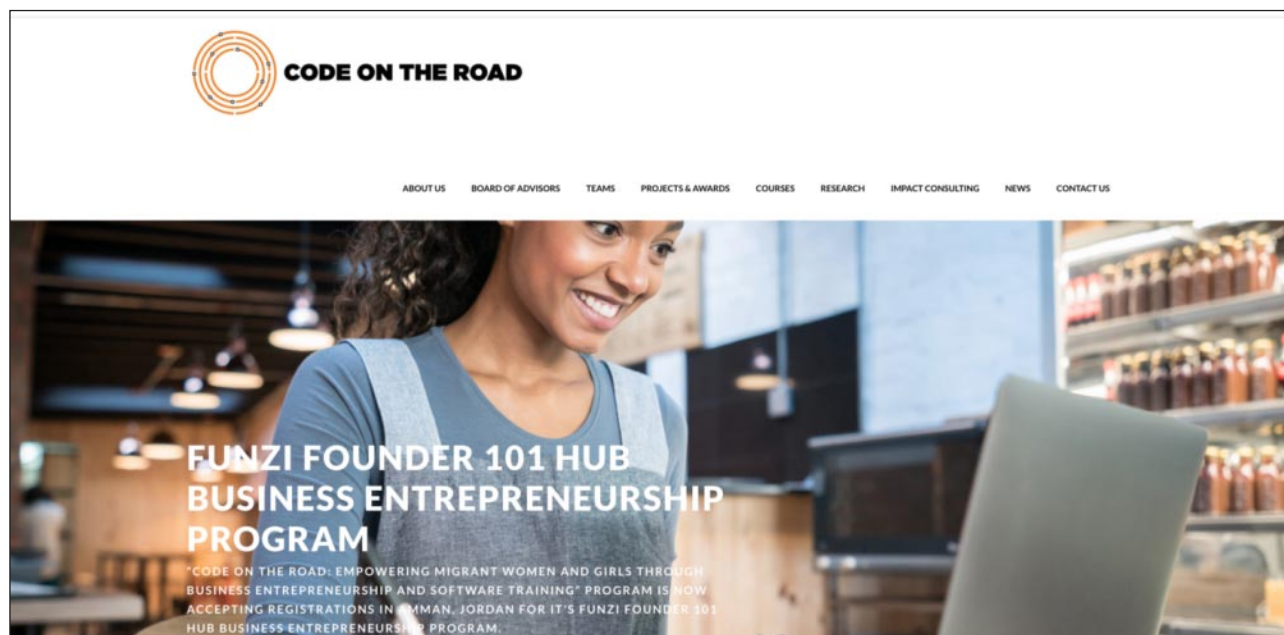
Please see all our courses in our homepage menu. To further foster a more inclusive and equal society and provide evidence-based and holistic policies and recommendations for the empowerment of women, COR conducts research not only into the entrepreneurial context of the labor market, but also research into hostile sociological context and threats that women may face from extremist ideological groups. All our educational activities, research, participation in major international events, media appearances are provided in the report below as well as on our website.

While the global pandemic and subsequent lockdowns and uncertainty (2020-2022) proved to be an unexpected and almost immediate challenge to delivering COR's activities according to initial schedules and timelines, COR's team and partners successfully overcame challenges by adapting and moving all in-person activities to the online where possible and introducing exclusively online programs.

**We invite our readers to see all the great work of our team and partners below!**

## SOCIAL MEDIA ASSETS

Following the award announcement, COR designed and launched its new [website](#) with the help of the media team at Kalam Research and Media in Amman. The site went live in **January 2019** ahead of the first official launch of the COR Founder 101 Hub business entrepreneurship course in Amman. COR's [Facebook](#) and [Twitter](#) sites, along with its [YouTube channel](#), were also launched, as part of a robust social media presence to maximise project exposure.



## AMMAN LAUNCH OF PROGRAMS

COR's official launch of the software and business entrepreneurship training with US State Department's Alumni Engagement Innovation Fund took place in Amman on **22 January 2019** at the **King Hussein Business Park**. It was held at the **Center for Innovation and Entrepreneurial Excellence (CIEE)**, and made available to COR by the **Al-Hussein Technical University (HTU)**.

Over 90 guests from government, diplomatic corps, NGOs, charities, private entrepreneurs, tech experts, women's charities, educational institutions, and journalists, attended the launch event. The keynote speech was given by the project founder **Aya Burweila**, along with speeches by key project partners and advisors such as **Danae Bezantakou (iforU-Greek Mentoring Network)**, **Aape Pohjavirta (FUNZI)**, **Shatha Janyousi (Orange Jordan)**, **Raja Nayed (Toastmasters International)**, and other guests.

Catering was provided by **Bilforon**, a mobile application for ordering home food from home-based kitchens, many of whom are Syrian refugees. Photography and video recording was provided by our media partners **Kalam Research and Media** and **Libya's Channel**. They also printed roll up banners and posters for the launch.



Leading figures who attended the launch event include the following:

H.E. FARES BRAIZAT (Former Minister of Youth, Jordan)  
H.E. MAHA ALI (FORMER Minister of Industry and Trade, Jordan)  
US EMBASSY IN JORDAN / US ALUMNI OFFICE JORDAN  
ZEINA BARHOUM (Jordan's leading international Soprano)  
SUHEIL BAQAEEN (Leading Jordanian artist working with autistic children)  
DINA SAOUDI (Co-founder, Seven Circles)  
ZIAD AL-MASRI (Co-founder, Varari)  
DHELAL AL-SHORMAN (INJAZ Incubator Coordinator)  
EYAD MANSOUR (CISCO)  
RUBA KURDI (Co-founder, Coding Circle)  
MARAM ABUDAMOUS (US State Department TechWomen)  
RAWAN DA'AS (Embassy of the Kingdom of The Netherlands)  
MOHANNAD ABU MAIZAR (Director of IT, Orange Jordan)  
REEM NAJDAWI (Executive Director, ESCWA Technology)  
RASHA ALKURDI (HULT Prize Supervisor)  
FARAH AL-KHADRA (Bank Al Etihad)  
EDWARD MARQUES (CMI – Martti Ahtisaari Peace Foundation, Finland)

Organisations that attended the Amman launch included **Zain Jordan, Integrated Technology Group, Qasid Institute, Finn Church Aid, Al-Hussein Technical University, Libya's Channel, Mercy Corps, and the Hashemite University.**



## ATHENS LAUNCH OF PROGRAMS

COR's official launch in Athens of the software and business entrepreneurship training with the **US State Department's Alumni Engagement Innovation Fund (AEIF)** took place on **18 June 2019** at the **Alba Graduate Business School of the American College of Greece**.

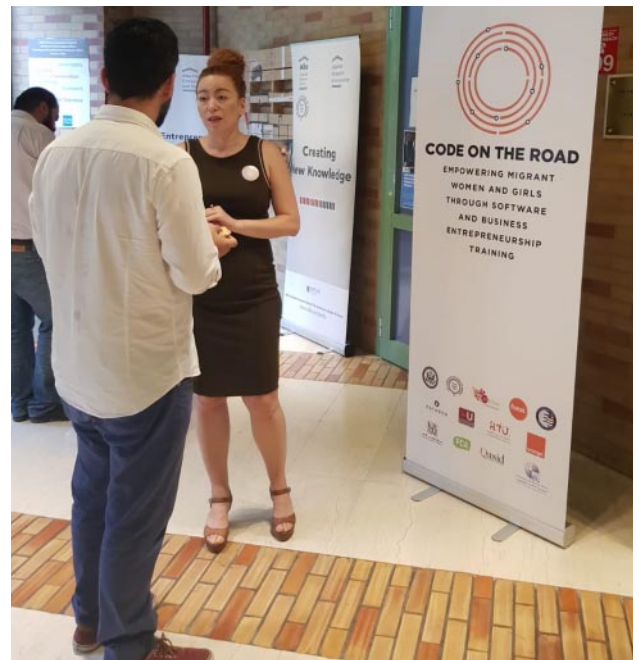
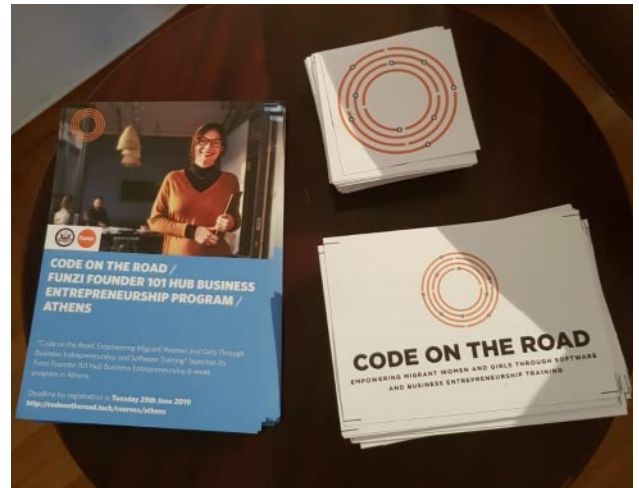
The launch event was attended by members of the **U.S. Embassy in Athens** and representatives of the **Hellenic U.S. Alumni Association**, and also brought together COR's key institutional partners in Greece such as the **Melissa Network, iforU Greek Mentoring Network, Mataroa, the Benghazi European School**, and leading members from the field of education, entrepreneurship, NGOs, technology and finance.

Founder Aya Burweila introduced Code on the Road (COR) to the audience and charted the programme of the key areas that the project was going to focus on, including details of the first pilot COR Founder 101 Hub business entrepreneurship course in Amman, and the second course which would be held in Athens. Speeches by the rest of all of the AEIF team followed.

In addition to members of the Hellenic U.S. Alumni Association and our own team, our launch was attended by a mixture of diplomats, civil society actors, academia and businesses. Notable attendees of the launch include the following:

THE EMBASSY OF THE HASHEMITE KINGDOM OF JORDAN  
THE EMBASSY OF GERMANY  
THE EMBASSY OF FINLAND  
THE EMBASSY OF THE KINGDOM OF THE NETHERLANDS  
THE MUSLIM ASSOCIATION OF GREECE  
EUROPEAN PUBLIC LAW ORGANIZATION (EPLO)  
HUMAN RIGHTS 360  
ELIAMEP  
JERMYN STREET FUND  
DESANI  
SIMPLY EXPORTS  
CAMPFIRE INNOVATIONS  
VALEF YACHTS  
THE NATIONAL AND KAPODISTRIAN UNIVERSITY OF ATHENS





## MIGRANT AND YOUTH SOCIAL INCLUSION THROUGH ENTREPRENEURSHIP RESEARCH REPORT (MYSITE)

On **April 2019**, Aya Burweila research report on *Migrant & Youth Social Inclusion Through Entrepreneurship* (MYSITE) was published by the **Greek NGO Solidarity Now**.

The report examines the conditions of entrepreneurship in Greece for young people and migrants and entails interviews with experts as well as young Greek and young migrant entrepreneurs. The report also includes information on the Greek national context, the legal, political and institutional framework, opportunities and measures for entrepreneurship, challenges and barriers for entrepreneurs, and recommendations for creating a better more environmentally friendly entrepreneurship environment for migrants and young people in Greece.

The report also provides the landscape and policies for youth and migrant entrepreneurship, as well as the resources made available to young entrepreneurs in Greece. See the report [here](#).



## COR FUNZI FOUNDER 101-HUB BUSINESS ENTREPRENEURSHIP COURSE AMMAN

Our [6-week program](#) began in **June 2019** in Amman. The first cohort for this pilot course in Jordan was for 18 students from Amman and surrounding cities such as Jerash, Salt and surrounding areas.

**Shatha Jayousi, Hakeem ElGadi, and Hadeel AlQaq** managed the deliveries of the weekly Funzi sessions at **Orange's headquarters** and went over the topics with the students in more depth, and helped students prepare presentations and course work.



## **FUNZI FOUNDER 101 HUB BUSINESS ENTREPRENEURSHIP PROGRAM / AMMAN**

"Code on the Road: Empowering Migrant Women and Girls Through Business Entrepreneurship and Software Training" launches its Funzi Founder 101 Hub business entrepreneurship 6-week program in Amman.  
<http://codeontheroad.tech/courses>

Known as our “[Star Lecture Series](#),” to complement the Funzi course material, COR invites expert guest speakers who have excelled in their field to share their insights and experience on course subject matters directly with the students while giving our students a direct opportunity to interact with experts. Below are our dates, subjects and names of our star lecturers and Funzi subject sessions:

**WEEK 0 (15 June) | Orientation Session** | Onsite session Saturday 15 June

**WEEK 1 (16-22 June) | The Founder** | Onsite session Saturday 22 June  
Guest Speaker: OLA FARAWATI, Entrepreneur and founder of Printati.com

**WEEK 2 (23-29 June) | The Inventor** | Onsite session Saturday 29 June  
Guest Speaker: MAJIDA ABU ZAGHLAN, Entrepreneur and founder of Saru Fashion

**WEEK 3 (30-6 July) | The Salesperson** | Onsite session Saturday 6 July  
Guest Speaker: ERIN KEELEY, US State Department TechWomen mentor

**WEEK 4 (7-13 July) | The Manager** | Onsite session Saturday 13 July  
Guest Speaker: MARY COX, Tech Expert, entrepreneur and founder of Goumya Coaching



Ola Farawati, Founder of Printati.com



Majida Abu Zaghlan, Founder of Saru Fashion



ERIN KEELEY, US State Department TechWomen mentor



MARY COX, Tech Expert, entrepreneur and founder of Goumya Coaching



WEEK 5 (14-20 July) | **The Banker** | Onsite session Saturday 20 July  
Guest Speaker: SHATHA BDAIR, Director for SMEs at Bank Al-Etihad

WEEK 6 (15-27 July) | **The Leader** | Onsite session Saturday 27 July  
Guest Speaker: MOHAMED ALBATTIKHI, Entrepreneur, Expert on startups, and founder of Bilforon

PREP SESSION (**30 August**) | Presentation training  
Guest Speaker: NAHLA AL-AQQAD, United Nations High Commissioner for Refugees (UNCHR)

The sessions allowed for the integration of the content the students covered via the FUNZI app and then to connect it to real life cases and issues. This hybrid model was an important heuristic strategy that made learning relevant, but also helped them understand the power of networking, of seeking expertise and advice from industry professionals and to be inspired by successful role models in entrepreneurship.

## UNHCR VISIT

**Ms Nahla Al-Aqqad** from the **United Nations High Commissioner for Refugees (UNHCR)** also visited our project and saw the onsite session in action.



NAHLA AL-AQQAD (CENTRE) of the UNCHR with COR students

## CODE ON THE ROAD AND TANMIA 360 TEAM UP TO LAUNCH INITIATIVES IN LIBYA

On 30 August 2019, Code on the Road and Tanmia 360 announced their new strategic partnership to actualize their common vision and goals in Libya. Tanmia 360 is a Libyan NGO which supports and implements youth-led programs that strengthen the role of active civil society, stability, and economic development in Libya, which has been beleaguered with conflict and strife since 2011. Read more about Tanmia 360 here: <https://www.tanmia360.org/>



## CODE ON THE ROAD WINS THE HAAA 3ARABI IMPACT INITIATIVE

On 14 October 2019, Code on the Road's bid to bring our programs to **Benghazi, Libya** and the wider region was announced as the [First Place Winner of the Harvard Arab Alumni Association's 3arabi Impact Initiative competition](#).

The 3arabi Impact Initiative by the [Harvard Arab Alumni Association \(HAAA\)](#) aims at identifying and supporting implementation of projects that impact the Arab world, regardless of sector or country, including social enterprises, NGOs, stand-alone initiatives, and projects spearheaded by alumni as part of their daily jobs.



The HAAA aims to provide a platform for Harvard alumni, Harvard students and members of the non Harvard community to share their initiatives and create opportunities to mobilize support from Harvard alumni, students and relevant stakeholders to implement initiatives that are most liked by the wider community. **Al Tamimi & Co** and **AstroLabs** were the sponsors of the competition.

## CODE ON THE ROAD IN THE EU-ARAB WORLD SUMMIT 2019

On **30 October 2019**, **Aya Burweila**, Founder and Director of **Code on the Road** delivered a speech on COR's tech education expansion and labor market integration at the **4th EU-Arab World High-Level Summit: A Strategic Partnership**.

The Summit took place at the Megaron Concert Hall on October 29-30 under the auspices of H.E. the President of the **Hellenic Republic Mr. Prokopios Pavlopoulos**. The **Prime Minister of the Greece Kyriakos Mitsotakis** delivered the opening statement of the first day and **former Prime Minister Alexis Tsipras** delivered the opening statements of the second day.

The **EU-Arab World Summit** is an international forum of economic and political dialogue between the EU and the Arab World. Since 2016, when the Summit was established in cooperation with the **Government of the Hellenic Republic**, its goal has been to identify and



promote the two regions' common interests and values collectively and single out key priority areas for cooperation, taking account of regional and global challenges.

The EU-Arab World Summit, being the first forum held within European grounds to acknowledge the need for further enhancement of EU-Arab relations in turbulent times for the global community, has been organized for the past three years with the support of the **Greek government, the European Parliament, Arab League** and the **European Commission**.

Based on the significant success of the previous Summits, the 4th EU-Arab World Summit entitled "A strategic partnership" focused on economic cooperation and investments, especially in the fields of energy, trade, science, technology and healthcare.

The Summit's vision is to continue forging a deep and comprehensive relationship between the EU and the Arab World, based on the solid foundation of common values and respect of each other's unique cultural heritage.

The Summit is organized by the pan-Arab conference organizing group **Al-Iktissad Wal-Aamal** in cooperation with **Delphi Economic Forum**, featuring the largest Arab construction group **Consolidated Contractors Company (CCC)** as a Strategic Sponsor.

The Summit is also under the patronage of the **European Parliament** and organized in cooperation with **The Arab League**, with the collaboration of the **Union of Arab Chambers** and

the **Athens Chamber of Commerce and Industry**, and the support of the **European Commission** and the **Arab Hellenic Chamber of Commerce & Development**.

See video of the speech: [//www.youtube.com/watch?v=UoS7oByTQo](https://www.youtube.com/watch?v=UoS7oByTQo)

Read more about the summit: <https://www.euroarabsummit.com/>

## **COR ENTREPRENEUR 2 ENTREPRENEUR COURSE (E2E ONLINE)**

On October 2020, COR organized a ground-breaking 9-session online course called “**Entrepreneur 2 Entrepreneur: Launch Your Online Business Course**” taught by the award-winning founder of the food order Startup Bilforon, **Mohamed Al-Battikhi**. In order to continue our teaching programs under Covid-19 restrictions, this course took place solely online and was funded by COR as cost-sharing.

Mohammad Al-Battikhi is a serial entrepreneur with business, programming, and investment experience. He founded RhinoSoft.io, Bilforon, and other startups in the technology, social and creative space. Mohammad previously worked as the Acceleration Manager at Oasis500, where he invested in startups and helped entrepreneurs grow their companies. Prior to that, Mohammad directed Western Michigan University’s Business Accelerator and was involved with many global organizations fostering startup and technology ecosystems.



**CODE ON THE ROAD  
LAUNCH YOUR BUSINESS ONLINE**

Do you want to launch your own business online and be your own Boss Girl? Our Online Business Venture course will give you the skills you need to create a successful startup and shows you how to take your bricks and mortar store to the virtual world.

Participants will learn all the right moves in starting a business from:

- ▶ Idea formation and the business plan
- ▶ Pitching and negotiating investment terms with VC firms
- ▶ Connecting with a payment system for online payments
- ▶ Contingency planning and how to adapt in time of pandemic

And much much more on how to launch your business and make bank.

The course will be taught by **Mohammad Albattikhi**, who founded multiple startups in MENA and also worked as an investor with major venture capital firms in both Jordan and the USA. Throughout the course, participants will also meet with other successful entrepreneurs and learn from their experience.

This is a course by entrepreneurs for other entrepreneurs: There will no academic theories and mumbo jumbo, just practical, step by step instruction for success in a competitive world.

See our full curriculum and registration page here: <http://codeontheroad.tech/courses/onlinebusiness>  
Deadline for registration is **Friday 25th September 2020** / Course begins **Saturday 3rd October 2020**

\* COURSE WILL BE TAUGHT IN ENGLISH AND ARABIC

**⚡ ENTREPRENEUR 2 ENTREPRENEUR**

Our Online Business Venture course focused on the skills needed to create a successful startup in MENA and how to access the virtual world to promote business ideas. The course covered topics such idea formation and the business plan, pitching and negotiating investment terms with VC firms, how to connecting with a payment system for online payments, and contingency planning and how to adapt in time of pandemic.

Under these wider rubrics, over 13 specific topics were also covered ranging from what it means to be an entrepreneur, understanding what is a startup, business modelling, product management, pitching techniques, crowdsourcing and funding resources, financial planning and much more.

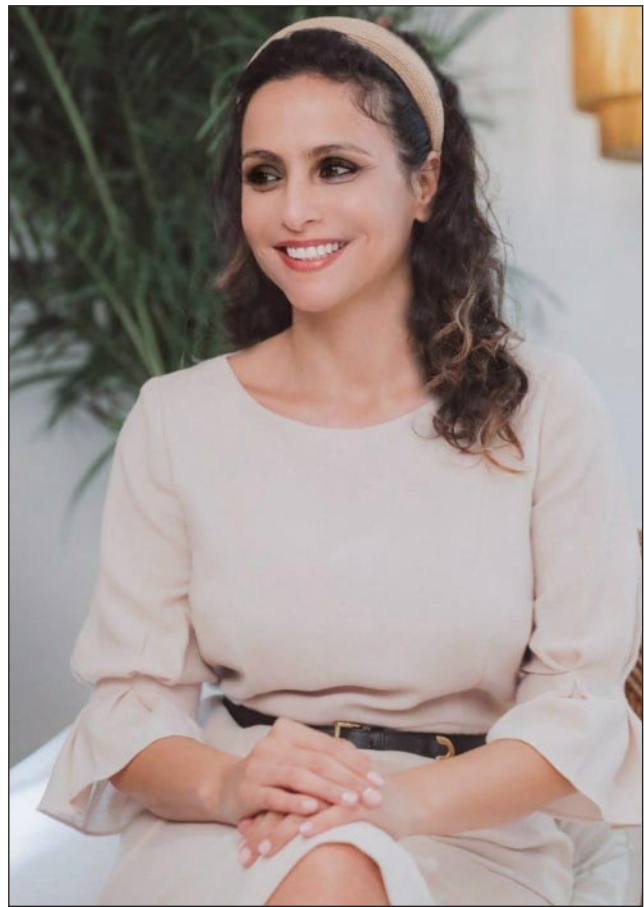
The course was taught via zoom to a pilot cohort of women and girls who came from Libya, Egypt, Morocco, Kuwait, UAE, Jordan, US, UK and Singapore. The graduation can be viewed [here](#). A short video of the graduation ceremony can be found [here](#).

## **COR AT THE WOMEN'S WORLD MAJLIS ORGANIZED BY THE UAE'S MINISTRY OF TOLERANCE AND COEXISTENCE, THE UAE GENDER BALANCE COUNCIL AND THE WOMEN'S PAVILION AT EXPO 2020 DUBAI AND CO-SPONSORED BY THE CARTIER'S WOMEN INITIATIVE**

On **17 November 2021**, **Aya Burweila**, Founder and Director of Code on the Road (COR), spoke at the **Women's World Majlis** organized by the **UAE's Ministry of Tolerance and Coexistence**, the **UAE Gender Balance Council** and the **Women's Pavilion at Expo 2020 Dubai**, under the theme **"Tolerance and Inclusivity for Women's Rights and Empowerment"**. The full recording of the two-session panel can be viewed here:

<https://virtualexpodubai.com/listen-watch/events/womens-world-majlis-or-tolerance-and-inclusivity-for-womens-rights-and>





The conference began with a keynote speech from **Sheikh Nahyan bin Mubarak Al Nahyan**, the UAE's Minister of Tolerance and Coexistence. The first panel discussed the role of social norms in making gender gaps and the ways society can instill values of tolerance and coexistence. The speakers were **Baroness Floella Benjamin** (British Politician and Actress), **Peter Maurer** (President of the International Committee of the Red Cross-Switzerland), and **Benita Diop** (Founder and President of the African Women's Solidarity Foundation in Senegal) who presented her experience in empowering women in Africa.

The second session highlighted the importance of tolerance, coexistence, inclusivity and equality in supporting the most vulnerable groups in re-establishing a stable society. Speaking in this session were **Aya Burweila** (Founder and Director of Code on the Road, Greece), **Nadine Labaki** (Oscar-winning Lebanese filmmaker), **Rada Akbar** (Afghan artist and pho-



tographer), and **Maqsood Kruse** (Strategic Communications Advisor at the UAE Ministry of Presidential Affairs and former Executive Director of Hedayah). The session was chaired by **Hind Alowais**, the Senior Vice President of International Participants department at Expo 2020 Dubai, one of the leading figures behind the event.

In his keynote address, Sheikh Nahyan bin Mubarak Al Nahyan, affirmed that women deserve a greater opportunity to develop their full leadership and practices in any of the roles they aspire to occupy. He said women must obtain a high-quality education, a rewarding career, a satisfying family life, and a prominent role in their public and private lives.

He also noted that men and women still have a lot of work and effort to build a world for women and men alike, a world which values competence and merit regardless of gender, a world that welcomes, protects, educates and empowers all women. “Unfortunately, in some parts of the world, there has been little or insufficient change. There continue to be places where women still endure unequal treatment. This inequality takes many forms ranging from social, economic, legal, health, and representation at the risk of personal safety and life itself,” he added.

In her speech at the event, Aya Burweila, tapped into her Libyan experience to discuss the issue of women’s empowerment in times of conflict.

## **COR CO-FOUNDER DR ROSA VASILAKI LAUNCHES DISSENSUS WITH THE ROSA LUXUMBERG FOUNDATION**

On **20 November, 2021**, **Dr Rosa Vasilaki** and her team of volunteers present their research and edited volume titled *The Normalization of Extreme Right Discourse in Greece: Gender, Mass media, Armed Forces, the Church*.

The volume addresses the extremely critical issue of the normalization of the Far Right discourse by official institutions of the Greek state and by civil society. The chapters were prepared by a young team of researchers under the leadership of Dr Rosa Vasilaki, and they are graduates from various Greek universities with field expertise on issues related to racism and extremist discourse.



**THE DISSENSUS PROJECT** is a research project by Dr. Vasilaki on the sociological and anthropological study of the rise of hate rhetoric and ideologies of discrimination in Athens, Greece.

To date, the sharp rise and popularity of political formations advocating hate, discrimination and violence has been studied mostly in terms of ideological analysis or electoral results. Dissensus, however, focuses on the role of institutions, such as the armed forces, the media, the Church, as well the discourse of the everyday people participating in these institutions.

We also look at the multiple ways gender—and perceptions of masculinity and femininity—are instrumentalized to disseminate and normalize discriminatory and exclusionary views. Her current research project, “Socio-political transformations and hate rhetoric in Greece” seeks to produce a nuanced understanding of the processes which have led to the recent rise in hate rhetoric and a propensity for extreme discriminatory views.

## CODE ON THE ROAD INTRODUCTION TO CODING

Code on the Road (COR) held two of its “**We Speak in Code**” introduction to coding workshops, carried out by two of our AEIF team members, **Ms. Shatha Jayoussi** and **Mr. Antonis Papadakis**.



## WE SPEAK IN CODE

### Introduction to the Principles of Coding

If you are a woman and have no knowledge of coding and are eager to know more, then this workshop is perfect for you. Our two-day online workshop assumes no knowledge in computer programming and will introduce you to the basic concepts and techniques of developing programs for problem solving. The workshop will teach you the fundamentals of coding, how to apply it for different professional needs, and also provide you with basic understanding of how various coding languages work to give you the understanding you need to decide if becoming a software developer is a career for you!

**18-19 February 2022, ONLINE — Course Free of Charge**



**SHATHA JAYYOUSI** | WORKSHOP TRAINER | JORDAN  
Shatha Jayyousi is a leading Jordanian tech mentor and leader of the Jordanian chapter of "Arab Women in Computing". She is VP of the US State Department's Jordanian Alumni Association and head of Customer Management Solutions at Orange Jordan. Shatha has led software development and implementations in a variety of industries such as insurance, finance, medicine and telecom. She was a mentor in the Queen Rania National Entrepreneurship Competition and is on the advisory board of the US State Dept's "SheCap" project, and teaching member of Code on the Road (COR).

For more information visit: <https://codeontheroad.tech/courses/we-speak-in-code/>

This course is funded by the US State Department's Alumni Engagement Innovation Fund




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**19-20 March 2022, ONLINE — Course Free of Charge**



**ANTONIS PAPADOPOULOUS** | WORKSHOP TRAINER | GREECE  
Antonis is an experienced business development and innovation professional, with proven track record on successful projects in the fields of technology, innovation, entrepreneurship and education. He is the founder of Mataroa, an NGO that designs and implements tech education projects for female kids, teens and students. Until now, 450 girls have been trained in hard skilled coding languages through CodeGirls program. Also, he is the Entrepreneurship & Innovation Development Director, of New Agriculture New Generation, an NGO that supports youth career opportunities and entrepreneurship in the AgriFood sector in Greece.

For more information visit: <https://codeontheroad.tech/courses/we-speak-in-code-2/>

This course is funded by the US State Department's Alumni Engagement Innovation Fund



Talented software developers are in high demand in the global and local labor market. Learning software engineering opens a work of professional opportunities both in firms and as a freelancer. Furthermore, software engineers who focus on learning the right programming languages as well as soft skill sets can take their career in a range of directions. This workshop aims to introduce women and girls to this exciting world of coding and how it can be the start of a fulfilling and rewarding career. The workshop covered the following topics:

- *What is a software developer?*
- *What skills do you need to become a software developer?*
- *Why become a program developer? Everything you need to know about the programmer role, how it is changing, and job opportunities.*
- *Basic principles of coding*
- *What are the different programming languages software developers use?*
- *How do you choose the best language for you?*
- *What are the soft skill sets you need to give you an edge?*

The first workshop took place on **18-19 February 2022** and was conducted by Ms. Shatha Jayyousi. Our second workshop took place on **19-20 March 2022**, and was conducted by Mr. Antonis Papadakis.



#### .Feedback from students:

**“A huge thank you to Aya Burweila, Antonis Papadopoulos and Code on the Road for such a fascinating weekend learning about Coding! Thank you for making a topic I found very intimidating a lot more friendly and for reminding me you’re never too old to learn something new! I left feeling very motivated and am ready to Keep learning. Furthermore I felt honored to be in the company of such a diverse group of inspiring women and I hope we can meet in person soon!” —EUGENIA VANDOROS (We Speak in Code)**

## **COR FUNZI FOUNDER 101-HUB BUSINESS ENTREPRENEURSHIP COURSE ONLINE**

Our [6-week program](#) began in March 2022 online due to Covid precautions and restrictions. The first cohort were students from Greece, Phillipines, the United States, Libya, Iran, Afghanistan.

Our course instructor was **Mr. Dimitris Papadakis**. Mr. Papadakis is currently the Entrepreneurship Trainer at **Alba Graduate Business School’s Hub for Entrepreneurship and Development of The American College of Greece**. He is involved in various start up and Small to Medium Enterprise (SME) projects as an external consultant. In the past ten years, Dimitris has performed in both associate and leadership roles in corporate and startup environments, has founded and sold his own company and has engaged with the educational industry in multiple contexts and frameworks.

As an international professional, Dimitris has lived and worked in 12 countries, has worked with people from at least 50 different nationalities and continues to support students, graduates and professionals through various initiatives as a career and life counselor, mentor and business coach.

**CODE ON THE ROAD**  
**EMPOWERING WOMEN AND GIRLS**  
**Funzi Founder 101 Hub**  
**BusinessEntrepreneurship**  
**Online Course**



**FUNZI 101 HUB**  
**INSTRUCTOR**



**DIMITRIS PAPADAKIS**  

Dimitris Papadakis is currently the Entrepreneurship Trainer at Alba Graduate Business School's Hub for Entrepreneurship and Development of The American College of Greece. He is involved in various start up and Small to Medium Enterprise (SME) projects as an external consultant. In the past ten years, Dimitris has performed in both associate and leadership roles in corporate and startup environments, has founded and sold his own company and has engaged with the educational industry in multiple contexts and frameworks. As an international professional, Dimitris has lived and worked in 12 countries, has worked with people from at least 50 different nationalities and continues to support students, graduates and professionals through various initiatives as a career and life counselor, mentor and business coach.



Below are our dates, subjects and names of our star lecturers and Funzi subject sessions:

**WEEK 0 (26 March) | Orientation Session |** Onsite session Saturday 26 March

**WEEK 1 (28 March–2 April) | The Founder |** Onsite session Saturday 2 April  
 Guest Speaker: KASSANDRA LEFAKINIS, Opuntia Oils and Valef Yachts

**WEEK 2 (2–9 April) | The Inventor |** Onsite session Saturday 9 April  
 Guest Speaker: MOHAMAD ABURAWI, Speetar

**WEEK 3 (9–16 April) | The Salesperson |** Onsite session Saturday 16 April  
 Guest Speaker: ABIER HAMIDI, Bournemouth University

**WEEK 4 (23–30 April) | The Manager |** Onsite session Saturday 30 April  
 Guest Speaker: Amer Nasereddine, PRIMUS

**WEEK 5 (30 April–7 May) | The Banker |** Onsite session Saturday 7 May  
 Guest Speaker: STERIOS SOUYOUTZOGLOU, Hellenic Development Bank

**WEEK 6 (7–14 May) | The Leader |** Onsite session Saturday 14 May  
 Guest Speaker: NASSER HUSSAIN, PwC

Please see all our guest speakers for our **Star Lecture Series** for both Amman and Athens (Online) here: <https://codeontheroad.tech/starlectureseries/>

**CODE ON THE ROAD  
EMPOWERING WOMEN AND GIRLS**

**Funzi Founder 101 Hub  
BusinessEntrepreneurship  
Online Course**

GUEST SPEAKER - 14 MAY 2022  
**THE LEADER**



**NASSER HUSSAIN**  
Building company culture, hiring the right employees, leading and motivating employees, resolving conflict in the workplace

Nasser Hussain is PeC Middle East's Regional Business Lead and Senior Manager in Human Resources. Before joining PeC Middle East, Nasser worked for Allianz, Ernst & Young and PeC UK. Nasser has over 17 years of professional experience in the field of human resources management, leadership development, recruitment, retention, compensation, employee investigations, policy interpretation, risk mitigation, training and communication. He is also a mentor and consultant, providing training to clients on communication, motivation, leadership, diversity, team development and performance management.

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GUEST SPEAKER - 7 MAY 2022  
**THE BANKER**



**STERIOS SOUGIOULTZOGLOU**  
Managing costs, basic reporting requirements, understanding funding opportunities in different growth stages

Sterios Sougioultzoglou is the Chief Investment Officer at the Hellenic Development Bank, a published writer and a course maker in education and self-development. Sterios grew up in Athens and London and graduated from the London School of Economics with a BSc in Economy and Sociology and a MSc in Investment Management from City University Business School. He went on to work at Credit Agricole Investment Bank where he co-managed \$500-million US dollars in global equities. Following Credit Agricole, he was the head of Greek Equities research at UBS Investment Management, London. Having worked on projects in five continents, Sterios has run a private equity fund, listed a company on the New York Stock Exchange, co-managed a real estate company in Panama, a shipping company in Latin America and a gold exploration company in Africa.

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Online Course**

GUEST SPEAKER - 30 APRIL 2022  
**THE EXECUTIVE**



**AMER NASEREDDIN**  
What do different forms of enterprise mean for organizing ownership and funding of a company, and choosing the right form of enterprise to best fit the entrepreneur's vision

Amer Nasereddin is the Co-founder and Managing Partner at CREUS, one of the top digital transformation, software development, and IT consultancy company in Middle East and North Africa. As a serial entrepreneur and angel investor with over 25 years of experience, Amer has been involved in the creation of number of companies spanning several industries, sectors and countries. He was also the co-founder of Consultix, a regional consulting firm specialized in economic growth, water, health, energy and renewable energy, and a board member at Consultix, a leading broadcast and telecommunications company with over thirty years of market presence. An expert in global business development, marketing and networking, Amer is highly skilled in identifying potential market opportunities and is a member of several organizations including The Entrepreneur Organization (EO) and the Jordan British Society. He Nasereddin has also been mentoring the younger generation of entrepreneurs through his voluntary association with Endeavor Jordan.

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GUEST SPEAKER - 16 APRIL 2022  
**THE MARKETER**



**ABIER HAMIDI**  
Storytelling, pitching, other communication skills, sales and marketing strategy

With over 19 years of experience and industry knowledge, Abier is a seasoned marketing and communication professional and a part-time university lecturer atournemouth University where she teaches Marketing and Communications. Combining creativity with commerce, Abier has offered successful and innovative brand management, public relations, digital marketing and creative event solutions to clients around the globe. Her campaigns have supported the growth of internationally acclaimed brands such as David Morris, Jewellery, Damas, Shangri-la Hotel and launched start-ups with their growth strategies. Abier is also currently a second year PhD student at aournemouth University where she is researching the specific health practices and norms in Libya and the communication and education of women in health issues.

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GUEST SPEAKER - 9 APRIL 2022  
**THE INVENTOR**



**MOHAMED ABURAWI**  
Identifying and developing ideas, products or services, prototyping, and creating a Business Model Canvas

Mohamed Aburawi is a surgeon turned health-tech entrepreneur with an MSc from Harvard Kennedy School, where he was a Center for Public Leadership Fellow and Edward S. Mason Fellow. He also received an MBA from MIT Sloan School of Management. In 2017 Mohamed founded Spectar, an AI-enabled telehealth platform awarded by Harvard and supported by MIT Sandbox Innovation Fund. Pioneered in Libya and currently being scaled across the Middle East, Africa, and Central Asia, Spectar links under-served patients in low resource settings to a global pool of cultural and language-matched medical specialists. In 2018, Mohamed was named one of the Bill and Melinda Gates Foundation Global GoToPioneers. His work has been featured by Forbes, BBC, Al Jazeera, and StartupsMiddle East among other local and global outlets.

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GUEST SPEAKER - 2 APRIL 2022  
**THE FOUNDER**



**KASSANDRA LEFAKINIS**  
The right entrepreneurial mindset and skill set of a successful entrepreneur

Kassandra Lefakinis is the founder of the organic self-care brand OPRITA Luxury Oils which features skin-healing and aromatherapeutic blends of rare botanical oils sourced from the Mediterranean. Her luxury oil business has been featured in magazines such as Harper's Bazaar, Vogue, GQ, Huda Beauty, Town and Country, the Zoe Report and more. Kassandra Lefakinis is also the Managing Partner at Valf Yachts International. Founded in 1988, Valf Yachts is Greece's first yacht charter company. Today, the mega-yacht charter company and family-owned business has undergone a generational change with a new management team led entirely by the women of the family. As co-owner and managing partner of Valf, Kassandra is one of the two sisters leading Valf Yachts into the future while engaging in philanthropic efforts to preserve the ocean's environment.

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GUEST SPEAKER - 22 JUNE 2019  
**THE FOUNDER**



**OULA FARAWATI**  
The right entrepreneurial mindset and skill set of a successful entrepreneur

Oula Farawati is a Senior Advocacy and Communications Advisor in Jordan. She was co-founder of Printst.com which designed merchandise on the web for the Arabian market. She was a Senior Communications Consultant for the International Labour Organisation where she worked on inclusive national social protection system and accelerating decent job opportunities for Syrians and vulnerable Jordanians. Oula was also a Communication Consultant for UNDP Jordan and a startup advisor for MENA Aspe. She graduated in English from the University of Jordan and is a Fellow in Organisational Leadership at Bogazici University in Turkey.

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Online Course**

GUEST SPEAKER - 29 JUNE 2019  
**THE INVENTOR**



**MAJIDA ZAGHLAL**  
Identifying and developing ideas, products or services, prototyping, and creating a Business Model Canvas

Majida Zaghlal is an architect who left her career in architecture and started her own fashion company, Saru Fashion brand to support women in refugee camps. Majida has worked as an architect, interior designer and landscape designer in Jordan at Zaghlal Architects, Taj Construction Management and Architecture, Raed Al-Nabier Architects, and at Imad Dobbas Architectural and Design Office. She completed her Bachelor's degree in Architectural Engineering from the Jordan University of Science and Technology, a Master's in Business Administration and Management from UNICAF University, and a Professional Diploma in Refugee and Forced Migration Studies.

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EMPOWERING WOMEN AND GIRLS**

**Funzi Founder 101 Hub  
BusinessEntrepreneurship  
Online Course**

GUEST SPEAKER - 6 JULY 2019  
**TECH & MARKETING**



**ERIN KEELY**  
Storytelling, pitching, other communication skills, sales and marketing strategy, and the role of technology

Erin Keely is a US State Department TechWomen mentor. Erin is an engineer, investor, mother, and passionate advocate for STEM education and the economic empowerment of women. Erin has been a Technology Executive in the Silicon Valley for two decades, leading engineering and operation teams for IBM, Hitachi and Western Digital in the United States, Mexico, Europe, and Asia. Erin has continued her education at Harvard and Stanford University and attended VC Unlocked, an investment boot camp run by 500 start-ups and UIC Berkeley. For the past five years, Erin has been a TechWomen Mentor and a Technovation Mentor & Judge.

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BusinessEntrepreneurship  
Online Course**

GUEST SPEAKER - 13 JULY 2019  
**THE MANAGER**



**MARY COX**  
What do different forms of enterprise mean for organizing ownership and funding of a company, and choosing the right form of enterprise to best fit the entrepreneur's vision

Mary Cox launched early in her career some of today's most innovative mobile technologies before moving her focus to humanitarian aid where she continues to support program teams in their use of digital tools. She is currently Head of Program Implementation and Support at Red Rose, an e-cash transfer solution for the humanitarian sector. She was also International Coordinator for the International Rescue Committee, and Senior Project Manager at Amplify in New York. She studied at Santa Clara University, Bellevue College, University of Washington, IPADE Business School, and George Washington University.

**CODE ON THE ROAD  
EMPOWERING WOMEN AND GIRLS**

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BusinessEntrepreneurship  
Online Course**

GUEST SPEAKER - 20 JULY 2019  
**THE BANKER**



**SHATHA BDAIF**  
Managing costs, basic reporting requirements, understanding funding opportunities in different growth stages

Shatha Bdaif is Director for SMEs (Small and medium-sized enterprises) at Bank Al Etihad in Jordan. As an economist by training Shatha has enormous experience of finance and startups and all issues related to financing, customer service, banking, credit analysis, and commercial banking. Previously to joining Bank Al Etihad in Jordan she worked for the Arab Bank and Capital Bank of Jordan. Shatha graduated in Economics from the University of Jordan.

**CODE ON THE ROAD  
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BusinessEntrepreneurship  
Online Course**

GUEST SPEAKER - 27 JULY 2019  
**THE LEADER**



**MOHAMED AL-BATTIKHI**  
Building company culture, hiring the right employees, leading and motivating employees, resolving conflict in the workplace

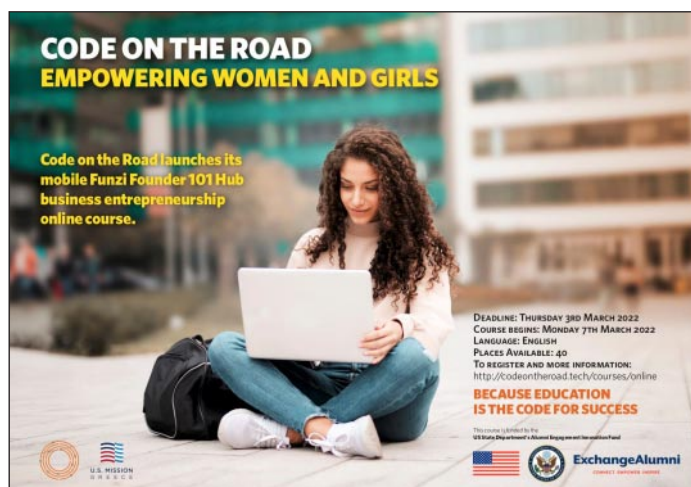
Mohammad Al-Battikhi is a serial entrepreneur with business, programming and investments experience. He founded Rhinocorn, a Bilton and other startups in the technology, social and creative space. Mohammed previously worked as the Acceleration Manager at Qasbi500, where he invested in startups and helped entrepreneurs grow their companies. Prior to that, Mohammed directed Western Michigan University's Business Accelerator and was involved with many global organizations fostering startup and technology ecosystems, and providing consulting and training services to various organizations in the United States, Jamaica, Morocco, Tunisia, Saudi Arabia and Jordan.

Following the six-week Funzi course, our students attended a 2-day **“Master Class Workshop” with Sterios Souyoutzoglou**, in which they pitched their business canvases and received feedback and guidance both from their instructor on acquiring funding for their businesses and from their peers.

## MASTER CLASS 2-DAY WORKSHOP (21-22 May) | Pitching your business training

Workshop Instructor: STERIOS SOUYOUTZOGLU

Stergios Sougioultzoglou, the Chief Investment Officer at the Hellenic Development Bank, a published writer, and a course maker in education and self-development. Sterios has run a private equity fund, listed a company on the NYSE, co-managed a real estate company in Romania, a shipping company in Latin America, and a gold exploration company in Africa.



## COURSE IMPACT

The course had impact on the students. Several students went on to take further courses in business entrepreneurship and enhance their skills further. One key success story was when one of our alumna, Batool Alboul, won a European grant to launch a new project in the town of Ajloun to regenerate her community.

Batool joined the COR Founder 101 Hub business entrepreneurship after reading about it on Facebook. She describes the experience as extremely useful and through it she realized she was able to develop her own capabilities and potentials which reflected positively on her career. The know-how she acquired through the programme helped her win a grant from a leading NGO in the European Union worth 40,000 Euros. The agreement with the NGO Plan International provides a grant for the creation of a restaurant affiliated with the association as an income generating project. Read her success story [here](#). All our students who participated in our Funzi courses left with their own business canvases, empowered with a plan, and reported being thrilled with our guest lecturers and the opportunity to interact with them.

**“Thanks for sending me the certificate. It was a great experience for me to refresh my knowledge and learn new concepts. The platform was user**

friendly and I do not see any point to improve it! I appreciate COR team and USA embassy for providing this opportunity. I would like to engage in future courses and what COR offers. Unfortunately I left Athens and I am not able to join the event. Thanks COR for supporting women.”

—MASOMA AKBARIS on Funzi Course

“I have a B.A. in International Business and I can say that I learnt more about starting my own business and so many practical insights than I ever did before. Funzi was easy to use, very well organized and convenient and I loved the guest lecturers, they were were inspiring and put me on the right track! Thanks to them I discovered solutions I didn’t think of and avoided some expensive mistakes!”

—ELAF WRIGHT on Funzi course and Star Lecture Series

“Thank you for the great course and the chance to study it in Funzi, lots of things I have learned, the module is straight forward and easy to comprehend some expensive mistakes! ... Oh absolutely useful! I was surprised. I am a hoarder of many courses, and this is one of the great courses I have studied and love their digital certificate.”

—WILHELMINA OSIP on Funzi course



Ms. **Erin Wilkinson**’s testimony is attached above. Ms. Wilkinson is a **US State Department TechWomen mentor** and one of our guest speakers. She is an engineer, investor, mother, and passionate advocate for STEM education and the economic empowerment of women. Erin has been a Technology Executive in the Silicon Valley for two decades, leading engineering and operation teams for IBM, Hitachi and Western Digital in the United States, Mexico, Europe, and Asia. Erin has continued her education at Harvard and Stanford University and attended VC Unlocked, an investment boot camp run by 500 start-ups and UC Berkeley. Erin has been a TechWomen Mentor and a Technovation Mentor & Judge.

## COR ENTREPRENEUR 2 ENTREPRENEUR COURSE (E2E ONLINE)

In June 2022, COR had its second round of its Entrepreneur 2 Entrepreneur course.

Feedback from students:

**“If you want a very hands on and practical guide on how to be an entrepreneur and to succeed with your start up, this is it!” —LENA KIOURT**

**“I took this course before and really enjoyed the experience. Very interactive -Highly Recommended!”—HEBA BEN OMRAN**

**“Thank you @CodeontheRoad1 for such an amazing opportunity and thank you @MAlbattikhi for being a thorough yet flexible instructor. I really enjoyed being part of this and learned so much!”—HEBA BEN OMRAN**



## COR AT THE UNITED NATIONS DEVELOPMENT PROGRAM LIBYA'S “EMERGING TRENDS OF VIOLENT EXTREMISM AND FUTURE OF PVE IN LIBYA CONFERENCE”

The high-level international **United Nations Development Program (UNDP)** event took place from **10–12 October 2022** at the **Carthage Thalasso Resort Hotel in Tunis, Tunisia**. The conference brought together 8 different Libyan ministries, over 65 Civil Society Organizations and Countering Violent Extremism experts from all over the globe.

The conference was made possible by the kind sponsorship of the **Foreign Ministries of the Netherlands, the United Kingdom, Japan and the European Union**.

At the conference, the **United Nation’s Development Program’s “Preliminary Assessment: Preventing Violent Extremism in Libya”** report to which **Aya Burweila**, COR’s Founder acted as a contributor and adviser to was presented and discussed with stakeholders.

Aya Burweila briefed the conference on the impact of violent extremism on women, the role of misogyny in extremist ideologies whether right wing or religious, the role of women in preventing violent extremism and presented her research and analysis on this topic. This briefing session highlighted and explored the three sensitive areas for PVE:

1. *Human rights and policy frameworks on gender and PVE*
2. *Gender mainstreaming dimensions in PVE*
3. *Gender mainstreaming priorities in PVE*

The conference report and program can be accessed here: <https://codeontheroad.tech/cor-at-the-undps-emerging-trends-of-violent-extremism-and-future-of-pve-in-libya-conference/>



## GREEK FOREIGN MINISTER VISITS BENGHAZI EUROPEAN SCHOOL

On **12 April 2022**, the **Foreign Minister of the Hellenic Republic Nikos Dendias** paid a visit to the **Greek Community** at the **Benghazi European School**, Code on the Road's valued partner in **Libya**. The Benghazi European School has been providing both Greeks and Libyans in Benghazi with internationally competitive education for over 20 years.

In 2013, Ansar al-Sharia stormed the school. In 2014, they abducted its British head teacher. Their campaign of terror in Benghazi forced the school to shutdown but not for long. Today, the Benghazi European School is still standing and continues to deliver world-class education to the residents of Benghazi, Libya's second capital.

Read more about this Greek-founded school in my city here: <https://www.bes-edu.org/>

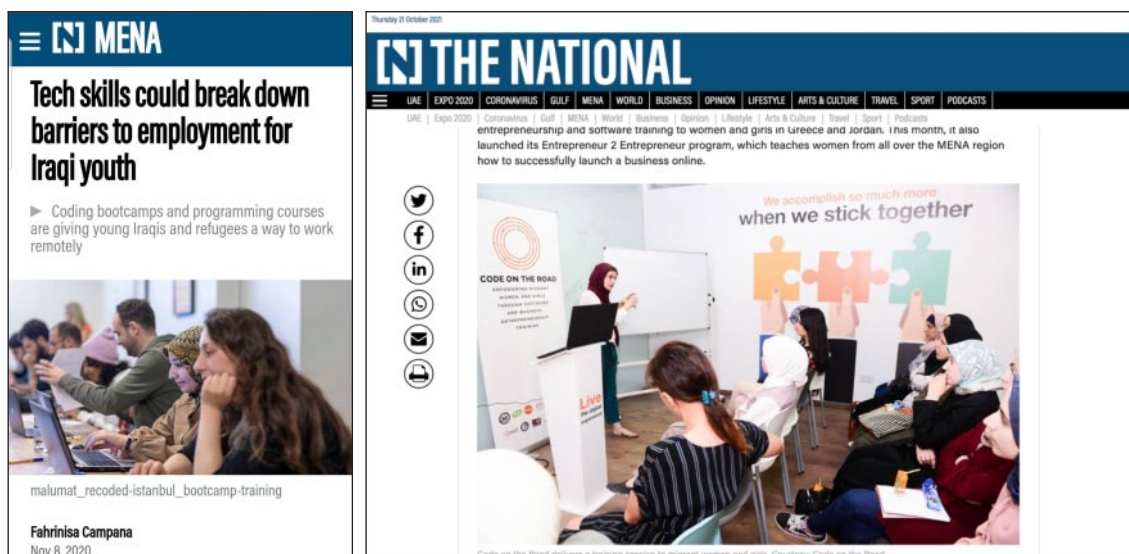


## CODE ON THE ROAD IN THE PRESS

### UAE's The National Newspaper Feature

Code on the Road (COR)'s innovative combination of tech and business entrepreneurship, including the State Department grant was highlighted in *The National* newspaper, one of the UAE's leading English-language publications read by government leaders and corporations in the country. The article, "[Tech skills could break down barriers to employment for Iraqi youth](#)", by American journalist Fahrinisa Campana said:

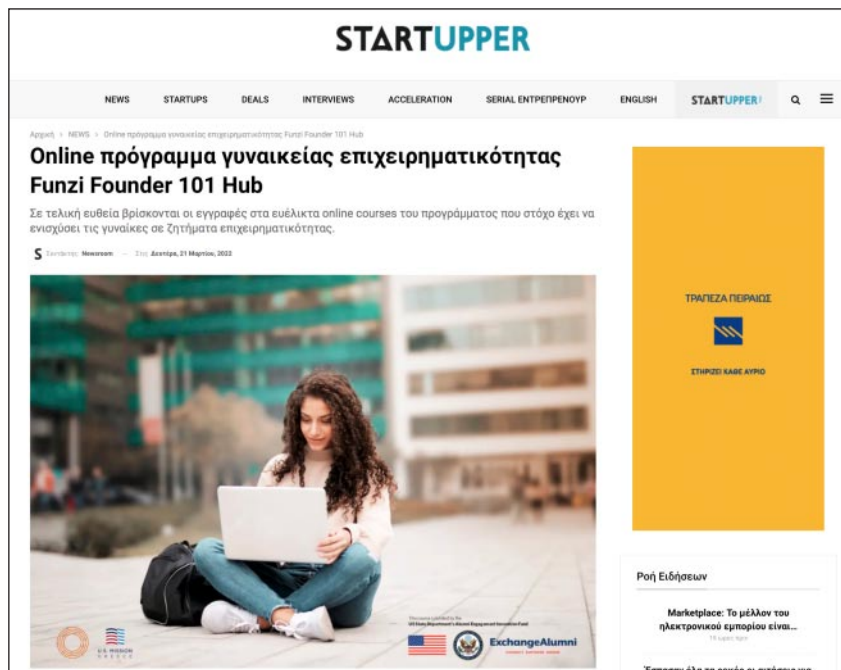
**"It's not just in Middle East countries that humanitarian aid is incorporating technology skills training. With just over 115,000 asylum seekers and migrants stranded within its borders and a government unable to manage the added burden of thousands of vulnerable people, Greece has been the perfect breeding ground for innovative approaches. Code on the Road (COR), a Greek registered non-profit, delivers business entrepreneurship lessons to participants' mobiles, cutting out the need for classroom space and laptops and circumventing conflict."** (8 November 2020)



### Greece's STARTUPPER Feature

On 21 March 2022, Greek entrepreneurship website [STARTUPPER](#) featured our FUNZI Hub 101 course and call to registration:

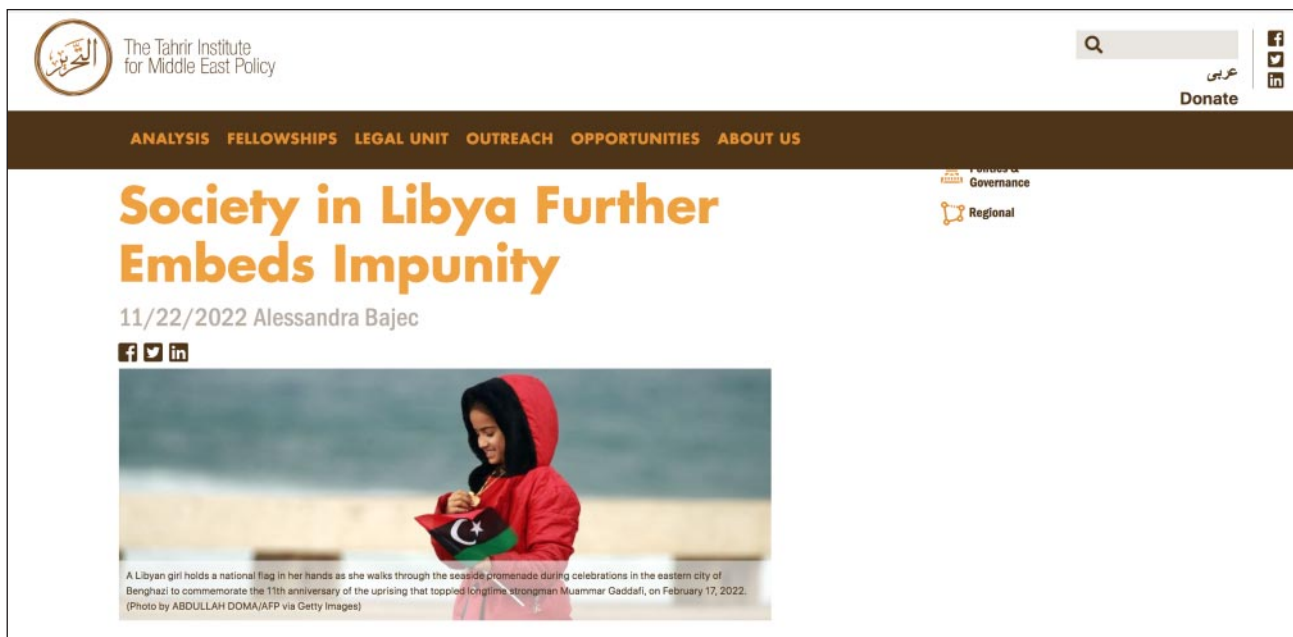
**"Το πρόγραμμα προσφέρει ιδιαίτερα σε γυναίκες και κορίτσια την ευκαιρία να εγγραφούν στο βραβευμένο μάθημα επιχειρηματικότητας Funzi Founder 101 Hub που πραγματοποιείται με τη χρηματοδότηση του Υπουργείου Εξωτερικών των ΗΠΑ και της Πρεσβείας των ΗΠΑ στην Αθήνα."**



## COR in the Tahrir Institute for Middle East Policy

On 22 November 2022, The Tahrir Institute for Middle East Policy published a report on the intensified crackdown on civil society in Libya featuring comments from COR Founder Aya Burweila.

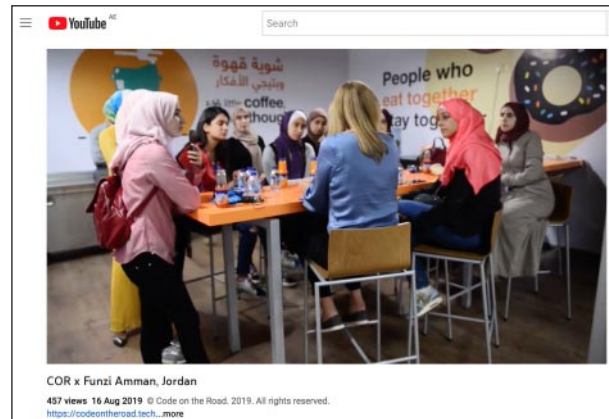
See the entire report here by Alessandra Bajec titled “Intensified Crackdown on Civil Society in Libya” here: <https://timep.org/commentary/analysis/intensified-crackdown-on-civil-society-in-libya-further-embeds-impunity/>



## ACTIVITIES VIDEO

COR also produced a short video of the COR Founder 101 Hub business entrepreneurship course, which include testimonies from some of the students who took the course:

<https://www.youtube.com/watch?v=iplNs2RtqHo>



## SUMMARY

- COR ran 6 successful courses: two rounds of **Entrepreneur2Entrepreneur**, **Funzi Founder 101**, and **We Speak in Code** and benefiting a total of 89 women and girls.
- Reached women from 14 different nationalities living in **Greece** or **Jordan** at the time of our courses. Nationalities included: **Afghan, Albanian, Belgian, Filipino, Greek, Egyptian, Singaporean, Kenyan, British, Iranian, Kosovan, Libyan, Nigerian, Tunisian, Ukrainian, Pakistani, and American**
- Funzi Founder 101 reached **30 aspiring entrepreneurs**
- COR Star Lecture Series hosted **12 guest experts**
- Entrepreneur2Entrepreneur reached 42 women
- We Speak in Code reached **17 aspiring software engineers and coders**

## IMPACT AND SUCCESSES

### Mobile learning

Through the success of COR programming, the organization has positioned itself as a leader in using mobile learning to promote integration within vulnerable communities. While it has long been established that youth populations have benefitted from mobile learning platforms, it has become increasingly clear that the tools are equally valuable to other marginalized groups including migrant women. **UNESCO** has acknowledged mobile learning tools' value in engaging women, migrants, and other hard-to-reach communities and the role that access to educational opportunities can play in preventing religious extremism. The classes and frameworks

developed by COR have the potential to be a key player in expanding the scope of mobile education for individuals living in emergency, refugee, and vulnerable contexts.

## **Labor Market Inclusion**

The type of hands-on training and networking provided by COR improves women's access to labor markets by encouraging them to undertake their own enterprises within a broader context where they face barriers to employment including work permits, language barriers, limited access to education, applicable skills, or discrimination.

## **Network Creation**

COR's programs have successfully connected women from a broad range of backgrounds to motivated entrepreneurs and a network of successful industry professionals. The practical training skills provided in COR courses offered students the opportunity to develop real-world skills, insider knowledge, and resources to access the ongoing support necessary for their professional development.

The networks developed in these courses fostered an online community of supporters and partners that will be crucial in students' integration into the labor market. COR programs provide skills for women to seek new opportunities in areas where employment is limited and open up new options to women whose documentation, education, or language skills have restricted their opportunities.

## **Partnerships/Support**

COR developed partnerships that expanded the organization's reach and fostered an online community of supporters through ongoing social media activity and outreach, laying a solid foundation for future programming.

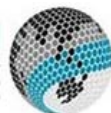
## **Reach**

Overall, COR reached women and girls living in Greece and Jordan who were extremely satisfied by the calibre of the courses, its instructors, its structure and its free cost. These courses offered practical, hands-on material that provided women with tools to enter or advance in the workplace and to conceive of labor market inclusion in new ways. COR connected students to a network of dedicated global professionals and mentors who can offer long-term support. Through these programs, COR students developed skills essential to their resilience, future enterprises, integration into new communities, and resistance to extremist ideology.

*COR connected and created a strong network, bringing together aspiring female entrepreneurs and successful instructors and guest speakers to support and empower them in their future looking endeavors.*

*All our courses, instructors, news, partners, event appearances in conferences and summits can be found by visiting our website [codeontheroad.tech](http://codeontheroad.tech)*

## CODE ON THE ROAD PARTNERS



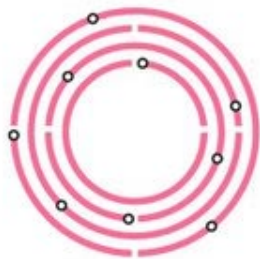
INTEGRATED TECHNOLOGY GROUP  
المجموعة المتكاملة للتكنولوجيا  
Empowering People through Technology...



مجمع ليبيا للدراسات المتقدمة  
Libya Institute for Advanced Studies

100 mentors



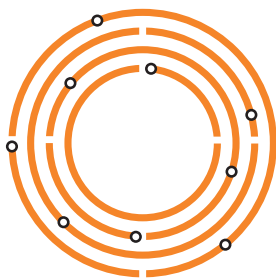


**CODE ON THE ROAD**

**ETHOS** | One of the fundamental ways any human being is truly empowered is through work and a practical education that leads to work

# **INTERNATIONAL WOMEN'S DAY 2022**





# CODE ON THE ROAD

<https://codeontheroad.tech/>

Code on the Road is a nonprofit civil society organization registered in Greece under Registration Number 148647101000 under the Greek Civil Code and whose office is headquartered in Athens.

*For further information contact:* [info@codeontheroad.tech](mailto:info@codeontheroad.tech)