

2026

2026 HALF-YEAR REPORT

JANUARY – JUNE 2026



SHE SHARP

BRIDGING THE GENDER GAP IN STEM

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A WORD FROM THE FOUNDER



Dr. Mahsa McCauley
Founder & Chair

We measured less of this half-year than we should have, and we have marked every figure we cannot yet stand behind.

Dr. Mahsa McCauley · Founder & Chair

Kia ora,

The first half of 2026 was the most programme-heavy six months She Sharp has run. We held fewer events for a general audience and more sessions built for particular people, and that shift is the story of this report. HER WAKA is the clearest example. Four monthly cohorts at academyEX in Grafton, March to June, funded by the Ministry of Social Development and built for people who are ready to move into work and want the labour market explained honestly. Each session ran two hours and paired something to learn with someone to meet: an AI panel and recruiters in March, the #IAmRemarkable workshop and three recruiter tables in April, cybersecurity lightning talks in May, Andrea Halal on personal branding in June. Recruiters from Potentia, Randstad Digital, Absolute IT, Elevate Consulting and Yunity gave up their lunch hours to sit at those tables. It is the half of the session people stay for, and it is in every cohort for that reason.

In June we started something at the other end of the pipeline. Two Saturdays in the hall at Fruitvale Primary School in West Auckland, with Peyvand Academy and the Ministry of Education, and on the second one Little Engineers. Rangatahi aged 12 to 18 met artificial intelligence as an idea they were allowed to argue with, then wired circuits by hand. There is nothing quite like watching a young person

light up an LED they wired themselves. We are calling it the Youth Tech Series, and it will keep going.

The community evenings continued alongside. academyEX hosted International Women's Day in March on the theme Give To Gain. Metlifecare opened their Newmarket office in April for Candice Murray's workshop on choosing the state you turn up in. AUT's School of Engineering, Computer and Mathematical Sciences co-presented a LinkedIn masterclass in May.

We also put the member platform into service. It is not a marketing site: it holds mentor and mentee profiles, the matching queue, event records and role permissions. In March it took its first real load when the mentors confirmed for the 2026 programme were onboarded in a single day. Mentees followed over the months after, and more are waiting. We paused applications on 19 June while we work out how to run the programme at a size we can honour. I would rather say that plainly than leave you wondering why intake stopped.

When we began this report the attendance behind it was in poor shape. It has since been reconciled, event by event, against our booking platform's own export, so every attendance figure that follows comes from there. That was going to be my first commitment for the second half-year; I would rather report it done.

What is left is smaller, and the methodology page has all of it: no post-event survey this period, no check-in at either Youth Tech session, a booking archive that only reaches back to 2020, and accounts for the half-year that are not filed because the financial year has not ended.

Thank you to the Ministry of Social Development, academyEX, Metlifecare, AUT, Peyvand Academy, the Ministry of Education and Little Engineers. And to the fifteen people on this team, not one of whom is paid.

Ngā mihi nui,

Dr. Mahsa McCauley

Dr. Mahsa McCauley
Founder & Chair · She Sharp · 1 January – 30 June 2026

THE HALF-YEAR IN SIX MOMENTS



International Women's Day
6 March · academyEX



HER WAKA cohort one
25 March · Grafton



Own Your Energy
16 April · Metlifecare



HER WAKA cohort two
7 April · Grafton



LinkedIn masterclass
15 May · AUT City Campus



HER WAKA cohort four
2 June · Grafton

We ran fewer events for a general audience, and more programmes for particular people.

The half-year in one sentence

H1 2026 AT A GLANCE

1 JANUARY – 30 JUNE 2026

9

EVENTS DELIVERED

468

REGISTERED ATTENDEES ACROSS THE NINE EVENTS

298

ATTENDEES CHECKED IN, ACROSS THE SEVEN EVENTS THAT SCANNED

71%

CHECK-IN RATE, EVENTS THAT SCANNED

4

HER WAKA COHORTS DELIVERED, MARCH TO JUNE

26

MENTORS ONBOARDED TO THE PLATFORM

AGAINST THE 2025 FULL YEAR

The 2025 report recorded 9 events and 716 registrations across a full twelve months. This half-year records 9 events and 468 registrations across six. **The two are not like for like.** 2025 was almost entirely community evenings open to anyone; this half-year mixes those with programme cohorts deliberately capped at 25 people so a recruiter can talk to everyone in the room. Average attendance is lower by design, not by attrition.

Every figure on this page is traced to the event register in the She Sharp codebase, to the live member-platform database, or to the Humanitix account export of 17 August 2026. All nine H1 events are reconciled against the booking platform; the May HER WAKA figure, previously known to be an incomplete export, is corrected here from 5 registrations to 33. Two events ran no check-in, so the check-in rate covers the seven that did. Full detail is on the methodology page.

THE TEAM



Dr. Mahsa McCauley
Founder & Chair

FIFTEEN PEOPLE, NONE OF THEM PAID

She Sharp is run entirely by volunteers. Two are trustees; the rest are ambassadors who give evenings and weekends to the programmes in this report — running events, maintaining the platform, handling marketing, and standing at the door on the night.



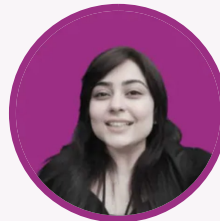
Mike McCauley
Trustee & Assets Manager



Meeta Patel
Industry Lead



Prasanth Pavithran
Industry Lead



Sara Ghafoor
Marketing Lead



Chan Meng
Website Team Lead



Marriane Bentigan
Marketing



Gurleen Kaur
Secretary



Yesha Kaniyawala
Website Maintenance



Len Estioko
Marketing Lead



Lesley Gao
Website Maintenance



Nikita Kumari
Event Manager



Tharaneetharan Thavarasan
Events Coordinator



Nirmala Chinnappan
Event Manager



Moksha Shah
Event Manager

Source: the team register in the She Sharp codebase, at 1 August 2026. Two further historical entries are retired and are excluded.



ACTIVITY	TIME
Registration and Networking	11:30 - 12:00
Welcome and Kick-Off	12:00 - 12:05
Developing Your Career Go-to-Market Strategy	12:05 - 12:50
Q&A	12:50 - 12:55
Break & Group photo	1:00 - 1:05
Networking with RCSA Recruiters	1:10 - 1:50
Closing	1:55 - 2:00

SHE SHARP
 WITH
MSD AND ACADEMYEX
 PRESENT
HER WAKA
 CAREER GO-TO-MARKET
 STRATEGY

NAVIGATING PATHWAYS INTO SUSTAINABLE EMPLOYMENT

02 HER WAKA

HER WAKA

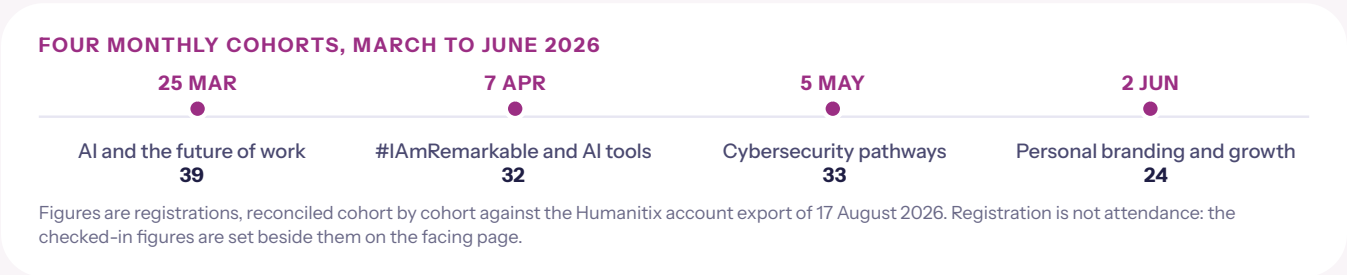
An employment programme, not an event series. Funded and referred by the Ministry of Social Development, designed and delivered by She Sharp, hosted by academyEX in Grafton.

HER WAKA is an employment programme, not an event series. The Ministry of Social Development funds it and refers the participants; She Sharp designs and delivers it; academyEX provides the room. It ran monthly from March to June 2026 in Grafton, two hours a session, capped at twenty-five people so that everyone in the room can actually speak.

The structure repeats deliberately. The first half is content — a panel, a workshop, a set of lightning talks — chosen to give people something to take away before anyone is asked to network. The second half is contact:

two or three tables of recruiters from RCSA member firms, and small groups rotating between them with a few minutes each to introduce themselves, ask a real question, and hear an honest answer. Job readiness is mostly a matter of having had the conversation once before it counts.

Four cohorts ran. The themes were AI and the future of work, #IAmRemarkable and practical AI tools, cybersecurity pathways, and personal branding. What did not change was the recruiter tables. They are the element She Sharp keeps in every cohort, and the reason the format is built around them.



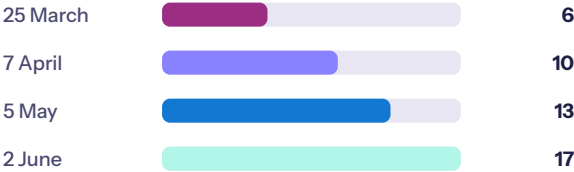
HER WAKA IN NUMBERS

ACROSS ALL FOUR COHORTS



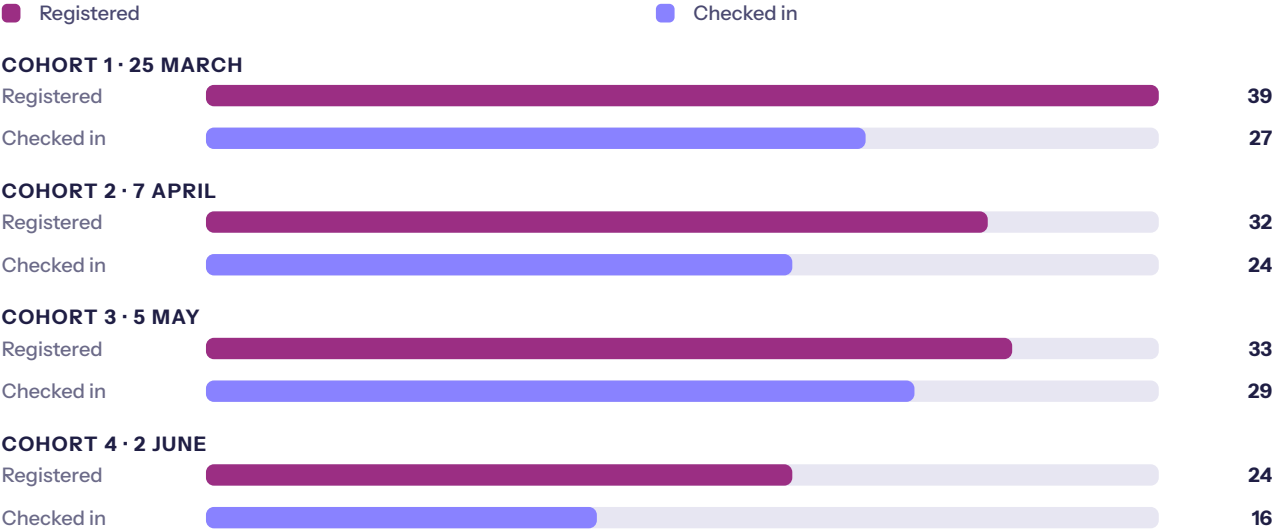
All four cohorts are reconciled against the Humanitix account export of 17 August 2026, so both are counts, not totals over a subset. Registration counts tickets and not people. **Employment outcomes are not tracked by any system She Sharp operates**, so no into-work figure is claimed here. Agreeing what to measure, and who records it, is a joint decision for the second half-year.

RETURNING REGISTRATIONS, BY COHORT



A registration counts as returning when the same address appears earlier in the booking archive — at any She Sharp event, not only at an earlier cohort. The archive begins in 2020, so anyone whose first She Sharp event was before then counts as new and every figure here is a floor.

REGISTERED AGAINST CHECKED IN, BY COHORT



Every bar is a reconciled figure from the Humanitix account export of 17 August 2026. Cohort 3 read 5 registered and 0 checked in until that export arrived, and this chart carried a caption saying so; the session had in fact run to completion with five speakers and a published gallery, and the record, not the session, was the thing that was thin.

Job readiness is mostly a matter of having had the conversation once before it counts.

Why every cohort ends at the recruiter tables



MINISTRY OF SOCIAL
DEVELOPMENT
TE MANATŪ WHAKAHIATO ORA



academyEX

HER WAKA · Cohort 1

25 MARCH 2026 · 12:00PM – 2:00PM · ACADEMYEX, PIKOPIKO ROOM, GRAFTON

The first HER WAKA cohort opened the Ministry of Social Development programme with the question participants were already asking at home: what is artificial intelligence doing to the job I want. A panel of three practitioners answered it, a short hands-on session put the tools in people's hands, and recruiters from the RCSA closed with what employers were actually hiring for in 2026.

REGISTERED
ATTENDEES

39

CHECKED-IN
ATTENDEES

27

RETURNING
ATTENDEES

6

COMPANIES
REPRESENTED

9



LARGEST ORGANISATIONS REPRESENTED

Ministry of Social Development	17	Randstad Digital	1
She Sharp	3	RBS Intellect	1
Absolute IT	1	RCSA	1
APAC Gold	1	StayinFront	1
Potentia	1		

WHO SPOKE

Dr. Mahsa McCauley
Founder & Chair, She Sharp; Associate Professor · AUT

Chan Meng
Senior AI/ML Infrastructure and Full-Stack Engineer · Gavigo / Sanicle

Abe Naus
General Manager · Potentia

Nikita Kumari
Product and Project Manager, PMP

Dr. Meeta Patel
Programme Lead, Leading Change for Good · academyEX

Attendance and organisation figures are taken from the Humanitix account export of 17 August 2026, reconciled against the event register in the She Sharp codebase; speakers come from the event's own record. No post-event survey was run in this period, so this report carries no participant-feedback figures for any event — the 2025 report's survey charts have no 2026 equivalent and none is shown here. "Returning" means an earlier registration exists in the booking archive, which begins in 2020, so anyone whose first She Sharp event was before then counts as new and the figure is a floor. Employers are typed freehand at checkout and are never verified. The organisation table lists the largest groups only and does not account for every registration.



MINISTRY OF SOCIAL
DEVELOPMENT
TE MANATŪ WHAKAHIATO ORA



academyEX

HER WAKA • Cohort 2

7 APRIL 2026 • 12:00PM – 2:00PM • ACADEMYEX, GRAFTON

The second cohort ran the #IAmRemarkable workshop, a global session that asks people to say out loud what they are good at — a skill most participants had been trained out of. The second half swapped the classroom for three recruiter tables, where small groups practised introducing themselves and asking for what they wanted, several minutes at a time.

REGISTERED
ATTENDEES

32

CHECKED-IN
ATTENDEES

24

RETURNING
ATTENDEES

10

COMPANIES
REPRESENTED

7



LARGEST ORGANISATIONS REPRESENTED

Ministry of Social Development
RCSA
She Sharp
academyEX

17
3
2
1

Pezxe
RBS Intellect
Sona Sansaar Ltd.

1
1
1

WHO SPOKE

Dr. Mahsa McCauley

Founder & Chair, She Sharp; Associate Professor • AUT

Anabella Bianchi

Director Consultant • Elevate Consulting

Abe Naus

General Manager • Potentia

Chan Meng

Senior AI/ML Infrastructure and Full-Stack Engineer • Gavigo / Sanicle

Sri Nanduri

Senior Consultant • Potentia

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MINISTRY OF SOCIAL
DEVELOPMENT
TE MANATŪ WHAKAHIATO ORA



academyEX

HER WAKA • Cohort 3

5 MAY 2026 • 12:00PM – 2:00PM • ACADEMYEX, GRAFTON

The third cohort turned to cybersecurity — a field with more open roles than people to fill them and no single way in. Three practitioners gave lightning talks on how they got there, followed by forty-five minutes of recruiter tables.

REGISTERED
ATTENDEES

33

CHECKED-IN
ATTENDEES

29

RETURNING
ATTENDEES

13

COMPANIES
REPRESENTED

7



LARGEST ORGANISATIONS REPRESENTED

Ministry of Social Development
She Sharp
RCSA

11 Auckland University of Technology
4 BJT
3 RBS Intellect

1
1
1

WHO SPOKE

Paula Gair
Consultant, Educator & Advisor

Prasanth Pavithran
Senior Business Analyst, Office of the CTO • AUT

Jenny Martin
Senior Consultant • Potentia

Swapna Soni
Agility Coach • NZ Post

Sian Clements
Client Relationship & Delivery Partner • Younity

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MINISTRY OF SOCIAL
DEVELOPMENT
TE MANATŪ WHAKAHIATO ORA



academyEX

HER WAKA • Cohort 4

2 JUNE 2026 • 12:00PM – 2:00PM • ACADEMYEX, GRAFTON

The final cohort of the first HER WAKA series asked participants to treat their career like a go-to-market plan. Andrea Halal described rebuilding a professional network from nothing after moving to New Zealand, and made the case that positioning matters as much as performance. RCSA joined again with a read on the current job market.

REGISTERED
ATTENDEES

24

CHECKED-IN
ATTENDEES

16

RETURNING
ATTENDEES

17

COMPANIES
REPRESENTED

6



LARGEST ORGANISATIONS REPRESENTED

Ministry of Social Development	13	BJT	1
She Sharp	3	Ideqa	1
RCSA	2	RBS Intellect	1

WHO SPOKE

Andrea Halal
Tech Marketing Leader; creator of Big Leap Energy · Ideqa

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RANGATAHI, ELECTRONICS AND AI IN A WEST AUCKLAND SCHOOL HALL

03 Youth Tech Series



Youth Tech Series

13 AND 20 JUNE 2026 · 2:30PM – 4:30PM · FRUITVALE PRIMARY SCHOOL, WEST AUCKLAND

The Youth Tech Series started in June, in a school hall in West Auckland, with Peyvand Academy and the Ministry of Education. Two Saturday afternoons, two hours each, for rangatahi aged 12 to 18.

The first session put artificial intelligence in front of them as a set of ideas rather than a product — what it can do, what it gets wrong, who decides — and then moved to a table of components. The second went further into electronics with Little Engineers: resistors, LEDs, series and parallel circuits, most of the session spent building.

This is the part of our work with the longest payback and the least measurement. Fewer than one in twenty New Zealand girls currently considers a high-paid STEM career, against one in five boys. Nothing about a two-hour workshop fixes that. What a workshop can do is make the field concrete and local at an age when it is still an abstraction — and put a facilitator in the room who looks like the young person watching her.

SATURDAY 13 JUNE

AI and electronics



REGISTERED

24

CHECKED IN

—

SATURDAY 20 JUNE

Electronics, in depth



REGISTERED

26

CHECKED IN

—

DELIVERED WITH

Peyvand Academy and the Ministry of Education across both Saturdays, with Little Engineers supplying kits and facilitators for the second session.

Both workshops were ticketed through the booking platform and both were free to attend. There is a registration figure for each and no attendance figure for either: **neither session ran a check-in**, so nobody was scanned at the door and the dash above is the absence of a measurement rather than a count of nobody. 50 places were booked across the two Saturdays, and 22 of the addresses behind them appear nowhere earlier in the booking archive — these are youth workshops, so most of those addresses are a parent's. Registrations count tickets and not young people: the same person coming to both Saturdays is two of them, which is what 17 of the second Saturday's 26 registrations records.



THREE EVENINGS, HOSTED BY PARTNERS ACROSS TĀMAKI MAKĀURAU

04 Community evenings



academyEX

International Women's Day

6 MARCH 2026 · 5:00PM – 7:30PM · ACADEMYEX, 99 KHYBER PASS ROAD, GRAFTON

She Sharp returned to academyEX for International Women's Day, built around this year's theme, Give To Gain. The evening was deliberately unglamorous in structure — five speakers, honest conversations, and a long run of open networking — on the premise that progress grows through community rather than announcements. More people were checked in here than at any other session in the half-year.

REGISTERED ATTENDEES

103

CHECKED-IN ATTENDEES

72

RETURNING ATTENDEES

38

COMPANIES REPRESENTED

60



LARGEST ORGANISATIONS REPRESENTED

She Sharp
academyEX
Auckland University of Technology
University of Auckland
Rototuna High School
2degrees

9
8
8
5
3
2

Cyma Limited
Datacom
HEB
Sanford
Ventana Ventures
Adhesion Ltd

2
2
2
2
2
1

WHO SPOKE

Ana Ivanovic-Tongue
Chief Delivery Officer · academyEX

Camille Elemia
Digital Product Manager · NZME

Danubi Paim
Founder · Property Besties

Annette Rangi
GM, Digital Transformation · HEB Construction

Wyndi Tagi
Co-founder · WE Mana & The Table

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Own Your Energy

16 APRIL 2026 · 5:00PM – 7:30PM · METLIFECARE, LEVEL 4, 110 CARLTON GORE ROAD, NEWMARKET

Career mindset coach Candice Murray took a room at Metlifecare through the practical question of how to choose the state you turn up in — calm, confidence, self-belief — rather than hoping for it. Metlifecare's CIO Tim Aynsley opened the evening.

REGISTERED ATTENDEES

81

CHECKED-IN ATTENDEES

60

RETURNING ATTENDEES

34

COMPANIES REPRESENTED

39



LARGEST ORGANISATIONS REPRESENTED

Auckland University of Technology	9	Evolve Recruitment	2
She Sharp	9	Fonterra	2
Massey University	5	Ministry of Social Development	2
University of Auckland	5	StayinFront	2
Metlifecare	4	UNESCO	2
Auckland Institute of Studies	2	Vector	2

WHO SPOKE

Candice Murray
Career Mindset Coach · Candice Murray Journey

Tim Aynsley
Chief Information Officer · Metlifecare

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Making LinkedIn Work for You

15 MAY 2026 · 5:00PM – 7:30PM · AUT CITY CAMPUS, BUILDING WZ416, WELLESLEY STREET EAST

Presented with AUT’s School of Engineering, Computer and Mathematical Sciences, this session treated a LinkedIn profile as what it now is: the first impression made before any conversation happens. Stuart Little of Agency8 worked from current hiring behaviour rather than theory, and recruiter Janelle Wright described what she actually searches for.

REGISTERED
ATTENDEES

106

CHECKED-IN
ATTENDEES

70

RETURNING
ATTENDEES

45

COMPANIES
REPRESENTED

30



LARGEST ORGANISATIONS REPRESENTED

Auckland University of Technology	52	StayinFront	2
She Sharp	12	University of Auckland	2
2degrees	5	Acfn	1
PB Tech	3	Agency8	1
academyEX	2	Ais	1
Netbridge	2	ASB	1

WHO SPOKE

Stuart Little
Creative Strategist and Director · Agency8

Janelle Wright
Founder · Janelle's Recruitment

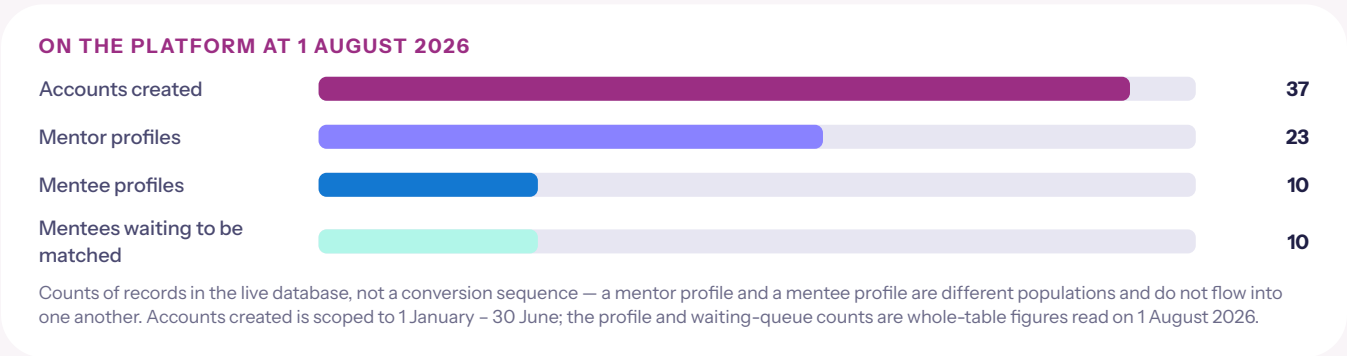
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THE MEMBER PLATFORM

She Sharp’s member platform went into service in the first half of 2026. It is the record system behind the mentorship programme: accounts, roles, mentor and mentee profiles, the waiting queue, application review, invitation codes and admin permissions. Members can hold more than one role, so a mentee who later mentors does not need a second account.

The first real load arrived in March, when the mentors already confirmed for the 2026 programme were imported and issued invitation codes in a single operation. That is why the platform’s growth chart has one tall bar and a flat tail: it reflects an onboarding event, not a surge in demand. Reading it as demand would be the easiest mistake in this report to make, and the most misleading.

The platform also records what has not happened yet. Mentorship relationships, meeting logs, event registrations and donations all have tables and no rows. The pairing and meeting counts are therefore reported as zero, not estimated: a second, independent record agrees with the empty tables. Attendance is not read from here at all — it comes from the booking platform, which is where people actually register.



Why the mentor count differs by page. Twenty-six mentor records were created during the half-year — that is the figure quoted at the front of this report. As at 1 August, twenty-four accounts hold an active mentor role and twenty-three have completed a profile. The platform does not record why the remainder have not activated.

Read directly from the member-platform database on 1 August 2026. Mentorship matching had not begun before the half-year closed, so no pairs and no meetings are recorded against this period; both are reported as nil rather than estimated. Applications were paused on 19 June 2026. That pause is documented and fully reversible — the forms still exist and the runbook for reopening them is four steps long — but the record of the decision does not state a reason, and this report does not supply one.

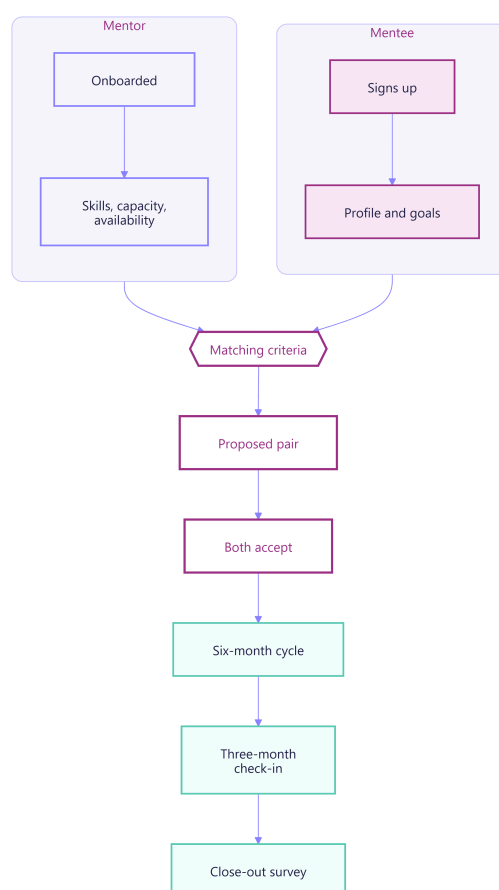
HOW MATCHING IS DESIGNED TO WORK

Matching mentees to mentors is the part of the programme that does not scale by adding volunteers. She Sharp's platform includes an assisted matching step: it compares a mentee's stated goals, industry, skills and logistics against available mentors, ranks the candidates and assigns a confidence level, and a human makes the decision. Mentees who cannot be matched immediately go into a waiting queue rather than being turned away.

Every month from March to June added mentees to that queue, and none were matched, so at 30 June ten people were waiting. Applications were paused on 19 June. The runbook recording that decision states the mechanism and the reversibility; it does not state a reason, so this report does not supply one.

The pause is documented and reversible. Both application forms still exist and work; they are held behind a placeholder page and a redirect, and the runbook for reopening them is four steps long.

THE DESIGNED MENTORING CYCLE



The mentoring cadence shown here — six-month cycle, three-month check-in, close-out survey — is **the programme design agreed for 2026. It is not implemented in the platform and no pair has run it.** The steps up to “both accept” correspond to states the database actually records; the three after it do not exist in any system yet. No mentoring pair completed a cycle inside the reporting period: matching had not begun before 30 June, and applications were paused on 19 June.

The diagram is a description of the intended programme, drawn for this report. It is not generated from a specification and does not reflect implemented platform states beyond the matching and acceptance steps.

PARTNERS IN H1 2026

Seven organisations backed She Sharp's work between January and June 2026 — with funding, with venues, with speakers, or with the referrals that filled a programme. Every event in this report exists because one of them said yes.



Ministry of Social Development

Funded HER WAKA across all four monthly cohorts, March to June, and referred the participants.

Metlifecare

Hosted Own Your Energy in Newmarket and put their CIO on the programme.

Peyvand Academy

Co-delivered both Youth Tech Series workshops and brought the rangatahi.

Little Engineers

Supplied kits and facilitators for the 20 June electronics workshop.

academyEX

Hosted International Women's Day 2026 and gave HER WAKA its Grafton home for every cohort.

AUT — Engineering, Computer and Mathematical Sciences

Co-presented the LinkedIn masterclass and provided the City Campus venue.

Ministry of Education

Backed the Youth Tech Series in West Auckland alongside Peyvand Academy.

SUPPORTERS SINCE 2014



The upper group is the organisations that funded, hosted, spoke at or referred into a She Sharp activity between 1 January and 30 June 2026. The lower wall shows organisations that have supported She Sharp since 2014 as recorded on the She Sharp website; it is not a complete register and is not a claim about this reporting period.

COMMUNITY VOICES

The two accounts on this page come from mentees in earlier She Sharp mentorship cohorts, not from the January–June 2026 period. We have included them because they describe what the programme is for, and because the 2026 cohort has not yet reached the point where it would be fair to ask.

No post-event survey ran in the first half of 2026. The 2025 impact report charted what people said had worked and what had not; this one carries no participant-feedback figures at all, rather than estimates of them. Running one is a commitment for the second half of the year.

From the first meeting with Meeta, she was inspiring, both personally and professionally. Her humble yet professional attitude made me comfortable with a feeling of being heard. Her insights and experience of the job market, industries and people, provided me with clarity and direction. The encouragement and assurance that I was on the right track, to continue to persevere and embrace challenges is one that I will continue to keep with me as I journey forward.

Fay Fialho · Mentee, mentored by Dr. Meeta Patel

This initiative has truly been a taonga (treasure) for both mentors and mentees, offering invaluable opportunities for growth, guidance, and connection. A shoutout to my incredible She Sharp mentor, Anshu Maharaj, whose support has been instrumental in my journey, enabling me to grow in my Product Owner role. ... It has equipped me with the skills and insights needed to navigate challenges with confidence, and I aim to continue applying these tools to make an impact in all aspects moving forward.

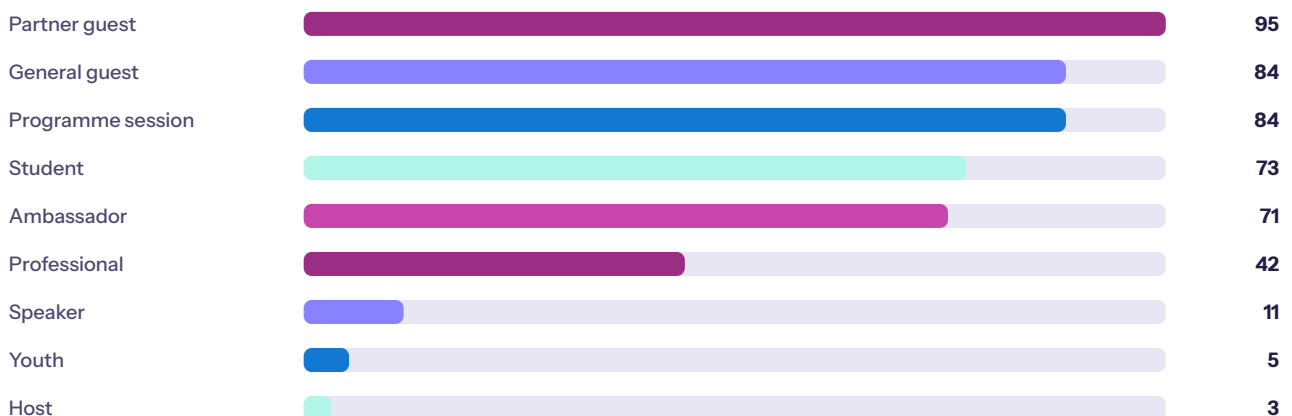
Shweta Sharma · Mentee, 2024 cohort, mentored by Anshu Maharaj

Both quotations are reproduced from She Sharp's published mentorship testimonials, verbatim apart from one marked cut. Neither is from the 2026 half-year: no mentoring relationship was recorded in the reporting period, so these are the voices of earlier cohorts describing the programme this half-year was spent rebuilding.

WHO WAS IN THE ROOM

Every place taken at a She Sharp event in the half-year was booked under one of nine ticket types. They are the closest thing the organisation has to a description of its own audience, and unlike a survey they are a record of what people actually did. 35% of those places were never on open sale: a host partner allocated them to its own people, or they were held by She Sharp's own ambassador network.

EVERY PLACE TAKEN, BY TICKET TYPE



The nine segments sum to 468, which is the registration figure on the glance spread to the ticket: every place falls in exactly one segment and none is unclassified. The labels are the booking platform's own ticket-type names, and three read differently from how they look. **Student** does not mean university: a little over half of it is tertiary students at the three evening events and the rest is primary-school children at Fruitvale Primary. **Ambassador** mixes the volunteer network's places at the evening events with helper places at the two school workshops. **Programme session** is HER WAKA cohort tickets and nothing else. And **Youth** is a single ticket type at the 20 June workshop — not the Youth Tech headcount: the 50 places across the two Saturdays are spread across the student, ambassador and youth rows above. Ticket type is chosen by the person booking and is never verified.

SEATS OFFERED THAT WERE FILLED

77%

DISTINCT EMPLOYERS REPRESENTED

113

468 places of the 606 offered, and one event sold beyond its stated capacity. Employers are what attendees typed into the Company or Organisation field at checkout, normalised so one organisation spelled three ways counts once — never verified against the organisation named.

THE STANDING AUDIENCE

CONTACTS WHO MAY BE EMAILED

1,560

NET CHANGE OVER THE HALF-YEAR

-132

JOINED

26

UNSUBSCRIBED

91

UNDELIVERABLE

67

The mailing list is smaller than it was at the start of the year. 67 of the 158 departures were mailboxes Mailchimp removed after a hard bounce — addresses that no longer exist, which is list hygiene rather than a verdict on the organisation — but 91 people chose to leave against 26 who joined, and the list did shrink. Counts are read at the export date, 17 August 2026, not at 30 June: Mailchimp exports a snapshot of the present. No geography is published, here or anywhere in this report — a large minority of subscribed contacts carry no country at all.

THE GAP WE WORK ON

She Sharp works on one problem: women are a minority in New Zealand's technology workforce, and the pipeline into it narrows early. The figures on this page are not ours. Each one is sourced, and the sources are listed at the back so they can be checked.

Two of them frame everything else. Women hold around 29% of professional IT roles in New Zealand. And fewer than one in twenty Kiwi girls considers a high-paid STEM career, against one in five boys — a gap that opens at school, well before anyone applies for a job.

The demand side is not short of roles. It is short of the right people in them: New Zealand's tech skills shortage is largely a mismatch, with the deepest unmet demand at senior and experienced levels. That is an argument for mentorship and for retention, not only for recruitment. It is also why Auckland matters disproportionately — the city generates 54% of the country's tech-sector GDP and employs roughly 68,000 tech workers, and every event in this report was held in it.

WOMEN'S SHARE OF PROFESSIONAL IT ROLES IN NEW ZEALAND

Women's share of professional IT roles in New Zealand

29%



Source: TechWomen NZ / NZTech — <https://techwomen.nz/get-informed/>

The source says "around 29%". The remaining track is not a second measurement — it is simply the rest of the workforce, shown so the one sourced figure is read at its true scale.

AUCKLAND'S SHARE OF THE NATIONAL TECH ECONOMY

Auckland's share of New Zealand's top 200 tech companies

60%



Source: Tātaki Auckland Unlimited — <https://aucklandeconomicdevelopment.com/invest/key-industries/technology>

Auckland's share of New Zealand's TIN200 tech exports

59%



Source: Auckland Unlimited Tech Insights — <https://aucklandunlimited.com/news/new-report-examines-aucklands-globally-focused-technology-industry>

Auckland's share of New Zealand's tech-sector GDP

54%



Source: Tātaki Auckland Unlimited — <https://aucklandeconomicdevelopment.com/invest/key-industries/technology>

Three percentages of a New Zealand total, measured across the same geography. Every event in this report was held in Tāmaki Makaurau.

ALSO ON THE RECORD

5.2%

New Zealand's gender pay gap, June 2025 quarter — the lowest on record
Stats NZ

68,000

Tech workers employed in Auckland
Tātaki Auckland Unlimited

55%

New NZ tech roles filled through immigration rather than the domestic pipeline
MBIE Digital Technologies ITP

\$6.8b

Value of Auckland's TIN200 tech exports
Auckland Unlimited Tech Insights

FUNDING AND RESOURCING

Two systems record She Sharp money in a form this report can cite: the booking platform, and the New Zealand Charities Register. Everything below comes from one or the other. Grant funding, sponsorship and in-kind support pass through neither — so these are not She Sharp’s finances, they are the slice of them that has a machine-readable record.

EVENT INCOME, H1 2026

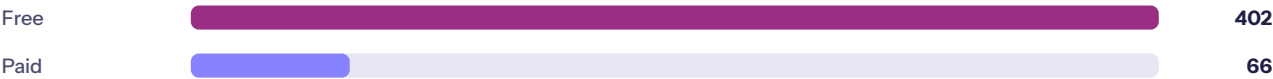
\$1,334.84

SETTLED TO THE BANK ACCOUNT

\$1,292.04

Event income is \$1,200.00 of ticket earnings plus \$134.84 of voluntary donations added at checkout, taken across 435 completed orders. Ticket earnings are **net to She Sharp after Humanitix fees** — not gross, and not what attendees paid. Humanitix settled 5 payouts to the bank account within the period; the \$42.80 difference between the two figures above is an adjustment on the 15 May event that the payout report does not itemise. It is named here rather than left for a reader to discover by subtracting one from the other.

FREE PLACES AGAINST PAID PLACES



86% of the 468 places taken in the half-year cost the attendee nothing. The 66 paid tickets account for the whole of the \$1,200.00 of ticket earnings, which is why the income figure above is the size it is.

THE LAST FULL YEARS, AS FILED

YEAR ENDED	RETURN SUBMITTED	INCOME	EXPENDITURE
31 December 2025	25 June 2026	\$40,825	\$25,335
31 December 2024	5 February 2025	\$102,674	\$38,771

Both rows are annual returns She Sharp has filed with Charities Services, charity CC57025, readable in full at <https://register.charities.govt.nz/Charity/CC57025>. The prior year is shown because it sits on the same public page: income fell from \$102,674 to \$40,825. No explanation is offered for that, because none is evidenced in anything this report draws on. **Neither row is an H1 2026 figure.** The balance date is 31 December, so this half-year falls inside a financial year that has not been filed and will not be until 2027.

WHAT THESE FIGURES DO NOT INCLUDE

- The Ministry of Social Development funding behind HER WAKA, which does not pass through the booking platform.
- Venue and catering provided in kind by the organisations that hosted each event.
- The unpaid time of a team of 15 people.
- Platform, hosting and tooling costs.

She Sharp is a registered charitable entity, CC57025, and files annual financial statements with Charities Services; this half-year page is management reporting and is not a substitute for them. The half-year accounts are not reconciled and no figure above comes from an accounting ledger — the platform figures are the Humanitix account export of 17 August 2026, the filed figures the public register. She Sharp is not registered for GST. An application to the AWS Imagine Grant was submitted on 4 May 2026, and a weekly automated scan of six New Zealand government and community funding sources went live on 10 May 2026; no grant outcome is claimed, because none is recorded.

WHAT HAPPENS NEXT

Three events are already scheduled for the second half of 2026.

Working Smarter: AI, MYOB and the New Delivery Landscape — 30 July, at MYOB's Albert Street office. Three MYOB leaders on what AI has changed in their work, followed by small groups working a real problem with MYOB mentors circulating.

Aotearoa AI Hackathon Festival 2026 — 7 to 8 August, AUT City Campus. Hosted by AUT in partnership with She Sharp and the AI Forum New Zealand. Two days building AI projects against the UN Sustainable Development Goals, with free pre-event training, mentors in the room, and a path for winning teams to pitch at the Aotearoa AI Summit. Beginners are welcome and solo registrants are matched into teams on the day.

No Pain, All Gain: Getting Fit for AI — 3 September, with Les Mills. A panel on diversity and AI for impact, cross-functional perspectives, table discussions and networking.

ALREADY IN THE DIARY

30 JUL

Working Smarter, with MYOB

7 AUG

Aotearoa AI Hackathon Festival, with AUT and the AI Forum

3 SEP

Les Mills, Auckland

AND THE WORK BEHIND THEM

Three things carry into the second half of 2026.

The first is HER WAKA. Four cohorts have now run end to end, and the format has stopped being an experiment. The question for the rest of the year is whether it can run with more cohorts without losing the thing that makes it work, which is a room small enough that a recruiter can talk to everybody in it.

The second is the Youth Tech Series. Two workshops at one school is a start, not a programme. Extending it means more schools, more kits, and facilitators who can be there on a Saturday.

The third is mentorship. Applications are paused, the waiting queue is not empty, and the honest constraint

is matching capacity rather than interest. Reopening intake is a decision about how many pairs we can support properly, and it will be made on that basis.

Underneath all three sits measurement. Attendance is now reconciled against the booking platform, event by event — the one measurement problem that was closed before this report went out rather than promised in it. Three remain: a post-event survey that runs, a check-in scanned at every session, and an agreed definition of what a good outcome is for someone who comes to HER WAKA — the last of which is a decision before it is a measurement.

All three events are confirmed, with dates, venues and partners agreed and registration open at the time of writing — they are records in the same event register every attendance figure in this report is drawn from, not intentions. This report sets no numeric target for the second half-year, because none has been agreed: nothing in She Sharp's board minutes, funding agreements or planning documents states one, and a report is not the place to invent the first. The full-year report will carry results.



TO EVERYONE WHO HAS MADE SHE SHARP WHAT IT IS

Thank you

METHODOLOGY AND SOURCES

What this report covers. Activity between 1 January and 30 June 2026. Repository and database figures are as at 1 August 2026.

How attendance is counted. Two separate numbers are reported for every event. *Registered* counts tickets issued, not distinct people: a parent booking for two rangatahi is two tickets, someone at three events is counted three times, and the nine events' tickets came from noticeably fewer email addresses than the total. *Checked in* is the count scanned or marked present on the day. Neither is adjusted. The gap between them is normal for free events and is shown rather than smoothed away — the check-in rate is a more useful figure for a funder than either number alone.

Where each figure comes from. Event attendance is taken from the Humanitix account export of 17 August 2026 and reconciled instance by instance against the event register in the She Sharp codebase, which was corrected wherever the two disagreed. Platform figures — accounts, roles, profiles, applications, waiting queue, enquiries — come from a direct query against the live production database. Team, sponsor and partner details come from the codebase's own registers. External context figures are each attributed to a named third-party source and listed at the back.

What these figures can and cannot tell you. This is the part that matters most, so it is stated plainly rather than footnoted.

- All nine events are reconciled against that export; no attendance figure in this report is estimated or a placeholder.
- Neither Youth Tech Series workshop ran a check-in. Nobody was scanned, so those two have no attendance figure and none is shown — they are not zeros. Every check-in rate here therefore covers seven events, not nine.
- Organisation names come from a free-text field at checkout: attendees type them, nobody verifies them, and some leave it blank. Spellings are folded together where they are obviously one employer, and each count is of those who answered, not of everyone there.
- *Returning* means an earlier registration exists in the booking archive, which begins in 2020 — anyone whose first event predates it counts as new, so the figure is a floor.
- No post-event survey was run in this period, so this report carries no participant-feedback figures at all. The 2025 report's "what went well" and "areas for improvement" charts have no 2026 equivalent and are absent rather than marked pending: no instrument exists that would fill them.
- **Employment outcomes are not tracked by any system She Sharp operates.** No into-work figure is claimed for HER WAKA or any other programme. Agreeing what to measure, and who records it, is a decision for the second half-year.
- The organisation's accounts for this half-year are not filed: its financial year ends on 31 December, so H1 2026 sits inside a year that has not closed. Any half-year income figure here is money that passed through the booking platform, evidenced by that platform's earnings and payout reports; any annual figure is a return already filed with Charities Services, labelled as the full year it covers and never as a half-year result.
- Mailing-list figures are a snapshot from the day the audience was exported, not a position at 30 June — the platform exports the present, not a past state. The newsletter issue count is a floor: an issue is evidenced only where someone unsubscribed or bounced, so one nobody left is invisible.
- Mentorship relationships and meetings are empty tables in the platform. Those counts are reported as zero rather than estimated, and the programme's own weekly digest reports the same zero independently.
- **This report contains no year-on-year comparison beyond the single panel on page 5.** The 2025 edition covered a full twelve months of community evenings; this half-year mixes those with capped programme cohorts, so per-event averages are not comparable by construction.
- The mentoring-cycle diagram on page 21 shows the programme as designed. Its later stages are not implemented in the platform and no pair has run them.

WHERE EACH FIGURE COMES FROM

Marketing figures are excluded. Publicly quoted totals such as “3,000+ members” and “94+ events since 2014” describe cumulative reach and are not backed by a register. They are not used as measurements anywhere in this report.

A note on the mentors. Twenty-six mentors were onboarded in this period, twenty-five of them in a single March import of people already confirmed offline for the 2026 programme. That is an onboarding event, not applications received, and it is described that way throughout. The distinction matters: reading it as demand would overstate the programme’s inbound interest several times over.

Comparative year. Figures for 2025 are taken from the summary panel of the published 2025 impact report. That document’s opening letter quotes slightly different totals from its own summary panel; the summary panel is used here.

Event register	lib/data/json/events-custom.json — the nine H1 2026 records (ids 85, 87–94), fields `attendees` and `checkedIn`.
Member platform database	Live Neon production database, queried 1 August 2026: users, user_roles, mentor_profiles, mentee_profiles, mentor_form_submissions, mentee_form_submissions, mentee_waiting_queue, contact_form_submissions.
Mentor onboarding record	docs/development/batch-import-mentors-2026.md — 25 mentors confirmed offline for the 2026 programme and imported on 19 March 2026, 25 of 25 processed, invitation codes emailed.
Mentorship pause	docs/development/MENTORSHIP_APPLICATIONS_PAUSED.md — applications paused 19 June 2026, commit 1d26970. The pause is documented and reversible.
Team register	lib/data/team.ts — 15 active trustees and ambassadors.
Sponsor register	lib/data/sponsors.ts — tiered sponsors and the 38-organisation historical logo wall.
2025 Impact Report	The published 2025 impact report, referenced as IMPACT_REPORT_2025_PDF in lib/config/assets.ts and hosted on Vercel Blob — the comparative year. NOTE: that document is internally inconsistent. Its founder’s letter (p.3) says “over 500 registered attendees” from “135 unique companies”; its own summary panel (p.5) says 716 and 138. This report quotes the p.5 panel throughout and treats the p.3 prose as a rounding error in the source document.
Marketing statistics	lib/data/stats.ts — promotional copy (3,000+ members, 120 mentors, 94 events since 2014) with no underlying register, and contradicted by the repository’s own data. Not used as a measurement anywhere in this report.

Prepared 1 August 2026 covering 1 January to 30 June 2026. Attendance is taken from the event register in the She Sharp codebase; platform figures are read from the live member database. Where a figure could not be traced to either, it is marked unverified and is not used in any headline.

1 JANUARY – 30 JUNE 2026

2026 Half-Year Report

If your organisation wants to host an event, fund a cohort, send mentors, or put a name to a room full of people who are trying to get in — we would like to hear from you.

She Sharp is a New Zealand non-profit on a mission to bridge the gender gap in STEM, one woman at a time — through events, mentorship, networking, and career development.

Registered charity CC57025.

info@shesharp.org.nz

<https://www.shesharp.org.nz>

She Sharp Charitable Trust · Registered charity CC57025 · Tāmaki Makaurau Auckland, Aotearoa New Zealand

She#

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