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The Ministry of Digital Transition and Administration Reform and Capgemini launch a mentoring program to foster women's inclusion in digital careers

Casablanca, December 5, 2025 – Building on the partnership initiated during the ministerial visit last June, the Ministry of Digital Transition and Administration Reform (MTNRA) and [Capgemini](#) are announcing the launch of a national mentoring program dedicated to promoting the inclusion of women in digital professions. The initiative forms part of the implementation of the Morocco Digital 2030 national strategy and supports the Royal Vision of making digital technology a catalyst for equal opportunities and social mobility.

Mrs. Amal El Fallah Seghrouchni, Minister Delegate in charge of Digital Transition and Administration Reform, welcomed the initiative, stating: *"Digital technology represents a genuine opportunity to build a more inclusive society. This mentoring programme, developed in partnership with Capgemini, aims to strengthen talent and encourage greater participation of women in Morocco's digital transformation. Empowering women in technology is, in our view, a key driver for shaping the Morocco of tomorrow."*

Mrs. Badra Hamdaoua, CEO of Capgemini in Morocco, added: *"With the support of the Ministry, we are taking another important step forward in our societal commitment. This mentoring program reflects our belief that digital inclusion begins with knowledge sharing and solidarity among women. By supporting the next generation of digital professionals, we are investing in both human capital and the future of Morocco's technology ecosystem."*

Developed in close coordination with the Ministry, the program is designed to support Moroccan female students from public universities in their academic guidance and professional integration journey. Female leaders from Capgemini including executives, experienced professionals and members of the Women in Leadership (WIL)* network will serve as mentors, sharing their experience, expertise and advice while creating a direct bridge between academia and the technology sector.

The pilot phase of the program will be rolled out across several universities in different regions of the Kingdom and aims to establish twenty active mentor-mentee pairs during its first edition. Each mentor will support her mentee over a one-year period through monthly meetings, career development workshops, company immersion opportunities and experience-sharing sessions. By targeting students from diverse backgrounds, including underrepresented regions and beneficiaries of financial aid scholarships, the program seeks to strengthen equal opportunities and promote greater regional diversity across digital professions.

This initiative builds on Capgemini Morocco's long-standing commitment to fostering inclusion through impactful training and recruitment program, developed in collaboration with public institutions and academic partners. The program will run throughout the 2025–2026 academic year, beginning with the selection and matching of mentor-mentee pairs in November 2025, ahead of its official launch in December 2025. A national milestone will be celebrated on International Women's Day, March 8, 2026, before the first edition concludes in May 2026.

The ambition is to establish this mentoring program as a long-term initiative and develop it into a scalable model capable of inspiring other companies across the technology sector. This program reflects the MTNRA's commitment to strengthening human capital and promoting digital inclusion.

It also builds on the engagement of its partners, including Capgemini, which is already involved in the JobInTech program, delivered in partnership with “Caisse de Dépôt et de Gestion (CDG)” and “[Maroc Numeric Cluster](#)”. By leveraging its network of talented professionals and technological expertise, Capgemini is supporting the Ministry in its vision of harnessing digital technology as a driver of sustainable social transformation.

About Capgemini

Capgemini is a global business and technology transformation partner, helping organizations to accelerate their dual transition to a digital and sustainable world, while creating tangible impact for enterprises and society. It is a responsible and diverse group of over 340,000 team members in more than 50 countries. With its strong 55-year heritage, Capgemini is trusted by its clients to unlock the value of technology to address the entire breadth of their business needs. It delivers end-to-end services and solutions leveraging strengths from strategy and design to engineering, all fueled by its market-leading capabilities in AI, generative AI, cloud and data, combined with its deep industry expertise and partner ecosystem. The Group reported 2024 global revenues of €22.1 billion.

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**Women in Leadership (WIL) is Capgemini Morocco's flagship programme dedicated to advancing women's careers by supporting the development of leadership capabilities and facilitating access to management and executive positions.*