

Digital Skillnet,

Women ReBOOT

Women
ReBOOT →
Step back into IT

**Skills
CONNECT**
Reskilling Through Enterprise



An Roinn Breisoideachais agus Ardoideachais,
Taighde, Nuálaíochta agus Eolaíochta
Department of Further and Higher Education,
Research, Innovation and Science

Skillnet,
IRELAND



Who are Digital Skillnet



It is a business support network of **Skillnet Ireland** who is mandated to advance the competitiveness, productivity and innovation of Irish Business's through enterprise-led workforce development.

Skillnet Ireland networks support 18,400 business and 70,000 workers annually through its innovative and expansive strategy of Work Force Design, People Development and Strategic Innovation

- ❑ Is responsible for the **talent and skills development for the digital** and technology sector in Ireland.
- ❑ Develops **bespoke solutions for companies** to meet existing and emerging workforce development needs
- ❑ Delivers programmes for over **2000 technology** and technology related staff annually
- ❑ Developed five professional **ICT Post-graduate and Masters** programmes
- ❑ Supports over **200** companies to advance competitiveness, productivity and innovation through talent upskilling
- ❑ Provided grant aided support towards the completion of **30,000 training days**
- ❑ Invests **over €3 million** to enable companies to upskill & reskill their staff and leaders
- ❑ Co-funded by the Technology Ireland sector members and the Irish government

Digital Skillnet



Enabling Digital Transformation and Innovation through talent development



Digital Skillnet enabling Digital Diversity



Women Returner Programmes

Technology Ireland Digital Skillnet focuses on gender diversity in the digital economy, enabling more women to join technology and technology related roles.

It has developed strategic initiatives to support women who want enter or return to a career in technology;

- Women ReBOOT** – ICT women returners who wish to return to the sector following a career break
- Women TechStart** – non-ICT women returners with professional backgrounds who wish to enter the sector following a career break.
- Women Accelerate** – ICT and non-ICT returners rapid reskilling programmes and on-ramp training
- Women In Leadership** – ICT Leader programmes, Mentoring – Circles of Influence and Master Class in advancing Women’s Leadership in Digital Roles

Barriers faced by Women Returners

- While companies are increasingly understanding the value of hiring women and having a multi-generational and gender-balanced workforce which better reflects a diverse customer base, it’s clear that gender barriers still exist. Barriers to women entering the technology sector include;
 - Career break
 - Digital skills
 - The recruitment process
 - Hiring manager perceptions
 - Personnel Impact

Digital Skillnet enabling Digital Diversity



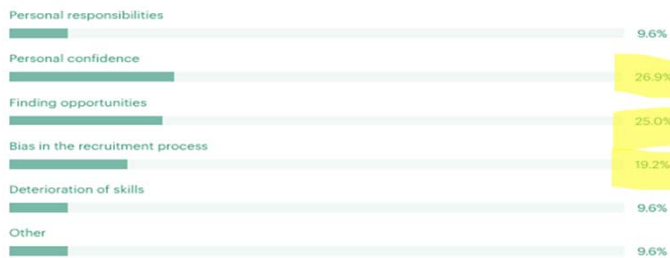
The Aims of Women ReBOOT

- To create a **Pathway** for women to return to the technology industry following an extended career break.
- To develop renewed **Confidence** in the women, enabling them to embrace their career break and **thrive** in a new work environment
- To give women an understanding of **current tech skills**, methodologies and the types of skills needed over the next 5 to 10 years.
- To **Connect** the women to the tech network in the industry and understand how to **navigate the tech** world and the tools it uses today.
- To develop and enhance core, **professional** and **enterprise competencies to enable IT** returners to integrate quickly and work effectively within organizations.
- To provide **talent to tech** organisations which enhance their competitive advantage and develop a diverse workforce

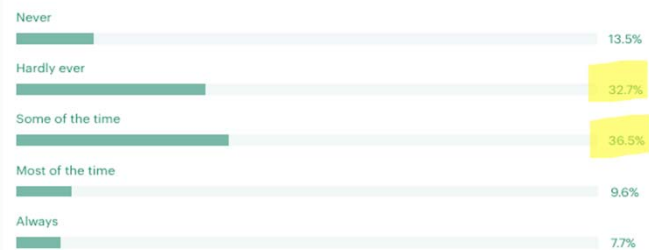
Digital Skillnet enabling Digital Diversity

What our past participants say

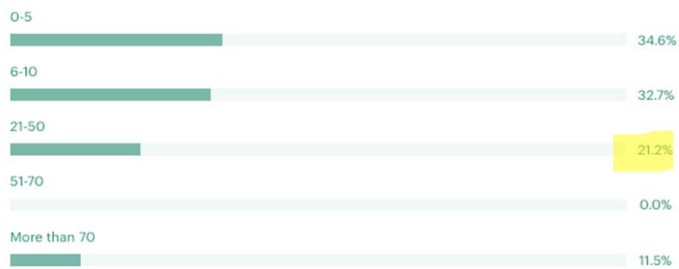
“What do you think has been your biggest barrier to returning?”



“Of these applications, how often did you receive feedback?”



“How many jobs have you applied for through standard recruitment channels?”



“Would you rather return via a returners programme or direct hire route?”



Digital Skillnet enabling Digital Diversity

The Aims of Women ReBOOT



Over **300 Women** applied to participate in the programs.
***150 Women** applied in 2020



142 Women completed training and work placement.
66 Women have been trained through the program in 2020



Over **100 Women** have been enabled to return to the workforce long-term.



45 companies have supported Women Returner programs to date



The average age of the women is **45.45** with over 72% of the participants being over **40 years**.



14% have dip/degrees, **48%** hon degrees and **38%** had post grad /masters



The average length of time out of the workplace is **6.24 years** with the longest time out being **23 years**.

Women ReBOOT Programme



Apply for course

Submit your application at softwareskillnet.ie



Professional skills (70%)

DAY 1

MODULES

- Learning mindset and critical thinking
- Collaboration
- Resilience
- Emotional intelligence
- Influencing skills
- Unconscious bias
- CV/LinkedIn development
- Interview skills, approach to lifelong learning career action plan.



Technical Refresh (30%)

DAY 15

MODULES

- Software Development Lifecycle
- Innovation; Project Management Fundamentals
- Tech Architecture Overview
- Security Essentials
- Digital Business Models; Cloud & Database
- Current & Future Tech; Innovation Project and Presentation.



Applied Work

- Innovation Project & Presentation to industry experts
- Career Action Plan
- CV & LinkedIn updates
- Interview preparation
- Psychometrics Evaluation Reporting



Company Work placement

12 week paid

Supplementary Support



eLearning

INTRODUCTION PHASE

Pluralsight curated learning paths and strategies. Skill IQ assessments, Interactive Learning and pre-certificate exams.

12 MONTHS AFTER E-LEARNING STILL AVAILABLE

Career 1-2-1 Coaching

Company seminars, giving valuable exposure to contemporary industry

1
COACHING SESSION

2
COACHING SESSION

3
COACHING SESSION

4
COACHING SESSION

Women ReBOOT



Learning Outcomes

- Skills to rebuild, support and develop **their transversal competencies** (core, professional, project, work, enterprise, emotional)
- To familiarize and **refresh their existing technical skills** and understand how to continue to develop them further.
- To understand the work environment, business and the importance of **collaboration** with peers and **customer centricity**
- To develop awareness and techniques which support their ongoing development of **confidence, resilience, flexibility** and ability to embrace and **activate change**.
- To emerge with a clear sense of the current work environment, the range of roles available and a view on their future **goals and milestones** within the industry
- To work effectively with online learning platforms and tools to develop their careers through continuous **self-directed learning**
- To articulate their knowledge and **represent their experience and capability** to the fullest from their CV's, in Interviews and in the workplace.

What our member companies say



"I don't understand why it's so difficult for women to come back into the workforce after only a two-year career break in some cases. It baffles me. We take graduates all the time with no experience, yet people with so much experience find it difficult to come back in. Citi has taken six candidates from the programme. I'm so proud that we have. I'm passionate about continuing to support the programme, I think it's fantastic"

Claire Chung, CIO Citibank Europe PLC + Europe Head of Treasury and Trade Solutions Technology

"The Women Returners initiative came highly recommended by our SME network. Our experience with the program has been incredibly positive, highly motivated, inspirational, knowledgeable candidates with wonderful attitudes to develop their skills and further their career"

Peter Hickey, Senior IT service manager at Open App

"From a Bloomberg DMS perspective, our experience with the programme has been excellent. The shortlist of candidates has not only been high in volume, but high in quality, and we have always had success hiring and retaining candidates through this programme".

Tom Lawro, Senior Recruitment manager at Bloomberg

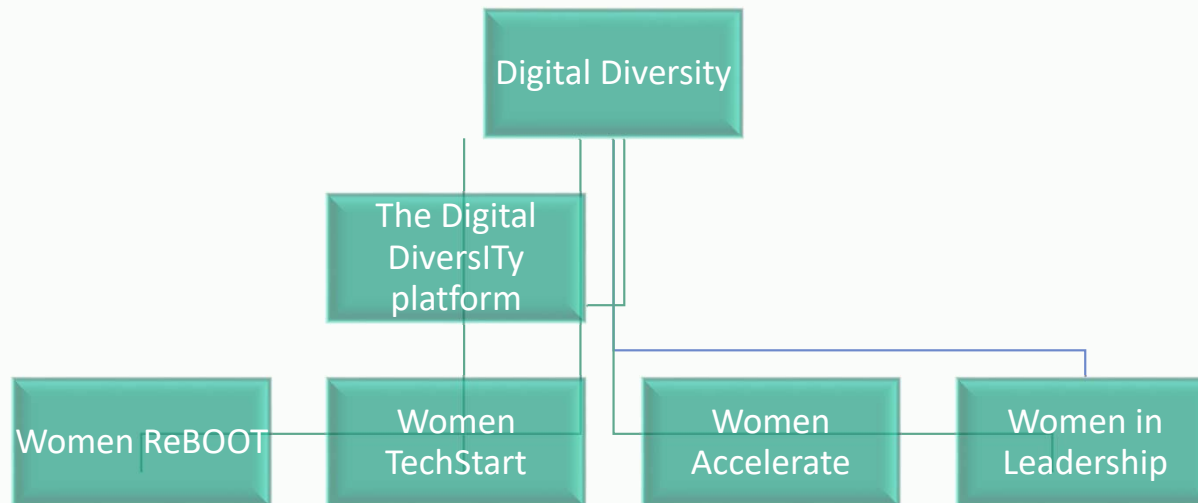
"The most obvious value add for our team was the chance to work with someone who with a wealth of experience and who also brought a fresh critical perspective. They combine the best of both worlds: a beginner's mind but with the confidence of a more experienced engineer. They were never afraid to challenge the accepted wisdom of the team and that kind of questioning is often what it needed. Their experience allowed them to take full ownership of tasks."

Rachel O'Brien, EMEA Talent Acquisition Manager, McAfee

Digital Diversity 2021/2022



Digital Skillnet has approval to continue to expand the range of support under the Digital Diversity remit including ;



The Organisational Opportunity



The untapped talent pool that is the future of IT

- New routes, **new approaches** and new types of support programmes are needed to overcome **barriers to entry**.
- Develop **additional digital reskilling programmes** to enable women jobseekers to **convert** from previous occupations or sectors to digital roles
- To provide a new 'one stop shop' for '**Women in Digital**' **on-line platform**, which will enable a range of sectoral stakeholder and companies provide a range of digital upskilling resources for women.
- **70% of female ICT workers** will take a career break – lets not disengage them further
- 6000 new ICT roles per year

The Company Case for Diversity

- **Diversity and Inclusion is vital** for the IT sector
 - address the digital skills gap, bring new dimensions of thought, reflect the consumer, innovation and competitiveness
- Enhance **Talent & Acquisition** teams awareness of the breath, depth and potential of women returnership programmes
- **Unconscious bias** - diversification in a hiring policy leads to a more inclusive company culture
- Its worth **€16bn GDP boost** for European economy
- A women returner pathway does not need to be complex

What the ReBOOT participants say...

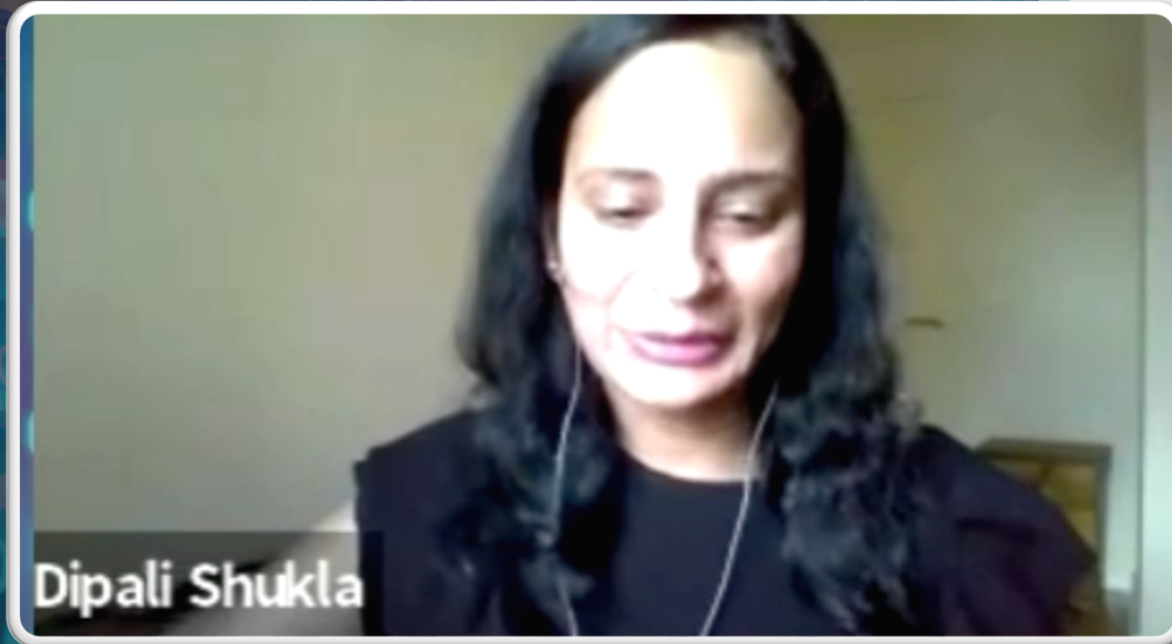


Gervaise Landy

Technology
Ireland
Software

Skillnet

What the ReBOOT participants say...



Dipali Shukla

Technology
Ireland
Software

Skillnet

Digital Skillnet is committed to maintaining the pipeline of talented and diverse women returners to the IT sector.

We have a unique opportunity to work with companies and sectoral stakeholders to attract, upskill and retain diverse talent for the advancement of the digital and technology sector.



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