

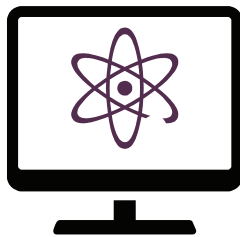


WOMEN *in* TECH

WOMEN IN TECH GRADUATE GUIDE



WHAT'S IT LIKE TO BE A WOMAN IN TECH?



There is a known gender gap in students studying a technology related subject at university. A recent study has shown that whilst 52% of males study a STEM subject at university and 61% would consider a career in the industry, only 30% of females study a STEM subject at university and only 27% would consider a career in technology.

However, the digital revolution is creating jobs and opportunities that never used to exist, and graduates are the best people to fill these gaps. Jobs such as app developers, search engine optimisation specialists and social media experts are all very new roles but legitimate careers.

Female tech graduates in particular are in a great position to snap up these roles, as companies are beginning to address the gender gap in their tech departments and are therefore on the hunt for women in tech.

Many companies are changing their recruitment process, removing unconscious biases from their company culture, creating a variety of resources, and offering a range of benefits to attract women into tech.

Tech companies are using different sites to hire more women and using different languages in their job descriptions. They are also offering a range of training opportunities through external programmes and mentoring schemes to enable women to move up the ladder in the workplace and widen their skillset.



Due to all the positive changes and commitment companies are making to attract more women into the industry, this is a perfect time for graduates to start their career path in tech.

WHAT ARE THE NEXT STEPS I SHOULD TAKE AFTER GRADUATING TO BECOME A WOMAN IN TECH?



Work may not be your first thought after you have graduated, for instance some graduates like to take some time out to travel or volunteer. However, if your career is on your mind, and you are wondering what you need to do after graduating to become a woman in tech, then the following steps could be useful to you.



Further your education

Even if you aren't looking to get into employment straight after finishing university, why not better yourself with further education in order to stand out to employers when you do start to look for tech jobs. Although this may not appeal to some graduates, it can help immensely when looking to become a woman in tech. You could further your education through postgraduate courses, or through online courses in specific fields. Most universities offer short online courses if postgraduate courses aren't something you are interested in. It is always worth looking into your options before deciding on what the best pathway is for you.



Build your experience

Although university will have given you an in-depth knowledge of certain subjects, unfortunately sometimes this isn't enough on its own when trying to become a woman in tech. It is also beneficial to gain experience within a working environment as you will develop workplace knowledge, transferable skills and gain useful contacts. This could either be through voluntary work or internships which normally last around 6-8 weeks. Although internships are not often well paid, they can really help you when it comes to securing your first role as a woman in tech.

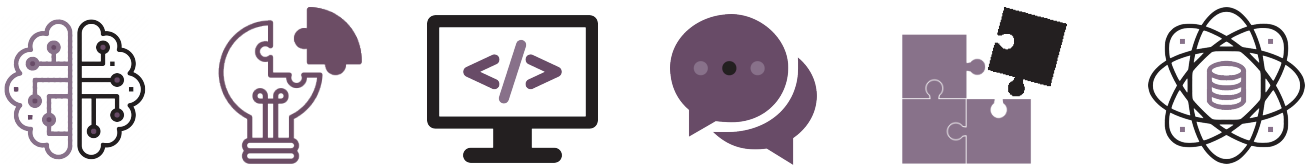


Start searching

Searching for graduate jobs after university can be very time consuming and sometimes unrewarding when you do not receive any recognition for your applications. However, this is the most effective way of finding a job and becoming a woman in tech after graduating. Very few people get the first job they apply for after university, so it is important to prepare yourself mentally for this and learn from these experiences. In order to be successful in your search for jobs after graduating, it is important that you have an up-to-date CV that shows off all your skills that are relevant to the job.

WHAT SKILLS DO I NEED TO BECOME A WOMAN IN TECH?

It is common for graduates to not know what part of IT they want to get into after graduating, or what skills they should be listing on their CV. Therefore, listed below are important soft and technical skills which you should demonstrate on your CV, as a lot of tech roles require them. However, it is also essential that you tailor your CV to the role you apply for, so some additional skills may be necessary, depending on the role.



SOFT SKILLS

Problem Solving

The technology industry is always changing, so there are always new programmes or pieces of software that are emerging which you could be required to learn. With this in mind, employers are constantly on the lookout for those with problem solving skills. Businesses are more than likely to face issues with new pieces of software or simple tasks and therefore need someone who can approach and solve the problems efficiently.

Adaptability

It is beneficial to highlight if you are adaptable when applying for jobs in tech. It's easy to see that as the technology industry is constantly changing, businesses are having to pivot, evolve and adapt in order to remain competitive and therefore need their employees to do the same. If you find yourself to be flexible, then you are more likely to be successful and move up within the tech industry.

Communication

Having excellent communication skills is extremely valuable when trying to become a woman in tech. In order for all teams to work effectively, communication skills are essential, particularly when it comes to dealing with problems and executing projects. Therefore, you must be confident enough in your abilities to effectively communicate them and succeed at becoming a woman in tech.



WWW.WOMENINETCH.CO.UK
CONTACT@WOMENINETCH.CO.UK

TECHNICAL SKILLS

Programming

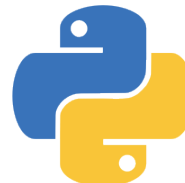
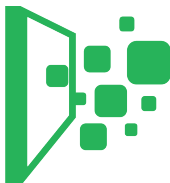
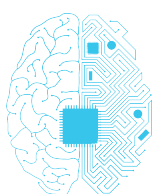
Programmers are currently in high demand and low supply which results in high salaries and many opportunities. There is so much scope for programmers as the number of businesses you could work for is continuously growing. If you don't have much knowledge on programming languages, then there are plenty of online sites and courses where you can learn more about them.

Data Science

We create more data now than we ever have before. Along with data, sectors such as analysis, security and storage also continue to grow. However, companies are looking for more employees who have data knowledge and experience due to the huge skills shortage in this area. There are several ways you can train to gain this skill if you do not already have it, such as online courses or mentoring.

Artificial Intelligence

As Artificial Intelligence (AI) is so new, it is growing rapidly and is a skill that is in demand. AI is slowly embedding itself into our everyday lives and businesses, so it is perfect to go into if you have studied an undergraduate degree in IT. Expanding your knowledge on this skill will certainly help you to enter the technology industry and start your career.



THE BENEFITS OF BEING A WOMAN WORKING IN TECH



Opportunity to make a positive impact on businesses and the industry



A skills shortage means room for progression



Become part of a community; encouraging and working with other women in the industry



Women in Tech often find that it is more of a passion than a job



Women in Tech often enjoy the flexible working hours given with their role

CHALLENGES OF BEING A WOMAN WORKING IN TECH



Women in Tech sometimes find it difficult to be taken seriously due to the large number of males in the industry



They may find that there is a lack of female role models to look up to



The gender pay gap is an ongoing issue for women in tech, although many companies are now working towards closing this gap



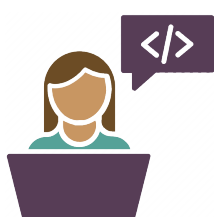
Unconscious bias in the tech industry can be a challenge for women who work in the industry



Women's confidence and visibility can sometimes be low due to the number of males in the industry

WHAT ARE THE BEST TECH JOBS AVAILABLE TO FEMALE GRADUATES?

The tech sector is known for its range of job titles and sometimes this can make it hard for those who have newly graduated to understand exactly what each job requires. There are several career paths you can take with your IT related degree, so to help you with your decision, listed below are some of the best tech jobs available to female graduates.



Software Developer (Software Engineer, Systems Developer, Software Architect)

Software developers are responsible for implementing software solutions and building programmes, apps and websites. They often use development tools to write and test code. Software developers are often required to work with and talk to clients and colleagues in order to assess and define what system solutions are needed. Therefore, technical skills and communication skills are essential for this role.

Network Engineer (Hardware Engineer, Network Designer)

Network Engineering is a technically demanding IT job and involves the setting up, administrating, maintaining and upgrading of communication systems. They are also responsible for security, data storage and disaster recovery strategies. With it being a technical role, it is suitable for someone who has an IT related degree. Throughout your journey as a Network Engineer it is likely that you will gather several specialist technical certifications as you progress.



Business Analyst (Business Architect, Information Specialist)

Business Analysts are responsible for identifying opportunities for improvement for businesses using information technology. Each project begins with analysing a customer's needs, gathering and documenting requirements, and creating a plan in order to reach a solution. Business Analysts will need to communicate with the technology department, Business Managers and users throughout the projects, and therefore need to understand some parts of technology. Problem solving and communication are key skills to have if you are looking to become a business analyst.

Project Manager (Project Lead, Project Planner)

Project Managers are responsible for organising people, time and resources to ensure the smooth running of a project that meets requirements and is completed on time and to budget. Depending on the size of the company, Project Managers can manage a whole project from start to finish, or part of a large project. Project Managers must have experience in technical and soft skills when working with tech teams and Business Managers. Therefore, problem solving, communication and organisation skills are essential.



WHERE CAN I FIND GRADUATE TECH JOBS FOR WOMEN?

If you are still keen to become a woman in tech and are wondering where you can start looking for graduate roles, there are a few ways listed below that you can use to get started.

ONLINE



Use the internet to your advantage when you're looking for jobs. Almost every business has an online presence where you can search for jobs and understand more about the organisation. Not only can you find jobs on company websites and job sites but using platforms such as LinkedIn is also a great way to look for graduate tech jobs for women. Several employers will look for candidates LinkedIn profiles before inviting you for an interview so having an online presence is beneficial.



UNIVERSITY CAREER HUBS

Every university will have a career hub that lists graduate jobs which are local to the university. If you don't live that far away from where you studied, or if you are open to moving, having a look at their career hub site can help you find a job in tech. Not only can you look online but speaking to someone at your university's career hub can also help you understand where is best to look for the specific career path you want to enter.



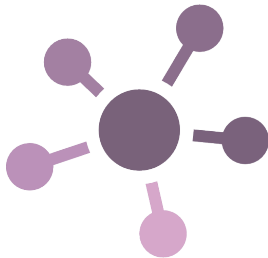
RECRUITMENT AGENCIES

Signing up to a recruitment agency can be a good choice, especially if you find the whole selling yourself quite tough, as recruiters can do that for you. Recruitment agencies have a lot of clients who may be looking for graduates in the tech field. They actively search for work on your behalf and can find you a job quicker than expected. However, it is worth noting that some jobs they find you may not be 100% what you're looking for.



CAREERS FAIR

Career and job fairs are a really good way of finding jobs once you have graduated. You can attend these at your local university as you're normally still invited to them up to 2 years after graduating. Attending these fairs is a great opportunity for you to meet employers and talk to them directly about the sort of roles you are looking for. It is beneficial to note names and emails so you can follow up after the fair to see if they have any roles that you can apply for.



NETWORKING

It has been said that a lot of job vacancies are never advertised and are often filled through referrals. Networking can give you the opportunity as a graduate to find out more about these jobs. It can be done both in person and online through joining professional associations, attending networking events and connecting with professionals online. There are several sites that host free events that you can attend as a female graduate looking for tech jobs, such as Meetup and Eventbrite.

WHAT SUPPORT IS AVAILABLE TO WOMEN IN TECH?

Mentorships

Mentorships are a great way of learning new skills without having to attend courses. They give you that extra support when starting off in the tech industry and it's a more personal and effective way of learning as sessions are only one to one. Mentors also have a lot of experience within the field, so you're not only learning things you could learn from a textbook but also from real life experiences. We have started our own mentorship programme that you can sign up to [here](#).

Training

There are a variety of training programmes out there that can help women develop more knowledge and skills on the area of tech they want to go into. Training programmes cater to women at all different levels, from no experience to training at an advanced level. Women in Tech have partnered with The Learning People to provide women with the support from training programmes. The courses available can be found on our site under our Training section.



Networking through events and social channels

Support is given to women in tech through networking events, meetups and online social groups. It is a chance for women in the industry to socialise and share their personal experiences and knowledge. You can find events on our Event section and even sign up to our LinkedIn Group to keep up to date with the latest activities and events surround women in tech.

Advice

Lastly, there are plenty of guides and advice out there that support and inspire women in tech. If you were to join a woman in tech group online, there will always be advice that can be received through that. Alternatively, you can find guides on our site which offer career advice for women in tech at all levels, from graduates to seniors. To inspire you to pursue a career in tech, we have over 100 case studies from women in tech with completely different journeys that you can read. Additionally, to keep up with all our latest guides, case studies, events, jobs and daily activities, you can sign up to our monthly newsletter.



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