



# Bridging the Gender Gap in the Digital Sector

EDUCATION & TRAINING

APPLYING FOR JOBS

BUILDING A BUSINESS

CAREER ADVANCEMENT

SPONSORED BY:

ascend consulting

ad annalise duca

eSkills  
eSkills Malta Foundation

## Key points emerging from the discussions

### 9<sup>th</sup> November 2020 Webinar “Education & Training”

1. Address perceptions in family and attitudes in early primary/secondary school environment.
2. Present the digital sector and jobs in a clearer way, from their problem solving perspective.
3. Engage students and make them interested in the practical uses of digital tools in all sectors.
4. Make clear that ICT is for everyone.
5. Mixed education should close gender gaps
6. Focus on soft-skills & can-do attitude
7. More use of flipped classroom and EduTech
8. More & earlier education-industry collaboration
9. Target promo to girls/women to close the gap
10. More women in user requirements setting groups and UX testing of digital tools

### 10<sup>th</sup> November 2020 Webinar “Applying for Jobs”

1. Important to go beyond development as a digital sector. Learn more digital skill sets which is acquired
2. Research do so that companies with more diversity performs better.
3. Adding family values / company culture will help increase the number of women in the digital sector
4. Lack of initiatives from companies and will not help us improve these numbers. Flexibility is being forced on companies both for man and women and this could help improve the numbers.
5. Companies want good talent to join them. So women shouldn't be discouraged.
6. We should change the way how technology is portrayed. Digital roles are not only about robots, programming etc..
7. Applicants should ensure that their CV is showing what you can actually do. CV is the first step to stand out from others
  - a. Outline main skills related to your role

- b. Don't overdo it with unnecessary information but focus on their key requirements so you get to an interview
  - c. During interview one should highlight teamwork / communicating skills and ability to learn
  - d. Technical skills are important but the willing to learn is more important
  - e. Clarity & Format
  - f. Go away from buzz words - and read the job description and ensure that you match your keywords! This is important especially if you are applying with big companies who are using ATS (Application Technical System)
  - g. LinkedIn profile helps - Check your digital footprint - All social media
  - h. Use this for networking - add connections - comment on articles - post articles
  - i. Your email address is also important - make sure you look professional
8. If you want to change your career - ensure that you choose something that you really want to do
  9. Look at the company culture - some companies might be toxic or bad environment for you. You might want to avoid that.
  10. Don't write your expectations from the employer or from your job
  11. Focus your time on becoming excellent on things that you are already strong in (and highlight that)
  12. Be passionate in what you do - sometimes a degree is not important
  13. Be visible digitally and ensure you have a good portfolio
  14. Network with the right people

#### 11<sup>th</sup> November 2020 Webinar "Building a Business"

1. Address risk averse attitude & lower self-confidence
2. Women have an advantage in networking - use it!
3. Learn to like and/or manage constructive criticism, competition, conflict
4. Align your work with your passion and values
5. Get the right training, focused on the target areas
6. Use hackathons as opportunity to test ideas, find collaborators - women & men! Do collaborate! Some links where to find info on hackathons: <https://devpost.com/hackathons>, <https://joinup.ec.europa.eu/collection/digital-response-covid-19/hackathons-and-events> <https://www.hackjunction.com/>, <https://www.the-hackfest.com/>, <https://ultrahack.org/>
7. Do your homework (sketch a business plan) but do not overthink. Take calculated risks.
8. Watch your cash-flow, focus on good paying clients
9. Diversity in digital leads to better, more representative products & services
10. Grow the "cake" together, not fight over it.

#### 12<sup>th</sup> November 2020 Webinar "Career Advancement"

1. Stereotypes and gender biases are very evident in our country especially when compared with Nordic culture.
2. Finding people in the industry is not very easy - especially in certain sectors. Although considering the nature of the sector, we should have more people especially due to flexibility. COVID and move to remote working - could be blessing in this context despite the family caring role. A hybrid model can help improve the career advancement for women. Employers could be now more forward coming towards remote working etc.

3. Career progression - might not only be growing up the vertical, but could also be the need to exit for a while and enter the sector again.
4. Re-skilling is very important, especially with the speed of the sector
5. Women and career progression needs to be a dialog between the employee and employer. One need to ensure that this company fits your goals and vision too.
6. One has to stop fearing about making mistakes, but consider those as a learning progress
7. Inspiring people and learning is key
8. One should be the CEO of their own career. Take charge of and they should take the lead towards their growth.
9. No role models for girls - even for IT graduates - we need to find more of women that succeed.
10. The major stumbling block for females to choose the ICT career is being intimidated by the idea that those subjects are for the boys' club. And this idea of "the boys club" even extends to and impacts career progression/applying for promotions, moving into management roles, etc.
11. Empowering is very important in all aspects.