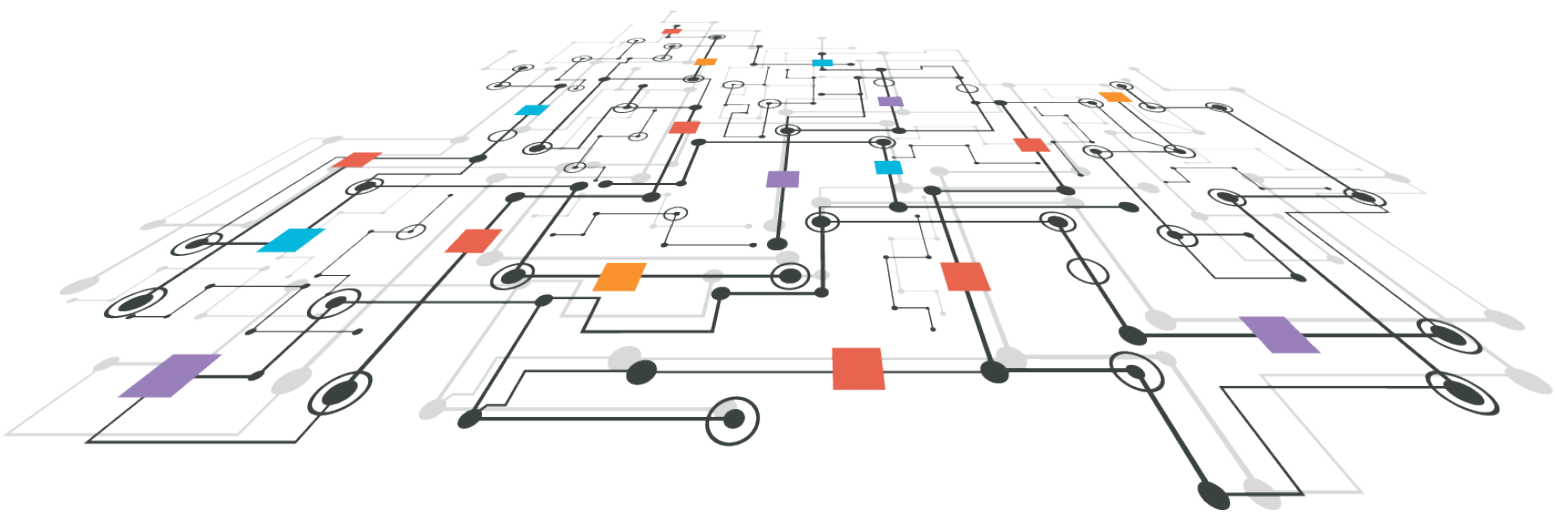


WOMEN *in* TECH



# WOMEN IN TECH GUIDE

# WHAT STEPS CAN I TAKE TO BECOME A WOMAN IN TECH?

Whether you are looking for a career change, or are returning to the industry, starting off in tech can be somewhat daunting when you don't know where to start.

Following the steps below will help you start your journey to becoming a woman in tech.

## 1. Identify what tech role you're looking for

Although this may not apply to some women, it is a point that needs to be addressed before you start your journey to becoming a woman in tech. It is important to take your time and research what roles exist in the tech industry before going on to expand your skill set and build a portfolio. If you have an idea of what you think you would like to do, or are passionate about a certain career, then the extra motivation will help you when getting into tech.

## 2. Expand your skillset

Expanding your skillset in the area of technology you want to pursue a career in, will help you to become a woman in tech. If you haven't studied a degree or if university isn't on the cards for you, then there are other resources that are easily accessible. The more experience and knowledge you have, the more successful you will be at securing a job in the field that you like. You can expand your skillset through applying for courses and training programmes either online or classroom based. There are hundreds of online training courses.

## 3. Attend networking events or meetups

Attending networking events and meetups is a great step to take when trying to become a woman in tech. This is a great way of learning what it is like to work in your desired field from others who may have more experience in the workplace than you. Sometimes when you're learning new skills online, there isn't anyone you can ask questions to or even reassure you that what you're doing is correct. Therefore, attending networking events and meetups can help you to clarify these things by asking your peers any questions you may have.

## 4. Start searching

Searching for jobs may be time consuming and unrewarding when you do not receive a reply. But when trying to become a woman in tech, this is the most effective way of finding a job. It is rare that you will get the first job that you apply and interview for, but it is important to learn from these experiences, gain feedback and continue to apply. Presenting all the skills you have learnt on your CV and even creating a portfolio is a great way of showcasing your knowledge and this can help you to become successful in the application process.



# WHAT ARE THE BENEFITS AND CHALLENGES OF BEING A WOMAN IN TECH?

## BENEFITS

- ⊙ Potential for flexible and remote working
- ⊙ The opportunity to make a positive impact on a business and the growing tech industry
- ⊙ There is never a dull moment as there are always great opportunities
- ⊙ The IT skills shortage means there is room for progression and excellent learning opportunities
- ⊙ Become part of a community; encouraging and working with other women in the industry

## CHALLENGES

- ⊙ Unconscious bias in the industry can be a challenge for women looking for a tech job
- ⊙ The gender pay gap is still an ongoing issue in the tech industry, although many companies are now working towards closing this gap
- ⊙ Their confidence and visibility can sometimes be low due to the number of males in the industry although this is changing for the better
- ⊙ Finding it difficult to be taken seriously
- ⊙ A lack of female role models

## WHERE CAN I FIND WOMEN IN TECH JOBS?

If you are unsure on where to look for women in tech jobs, there are a few ways listed below that can get you started on your search.

### Online

When searching for jobs, you should use the internet to your advantage. Several businesses hold an online presence where you can understand more about how the company operates and search for any vacancies they have available. As well as company websites, you can use search engines and job sites when looking for jobs as this can help broaden your search. It is also beneficial to set up a LinkedIn profile. You can check out [www.womenintech.co.uk](http://www.womenintech.co.uk) for job opportunities. There are also graduate jobsites such as [www.itgraduatejobs.com](http://www.itgraduatejobs.com) and IT jobsites like [www.technojobs.co.uk](http://www.technojobs.co.uk)



### Recruitment Agencies

Signing up to a recruitment agency is another good way of searching for women in tech jobs, especially if you are not that confident in selling yourself. Recruitment agencies will often have a lot of clients who are looking to employ more women in the technology field. They actively search for potential work on your behalf and can sometimes help you prepare for interviews.

### Networking

Some say that a lot of job vacancies are not published online, but instead are often filled through referrals. Networking as a woman in tech can give you the opportunity to find out about these jobs. Networking doesn't just have to be attending events or meetups, you can also network online by joining forums and communities of other women who are also looking for jobs or are already working in technology. Networking allows you to meet others who may be potential employers or know of jobs which are perfect for your skills, so be sure to network as much as possible.

## WHAT TECHNICAL SKILLS ARE IN DEMAND?

When it comes to technical skills, you may be unsure on what skills you should include on your CV or that are in demand. As technology is a broad field, there are a lot of directions and career paths that you can take. Therefore, below we have listed some technical skills that are in demand in the technology industry and that you may want to highlight on your CV or even learn. Do note that when applying for roles, it is essential that you tailor your CV to the role that you are applying for.

### TECHNICAL SKILLS

#### Data Science

Along with the creation of data, sectors such as analysis, security and storage are also growing more every day. Due to this and shortage of data skills, companies are looking for employees who have experience and can demonstrate their knowledge through their data skills. There are several ways you can gain data skills, if you do not have them already, through online courses and even mentoring schemes.

#### Developers

Software Development is a skill that is currently in high demand. As there is such a low supply of developers, they are being offered high salaries and more opportunities from tech companies. There is so much scope for developers as more companies are starting to use technology to grow their businesses. If you don't have much knowledge on different types of programmes and you want to learn more, there are plenty of online courses that you can take to further your knowledge.

#### Artificial Intelligence

Artificial Intelligence (AI) is being implemented into more businesses every year and soon be fully integrated in our everyday lives. It is growing so rapidly that the skill is in high demand. Expanding your knowledge on this skill will certainly help you to become a woman in tech due to the high demand.

#### Cyber Security

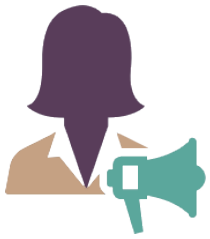
Cyber security jobs are currently in high demand and are set to grow due to the skills shortage in the tech industry. The global information security workforce has concluded that there could be 100,000 unfilled cyber security jobs by 2022. Therefore, cyber security is a tech skill that is in demand and maybe a career path that you would want to consider.



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

It is common for you to be unsure on what sector of IT you want to get into, or what skills you think would be relevant to list on your CV when applying for IT jobs. Therefore, below we have listed some soft skills that are in demand in the technology industry and that you may want to highlight on your CV.

## SOFT SKILLS



### **Communication**

Having communication as a skill is very valuable in any job role. However, it is even more important to have in tech as it is essential that you communicate with your team when dealing with problems and executing projects. Therefore, being confident in your abilities enough to effectively communicate them to your team members is extremely important when succeeding as a woman in tech.



### **Problem Solving**

Programmes and new pieces of software are always being developed as the technology industry is constantly changing. With this in mind, employers are looking for candidates who demonstrate problem solving skills to ensure they can face the issues they may face with new technology.



### **Adaptability**

Adaptability is a great skill to have when trying to become a woman in tech. Businesses are having to pivot, evolve and adapt to remain competitive when it comes to technology as it is constantly changing. If you do find that you can adapt to new situations and environments easily, then you are more likely to be successful and move up in the tech industry.

# WHAT TRAINING OPPORTUNITIES ARE AVAILABLE AND WHERE CAN I FIND THEM?

## Online courses

Online training is becoming more popular as technology advances and people are generally busier. It is a much more attractive option when it comes to personal and professional development as face to face courses can sometimes be inconvenient. Online courses can be purchased from the comfort of your own home and be completed in your own pace. As long as you have access to the internet, you can learn almost anything anywhere. Some popular women in tech networks that provide online learning are Women Who Code, Code First: Girls, and 23 Code Street. We have also teamed up with The Learning People who provide online courses for women in tech, you can find more information on our [training page](#).

## Bootcamps

Some may say that bootcamps are the same as online courses, however there is a distinct difference between the two. Online courses are best suited to those who enjoy working at their own pace, want to revisit topics or want to learn a new skill in depth. Bootcamps are designed to only last up to a certain number of days or weeks and are fast paced, which some people may find quite intense. Some popular women in tech bootcamps are Founders and Coders, Codebar: Coding far and wide, and Maiden Academy.

## Classroom based courses

Classroom based courses may appeal to some people more than online courses due to different styles of learning. Classroom training allows for group interaction, a chance to ask questions and learn from one another. Some people find it hard to stay motivated and focussed when working on their own, so surrounding yourself with people in the same position as you can help with this. Most online courses also provide some classroom-based workshops, including Procoders, Le Wagon, Makers Academy and General Assembly.



## WHAT SUPPORT IS AVAILABLE TO WOMEN IN TECH?



### **Mentorships**

Mentorships are a great way of learning new skills without having to pay for and attend courses. They give you extra support with your learning in a more personal way, as sessions will be one on one. Mentors have a lot of experience within the technology industry so you won't only learn things that you may learn from a textbook, but you'll also learn things from a working environment and past experiences. You can sign up to our mentorship programme [here](#).



### **Returnships**

Returnships are extremely beneficial for women who are looking to get back into tech. Companies who provide returnships for women ensure that they upskill and receive the all the support they need in doing so. Returnship programmes last around 1 weeks to 6 months before a company can offer you a role. Most returnships involve an introduction week into the company and workshops that are designed to prepare returners for day to day jobs. You can read more about returnships [here](#).



### **Meetups**

Women in tech can find support through attending meetups, networking events and online social communities. It gives women in the industry a chance to socialise and share their personal achievements, struggles and knowledge. Sometimes the support from one another can help women in the technology industry more than receiving support from an employer as they can share personal experiences without being somewhat judged. 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. Using sites such as Eventbrite and Meetup.com can also help when searching for local groups to attend.



### **Advice**

There are plenty of guides and advice out there that can support and inspire women to enter the technology industry. Using the support options above are easy ways that you can get in contact with other women who may be facing similar experiences as you. You can find [guides](#) on our site which offer career advice to women in tech at all levels, from graduates to seniors. To help inspire you to start a career in technology, we also have over [100 case studies](#) from women in tech with completely different journeys that you can read.

Additionally, to keep up to date with our latest guides, events, case studies, jobs and daily activities, you can sign up to our [monthly newsletter](#).



## ABOUT US

Womenintech.co.uk is a site dedicated to women already in or looking to start their career in the technology industry. The site is rich with career advice and guides for those from contractors to graduates, employer profiles, tech events across the UK and a job search. We have over 100 case studies from females with all kinds of experience and backgrounds to inspire more women to enter the industry.

For more information on Women in Tech please email [contact@womenintech.co.uk](mailto:contact@womenintech.co.uk)

Alternatively, to keep up to date with our daily activities, follow us on our social channels below:



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