

WOMEN *in* TECH

WOMEN IN TECH GRADUATE GUIDE





WOMEN IN TECH: THE MARKET

The gender gap in technology is apparent, with women making up only 26% of the tech workforce in the UK. This gap starts at school and continues throughout women's further education and professional careers.

Just 27% of female students say that they would consider a career in technology compared to 61% of males. Plus, just 3% of those 27% say it's their first choice.

Historically, the IT sector has always been dominated by men. This is the reason for the gender gap - **over a quarter of female students say that the reason they're put off a career in tech is because it's too male-dominated.**

However, thankfully change is happening. The tech industry is slowly becoming a more gender diverse place, with companies investing in female talent. The opportunities for female graduates to create rich and rewarding careers are plentiful. Employers are keen to promote gender diversity in their tech teams, and invest in their future innovation by hiring female graduates.

WHAT CHANGES ARE BEING MADE?

Companies are changing their recruitment processes, 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 the growing tech economy.





3 STEPS TO TAKE AFTER GRADUATING TO BECOME A WOMAN IN TECH

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

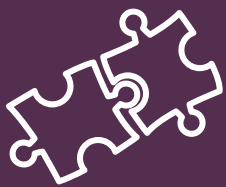
Although university will have given you an in-depth knowledge of certain subjects, unfortunately sometimes this isn't enough on its own when trying to become a woman in tech. It is also beneficial to gain experience within a working environment as you will develop workplace knowledge, transferable skills 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 YOUR SEARCH

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 - remember to tailor this for each job dependent on the skills required.



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



PROBLEM SOLVING

The nature of the technology industry means that it is ever-evolving. Employers will welcome people who are good at problem solving as they will be able to adapt to these changes and learn new technologies with ease.



ADAPTABILITY

With this ever-changing nature comes a need for people who are flexible. This could mean adapting to using new software, new concepts, and theories, or new uses for your work, for example.



CURIOSITY

A thirst for knowledge is essential in technology, and employers will be looking for someone who is passionate to learn more than they know already. Keeping yourself up to date with new technologies and trends is key.



COMMUNICATION

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.

WHAT TECH SKILLS ARE IN DEMAND?

When it comes to technical skills, some graduates may be unsure of what technical skills they should include on their CV or that are in demand. Technology is a broad field and there are a lot of directions you can go in. Therefore, listed below are some technical skills that are currently in demand.



1. PROGRAMMING

Programming will always be in demand, as almost every company has a need for software development of some level. It's predicted that by 2025 we will be experiencing a shortfall of around 4 million developers - and females are currently underrepresented with just 25% of coders being female.



2. CLOUD COMPUTING

The demand for cloud computing services has been on an upward trajectory for a while now and doesn't look to be slowing down anytime soon. According to Cloudwards, 94% of all business enterprises use some form of cloud services, and the value of the global cloud services market is predicted to hit \$832 billion by 2025.



3. AI

As Artificial Intelligence (AI) is still fairly 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 a great area to go into if you have studied an undergraduate degree in IT.



4. CYBERSECURITY

Due to the increase in cyber attacks, cybersecurity is in huge demand, with employers looking for candidates with transferrable skills which compliment a role in the specialism.

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

When choosing a career in tech, it's great to know the pros and cons of the industry you're going into. Whilst the challenges listed below may seem intimidating, progress and change is being made every year, with more companies stamping out gender pay gaps entirely. Plus, the benefits of working in tech really do outweigh the challenges.

BENEFITS

- Extensive career development and learning opportunities
- Tech salaries are 36% above the UK average
- Becoming part of the tech industry and paving the way for future women as a role model
- Technology is an exciting and innovative industry
- Much potential for flexible and remote working
- Job security in technology is high as demand continues to grow

CHALLENGES

- Being outnumbered - whilst there is still a gender gap in tech, it is male-dominated
- A lack of female role models to look up to
- Gender pay gap - companies are working on being more accountable for their pay gaps, but they do still exist
- Gender discrimination
- Imposter syndrome
- Fighting stereotypes

WHAT ARE THE BEST TECH JOBS AVAILABLE TO FEMALE GRADUATES?

The tech sector is known for its wide 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 just a few of the best tech jobs available to female graduates.

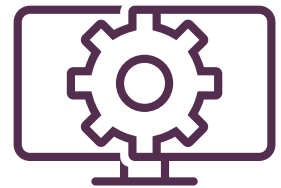
Software Developer (Software Engineer, Software Architect)



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.



Product 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?



ONLINE

Company websites and specialist job boards are great places to start your search. Several employers will look at candidates LinkedIn profiles before inviting you for an interview so having an online presence is beneficial to enhance your application. You can check out www.jobs.womenintech.co.uk for job opportunities. There are also graduate specific jobsites such as www.itgraduatejobs.com.



UNIVERSITY CAREER HUBS

Every university will have a career hub that lists graduate jobs which are local to the university. 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 self promotion challenging, 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.



CAREERS FAIR

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

Many jobs are never advertised and are simply filled through referrals. Ensure you connect with peers and tutors on LinkedIn and actively look for networking events you can go along to. Many employers run women in tech networking events and advertise these through Eventbrite and Meetup.

WHAT SUPPORT IS AVAILABLE FOR WOMEN IN TECH?

Communities and networking

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 surrounding women in tech. Utilise LinkedIn to share experiences and advice with each other.

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.

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.

Advice

There are plenty of guides and advice out there that support and inspire women in tech. 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 300 case studies from women in tech, all with completely different journeys. Additionally, to keep up with all our latest guides, case studies, events, jobs and daily activities, you can sign up to our bi-weekly newsletter.

ABOUT WOMEN IN TECH

Women in Tech is not only a place for women to look for IT jobs, it's so much more than that. We help to fuel passion for the technology sector through our inspirational case studies, informative and detailed guides, and through our events.

Women are underrepresented in STEM and tech roles at present, but we are on a mission to help make the UK tech industry more gender balanced by bringing talented and brilliant women to the forefront.

To visit our dedicated Graduates section, click [here](#).

For more information on Women in Tech or to enquire about advertising opportunities, please email contact@womenintech.co.uk.

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



Women in Tech UK



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