



November 2024  
Deliverable 4.3

# Femme Forward

Future Startup Founders  
Training and support for training providers

## About Femme Forward

Femme Forward - *Fast-tracking women into new tech careers and supporting successful female-led start-ups* - is a two-year transnational project funded under the Erasmus+ Programme.

Through an innovative and comprehensive training programme, women with various backgrounds will be empowered to either start a career in tech or employ their experience and knowledge to set up a tech start-up.

Femme Forward will identify, develop and pilot high-quality digital education content to tackle the current gender gap in the digital economy, enabling at least 500 women to start on the track to tech employment or entrepreneurship.

Femme Forward will offer an easy-to-use and extensive repository of tested, high-quality educational materials, available in multiple languages and on a multi-device compatible learning platform: [femmeforward.eu](https://femmeforward.eu).

## Project partners

The Femme Forward consortium comprises 15 partners led by SIMPLON.co, bringing together key industry, technology and education stakeholders in Europe.

### Full partners

1. SIMPLON.CO (France)
2. TOP-IX (Italy)
3. ENGIM PIEMONTE (Italy)
4. Tech and Teach gGmbH (Germany)
5. BeCode (Belgium)
6. Big Blue Data Academy (Greece)
7. CYPRUS COMPUTER SOCIETY (Cyprus)
8. Asociatia ETIC (Romania)
9. Le Techspace (Belgium)
10. HOCHSCHULE HANNOVER (Germany)
11. Factoria F5 (Spain)

### Associated partners

1. AMAZON WEB SERVICES EMEA SARL
2. RANDSTAD NEDERLAND BV
3. FUJITSU SERVICES LTD
4. DIGITALEUROPE AISBL

### Subcontractors

Schuman SA

Revision History			
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## Disclaimer

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## Disclosure statement

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## Introduction

The Femme Forward Future Founders Track was designed to empower women in developing and launching their own tech startups, addressing the gender gap in entrepreneurship and fostering innovation. A crucial element of this initiative was ensuring that participating training providers had the necessary support and resources to successfully deliver the program. This included fostering collaboration between providers and assisting individual trainers to adapt the training materials to their student base.

The core objective of Deliverable 4.3 is to demonstrate how participating training providers actively supported one another in adopting and implementing the Future Founders Track and extended this support to other providers and individual teachers to enable delivery to their student base.

This report focuses on two key levels of support:

**Consortium-Level Support:** Participating providers collaborated to share expertise, refine training content, and solve practical issues such as recruitment and curriculum customization. By fostering an environment of knowledge exchange, partners collectively strengthened the program's implementation across all regions.

**Local Partner Support:** At the local level, training providers extended hands-on support to individual trainers. This included onboarding processes, specific training sessions for educators, and responsive problem-solving during course delivery. By providing trainers with the tools and guidance needed to succeed, local partners ensured that participants received a high-quality and impactful learning experience.

By aligning with the objective of Deliverable 4.3, this report highlights the support mechanisms that were integral to the success of the Femme Forward Future Founders Track. It underscores how collaboration between training providers and practical assistance to individual trainers contributed to the program's ability to empower women entrepreneurs across participating countries.

The following section provides insights from the local partners, highlighting their unique approaches to supporting trainers and implementing the Femme Forward Future Founders Track. These accounts showcase how each partner tailored their methods to ensure effective delivery and address the specific needs of their trainers and participants.

## TOP-IX - Country of delivery: Italy

**Implementation period: November 8, 2023 - January 19, 2024**

### **Trainer Composition and Onboarding**

TOP-IX engaged both internal employees and external trainers to deliver the Future Startup Founders program effectively. Specifically, the team collaborated with 12 external trainers and 4 employees, creating a diverse pool of expertise. Each trainer was provided with anonymized participant information, collected during the assessment phase, to tailor their approach to the needs of the learners. Individual onboarding sessions were organized before every lesson, during which trainers reviewed their materials with the TOP-IX team and tested the platform together. A standardized slide template was supplied to ensure consistency across teaching content. To further enhance confidence and preparation, a TOP-IX representative attended every session to facilitate lessons and provide in-the-moment support to trainers.

### **Support Received from Project Partners**

During the project, TOP-IX collaborated closely with Codingschule (Tech and Teach gGmbH) to align the Future Startup Founders program structure and training design. This synchronization allowed for a cohesive approach across the consortium. TOP-IX also leveraged its extensive prior experience in digital entrepreneurship training and startup support, as well as its established network of professionals and organizations in this field, to inform the training content and delivery.

### **Knowledge Sharing and Contribution to the Consortium**

As one of the first partners to implement the Future Startup Founders track, TOP-IX shared its insights and experiences during consortium meetings. This included feedback on participant needs and expectations, based on initial assessments and ongoing training delivery. By doing so, TOP-IX supported other partners in refining their approaches to meet the specific requirements of their own cohorts.

### **Facilitating Trainer Success**

To ensure trainers were well-equipped, TOP-IX provided continuous technical and operational support throughout the training. Individual preparation sessions before each lesson enabled trainers to refine their content and adapt it to the platform. During sessions, the active presence of a TOP-IX representative allowed for real-time troubleshooting and assistance, fostering a seamless and productive learning environment for both trainers and participants.

## Cyprus Computer Society CCS - Country of delivery: Cyprus

**Implementation period: 03 April 2024 - 05 June 2024**

### **Trainer Composition and Onboarding**

CCS employed a team of 25 external trainers for the Femme Forward Future Founders program. This diverse group included 16 female and 9 male trainers, primarily drawn from the business sector, with a smaller number coming from academia. Their expertise spanned a range of entrepreneurial and technical disciplines.

### **Support Received from Project Partners**

CCS collaborated closely with Codingschule (Tech and Teach gGmbH) to ensure the logical structure and consistency of their program design, benefiting from Codingschule's prior experience as the first partner to implement the program. Furthermore, CCS relied heavily on the expertise of Mr. Panis Pieri, a renowned growth hacker and blogger, who, along with CCS Project Manager Mr. Neofytos Xenofontos, coordinated the program. Both individuals were integral to the planning, facilitation, and delivery of the workshops. Additionally, CCS leveraged its extensive network built over years of involvement in digital entrepreneurship projects and initiatives.

### **Support Provided to Trainers**

To ensure the successful delivery of the program, CCS conducted briefing sessions with each trainer prior to their sessions. These sessions addressed technical aspects, provided anonymized participant profiles (e.g., experience, expectations, group dynamics), and explored any specific trainer requirements, such as the need for polls, breakout rooms, or pre-distributed materials. During the sessions, CCS provided hands-on support, including technical assistance, facilitation of Q&A segments, and management of chat comments and raised hands. The team also distributed supplementary materials, such as Miro boards and PDF presentations, both before and after the sessions.

### **Onboarding and Preparation of Trainers**

CCS ensured that all trainers were thoroughly prepared and confident before delivering their sessions. Full technical support was provided, including guidance on the platform's functionalities (e.g., setting up polls, breakout rooms, and videos) and ensuring smooth execution during the sessions. CCS also facilitated interaction between trainers and participants by managing logistical elements, such as group work setups and live question handling, thereby creating an environment that allowed trainers to focus on content delivery while ensuring participant engagement.

## **Codingschule (Tech and Teach gGmbH)** **- Country of delivery: Germany**

**Implementation period: October 9, 2023 - November 30, 2023**

### **Trainer Composition and Onboarding**

Codingschule engaged a total of 19 trainers and role models for the Femme Forward Future Founders Track, with one trainer being an employee of Codingschule. The remaining trainers were sourced from Codingschule's trusted network of experts, with whom the organization has cultivated long-standing relationships over several years.

### **Support Received from Project Partners**

As the lead organization running the pilot training program, Codingschule was the first partner to implement the Future Founders Track. During the preparation and onboarding phases, Codingschule benefited from the collective experiences and feedback of the consortium partners through regular consortium calls and one-on-one discussions. Insights provided by partners such as TOP-IX were particularly valuable in structuring the agenda, timing, and intensity of the online curriculum. This collaborative exchange allowed Codingschule to address critical aspects such as course scheduling, optimal session frequency, and content prioritization, ensuring the pilot program was implemented effectively.

### **Support Provided to Project Partners**

Throughout the implementation of the 8-week pilot program, Codingschule maintained close contact with all partners to share insights, tips, and lessons learned. This exchange included a comprehensive "roadmap" detailing the sequence, prioritization, and estimated time requirements for each project step. Codingschule also highlighted potential pitfalls and areas for improvement, such as scheduling sessions consistently on the same days and times each week. By sharing its learnings, Codingschule aimed to help partners refine their approaches and adapt the program to their local contexts effectively.

### **Onboarding and Trainer Support**

Codingschule conducted thorough onboarding sessions with all trainers, briefing them on the program's structure, technical requirements, and logistical details. To foster collaboration and resource sharing, Codingschule created a Miro board where trainers could upload their contact details, presentation links, book recommendations, and other materials for both participants and the organizing team. The program manager of Codingschule played a pivotal role in facilitating the training sessions, managing technical



logistics such as opening Zoom rooms, welcoming participants, monitoring the chat, supervising optional breakout rooms, and addressing technical issues. This allowed trainers to focus entirely on delivering their content while ensuring a seamless and engaging learning experience for participants.

## Challenges

### **Diverse Trainer Composition and Onboarding**

The implementation of the Future Founders Track across multiple regions presented significant challenges related to trainer composition and onboarding. Partners had to coordinate between internal employees and external experts, each with varying levels of familiarity with the program structure and participant dynamics. Ensuring consistency in delivery and content quality required substantial efforts, including standardized templates, anonymized participant profiles, and tailored onboarding sessions. Managing such a diverse group of trainers also highlighted the need for continuous communication and personalized support to address unique requirements and ensure readiness.

### **Cross-Partner Collaboration**

While collaboration between consortium partners offered valuable insights, it also required significant coordination. Early implementers like Codingschule and TOP-IX faced the dual challenge of piloting the program while simultaneously sharing lessons learned with other partners. Balancing the demands of delivering high-quality training with providing guidance to consortium members proved time-intensive and logistically complex.

### **Technical and Logistical Support**

Providing adequate technical and logistical support to trainers was another key challenge. Partners like CCS and Codingschule reported dedicating extensive resources to facilitate seamless delivery during online sessions, including setting up platforms, managing polls, breakout rooms, and Q&A segments. Ensuring trainers were equipped to navigate these technical aspects often required detailed preparatory work and real-time troubleshooting.

### **Consistency Across Regions**

Despite a shared curriculum, variations in local needs and contexts posed challenges in maintaining consistency. Partners had to adapt session content, schedules, and delivery methods to suit their regional cohorts, making it difficult to standardize the program fully while ensuring its relevance and effectiveness.

## Participant Engagement and Dynamics

Managing diverse participant groups required a nuanced approach. Understanding group dynamics, expectations, and experience levels necessitated ongoing adjustments. Partners also noted that fostering engagement during online sessions demanded creative facilitation strategies and robust technical setups.

## Conclusions

The Femme Forward Future Founders Track successfully highlighted the benefits of collaborative, transnational training programs in equipping women with the skills and confidence to pursue careers in tech and entrepreneurship. By drawing on the collective expertise of consortium partners and incorporating local insights, the program was able to adapt to the diverse needs of participants across regions while maintaining a shared framework.

A key strength of the program was its adaptability. Early implementers, such as Codingschule and TOP-IX, shared valuable insights and practical advice, allowing other partners to refine their implementation strategies. This collaborative approach ensured that the training materials and delivery methods could be tailored to regional contexts without compromising the overall program structure.

Challenges such as onboarding a diverse pool of trainers, managing technical and logistical requirements, and balancing standardized content with local customization were addressed effectively through strong preparatory measures and ongoing support. Providing trainers with detailed onboarding sessions, technical resources, and standardized templates helped maintain a consistent quality of instruction across all locations.

Building a strong community among trainers, participants, and alumni proved to be a significant outcome of the program. Platforms like Slack, WhatsApp, and Miro enabled real-time communication and resource sharing, fostering a sense of connection and continuity beyond the training itself. These networks have laid the foundation for ongoing collaboration and professional growth among participants.

In summary, the Femme Forward Future Founders Track has demonstrated the value of collaboration, adaptability, and thoughtful program design. The experiences gained and lessons learned provide a clear pathway for future projects aiming to replicate its success, ensuring sustainable impact and continued support for women entering the tech and entrepreneurial sectors.

## Recommendations for Future Programs

Future iterations of similar programs can build on the successes and lessons learned from the Femme Forward Future Founders Track. First, maintaining a strong emphasis on collaboration among partners is crucial. Regular feedback loops, consortium calls, and the sharing of best practices should continue to form the backbone of such initiatives, allowing for flexibility and regional adaptation.

Additionally, investing in robust onboarding processes for trainers and ensuring access to technical support and standardized teaching resources will help maintain consistent quality across diverse implementations. Expanding the use of collaborative tools like Miro and Slack can further enhance engagement and resource sharing between trainers and participants.

To foster lasting impact, future programs should prioritize building long-term community networks among participants and alumni. By providing ongoing opportunities for mentorship, resource sharing, and professional development, these networks can sustain the momentum created during the training and support participants as they navigate their entrepreneurial journeys.

Finally, incorporating more localized and culturally relevant content while ensuring alignment with the overall program structure can help address specific regional needs, maximizing relevance and effectiveness for diverse participant groups.