



June 2024  
Deliverable 6.2

## Femme Forward

14x Test & deliver transition into employment or entrepreneurship



Co-funded by  
the European Union

## 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 GmbH (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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## Introduction

The Femme Forward Future Start-up Founders and Tech Career Tracks programs are integral components of Work Package WP6 - Transition Pathways & Community Development. WP6 spans from Month 8 to Month 22 of the project timeline, with a focus on creating and implementing effective pathways to transition program graduates into the tech industry, either through employment or entrepreneurship.

One of the primary objectives of WP6 is Objective 13 – to build and deploy highly transferable transition pathways that ensure successful entry into tech employment or entrepreneurship for the graduates. This objective is at the core of our mission to empower women to take on significant roles in the tech industry.

The essence of this work package lies in its dual approach: transitioning training graduates into tech roles by either placing them in employment with tech companies (ranging from large enterprises to SMEs) or by supporting them during the critical venture-to-startup phase. By leveraging the collective experience and knowledge of our consortium partners, we aim to design specific transition strategies tailored to these two pathways. The ultimate goal is to establish a robust and efficient process that seamlessly transitions our graduates into either employment or entrepreneurship.

As part of Deliverable 6.2, we have successfully documented more than 14 first transitions into tech employment or entrepreneurship across the participating countries.

This report provides a detailed analysis of these transitions, highlighting the pathways each participant followed, the challenges they faced, and the successes they achieved.

## CAREER TRACKS

### BeCode - Country of delivery: Belgium

**Start date:** April 24, 2023

**End date:** October 27, 2023

#### Participant Profile #1:

**M\*\*\*\* K\*\*\* K\*\*\***

#### Current Status:

M\*\*\* K\*\*\* K\*\*\* is currently employed as a Data Analyst at Telenet.

#### Transition Pathway:

M\*\*\* has a passion for leveraging data to drive meaningful insights, combined with a solid legal background. Originally from Turkey, she has been living in Belgium for the last two and a half years. Her professional journey began as a lawyer in Turkey, and after completing a Master of Laws in International Business Law at Université libre de Bruxelles, her interest shifted from data protection to data-driven solutions. This realization prompted her to explore a career transition into the realm of data analytics through BeCode, where she participated in the Femme Forward Program.

In her current role at Telenet, M\*\*\* appreciates the opportunity to work on data visualization, which allows her to translate complex datasets into visually compelling insights that aid in informed decision-making. The dynamic nature of this work keeps her engaged, and she finds immense satisfaction in bridging the gap between raw data and actionable insights.

#### Program Impact:

The AWS re/Start program played a significant role in M\*\*\*'s transition, providing her with a solid foundation in cloud computing. Although she does not actively work on AWS solutions, understanding the entire cloud ecosystem has proven invaluable in her current position. The skills and knowledge gained from AWS re/Start have enabled her to collaborate more effectively within the data analytics team at Telenet, particularly in data visualization.

#### Additional Comments:

M\*\*\*'s journey from a legal career in Turkey to becoming a Data Analyst in



Belgium highlights her adaptability and commitment to continuous learning. Her involvement in the Femme Forward Program and the AWS re/Start initiative exemplifies how targeted training and support can facilitate successful career transitions into the tech industry.

## **Participant Profile #2:**

**L\*\*\* S\*\*\***

### **Current Status:**

L\*\*\* is currently employed as an Automation Tester at i-CITY.

### **Transition Pathway:**

L\*\*\* began her professional journey as a biologist, specializing in animal behavior. She then transitioned to scientific communication, working for five years as a European Project Manager in the field of science engagement. In 2023, L\*\*\* enrolled in the Web Development course at BeCode, where she participated in the Femme Forward Program.

Following her training at BeCode, L\*\*\* secured a position as an Automation Tester at i-CITY, the organization responsible for all tech-related services for the city of Brussels. In her role, she is particularly involved in the digitalization of administrative processes on the “myVBX platform.”

L\*\*\*’s job at i-CITY is versatile and fulfilling. She has a dual role within the testing team, functioning both as a manual tester, where she is involved in the development of the citizen platform from start to finish, and as part of the automation testing team, where she codes “robots” to test the final product. L\*\*\* finds great satisfaction in contributing to a project that benefits so many people.

### **Program Impact:**

The AWS re/Start program was an intense but highly rewarding experience for L\*\*\*. The courses were comprehensive and diverse, allowing participants to progress at their own pace on the subjects of their choice. The practical, hands-on approach of the program was beneficial, and L\*\*\* felt a great sense of achievement upon seeing the “PASS” on her exam screen.

### **Additional Comments:**

L\*\*\*’s transition from a background in biology and scientific communication to a tech role as an Automation Tester showcases her adaptability and commitment to continuous learning. Her involvement in the Femme Forward Program and the AWS re/Start initiative highlights the effectiveness of targeted training in facilitating successful career changes into the tech industry.



**AWS Germany - Country of delivery: Germany****Start date:** June 12, 2023**End date:** Sep 1, 2023**Participant Profile #1:****M\*\*\* P\*\*\*****Current Status:**

M\*\*\* is currently employed as a Software Engineer Intern at ALT-F1.

**Transition Pathway:**

When M\*\*\* first joined the program, she felt both excited and nervous due to her lack of prior experience in tech. The initial weeks were challenging as she learned programming languages like Python and JavaScript. However, with the support of instructors and collaborative projects with fellow learners, she remained motivated. A key milestone in her journey was completing a complex group project, which boosted her confidence and demonstrated her ability to handle difficult tasks.

As the program advanced to more complex topics like algorithms and data structures, M\*\*\* faced significant hurdles and often felt overwhelmed. Joining a study group proved to be a game-changer, providing the peer support needed to clarify doubts and share ideas. Completing the capstone project, where she created a mobile app from scratch, marked another major milestone. Her dedication and hard work culminated in an internship offer from a tech company, where she now applies her skills in real-world scenarios and continues to grow professionally. This journey from a novice to an intern has been challenging but incredibly rewarding.

**Program Impact:**

The program played a pivotal role in M\*\*\*'s transition by equipping her with essential technical skills, including proficiency in Python and JavaScript, as well as a solid understanding of basic algorithms and data structures. Beyond technical knowledge, the program offered invaluable networking opportunities through industry guest speakers and collaborative projects. A particularly impactful aspect was the mentorship from a capable and empathetic instructor, who provided personalized guidance and support, helping her navigate challenges and build confidence. These experiences not only prepared M\*\*\* for her internship but also connected her with a community of professionals who continue to support her growth.

**Additional Comments:**

M\*\*\*'s transition from a complete novice to a Software Engineer Intern highlights the effectiveness of the program in providing comprehensive training and support. Her story exemplifies the power of dedication, peer collaboration, and mentorship in achieving professional success in the tech industry.

**Codingschule - Country of delivery: Germany**

**Start date:** September 4th, 2023

**End date:** November 24th, 2023

**Participant Profile #1:**

**S\*\*\* D\*\*\***

**Current Status:**

S\*\*\* is currently employed as a Python Teacher at ReDI School of Digital Integration.

**Transition Pathway:**

S\*\*\* had a background that included technical and physical aspects, which naturally led to encounters with data processing and IT. This background facilitated her entry into the Femme Forward Tech Career path, where she had the opportunity to acquire IT and cloud knowledge. This educational journey ultimately led to a professional shift, and she now serves as a Python teacher at ReDI School of Digital Integration, a non-profit tech school that provides access to free digital education.

**Program Impact:**

The Femme Forward program was transformative for S\*\*\*, as it was not just about earning a certificate, but about unlocking her first steps in cloud computing and AWS technologies. The hands-on labs, comprehensive learning materials, and expert insights provided during the program made her journey truly enriching. Equipped with this knowledge, S\*\*\* is now ready to apply her skills in real-world scenarios and embrace new challenges.

**Personal Reflection:**

S\*\*\* expressed immense gratitude and excitement upon earning her AWS re/Start graduate certificate. She extended heartfelt thanks to the Femme Forward program, funded by the European Union and provided by tech & teach and Codingschule, for the incredible learning journey. She also appreciated the inspiring guidance from Sandra and Olaf and the support from the fantastic community and her peers, which made the learning adventure even more

rewarding. S\*\*\* looks forward to continuing this learning journey together with her community.

**Additional Comments:**

S\*\*\*'s transition from a technical and physical background to becoming a Python teacher at a non-profit tech school highlights the effectiveness of the Femme Forward program in facilitating career changes into the tech industry. Her story underscores the importance of targeted training and community support in achieving professional success.

**Participant Profile #2:**

**J\*\*\* G\*\*\***

**Current Status:**

J\*\*\* currently holds positions in Operations, Project Management, AI, Agile, and Scrum at Sopra Steria.

**Transition Pathway:**

J\*\*\* initially did not have a background in information technology. Driven by a determination to pivot into the rapidly evolving tech field, she joined several IT startups. This strategic move was not just about changing careers; it was about immersing herself in an environment rich with innovation and learning opportunities. Despite facing initial challenges, the hands-on experience gained through these roles proved invaluable.

To further solidify her understanding of the tech landscape, J\*\*\* enrolled in the AWS re/Start program. This initiative, designed to build foundational cloud computing skills, was a perfect fit for someone eager to make a mark in tech. Through this program, she not only learned the essentials of cloud architecture but also honed skills in troubleshooting and networking.

The capstone of this initial tech journey was earning the AWS Certified Cloud Practitioner badge. This certification was more than just a milestone; it was a testament to her ability to grasp complex IT concepts and apply them in practical scenarios. It also provided the much-needed credibility among peers and potential employers, marking her as a committed and capable professional ready to take on further challenges in the tech world.

**Program Impact:**

According to J\*\*\*, "The program was instrumental in my transition into the tech sector, providing a robust foundation in cloud computing and AWS technologies. The hands-on labs and comprehensive learning materials deepened my understanding, while expert insights from industry professionals expanded my perspective. Additionally, networking events connected me with peers and

seasoned experts, leading to mentorship opportunities that guided my learning path. Equipped with these new skills and connections, I am now prepared to tackle real-world challenges and embrace further professional growth.”

**Personal Reflection:**

J\*\*\* reflected, “Joining this program was a transformative decision for me. It not only equipped me with in-depth knowledge of cloud computing and critical technical skills, but it also profoundly shaped my approach to problem-solving and continuous learning. The mentorship I received was invaluable; it didn't just guide me through the program but also inspired a new level of confidence in my abilities. Today, as I advance in my career, I see every challenge as an opportunity to apply what I've learned and continue to grow both professionally and personally.”

**Additional Comments:**

J\*\*\* consistently demonstrated exceptional dedication by actively participating in class discussions. Her engagement not only enhanced her own learning but also encouraged a lively and interactive educational environment for everyone.

**SIMPLON.CO - Country of delivery: France**

**Start date:** October 2nd, 2023

**End date:** December 20th, 2023

**Participant Profile #1:**

**E\*\*\* B\*\*\***

**Current Status:**

E\*\*\* is currently training as a DevOps System Administrator at Simplon.co.

**Transition Pathway:**

E\*\*\* previously worked as an administrative assistant but realized her comfort and proficiency with technological and IT tools, which led her to re-train in the digital sector. She began her journey with an initial training course at Simplon, learning the basics of coding through the Apple Foundation programme. Driven by curiosity and a growing commitment to IT training, E\*\*\* then joined the Tech Careers Cloud Technician course. She successfully passed her certification at the end of the course and is now training to become a DevOps System Administrator, aiming to obtain a state-recognized diploma equivalent to Bac +3/4. This advanced training will enable her to secure a long-term position in a field she is passionate about.

**Program Impact:**

The Femme Forward course and Simplon's teaching methods significantly contributed to E\*\*\*'s technical learning and personal growth. The program provided numerous technical resources and exercises, professional support workshops, and an active teaching approach that encouraged autonomy among learners. These elements were instrumental in helping E\*\*\* progress in her new career path.

**Personal Reflection:**

E\*\*\* reflected, "I learned a lot, it helped in my career choice."

**Additional Comments:**

Simplon commented that the course E\*\*\* is currently enrolled in requires a high level of technical knowledge. It is rare for a learner with little prior experience in this field to be selected for the DevOps System Administrator course. This achievement highlights the success of the Tech Careers training in delivering substantial technical knowledge in a short period.

**Participant Profile #2:**

**N\*\*\* D\*\*\***

**Current Status:**

N\*\*\* is currently training as a Senior Network Systems Technician at Simplon.co.

**Transition Pathway:**

N\*\*\* is undergoing a career change after working as a management and IT project assistant for over 20 years. She initially started a web development course but was unable to complete it due to personal constraints. However, she was able to resume her career in development and cloud computing thanks to the Femme Forward course. This course helped her consolidate her passion for the digital world, particularly networks and cloud computing. Following the Femme Forward course, N\*\*\* decided to pursue further training by joining Simplon's TSSR course (Senior Systems and Networks Technician). This course will help her obtain a professional qualification at the Bac+2 level, making it easier for her to enter the job market.

**Program Impact:**

The Femme Forward program significantly boosted N\*\*\*'s self-confidence, particularly in her technical skills. The training enabled her to become more autonomous and develop her soft skills, which she greatly appreciated. The active teaching method used in the program was especially beneficial in her learning process.

**Personal Reflection:**

N\*\*\* reflected, "The training went very well, I didn't expect to learn and above all understand so much in just 3 months."

**Additional Comments:**

N\*\*\*'s journey from a long-term career as a management and IT project assistant to training as a Senior Network Systems Technician underscores the transformative power of targeted training programs like Femme Forward. Her successful transition highlights the program's effectiveness in delivering substantial technical knowledge and fostering personal growth.

**Cyprus Computer Society - Country of delivery: Cyprus**

**Start date:** October 02, 2023

**End date:** December 23, 2023

**Participant Profile:**

**E\*\*\* P\*\*\***

**Current Status:**

E\*\*\* is currently employed as an Examination Administrator at ECDL Cyprus, handling exams across the entire country.

**Transition Pathway:**

E\*\*\* had a long career in Banking Administration before facing unemployment. Determined to re-enter the workforce, she transitioned to a role at ECDL Cyprus. In her current position, she works with web-based applications to manage the entire exam process. This includes registering, accepting, and assigning exams to examiners, collecting results, and making them available to test centres. Additionally, she performs extensive data analysis using Excel and carries out user acceptance testing of the updated version of the Exam Management System, which is currently under development.

While her role does not involve programming, development, or writing scripts, E\*\*\*'s work is crucial for the smooth operation of the examination process and involves significant technical and analytical skills.

**Program Impact:**

The program provided E\*\*\* with the confidence and skills needed to transition from a long career in Banking Administration to a technical role in exam management. She gained valuable experience in using web-based applications and data analysis, which were instrumental in securing her current position.

Additionally, the program's support helped her adapt to the new responsibilities and challenges in her role at ECDL Cyprus.

**Additional Comments:**

E\*\*\*'s story highlights the versatility and applicability of the skills gained through the program, even in roles that do not involve direct programming or development. Her successful transition underscores the program's impact in empowering participants to adapt to new career opportunities and challenges.

**Le Techspace - Country of delivery: Belgium**

**Start date:** October 19, 2023

**End date:** May 31, 2024

**Participant Profile #1:**

**E\*\*\* B\*\*\***

**Current Status:**

E\*\*\* is currently employed as an IT Project Manager at NetCompany-Intrasoft.

**Transition Pathway:**

E\*\*\* had been working in communications for several years when she discovered the Femme Forward program at an event organized by Le Techspace. Initially, she could not envision herself working in tech. However, through the various modules in the program, she gained the skills and confidence to manage projects from the initial idea to technological creation. Simultaneously, the program provided her with the knowledge and tools needed to establish her own online clothing shop.

**Program Impact:**

The Femme Forward program's workshops and mentoring were instrumental in helping E\*\*\* orient herself correctly in the tech industry. She learned how to effectively highlight her abilities on her LinkedIn profile and CV, which boosted her self-confidence. These improvements opened up several good opportunities, ultimately leading to her current contract.

**Additional Comments:**

E\*\*\*'s transition from a career in communications to an IT Project Manager and entrepreneur demonstrates the transformative impact of the Femme Forward program. Her journey underscores the importance of targeted training and mentorship in facilitating successful career changes and entrepreneurship in the tech industry.



**Asociatia ETIC (Simplon Romania)- Country of delivery: Romania**

**Start date:** January 15, 2024

**End date:** May 10, 2024

**Participant Profile #1:**

**I\*\*\* B\*\*\***

**Current Status:**

I\*\*\* is currently an Intern Portfolio Manager at UniCredit.

**Transition Pathway:**

I\*\*\*'s journey began with her participation in the Femme Forward program, motivated by a desire to make a career change and specialize in the IT field, particularly in cloud computing. She also sought to join a community of women striving for professional development in this field.

**Beginning of the Program:**

She started with the "Introduction to Cloud Computing" module, where she familiarized herself with the basic concepts of cloud computing. Initially, she faced challenges in getting used to the technical terminology and fundamental concepts due to her different background. To overcome these challenges, she actively participated in all training sessions, sought help from colleagues and mentors, and dedicated extra time for individual study.

A key milestone was attempting to obtain the AWS Cloud Practitioner certification. Preparing for the certification exam was intense and required deep and consistent learning. Although she did not pass the certification on her first attempt, she plans to retake it soon. To overcome this challenge, she followed a rigorous study plan, utilized program resources, and attended additional preparation sessions. The support from her colleagues and mentors was invaluable during this stage.

Another key milestone was applying for and obtaining an internship at UniCredit as a Portfolio Manager. The application process was competitive, and the interviews were challenging, requiring both technical knowledge and communication and management skills. She faced setbacks with two unsuccessful technical interviews but learned from those experiences and improved her preparation strategy. She prepared meticulously for each application and interview, sought feedback from mentors, and conducted mock interviews with colleagues. She highlighted the knowledge and skills gained in the Femme Forward program, emphasizing her certification and experiences from practical projects.

**Current Status:**

B\*\*\* successfully integrated into the UniCredit team and is contributing to ongoing projects.

**Program Impact:**

The Femme Forward program significantly contributed to her transition in several impactful ways:

**Skill Development:** The program provided comprehensive training in cloud computing, from basic concepts to practical implementations. She gained proficiency in using cloud technologies and understanding their applications in real-world scenarios, which prepared her for professional roles in IT.

**Networking Opportunities:** Being part of Femme Forward introduced her to a diverse group of women professionals in the IT industry. Through workshops, seminars, and collaborative projects, she built a valuable network of peers and mentors, which supported her learning journey and provided insights into different career paths within IT.

**Mentorship Experiences:** The mentorship component was instrumental in her growth. She received guidance from experienced professionals who provided personalized advice on navigating the IT industry, setting career goals, and developing leadership skills. This mentorship helped her stay focused, motivated, and confident throughout the program.

**Career Transition Support:** Femme Forward equipped her with the necessary tools and resources for a successful career transition. From resume workshops to interview preparation sessions, the program tailored its support to address the specific challenges and requirements of entering the IT sector, ultimately leading to her securing an internship at UniCredit as a Portfolio Manager.

**Additional Comments:**

B\*\*\*'s journey from the beginning of the Femme Forward program to obtaining an internship at UniCredit has been full of challenges and achievements. Each stage contributed to her professional and personal development, with the support of the community of women and mentors being essential in achieving her goals. Femme Forward not only enhanced her technical skills but also enriched her professional network and provided invaluable mentorship, all of which facilitated her successful career transition into the IT field.

**Factoría F5 - Country of delivery: Spain**

**Start date:** March 04, 2024

**End date:** June 14, 2024

**Participant Profile #1:**

**M\*\*\* G\*\*\***

**Current Status:**

M\*\*\* has completed an Advanced Vocational Training in Web Application Development and is preparing to obtain the AWS Cloud Practitioner Certification. She is currently seeking a position as an AWS Specialist and plans to pursue the Architect Certification and further training in DevOps to enhance her skills in the field.

**Transition Pathway:**

M\*\*\* began her formal studies in Web Application Development (CFGS) at the age of 28. Prior to this, she worked in customer service as a waitress and as an assistant to a children's book writer. Additionally, she had her own vegan burger venture, which provided her with valuable business insights and closer proximity to customers and suppliers.

Upon completing the CFGS and the AWS re/Start bootcamp, M\*\*\* feels motivated and energized to embark on her career in the technology sector. Her goal is to continue her education and professional development in technology, with a particular focus on DevOps and cloud architecture.

**Program Impact:**

The Femme Forward program has been fundamental in M\*\*\*'s career transition. It has boosted her self-confidence and introduced her to other women interested in technology, allowing her to share and learn valuable knowledge. The program has reinforced the understanding that learning is a continuous process and that making mistakes is part of trying and improving.

**Personal Reflection:**

M\*\*\* reflects, "Femme Forward has given me the confidence and community to pursue my dreams in technology, turning every challenge into an opportunity to learn and grow."

**Additional Comments:**

M\*\*\* expresses her gratitude for the Femme Forward program, thanking it for creating opportunities that enable women to enter the world of technology.

**Participant Profile #2:****Y\*\*\* C\*\*\* A\*\*\* B\*\*\*****Current Status:**

Y\*\*\* is currently seeking a job where she can apply the knowledge acquired in the AWS re/Start Bootcamp and combine it with her programming skills.

**Transition Pathway:**

Y\*\*\* studied Computer Science in Venezuela but had not worked in her field for five years due to personal circumstances and migration. During that period, she took on various jobs that helped her develop both technical and soft skills. A year ago, she arrived in Spain determined to resume her professional career. One of her primary goals was to update her skills and prepare herself for employment in the tech sector. This led her to participate in the AWS re/Start Bootcamp, and she is currently working on obtaining the Google Cybersecurity Certification.

**Program Impact:**

The Femme Forward program introduced Y\*\*\* to AWS Cloud, showcasing the advantages of its implementation and allowing her to utilize its services through practical labs. She gained an understanding of how cloud technology relates to programming, databases, cybersecurity, AI, and other technological areas. Additionally, the program helped her build a network of contacts who provided valuable information about AWS Cloud and other technologies, and with whom she improved her soft skills. Y\*\*\* is eager to continue expanding this knowledge and applying it in a professional environment.

**Personal Reflection:**

Y\*\*\* reflects, "The Femme Forward program is 'the consolidation of different worlds in one place,' offering opportunities to learn, grow, and most importantly, encouraging you to keep fighting for your dreams and goals."

**Additional Comments:**

Beyond the technical knowledge, Y\*\*\* treasures the experience of having had exceptional trainers and working with a multicultural team of valuable women, which contributed to her personal and emotional growth. She expresses her gratitude to the entire team for giving her the opportunity to be part of this program, considering it the best investment of the 420 hours.

**Participant Profile #3:****A\*\*\* L\*\*\* S\*\*\* C\*\*\*****Current Status:**

A\*\*\* is currently undergoing a professional reconversion motivated by a change in her place of residence. She is actively participating in various training programs,

including the Femme Forward: AWS re/Start program, Google Cloud Engineering Certificate with Accenture, and the FemQA bootcamp at Basetis. These programs are providing her with a solid foundation to enter the tech workforce. Additionally, she is pursuing a Double Degree in Early Childhood and Primary Education at UNIR of La Rioja and a professional certification for Teaching in Grades A, B, and C of the Vocational Training System. A\*\*\* is also the co-founder of FemCoders Club, a community dedicated to empowering women in the tech field, which started in October 2023.

**Transition Pathway:**

A\*\*\*'s professional journey began in a small town in Uruguay and led her to Barcelona, where she has lived since 2018. Growing up in the countryside, she gained practical knowledge of raising farm animals, a trade learned from her father, instilling a strong work ethic and a deep connection to nature. At 18, she pursued her passion for teaching and began her teacher training in Uruguay, enjoying a 20-year career as a Mathematics teacher. In 2010, she furthered her education by pursuing a Bachelor's degree in Education Sciences at the University of the Republic in Uruguay, balancing her teaching responsibilities with academic demands through strong dedication and a passion for continuous learning.

Although she still occasionally works as a distance teacher, A\*\*\*'s training and experience have enabled her to explore new opportunities within the educational field. Her goal is to continue contributing to educational development through technology, using her experience to support and implement innovative educational practices that prepare students for the challenges of the 21st century.

**Program Impact:**

Through the Femme Forward program, A\*\*\* acquired advanced technical skills that she has applied in various real-world scenarios, gaining highly valued experience in the job market. The program provided her with invaluable training, deepening her knowledge and introducing her to new key tools and technologies in the AWS Cloud digital environment. She is excited to continue applying the knowledge and experience gained in Femme Forward and Factoria F5 to innovative and challenging technological projects. A\*\*\* is confident that the skills she has developed will enable her to make a significant impact in the industry and contribute positively to its evolution.

**Personal Reflection:**

A\*\*\* reflects, "My journey from the countryside to technology, passing through education, has been driven by the Femme Forward program. This program has provided me with the tools, knowledge, and skills necessary to successfully navigate the competitive world of technology and become an innovative and confident individual in the industry."

**Additional Comments:**

A\*\*\*'s professional path has been a constant evolution, marked by an unwavering commitment to education and the ability to overcome challenges through continuous training and innovation. Her experience with the Femme Forward program has been fundamental in guiding her towards achieving her goals and leaving a lasting impact in the tech sector.

**Big Blue Data Academy - Country of delivery: Greece**

**Start date:** March 19, 2024

**End date:** June 14, 2024

The Femme Forward program has proven to be a transformative initiative, empowering participants with the skills, networks, and confidence to excel in the IT and data analytics sectors. The program's success is further highlighted by its global reach, including the successful pilot training conducted in Greece, which expanded its impact and accessibility. Below are the key areas of the program's influence:

**Skill Development:** Femme Forward provided participants with comprehensive training in IT and data analytics, covering both foundational concepts and advanced practical applications. The program's hands-on approach ensured that participants gained proficiency in cloud computing and other essential technologies, preparing them for professional roles in the tech industry. The successful pilot training in Greece further demonstrated the program's ability to deliver high-quality education in diverse settings.

**Networking Opportunities:** The program fostered a vibrant community of women professionals in IT, creating opportunities for participants to connect with peers, mentors, and industry leaders. Through workshops, seminars, and collaborative projects, participants built valuable networks that supported their learning journeys and provided insights into various career paths. The Greece pilot training introduced participants to a national network of professionals, further enriching their experience.

**Mentorship Experiences:** Mentorship played a pivotal role in the program's success. Participants received personalized guidance from experienced professionals who helped them navigate the IT industry, set career goals, and develop leadership skills. This mentorship was instrumental in building participants' confidence and motivation, ensuring they remained focused on their career aspirations.

Career Transition Support: Femme Forward provided tailored resources to support

participants in their career transitions. Resume workshops, interview preparation sessions, and career coaching addressed the specific challenges of entering the IT and data analytics fields. The program's effectiveness is evident in the success of its graduates, with several participants securing jobs immediately after graduation at leading companies such as Kyndryl, Accenture, Aksia, ARHS Group, and PepsiCo in Greece. These roles ranged from IT positions to data analytics jobs, showcasing the program's ability to prepare participants for diverse opportunities in the tech industry.

The Femme Forward program training in Greece, has demonstrated its ability to empower women to overcome barriers and thrive in traditionally male-dominated fields like IT and data analytics. By combining skill development, networking, mentorship, and career support, the program has created a pathway for participants to achieve their professional aspirations on both a local and global scale.

## FUTURE STARTUP FOUNDERS TRACKS

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

**Start date: October 9, 2023**

**End date: November 30, 2023**

### **Participant Profile:**

**D\*\*\* A\*\*\***

### **Current Status:**

D\*\*\* is the founder of Ivory Tech Hub, a startup she established in May 2024, with the website now live. Ivory Tech Hub aims to leverage the potential of IT professionals in West Africa, particularly in Ghana and Nigeria, to address the skilled labor shortage in Germany. The startup provides sustainable and effective employment opportunities, supporting the professional and personal development of these talents while enhancing the IT landscape in West Africa. Ivory Tech Hub serves as a bridge between cultures and economies, helping German companies through strategic partnerships and contributing to a globally connected community.



**Transition Pathway:**

At the start of the Femme Forward Startup Founders program, D\*\*\* received a startup grant and already had her business idea. The program helped her gain self-confidence and provided a community for exchanging ideas with other female founders. Trainers and mentors equipped her with the necessary skills and reinforced her confidence in her idea. D\*\*\*, who has Ghanaian roots and hails from Düsseldorf, spent three months in Ghana after the program to build contacts and a network.

**Program Impact:**

The Femme Forward program significantly contributed to D\*\*\*'s journey by boosting her self-confidence and providing a platform to network with other founders. The trainers and mentors imparted essential skills and validated her business idea, which was crucial in her entrepreneurial journey.

**Personal Reflection:**

D\*\*\* reflects on her experience, noting how the program helped her gain confidence and provided the support needed to turn her idea into reality. The network and skills acquired were instrumental in her success.

**TOP-IX - Country of delivery: Italy****Start date: November 8, 2023****End date: January 19, 2024****Participant Profile #1:****F\*\*\* C\*\*\*****Current Status:**

F\*\*\* is the founder of Sparks Kids in Revolution, an innovative startup focused on children's learning through a combination of dexterity, design, and sustainability. The startup sells game kits of various sizes containing tools and screws printed in 3D with recycled plastic, which can be used to model cartons and boxes available at home to create other objects and games. The project emphasizes STEAM (Science, Technology, Engineering, Arts, and Mathematics), circular economy, inclusion, and positive social impact by involving families and children. Sparks Kids in Revolution aims to inspire children's creativity and curiosity through engaging learning experiences using recyclable, easily available, and affordable materials. The startup also promotes co-design projects and quality time spent together with adults, creating a community through an online platform where ideas and prototypes can be shared.

**Transition Pathway:**

At the beginning of the program, Sparks Kids in Revolution was just a primordial idea with many facets. The Future Start-up Founders path helped F\*\*\* clarify her ideas, define priorities, and structure them properly. She learned concepts related to entrepreneurial culture that she was previously unfamiliar with. The technical part of the program enabled her to define the specific tasks needed for her team. Realizing that she was not alone in facing the challenges of starting a business and drawing inspiration from others who had already taken the first steps was very helpful.

**Program Impact:**

The program allowed F\*\*\* to deepen her understanding of tech, online marketing strategy, and social media. She overcame her insecurity and shyness, giving freedom to her entrepreneurial idea, which found support from other participants. The teamwork improved her team-building skills, the ability to delegate tasks, communication, programming, and leadership skills.

**Personal Reflection:**

F\*\*\* reflects, "The jump (the risk) may seem scary, it takes courage, determination, and passion; the fear is always to fall, but what if instead, you find yourself 'flying'?"

**Additional Comments:**

The program incentivized F\*\*\* to actively commit to defining and organizing her idea. She wrote the official Business Plan thanks to the concepts learned during the course. Now, she feels ready to present "her revolution" to the world.

**Participant Profile #2:**

**E\*\*\* L\*\*\***

**Current Status:**

E\*\*\* is the founder of Lizard Collection, Italy's first Furniture-as-a-Service platform, dedicated to advancing the circular economy through innovative subscription-based furniture rental services. Lizard Collection carefully selects products designed for multiple uses to extend their lifespan and reduce environmental impact. The core principles of their furniture design include configurable and adaptable design, reusable components, ease of assembly and disassembly, low-carbon footprint, and recyclability. Customers can rent or purchase iconic Made-in-Italy furniture and exchange pieces as their needs change, promoting a sustainable and dynamic way of living.

In addition to their primary offerings, Lizard Collection integrates advanced technologies to enhance customer experience. They are developing a digital platform powered by advanced algorithms to guide customers in selecting products tailored to their needs, style preferences, and budget. Features such as 3D virtual interiors and augmented reality help customers visualize selected products in realistic settings, while consultancy and design services led by experienced architects and designers provide personalized solutions.

**Transition Pathway:**

At the beginning of the program, E\*\*\* developed the idea for Lizard Collection, prepared a draft pitch, and established initial contacts with potential business angels. Throughout the program, she refined the pitch and improved parts of the strategy that were not well defined. This process helped her advance with business angels and confirm the commercial potential of her idea. E\*\*\* has now secured commitments from the first business angels and reached the investment goals for the pre-seed phase. The startup is currently moving forward with the formal registration, positioning Lizard Collection for its next growth phase.

**Program Impact:**

The program significantly contributed to E\*\*\*'s transition by providing specific skills, knowledge, and networking opportunities. She established a collaboration with one of the program's speakers and experts, who is now an advisor. E\*\*\* also had a follow-up session with legal advisors on the formal constitution of the startup entity. The program confirmed strong interest in her idea and validated

her business model.

**Personal Reflection:**

E\*\*\* reflects, "Participating in the program made me feel more confident about the startup and my entrepreneurial skills. Being challenged by group mates and advisors helped me better understand our strengths and weaknesses."

**Additional Comments:**

E\*\*\* describes Femme Forward as an empowering journey, where the clarity and depth of insights from experienced speakers provided a strong foundation for refining her startup vision. The program's concise content guided her in focusing and developing her business idea into a reality. Engaging in project work allowed her to articulate her vision more clearly and provided invaluable feedback. The program also introduced her to a diverse network of experts and new friends with varied backgrounds, creating an invaluable community. E\*\*\* appreciates the opportunity and the program's commitment to supporting women in realizing future businesses.

## Le Techspace - Country of delivery: Belgium

### *Cohort 1*

**Start date: 19 October 2023**

**End date: 25 January 2024**

### *Cohort 2*

**Start date: 11 March 2024**

**End date: 31 May 2024**

### **Participant Profile #1:**

**A\*\*\* S\*\*\***

### **Current Status:**

A\*\*\* is the founder of Naya Beauty, an e-shop specializing in Korean skincare products.

### **Transition Pathway:**

A\*\*\* comes from the financial sector but has always aspired to launch her own online business selling beauty products from Korea, inspired by her travels to the country. She discovered the Femme Forward program through Le Techspace's Instagram account and decided to join. Today, she proudly states that she has taken action, thanks to the training, and is now ready to officially launch her online site.

### **Program Impact:**

A\*\*\* expresses her gratitude to the Femme Forward program for providing the opportunity to create her online business from scratch. The program enabled her to meet several trainers and experts in the field, who helped her perfect her Business Model Canvas (BMC), graphic charter, and Minimum Viable Product (MVP).

### **Additional Comments:**

A\*\*\*'s journey from the financial world to launching Naya Beauty demonstrates the transformative power of the Femme Forward program. Her story highlights the importance of targeted training and expert mentorship in achieving entrepreneurial success in the tech and beauty industries.

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

**Start date: 03 April 2025**

**End date: 05 June 2025**

### **Update from CCS on the Future Startup Founders Program:**

Recently, CCS held the closing event for the Future Startup Founders program, where nine talented women pitched their ideas to a panel of investors and incubators. Although it is still too early to report solid results, there is optimism about the potential of these pitches. Some participants have expressed interest in moving forward with incubators such as 'The IDEA Innovation Centre,' which will be accepting new applications after October 2024. At this point, there are strong intentions from participants to pursue opportunities with incubators and accelerators, and CCS looks forward to seeing their progress in the coming months.

## Conclusions

The Femme Forward program has made significant strides in empowering women to transition into tech careers and establish successful startups. The comprehensive training provided through the Career Track and Startup Founders Track has not only equipped participants with essential technical skills but also fostered a supportive community that enhances their confidence and entrepreneurial capabilities.

Participants in the Career Track have successfully transitioned into tech roles such as Data Analyst and Automation Tester. The training provided foundational skills in cloud computing, programming, and data analysis. Mentorship and networking opportunities were invaluable, helping participants navigate the tech industry and secure internships and jobs. The program's focus on building self-confidence and technical competence enabled participants to pursue roles such as Python Teacher and Senior Network Systems Technician.

In the Startup Founders Track, the program helped participants refine their business ideas and pitches, leading to the successful establishment of startups focused on diverse fields such as IT services and educational tools. Through workshops, mentoring, and networking events, participants received the support needed to turn their ideas into viable businesses. Some startups have already secured commitments from investors and are moving forward with formal registration. The program fostered a collaborative environment where participants

could share experiences and learn from each other, enhancing their entrepreneurial journeys.

The program's detailed curriculum covering cloud computing, programming, data analysis, and entrepreneurial skills effectively prepared participants for their new careers. The involvement of industry experts and mentors provided personalized support and practical insights, which were crucial in the participants' transitions. Creating a network of like-minded women provided emotional support and encouraged the exchange of ideas, enhancing the overall learning experience.

To better measure the program's impact, implementing a system to track participants' progress and successes beyond the program's duration would be beneficial. Additionally, expanding the reach of the program to more women, especially in underrepresented regions, could amplify its impact.

The Femme Forward program has demonstrated its effectiveness in contributing to bridge the gender gap in the tech industry by providing women with the necessary tools, confidence, and support to succeed. The stories of participants transitioning into tech roles and launching startups highlight the program's success in fostering a new generation of female tech leaders. Moving forward, continued focus on mentorship, community building, and expanding access will be key to sustaining and growing this positive impact.

### **Recommendations for Future Programs**

Building on the success of Femme Forward, future programs could benefit from several enhancements. Firstly, implementing a system for long-term tracking of participants' progress would provide valuable insights into the program's lasting impact and help identify areas for improvement. Secondly, expanding access to the program to include more women from underrepresented regions and diverse backgrounds could further amplify its positive effects.

Additionally, incorporating more flexible learning modules and resources that participants can access at their own pace may help accommodate those with varying schedules and commitments. Strengthening partnerships with a broader range of industry experts and companies could also provide participants with more diverse mentorship and networking opportunities.

Furthermore, integrating more hands-on, real-world projects and case studies into the curriculum could enhance the practical application of skills learned and better prepare participants for the challenges of the tech industry. Lastly, continuing to foster a strong community network where participants can support and learn from each other will remain crucial in sustaining the program's impact and encouraging ongoing professional development.