



May 2024  
Deliverable 5.1

# Femme Forward

Report on the 11 Future Tech Careers Trainings



Co-funded by  
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## 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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## Introduction

The Future Tech Careers Programme, described in detail in Deliverable D2.3 “Curricula Plans for both training tracks - Future Founders and Future Tech Careers”, is designed to empower participants with the essential digital skills required to overcome entry barriers for women in the tech industry, enabling them to successfully navigate the job market and secure positions in the field of technology.

The course curriculum helps individuals build skills around cloud platform services. The modules cover a broad range of topics, addressing fundamental and advanced aspects of HTML, CSS, JavaScript, Cloud computing, Python, Automation, Linux, databases, networking, framework architecture, data science, cybersecurity, AI, UX/UI, Digital Marketing and Web design.

Beyond technical proficiency, the programme emphasises holistic development, integrating problem-solving strategies, project and product management, agile methodologies, and personal and career planning. This approach ensures that participants not only acquire technical expertise but also develop essential soft skills crucial for success in the dynamic tech industry.

In addition, and in order to increase learners’ employability, learners were encouraged and supported to take the AWS Cloud Practitioner certification exam (<https://aws.amazon.com/it/certification/certified-cloud-practitioner/>)

The training programme is set to be implemented in various piloting scenarios across Europe, including France, Italy, Germany, Spain, Belgium, Greece, Cyprus, and Romania.

Each scenario owner has tailored the initial programme to meet its specific needs. In this document, we will examine the outcomes of each cohort, drawing out valuable lessons and identifying areas for improvement.

The following deliverable will provide a comprehensive overview of each course delivered, accompanied by reflections based on various experiences.

Below, you will find several sections, one for each course delivered, which have been gathered using information from the partners who managed the courses.

The conclusion will then synthesise the various experiences, highlighting best practices and the most common challenges trainers encounter.

## Future Tech Career

### BeCode

**Country of delivery:** Belgium

#### DATES

**Start date:** April 24, 2023

**End date:** October 27, 2023

#### PARTICIPANTS

Initial number of participants: **43**

Participants who completed the programme: **43**

Number of participants who tried the AWS Cloud Practitioner: **27**

Of which certified (on the closing date of the deliverable): **13**

#### More information about participants:

→ At the end of the course, **33** participants have started an internship.

#### TEACHERS

Teachers: Maxim Berge and Vanessa Rivera Quinones, both AWS certified.

Programme Manager: Xavier Ronveaux (then replaced by Louis Deviron when he left the company).

#### REMARKS FROM THE COURSE ORGANISERS

*"We have organised the course as an optional module of our bootcamps in AI and Web development. Our coaches have given the module in parallel to the learners of 6 different classes."*

*"For us, it gives the possibility to include the cloud education in a more general IT training, which is complementary and increases the possibility of entering an IT career just after the training."*

#### ISSUES REPORTED BY THE COURSE ORGANISERS

*"Organising the course in parallel within different classes is challenging since it requires us to monitor many students in parallel."*

*"The curriculum is quite theoretical and is hard to implement in our Active*

*pedagogy. However, it gives perfect basics for entering the cloud environment.”*

## FEEDBACK FROM PARTICIPANTS

### **Melike KAYA KARDIC - Data Analyst at Telenet**

*“I am a Data Analyst with a passion for leveraging data to drive meaningful insights and a solid legal background. I'm originally from Turkey, and I've been living in Belgium for the last two and a half years. Prior to my current role at Telenet, my professional journey has been quite diverse. I began my career as a lawyer in Turkey, and after having completed a Master of Laws in International Business Law at Université libre de Bruxelles, my interest in data protection switched to data-driven solutions. This realisation prompted me to explore a career transition into the realm of data analytics.*

*My experience with Future Tech Career has been invaluable, offering me a solid foundation in cloud computing, which has proven beneficial in my current position. I am currently employed at Telenet, where I actively contribute to the data analytics team. While my primary focus lies in data visualisation, the knowledge gained from Future Tech Career has allowed me to collaborate more effectively. In my current role, what I appreciate the most is the opportunity to work on data visualisation. It allows me to translate complex datasets into visually compelling insights, aiding in informed decision-making. The dynamic nature of this work keeps me engaged, and I find immense satisfaction in bridging the gap between raw data and actionable insights.”*

### **Lucie Steigleder (Tester at I-City)**

*“My name is Lucie Steigleder, and I'm starting a job as an Automation tester at ICity (ICity is the company taking care of everything tech-related for the city of Brussels. I am particularly involved in the digitalisation of their administrative processes on their “myVBX platform”).*

*I first started as a Biologist, specialising in animal behaviour. I then switched to Scientific communication and worked for five years as a European Project manager in the field of Science engagement. In 2023, I joined BeCode when I enrolled in the Web Development course.*

*The Future Tech Career experience was very intense but super fruitful! The courses were very comprehensive and diverse, and it was very practical to be able to progress at your own pace on the subjects you wanted. But still, what a relief when I saw the “PASS” on*

the exam screen!

*I am very happy to have found a versatile job at ICity. I have a dual role in the testing team: I am a manual tester, which means that I get involved in the development of the citizen platform from A to Z, and I am in direct contact with developers, analysts, and other professionals. But I'm also in the automation testing team, so I get to code "robots" that will test the final product themselves. It's super satisfying to feel useful in a project that is then used by so many people"*

## PHOTOS



## AWS Germany

**Country of delivery: Germany**

### DATES

**Start date:** June 12, 2023

**End date:** Sep 1, 2023

### PARTICIPANTS

Initial number of participants: **41**

Participants who completed the programme: **28**

Number of participants who tried the AWS Cloud Practitioner: **28**

Of which certified (on the closing date of the deliverable): **22**

### TEACHERS

The primary instructor running this cohort was Sairam Rajendran, who brings years of teaching experience.

### REMARKS FROM THE COURSE ORGANISERS

*"Attending the course offered our learners invaluable insights into modern digital infrastructure. It equipped them with practical skills essential for today's tech landscape, enhancing their employability. Notably, the hands-on projects and real-world case studies, ensuring practical application of theoretical knowledge, were very beneficial."*

### ISSUES REPORTED BY THE COURSE ORGANISERS

*"The edition of this cohort presented an attrition rate of around 30%, which was higher than expected. While an attrition rate across training programmes of 15-20% can be considered normal, we could identify the following reasons: some learners faced financial constraints, which made it hard for them to follow the course without immediate income. Other learners reported they found the learning contents too challenging and would need more time to process what they learned. Also, two learners indicated health issues, which didn't allow them to continue the learning."*

### FEEDBACK FROM PARTICIPANTS

#### **Anonymous:**

*"Attending such a course on cloud computing was a game-changer for me. Not only did it deepen my understanding of cloud technologies, but it also equipped me with practical skills that I*



*could immediately apply in my new job. The hands-on projects and real-world case studies were instrumental in preparing me for the challenges of the tech industry. Landing my first job right after completing the course wouldn't have been possible without the knowledge and confidence gained through this programme. I am grateful for the opportunity to learn and grow in such a rapidly evolving field, and I'm excited to continue my journey in the tech industry."*

## **PHOTOS**

No photos are available for this training.

## Codingschule

**Country of delivery: Germany**

### DATES

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

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

### PARTICIPANTS

Initial number of participants: **34**

Participants who completed the programme: **28**

Number of participants who tried the AWS Cloud Practitioner: **7**

Of which certified (on the closing date of the deliverable): **7**

Note: Two students will take the Certified Solutions Architect Associate Exam by May 2024.

#### **More information about participants:**

→ Of the people who did not complete the programme, two did not start the course for personal reasons: one had to combine the course with a full-time job, while another was forced to attend a German language integration course from the Center for German Employment.

### TEACHERS

Head Trainer: Olaf Maywald.

Python Trainer: Licia Stickelbrock.

Course Coordinator: Frank Blum.

Professional Skills Instructor: Sandra Krüger.

### REMARKS FROM THE COURSE ORGANISERS

*"Additionally to the technical programme, a range of LinkedIn workshops, job interview simulations, CV workshops, job watch workshops, GitHub and a scrum workshop were conducted."*

*"Notable updates include the Femme Forward Tech Careers programme, uniting a remarkably diverse and highly motivated group of women. Many participants possess a solid educational background and valuable skills, significantly contributing to the course."*

*"Strong expectations are held that most of the 28 participants will successfully achieve certification in the AWS Cloud Practitioner Exam in*

*due course."*

*"A significant number of participants express interest in pursuing additional AWS certificates."*

## **ISSUES REPORTED BY THE COURSE ORGANISERS**

*"28 students successfully graduated from the Future Tech Career Programme, each receiving a Pearson Vue voucher to proceed to the Cloud Practitioner Exam. Although several students have passed their exams, many encountered difficulties securing appointments in December 2023, leading them to accept slots in January or February 2024."*

*"Some students have opted to retake the course exam preparation portion and have scheduled their exams for April and May 2024."*

*"We've observed that even some highly promising students who didn't show the necessary commitment to the programme didn't succeed with the exam. This is disappointing, but it underscores the importance of approaching the course with a serious intention to master the subject."*

## **FEEDBACK FROM PARTICIPANTS**

Course feedback indicates that the Femme Forward programme has garnered immense interest within the broader developer community. Here is an example of direct feedback from a student who has secured a job straight after the course and exam:

### **Anonymous**

*"I think it's a door-opener and an entry-level skill. My impression is that combined with project management skills, it offers significant added value."*

Other participants are more intent on re-skilling, and their opinion about the course is:

### **Anonymous**

*"Better understanding of technical connections and the significance of cloud computing for businesses. Super exciting content and positive exchange between the participants and the trainers!"*

Additional feedback about what they particularly like:

### **Anonymous**

*"Trainers helped a lot, answered all our questions and supported us on this journey. The course contains different modules that allow to*

*get a gist of IT world."*

**Anonymous**

*"Regardless of how simple or foolish the queries are, the instructors always respond with care and encouragement. Because of this welcoming environment, I never hesitate to ask questions. That is the most appealing aspect of this course to me."*

**Anonymous**

*"The atmosphere within the course was friendly, helpful and funny*

**Anonymous**

*"The flexibility and accessibility. As a mum with a young child, I was able to catch up in my own time and supported by fellow students and teachers."*

Additional feedback about what they didn't like so much:

**Anonymous**

*"Could have started learning questions a bit earlier. Some concepts taught could have been easier shown with a short video. That said, Olaf did great presentations to show complex subjects which aren't available online whilst answering our many questions."*

**Anonymous**

*"That the course quickly became a drill about the product range of a single specific company."*

## PHOTOS





## SIMPLON.CO

**Country of delivery: France**

### DATES

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

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

### PARTICIPANTS

Initial number of participants: **19**

Participants who completed the programme: **18**

Number of participants who tried the AWS Cloud Practitioner: **4**

Of which certified (on the closing date of the deliverable): **4**

#### More information about participants:

- One participant dropped out upon securing a job in a consulting firm.
- The cohort was composed of diverse profiles stemming from various backgrounds, with several individuals engaged in a reskilling journey.
- 5 participants were previously enrolled in Simplon training programmes, indicating a deep commitment to their reskilling journey.

### TEACHERS

Maxime Glaizot is an experienced professional specialising in Networks, Infrastructure & Cloud services, holding certification from AWS (Amazon Web Services).

Rémi Brusse is another proficient expert in Networks, Infrastructure & Cloud solutions, certified by AWS (Amazon Web Services).

### REMARKS FROM THE COURSE ORGANISERS

*"The courses were conducted in a hybrid format, comprising three days of in-person sessions and two days of remote learning per week. Feedback from participants indicated that this approach facilitated better training outcomes by allowing more time for rest and contributed to a reduction in dropout rates."*

*"Additionally, we incorporated numerous soft skills workshops into the*

*curriculum, which received positive feedback and appreciation from the trainees."*

## **ISSUES REPORTED BY THE COURSE ORGANISERS**

*"The certification we targeted was slightly advanced for individuals with beginner-level profiles."*

## **FEEDBACK FROM PARTICIPANTS**

All participants expressed high satisfaction with the training, noting significant personal and professional growth. A critical aspect highlighted was the culture of solidarity and mutual assistance fostered by the trainers and embraced by the trainees throughout the programme.

Furthermore, participants appreciated the non-technical workshops, like the workshop on women in tech, which provided valuable insights beyond technical skills.

Some verbatim:

### **Annie Quimpol**

*"Thanks to this course, I've got into the habit of finding out things for myself".*

### **Mame Fatou Seck**

*"I've progressed in my professional research. I've learnt a lot".*

### **Aurore Sicé**

*"Great group cohesion and very good working energy".*

### **Kalimath Oyekan**

*"Very interesting trainers. They gave examples of real work situations".*

## PHOTOS



## Cyprus Computer Society

**Country of delivery:** Cyprus

### DATES

**Start date:** October 02, 2023

**End date:** December 23, 2023

### PARTICIPANTS

Initial number of participants: **20**

Participants who completed the programme: **10**

Number of participants who tried the AWS Cloud Practitioner: **6**

Of which certified (on the closing date of the deliverable): **6**

### More information about participants:

- 48 women applied to the course. 20 women were selected through the assessment process.
- 5 women left after the 1st week because they could not allocate the time and effort required.
- 4 women left during the course because they found a job.
- 1 woman left because of the war (a Palestinian who had to leave Cyprus).
- The 10 certified ladies reside in Cyprus with the following origin: 1 Cameroon (asylum seeker), 1 Nigeria (university student), 1 English, 1 Serbia, 6 Cyprus (5 Greek Cypriots and 1 Turkish Cypriot).

### TEACHERS

Cyprus Computer Society (CCS) did not have any expertise in delivering the cloud computing course. All trainers were subcontracted from Primed Talent UK.

Coordinator: Michael Devine.

Technical Training: Solomon Raju.

Professional Skills: Ekta Gupta.

### REMARKS FROM THE COURSE ORGANISERS

*"The course has been delivered with the collaboration of certified*

*instructors from Primed Talent UK, an Adult learning and skill upliftment company. “*

*“The course was delivered completely online. Cyprus Computer Society (CCS) organised the following two in-person events :*

- 1. A dinner on Oct 13th so that participants meet in person to build up team spirit*
- 2. CCS co-hosted with AWS Cyprus Users Group on Wed 13th Dec the event “AWS technologies and careers pathways”, where the ladies had the chance to interact with prospective employers.”*

## **ISSUES REPORTED BY THE ORGANISERS**

*“Difficult to maintain initial numbers. Five ladies quit during the 1st week because they could not afford the time and effort required. Tried to create team building by hosting a dinner on Oct 13th so that participants meet in person. It worked as we lost only five after the dinner (1 was Palestinian, and because of the war, she had to leave Cyprus, four ladies found a job and could not stay in the course).”*

## **FEEDBACK FROM PARTICIPANTS**

### **Maria Evgenikou**

*“Thank you for allowing us to take part in this challenging but, at the same time, so interesting and full of new knowledge programme. It is amazing that under the right instructions, women can excel in tech and cloud domains just as men can do!”*

### **Bijana Hadjichristofi**

*“As a woman from outside the tech industry, this course has been an invaluable journey for me as it not only demystified the technical aspects but also empowered me to deep dive into a field that was once unfamiliar.”*

### **Constantina Lazarou**

*“What a wonderful and challenging opportunity you have created for us! Thank you!”*

### **Amaoge Nnogo**

*“I feel privileged and grateful to be part of this! Many thanks for the opportunity.”*



## Laure Kengne

*"I was honoured and privileged to embark on this adventure toward a career change. At the start, I felt intimidated, as I come from a non-IT background. Looking back today, I say it was only about dedication and the willingness to learn new stuff and enjoy the journey."*

## PHOTOS



## Le Techspace

**Country of delivery: Belgium**

### DATES

**Start date:** October 19, 2023

**End date:** May 31, 2024

### PARTICIPANTS

Initial number of participants: **28**

Participants who completed the programme: **25**

Number of participants who tried the AWS Cloud Practitioner: **N/A**  
(participants will schedule a certification exam after the Deliverable submission).

Of which certified (on the closing date of the deliverable): **N/A**

### More information about participants:

→ 3 learners have left the programme due to personal reasons.

### TEACHERS

Sairam Rajendram AWS Certified & Simba Ornella (Soft skills topics).

### REMARKS FROM THE COURSE ORGANISERS

*"In general, we have positive feedback. The quality of the course and the labs are very good and accessible even for learners with no technical/IT background."*

### ISSUES REPORTED BY THE COURSE ORGANISERS

*"We had some access challenges with the platform to deliver content and materials online".*

*"We have lost some learners along the way due to lack of commitment and some specific teaching topics that led some of them to abandon the course."*

### FEEDBACK FROM PARTICIPANTS

The course is not yet finished. Here are some testimonies that we received from our current participant:

**Anonymous**

*"Participating in the AWS training course designed specifically for women has been an empowering journey for me. Not only did I gain invaluable technical skills and knowledge about AWS services, but I also found a supportive community of like-minded women who encouraged and uplifted each other throughout the learning process."*

**Anonymous**

*"The founders were not only experts in their field but also passionate about fostering diversity and inclusion within the tech industry. Their dedication to ensuring every participant felt heard and supported made the learning experience truly exceptional."*

**Anonymous**

*"I am grateful for the opportunity to have been a part of this programme and would highly recommend it to any woman looking to excel in the field of cloud computing."*

(<https://www.instagram.com/p/CzN7z4IN9MN/>)



## PHOTOS



## ENGIM

**Country of delivery:** Italy

### DATES

**Start date:** November 21, 2023

**End date:** March 28, 2024

### PARTICIPANTS

Initial number of participants: **29**

Participants who completed the programme: **18**

Number of participants who tried the AWS Cloud Practitioner: **4**

Of which certified (on the closing date of the deliverable): **1**

Note: **14** additional students scheduled AWS Cloud Practitioner exam but postponed the test session to June 2024.

### More information about participants:

- For this cohort, organisers received more than 70 applications.
- Among those applications, organisers selected 29 unemployed women through a rigorous selection process comprising a technical assessment and a motivational interview.
- This allowed organisers to select only well-motivated participants with basic IT knowledge (or at least interest in the IT domain).
- The selected class group had learners coming from the most diverse countries of the world: Italy, Perù, Albania, Moldova, Morocco, Ucraina, Sudan, and Ecuador.

### TEACHERS

Head Trainer: Nicola Marziale.

Trainer: Antonella Blasetti.

Course Coordinator: Pierpaolo Riccardi.

Course Coordinator: Chiara Giglio.

Professional Skills Instructor: Manuela Didomenicantonio.

Professional Skills Instructor: Romina Collepiccolo.

Project Manager: Francesca Carmagnola.

## REMARKS FROM THE COURSE ORGANISERS

*"The course provided practical knowledge and useful tools to face professional challenges with confidence."*

*"The course has been delivered with the collaboration of certified instructors from ReCube, an IT consultancy company of AWS Cloud experts. The instructors were able to provide the required skills starting from a very basic level to achieve more advanced knowledge."*

*"Many additional workshop sessions have been delivered to allow participants with different backgrounds to get the same level of competence. The learners particularly appreciated the workshop session about how to handle a job interview."*

*"The course was held in a blended mode (partly in-person and partly online) to allow the participants to successfully combine their personal commitments and teaching activities."*

## ISSUES REPORTED BY THE COURSE ORGANISERS

*"There were no major issues from the course. However, we had some challenges. First, we observed that not all the students showed the right commitment to the programme. They probably expected to attend a simpler programme and this caused a high dropout (from 29 women we had at the beginning, only 18 completed the course). Moreover, the programme required the participants to allocate extra study time at home, which was probably challenging for most of them."*

*Secondly, despite the accurate selection process aimed at forming a group class with common basic IT knowledge, we noticed that they didn't show the same capabilities to attend the programme, especially when it was getting trickier."*

## FEEDBACK FROM PARTICIPANTS

**Larysa**

*"I am grateful for this experience which allowed me to discover new possible professional and personal paths and to meet people and contexts that have profoundly enriched me."*



**Tatiana**

*"The end of the course does not end a journey but marks the beginning of new opportunities and human and professional perspectives and a new shorefront from which to start again."*

**Viola**

*"It was a challenging but interesting educational and personal experience which raised new awareness of work areas that I didn't know and which, by committing myself, I hope will open up new possibilities."*

**Anmary Lorineth**

*"I will finish this course with commitment and hope for success, ready to pursue my future ambitions with determination and confidence."*

**Chiara**

*"The course exceeded my expectations, providing practical knowledge and useful tools to face professional challenges with confidence. Thanks to this training experience, I acquired valuable skills that immediately improved my performance at work."*

**Micol**

*"Attending this course was a transformative experience. I have broadened my skill set and gained a deeper perspective on key topics in this industry. I'm excited to put what I've learned into practice and see tangible results in my professional journey."*

## PHOTOS



## Asociatia ETIC (Simplon Romania)

**Country of delivery: ROMANIA**

### DATES

**Start date:** January 15, 2024

**End date:** May 10, 2024

### PARTICIPANTS

Initial number of participants: **34**

Participants who completed the programme: **32**

Participants who have scheduled the AWS Cloud Practitioner exam: **25**

Number of participants who tried the AWS Cloud Practitioner: **7**

Of which certified (on the closing date of the deliverable): **6**

#### More information about participants:

- 2 participants dropped out due to personal reasons.
- The participants were selected from over 2600 applicants through a careful and rigorous selection process. They come from various fields with diverse backgrounds, including philology, economics, political science, biology, and more.
- All 32 participants fall within an age range of 20 to 43 years. The selection was made considering certain fundamental skills necessary for the course and adaptability to online learning.
- To optimise the learning experience, participants are organised into mentoring groups, facilitating an efficient exchange of knowledge and mutual support.

### TEACHERS

Teachers: Andreea Sandu and Roxana Mihalic, both AWS certified.

Technical and Soft Skills Mentors: Mădălina Gorgan, Alexandra Dobre, Roxana Țicală, and Livia Coșniță.

Project Manager: Ionela Rusu.

### REMARKS FROM THE COURSE ORGANISERS

*"The Femme Forward course was very well received in Romania, with its first edition registering over 2600 applications in just 7 days. The selection*

*process was intense and rigorous to ensure that motivated women were admitted to the training programme. The entire activity is conducted 100% online with participants from all over Romania. Despite the virtual setting, we were pleased to witness the formed community. Throughout the course, we intensively work with them on motivation and self-confidence. We invite guests to share their personal experiences in the tech and cloud computing fields, as well as women who have recently undergone professional reskilling, to discuss the challenges of the process. In addition to this, the participants have access to 1:1 mentoring sessions with the training team to better understand individual needs and to integrate them into the general programme. We also offer special sessions on the hiring process, CV preparation, and interview simulations. Last month, we were delighted to see our participants meeting in their cities to attend career fairs together and explore the job market."*

## **ISSUES REPORTED BY THE COURSE ORGANISERS**

*"What we have identified as challenges throughout the training so far include the curriculum format's focus on theoretical aspects and a need for additional course support in document format beyond the slides. There is also a need for more applied information and feedback for labs, either in the form of scores or another method, to help participants understand if they are performing correctly."*

*"Another aspect, considering the current state of the job market in the tech sector in Romania and beyond, is that juniors currently have low chances of securing employment and internships. The three months of training, along with the final certification, are insufficient to guarantee a potential internship or job placement."*

## **FEEDBACK FROM PARTICIPANTS**

### **Otilia D.**

*"So far, the Femme Forward programme has been an incredible learning opportunity in which I've gained knowledge in several IT-related fields in a very short time. The community built around this project, along with the encouragement from the trainers and the other participants, has been essential in keeping up the motivation. Even though it was relatively difficult to divide my time between work, personal life, and learning, I can say that I've gotten used to it, and it has become a pleasant habit to join the class every evening."*

**Florentina B.**

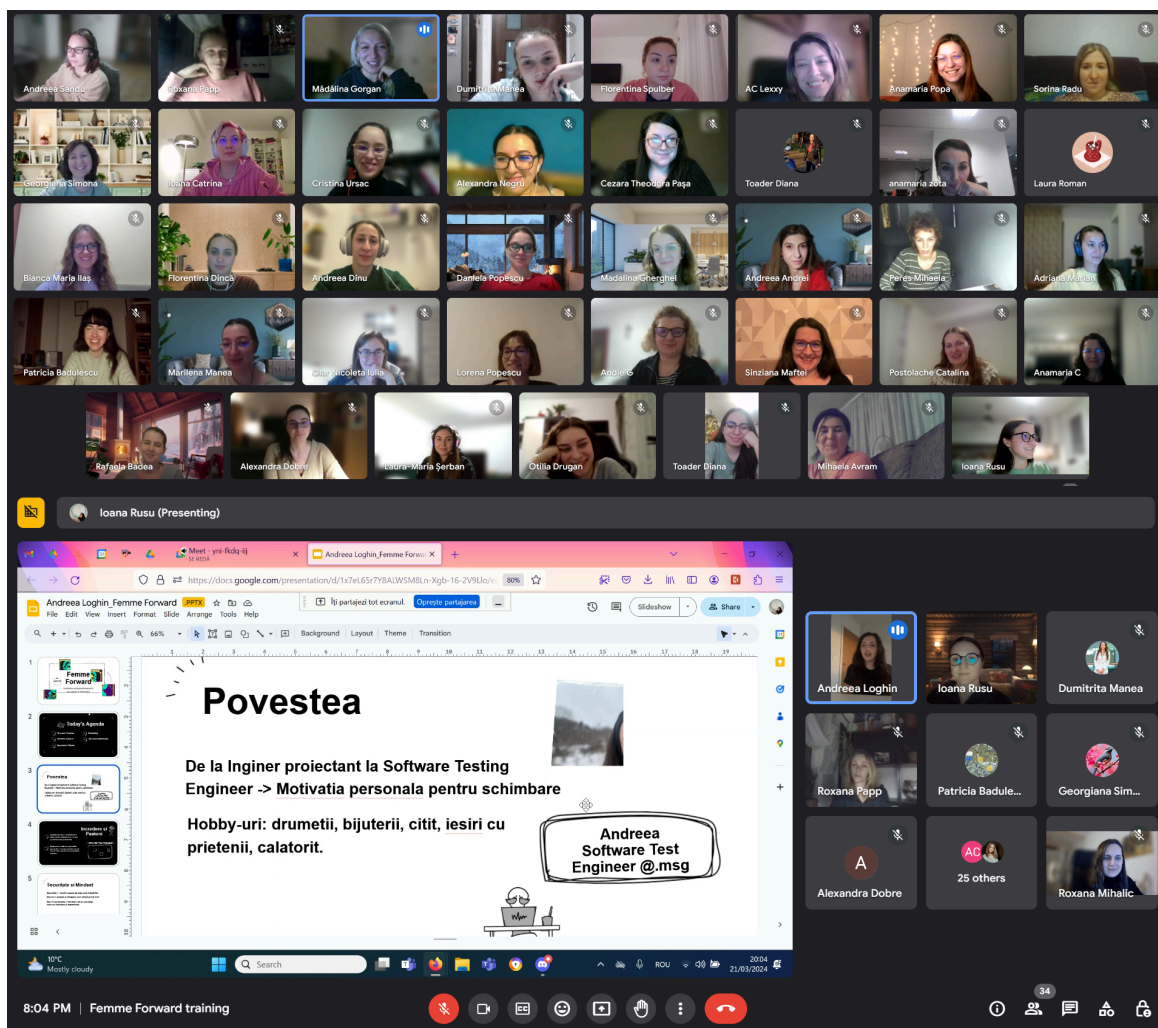
*"I viewed this programme as a chance to bring me closer to my dream of starting a career in IT, a field that is both highly sought after and valued at present. Initially, when I learned about the curriculum and what we were going to study, everything was alien to me. I didn't understand the terms, concepts, titles, and abbreviations, which were all completely unfamiliar. Over time, I came to understand all the unknowns, and the logic behind some terms that were foreign and hard to grasp previously settled in my mind. Initially, I expected it to be easier, with less material and fewer details. However, with each course, I've come to realise how much I don't know, how much more there is to learn, and how crucial it is to understand the theory before moving on to practice. I've noticed that there's a long road ahead to the end, a path that can be exhausting, demanding many hours of study, but it's a necessary journey to achieve my dream. I see the necessity of this course for anyone wanting to break into the IT field, and for me, it has been a great opportunity and the support I needed. I needed this course and am incredibly grateful to have been accepted."*

**Rafaela B.**

*"Honestly, I didn't anticipate such an open community. Initially, as I was signing up for the course, I braced myself for a purely theoretical experience, akin to other courses or tutorials I've encountered. But... no. It transcends a mere course. These wonderful mentors not only ensure our well-being but also devise various ways to assist us on our journey. Despite its challenges, they make us feel valued, encouraging us to share our thoughts and feelings at every turn, ensuring our comfort and comprehension. In essence, they're guiding us towards a promising future, at a pace that aligns with our expectations. I'm profoundly grateful to be part of this experience."*



## PHOTOS





## Hochschule Hannover

**Country of delivery: Germany**

### DATES

**Start date:** February 26, 2024

**End date:** May 24, 2024

### PARTICIPANTS

Initial number of participants: **19**

Participants who completed the programme: **16**

Number of participants who tried the AWS Cloud Practitioner: **N/A (participants will schedule a certification exam after the Deliverable submission).**

Of which certified (on the closing date of the deliverable): **N/A**

### More information about participants:

→ 2 participants withdrew for personal reasons. A third participant fell ill but still wanted to continue with the course. However, she had to be hospitalised and was absent for an extended period, so she also withdrew.

### TEACHERS

The University of Hanover collaborated with the Codingschule in Germany to conduct the course. The Codingschule provided instructors for the course.

From Codingschule:

Head Trainer: Olaf Maywald.

Course Coordinator: Frank Blum.

From Hochschule Hannover:

Course Coordinator: Mahmoud Al Nasouh.

Professional Skills Instructor: Antje Schnoor.

### REMARKS FROM THE COURSE ORGANISERS

*"The course is managed online, but all participants gather at the university. They convene in an auditorium while the lecturer conducts the*

*course online. This method allows participants to support each other, ask questions, and work on exercises together. This would not or only partially be feasible if they took the course online from home. Additionally, participants have access to a supervisor at the university whom they can approach if they encounter difficulties or problems."*

## **ISSUES REPORTED BY THE COURSE ORGANISERS**

*"Two main challenges have arisen so far. Firstly, the course is being held online, which results in participants being unable to concentrate properly. Additionally, the course instructors cannot gauge how well the participants receive the information. Secondly, some participants experienced difficulties, especially at the beginning, due to the various module topics, leading to them being unable to follow the course content properly. However, this issue has diminished after a few weeks from the start of the course. Despite the challenges encountered so far, the participants are highly motivated and aim to complete the course and pass the examination."*

## **FEEDBACK FROM PARTICIPANTS**

### **Anonymous**

*"Thank you for the course. I find it good, but it contains a lot of information, so sometimes I struggle to keep up."*

### **Anonymous**

*"The contents of the course are very interesting, but sometimes there is an overload of information in too short a time, such as with the topic of 'security'."*

### **Anonymous**

*"The contents of the course are very interesting, and I definitely want to continue working in this area."*

## PHOTOS



## Factoría F5

**Country of delivery:** Spain

### DATES

**Start date:** March 04, 2024

**End date:** June 14, 2024

### PARTICIPANTS

Initial number of participants: **31**

Participants who completed the programme: **(training is in progress at the date of the Deliverable submission)**

Number of participants who tried the AWS Cloud Practitioner: **N/A**

Of which certified (on the closing date of the deliverable): **N/A**

#### More information about participants:

→ For the Femme Forward cohort, organisers received 183 applications, of which 43 women completed all preliminary steps leading to the final selection day. Their motivation and commitment were evaluated during this stage through group dynamics and individual interviews.

### TEACHERS

Head trainer: Javi Sanchez, AWS certified.

Assistant trainers: José Miguel Quesada and Andrea Cevallos, both with extensive experience in tech training and the Cloud domain.

Soft and professional skills instructor: Cristina Fernández.

Project Manager: Antía González.

### REMARKS FROM THE COURSE ORGANISERS

*"Diverse nationalities: The cohort represents more than 15 different nationalities from Europe, Latin America, Africa, and Asia, contributing to a vibrant and inclusive learning environment."*

*"Previous digital skills: More than 75% of the women in the cohort have some prior knowledge of programming, highlighting their readiness to engage in technical learning and to find a job within the sector."*

*"Professional background: Many women in the cohort have previous working experience in the tech sector in their countries of origin, although*

*most of them did not have the opportunity to enter the digital sector in Spain.”*

*“Engagement and participation: Currently, 30 participants actively participate in the programme, demonstrating strong commitment and enthusiasm for learning. There is a remarkable predisposition of women to help each other within the group: those who have more knowledge help those who have less, those who know English help those who do not speak fluent Spanish, resources of interest are shared, etc.”*

*“These observations underscore the success of Femme Forward in attracting a diverse group of motivated learners and providing them with valuable opportunities for skill development and career advancement in the tech sector in Spain.”*

## **ISSUES REPORTED BY THE COURSE ORGANISERS**

*“The two primary challenges that we are facing during the course are the following:*

*“Balancing family responsibilities: A significant number of our participants are mothers, and we recognise the challenge of balancing family responsibilities with the demands of the course schedule. To support these participants, we are exploring flexible learning options and additional resources that can accommodate their unique needs while ensuring they receive the full benefits of the programme.”*

*“Language barriers: We have identified several cases where participants are not proficient in Spanish, which can hinder their ability to engage in certain dynamics fully. To address this, we have incorporated multilingual resources and encouraged language support to enhance accessibility and ensure equitable participation.”*

## **FEEDBACK FROM PARTICIPANTS**

### **Kathuna Iremashvili**

*“Currently, I work in the hospitality sector, and one of my goals is to transition to a different field. That's why I decided to take this course to learn the necessary skills.*

*The course is well-organised; the teachers are always ready to help us and clarify our doubts. In general, I like the project presentations during the course, as it allows me to express myself freely with my classmates. Honestly, I find it challenging to speak in public, but with this practice, I am overcoming my fear and becoming more*

*confident.*

*Thanks to this bootcamp, I am learning many tools that I know will help me become competitive in the job market and secure a good job in the future."*

**Belén Aguirre**

*"I have previously worked in customer service. I started this training because I was seeking education and liked what was offered in this course. My experience in the programme has been excellent, exceeding all my expectations both in terms of content and instructors. Learning to work as part of a team and being able to listen to others are valuable skills I am acquiring during this training. I see myself securing a job after completing the training."*

**Carmen Hidalgo**

*"I come from the tourism sector, where I pursued my studies and have worked in hospitality, catering, and event organisation. I decided to start this training with the aim of making a professional change that allows me to balance work with my family.*

*My experience in this programme has been very enriching, and I am very grateful both to the trainers and to the group of girls who make everything seem easy. I believe that everything I am learning is incredibly valuable to pave my way into the world of technology, but if I have to highlight something, it would be the sorority, the support we show each other, and the beautiful energy within the group that keeps us moving forward.*

*By the end of the bootcamp, I see myself with greater confidence, having proved to myself that technology is indeed for me and that I can work in this sector."*

**Erika Patricia Montoya**

*"My experience with Femme Forward has been absolutely positive for me and my professional growth. In just a few months, I am confident that it will improve my performance in the workplace.*

*It is becoming increasingly evident how challenging it is for anyone, but particularly for a woman of my age, to constantly reinvent themselves and learn new technologies, keeping pace with their use and knowledge. That's why I decided to study this course. I am happy that I chose and I was chosen for this course because the*



*programme is very comprehensive and well-structured.*

*I believe that all these technical skills that I am learning, along with the support and continuous guidance in soft skills, will be useful to me in my job. I must highlight that being such a comprehensive programme with such warm and professional support at the same time, everything within the course is important and complements each other.*

*I hope that upon completing the bootcamp, I will be able to access a job where I can put into practice what I have learned, grow professionally, and, at the same time, live in a more stable manner. “*

### **Yuliana Alcala**

*“I find the programme very interesting because I didn't expect that, in addition to technical training, I would also receive training in fundamental pillars of life as a human being, both professionally and personally. Throughout the transversal skills development, we focus on emotional intelligence, teamwork, empathy, among others, which help me better define my qualities, weaknesses, and strengths. The teamwork, communication, empathy, and all the technical knowledge I have gained so far are invaluable.*

*I would highlight the opportunity to be in a space where you can learn and, at the same time, share experiences with girls from different parts of the world, feeling confident to express yourself and work not only on the technical side but also on the emotional aspect. This is not something you come across very often in training programmes.”*

### **Fernanda Godoi**

*“Previously, I worked in customer support and many years ago with programming and project negotiation. After dedicating many years to my children, I want to return and update myself in the technology sector. In the programme, I feel very motivated every day by the teachers and my classmates. It's a programme that is changing me a lot personally and professionally due to the projects, the support, and the way of learning.”*

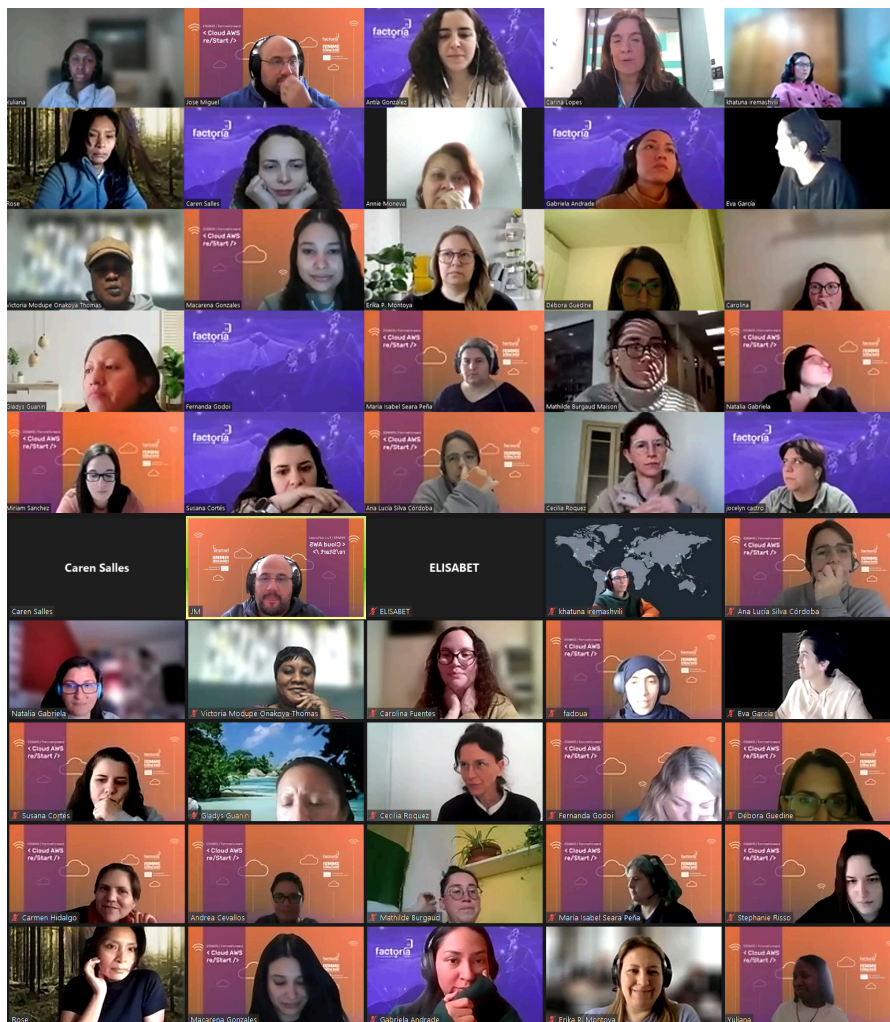
### **Rosmery Pérez**

*"I began learning at Factoria F5 last year in 2023. I decided to pursue this training because I wanted to transition into a new job, and I believe this opportunity will be a significant step forward in my*

*professional life. We live in an era where technology advances rapidly, and as a professional, I must keep pace with these advancements to enhance my skills.*

*During this course, I am gaining valuable knowledge. The teachers are excellent, and I have great classmates. I particularly enjoy learning about programming and databases. My goal is to secure a new job and continue expanding my knowledge."*

## PHOTOS



## Big Blue Data Academy

Country of delivery: Greece

Country of delivery: Greece

### DATES

Start date: March 19, 2024

End date: June 14, 2024

### PARTICIPANTS

Initial number of participants: **36**

Participants who completed the programme: **(training is in progress at the date of the Deliverable submission)**

Number of participants who tried the AWS Cloud Practitioner: **N/A**

Of which certified (on the closing date of the deliverable): **N/A**

### TEACHERS

Teachers: Dimitris Mousadakos, Louiza Moti, Minos Batakis, Spyros Poulos, Michalis Konstadoulakis, Thanos Petsakos.

### REMARKS FROM THE COURSE ORGANISERS

No remarks were reported by the course instructor and organisers.

### ISSUES REPORTED BY THE COURSE ORGANISERS

Some of the students experienced technical issues with the technical parts of the course (Lab Exercise).

### FEEDBACK FROM PARTICIPANTS

#### Irene Makri

*"Understanding how Lambda Functions works, its use cases and its integration with other services provided a comprehensive view of serverless computing's potential and capabilities.  
The hands-on lab reinforced the knowledge of building and deploying serverless applications."*

#### Eirini Dimitra Sigala

*"I found the actual Customer Success Stories interesting."*

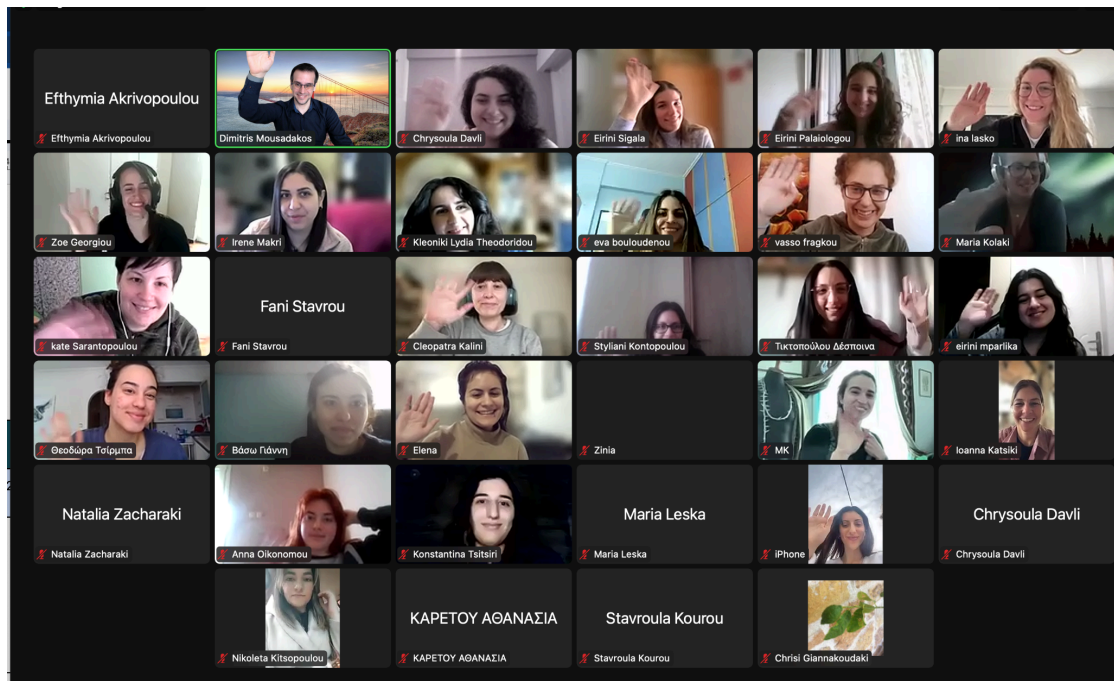
## Vassiliki Fragou

*“Today, we learned about what ways we can share our limited time in an effective way. We also discussed about RACI model (Responsible accountable consulted informed). I found this model really interesting and I think that every project should include these roles.”*

## Styliani Kontopoulou

*“I learned about the benefits of cloud computing and the RACI model of project management, and it was exciting to search for cloud roles in the job market.”*

## PHOTOS



## Conclusions

The Future Tech Careers Programme has demonstrated a significant impact in advancing the tech career aspirations of women across Europe. The comprehensive programme curriculum, which integrates both technical skills and soft skills training, has equipped participants with essential capabilities in high-demand areas such as cloud computing, Linux and data analytics, among others.

Each cohort, tailored to the unique needs of its regional participants, has shown that customisation of the programme elements to fit local contexts is beneficial for maximising learning outcomes and employability. This approach has led to several key best practices:

- Integrating real-work applications to enhance practical learning.
- Emphasising the development of soft skills alongside technical training to prepare participants for the dynamic and collaborative nature of tech environments.
- Offering certification opportunities, such as the AWS Cloud Practitioner exam, significantly boosts participants' employability.

The Future Tech Careers Programme has showcased remarkable outcomes across its various European cohorts, significantly advancing the tech career trajectories of women. The programme's holistic curriculum, which combines technical and soft skills training, has prepared participants for the demands and opportunities of the tech industry. Highlights from the programme's implementation include:

- High completion rate: among the different cohorts, there was a notable achievement in completion rates. For instance, in Belgium, all 43 participants finished the programme. The course completion rate was, on average, above 80%.
- Participant feedback: the feedback from participants has been overwhelmingly positive, with many reporting significant improvements in their technical capabilities and career prospects. For example, in Germany, the course's emphasis on hands-on projects and real-world case studies was highlighted as particularly beneficial, preparing participants for immediate entry into the tech workforce.
- Some cases of extreme interest, such as the 2600 people who applied for the course in Romania.

However, the programme also faced some challenges, the main issues are related to:

- The training curriculum, was difficult to assimilate for some participants, especially at the beginning of the course.
- Consistency in attending lessons due to personal commitments, logistical reasons or other issues.

The participants' feedback underscores the programme's transformative nature, noting particular appreciation for the supportive community and the confidence gained from the comprehensive curriculum. Recommendations for future iterations:

- Dedicate stronger support to assimilate the contents of the curriculum (particularly) in the initial stages of the course.
- Calibrate the assessment to identify a priori candidates with lower preparation or potentially at risk of being unable to keep up with the programme.
- Increased flexibility in learning approaches: blended learning options could be expanded to better accommodate the varied schedules and learning preferences of participants.
- Continuous adaptation to regional needs: tailoring programme content and support services to fit the specific cultural and economic contexts of each cohort can further improve outcomes.

With **334** people reached across the cohorts and **59** people getting a Cloud industry certification, the programme not only boosts individual careers but also contributes to narrowing the gender gap in the tech industry.

Referring to the project proposal, the actions described in this Deliverable contributed to the achievement of **objective 12** – Test and deliver 11 innovative new training programmes for Future Tech Career – where the target was defined as “*Min. 330 participants enrolled in the Future Tech Careers classes during the 2 project years.*”