



Co-funded by the
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Newsletter 1

About FemSTEM

The FemSTEM Coaching project aims to bridge the soft skills gender gap in STEM, by providing women with tools and techniques to develop their confidence and soft skills through a combination of online training and peer-support Coaching Circles™ that are framed around the RRP (Recruitment, Retention, Progression) framework.

Objectives

This project and its partnership aim to reach the following objectives:

RRP framework:

Use the RRP framework to create a comprehensive approach to deliver interventions to address the challenges faced by women during the RRP stages.

E-Coaching:

Develop an E-Coaching programme for women in STEM.

Face-to-face peer coaching:

Develop a face-to-face peer coaching programme for women in STEM.

Increase women's self-confidence:

Increase women's self-confidence, self-efficacy and develop their soft skills and employability skills.

Kick-off meeting in Málaga, Spain

The kick-off meeting for the FemSTEM project took place in January 2020 in the headquarters of CESUR, the Spanish partner. During the meeting, the consortium had the opportunity to discuss several project management issues, plan in detail the division of work for all outputs, and reflect on the involvement of each partner in the outputs. Partners also discussed dissemination activities and set timeframes for each activity and task. The meeting was very efficient and fruitful!

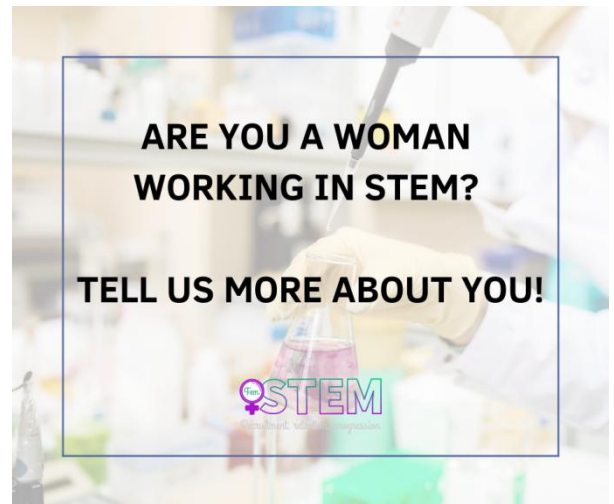


Results achieved so far!

Questionnaires to women in STEM:

With this questionnaire, we have tried to find out how women in STEM, in all partner countries, feel about being a woman working in STEM in order to identify:

- What are the obstacles to recruitment?
- What are the difficulties you or other women can encounter after a few years in a company or when returning to work after a career break?
- What are the obstacles to a possible progression to managerial positions within a company offering STEM jobs?
- Which soft skills you would like to develop to tackle some of the recurring barriers?



Questionnaires for companies offering STEM jobs

With this questionnaire, we aimed to find out more about the soft-skills training opportunities available within a company offering STEM jobs.

Next steps

National and European comparative Report:

These reports will summarise the results from the surveys with employers, surveys with women in STEM and the focus groups with women in STEM. These reports will aim to draw conclusions on both the programme content (important soft skills, recurring issues, soft skills gaps, etc.) and the training structure (RRP framework). Reports will be crucial for the content development of the materials for the Circles and the E-Coaching programme. Partners will summarise the findings and the situation for women in STEM in their own country before collating these findings into one European Comparative Report.



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