

IO3 Comparative Report- FemSTEM Coaching Circles

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INTRODUCTION

The FemSTEM project aims to support women's employability in the STEM (science, technology, engineering and mathematics) sector by developing their self-efficacy and soft skills. There is an abundance of evidence that women are underrepresented within the STEM sector and the FemSTEM project aims to tackle this by providing coaching and mentoring focusing upon building women's self confidence.

The FemSTEM project is an Erasmus funded project involving five partner organisations:

- Inova Consultancy - United Kingdom
- CESUR - Spain
- University of Thessaly (UTH) - Greece
- Women in Digital Initiatives (WIDE) - Luxembourg
- CESIE - Italy



Each organisation involved in the project conducted Coaching Circles™ in their countries. These were piloted twice across each partner organisation. The Coaching Circles were based upon Inova Consultancy's award winning methodology and focused upon peer support. After each round of piloting, each partner created a national report which provided details of recruitment, the implementation of the Circles, the impact and facilitator recommendations for the next pilot phase. The following comparative report will provide a comprehensive summary of the findings within each organisation's national reports.

RECRUITMENT

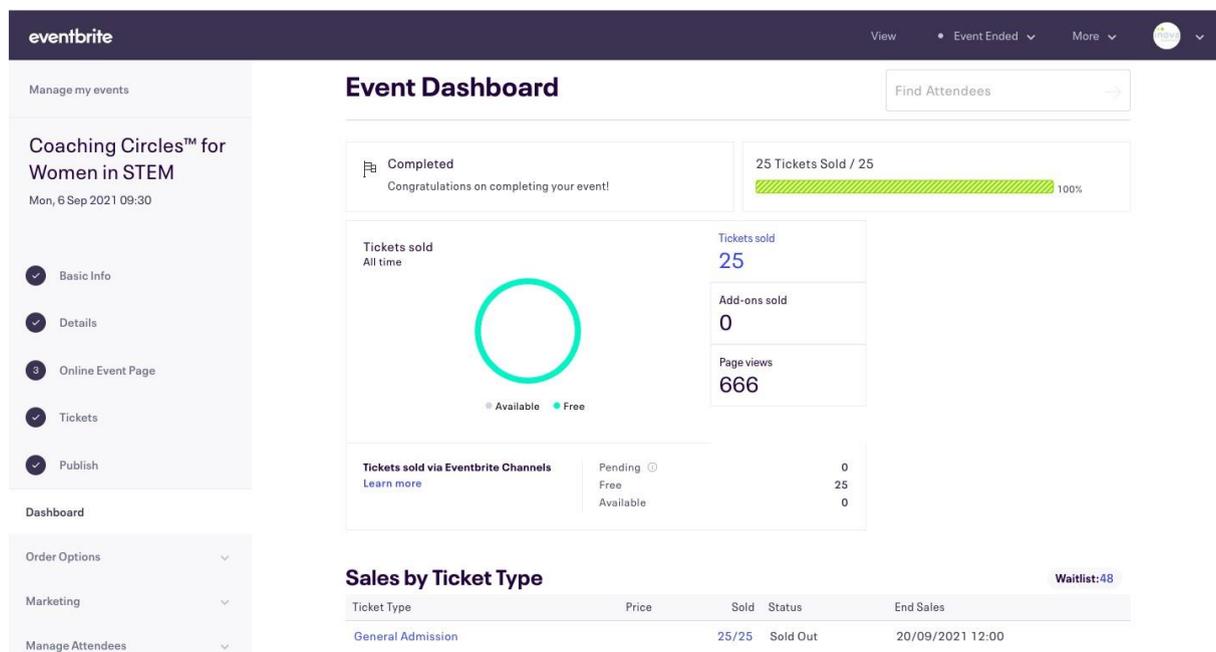
In total, the consortium engaged with 72 participants during the piloting of the Coaching Circles. As a partnership, we exceeded the target number of between 50-70 participants across the piloting. In order to achieve this high number, the partnership carried out an effective recruitment strategy.

Due to the Covid-19 pandemic, the Circles were all carried out online. It is important to note that the pandemic resulted in additional challenges relating to recruitment as partners were almost exclusively reliant upon online recruitment methods such as contacting people via email and social media posts.

INOVA CONSULTANCY (UK)

Inova's recruitment strategy includes social media posts, contacting local organisations within the STEM sector, emailing relevant stakeholders and contacts. In addition to this, the piloting was also advertised via our newsletters. This proved to be very successful. For example, WES (Women's Engineering Society) shared information about the Circles with their hundreds of members.

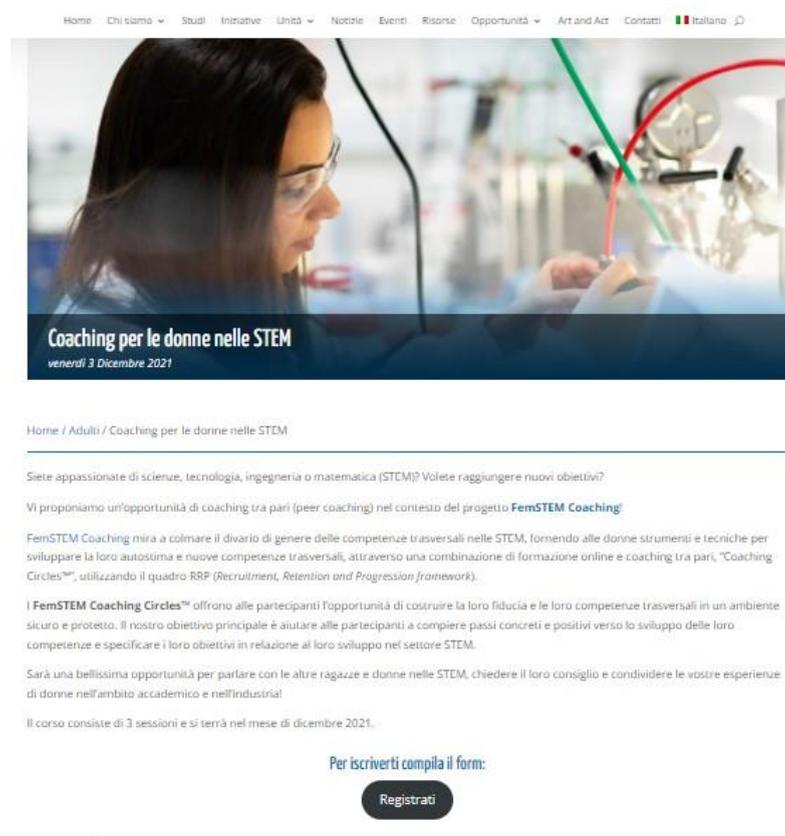
Facebook, LinkedIn, Twitter and Instagram were essential for recruitment and regular posts were made across all platforms. Additionally, an Eventbrite was created so that participants could register and read more about the project and the Circles.



CESIE (ITALY)

CESIE also used online recruitment strategies due to the Covid-19 pandemic. They successfully used their network to contact relevant stakeholders and interested parties. They also published an open call on their website (see image below). For example, a newsletter with information about the Circles was sent to a network of over 5,000 people.

During the second piloting, CESIE used their local and national network to recruit. They took advantage of their connections made during the research stages of the programme as many participants involved in the initial stages of the project also took an interest in the Coaching Circles.



WIDE (LUXEMBOURG)

WIDE used their social media to recruit for the pilots. They put a call on their social media networks including Twitter, Instagram, Facebook and LinkedIn. Additionally, they used their pre-existing contacts and networks to recruit. They did so by sending individual emails and messages via LinkedIn to interested contacts, for example those who already participated in the first phase of the project.



UTH (GREECE)

UTH also posted on their various social media channels to recruit for the pilots. Additionally, they contacted stakeholders and organisations from their national network to inform them about the piloting. They did so through both written and verbal communication.

Δήλωσε συμμετοχή στα Coaching Circles του FemSTEM

✓ Είσαι γυναίκα και σπουδάξεις ή δουλεύεις στο πεδίο των STEM;

✓ Θέλεις να βελτιώσεις τις δεξιότητές σου στην εργασία και να ενισχύσεις τις οριζόντιες δεξιότητές σου (soft skills);

✓ Θέλεις να γίνεις πιο δημιουργική και ευέλικτη στην εργασία αλλά και στην καθημερινότητά σου;

✓ Θέλεις να ανακαλύψεις τεχνικές για τη διαχείριση του άγχους, του φόρτου εργασίας και τη διαχείριση των συγκρούσεων στο εργασιακό περιβάλλον;

✓ Δήλωσε συμμετοχή εντελώς δωρεάν για να βρεθείς ένα βήμα πιο κοντά στην υλοποίηση των στόχων σου!

Recruitment, retention, progression

CESUR (SPAIN)

Finally, CESUR utilised their network of VET female students and contacted them by email to inform them of the opportunity to participate in the pilots. They also posted on their social media channels, as well as contacted relevant stakeholders via email.

Mensaje reenviado el 10/06/2021 10:20.

[Si no puedes ver el correo correctamente clickealo aquí](#)








¡Suma un plus a tu curriculum!

¡Hola, Rocío!

Nos ponemos en contacto contigo desde el Departamento Internacional de **Cesur** como integrante de nuestro alumnado de los ciclos de ciencias y tecnologías porque queremos ofrecerte la oportunidad de participar en nuestro proyecto **FemSTEM** cofinanciado por el programa **Erasmus+**. Puedes consultar más información sobre el proyecto en su [página web](#).

Este proyecto tiene como objetivo paliar la brecha de género en las carreras profesionales **STEM** (Science, Technology, Engineering, Maths) y para ello, Cesur junto a otros socios europeos del programa Erasmus+ han creado un programa de formación en **coaching** y **soft skills**, competencias cada vez más demandadas por el mercado laboral.

La formación se llevará a cabo los días **6, 7 y 8 de julio de 10:00 a 11:00 de la mañana de forma online** y está dirigida a todas nuestras alumnas y egresadas de los ciclos de la rama de informática.

♥ Nos encantaría contar con tu participación! Se expedirá **certificado de participación** en proyecto europeo.

¡Formación gratuita y limitada!

Esta formación es completamente **gratuita** y las plazas son **limitadas**, por lo que si estás interesada, te pedimos por favor que nos **contestes a este correo confirmandonos tu interés de participación** y enviándonos tus datos (nombre completo, ciclo, centro Cesur y número de teléfono).

¡Te esperamos!








OVERVIEW OF PARTICIPANTS- PILOT 1

	Piloting stage	Number of participants	Total number of participants
Inova Consultancy (UK)	1	11	22
	2	11	
CESIE (Italy)	1	5	12
	2	7	
WIDE (Luxembourg)	1	6	9
	2	3	
UTH (Greece)	1	10	16
	2	6	
CESUR (Spain)	1	6	13
	2	9	
Total number of women in STEM who participated:			72

The piloting of the Coaching Circles was a great success. Across both pilots, the consortium engaged with a total of **72 participants** who engaged in the Coaching Circles. The partnership engaged with a variety of women in STEM from various backgrounds and stages in their career. This made for an interesting series of pilots as the participants were able to talk to women in the field and learn from their diverse experiences. This was an unexpected benefit of hosting the Coaching Online as people from across the various partner countries were able to come together and share their experiences.

THE FORMAT AND PROCESS OF THE FEMSTEM COACHING

CIRCLES

Prior to the delivery of the Coaching Circles, Inova Consultancy developed a facilitators guide which detailed the guidelines for the implementation of the Circles methodology. Additionally, a learners pack was developed with examples of tools and exercises to use.

After training, each partner country implemented the Coaching methodology and conducted two rounds of pilots. Due to Covid-19 and the continuing restrictions across Europe relating to face to face interaction, the delivery of the Circles was adapted to an online setting (as per Government guidelines and advice). In preparation for the pilots, partners ensured that the content was engaging for participants, despite the online nature of the sessions. However, it did prove to be beneficial as partners were able to engage with a wider audience as people did not have to travel and it provided participants with greater flexibility. For example, Inova Consultancy engaged with participants from across the UK who may not have been able to travel had the training been held online. Online delivery, therefore, proved to be useful in terms of inclusivity.

Each participant in each partner country conducted soft skills assessments at the beginning of the Circles (the first session) and at the end of the Circles. These were then transferred into graphs so that participants were able to reflect on the skills they had developed across the Circles. Additionally, participants evaluated the Circles at the end of the round of pilots. The table below summarises the dates that each partner organisation hosted a Coaching Circles session.

	Piloting stage	Dates of sessions
Inova Consultancy (UK)	1	08/07/2021
		15/07/2021
		22/07/2021
	2	06/09/2021
		13/09/2021
		20/09/2021

CESIE (Italy)	1	02/09/2021
		07/09/2021
		14/09/2021
	2	15/12/2021
		22/12/2021
		05/02/2022
WIDE (Luxembourg)	1	28/06/2021
		05/07/2021
		12/07/2021
	2	22/10/2021
		29/11/2021
		09/12/2021
UTH (Greece)	1	12/07/2021
		29/07/2021
		20/10/2021
	2	20/10/2021
		5/11/2021
		01/12/2021

CESUR (Spain)	1	06/06/2021
		07/06/2021
		08/06/2021
	2	08/11/2021
		12/11/2021
		15/11/2021

In between the pilots, Inova Consultancy produced additional information for trainers to use within the sessions such as information regarding the questioning technique. The following section will provide details of how this was implemented and the format of the Coaching Circles per partner country.

INOVA CONSULTANCY (UK)

The first pilots in the UK took place online via Zoom in July 2021. A total of 11 participants engaged in the sessions. Each session lasted approximately 2.5 hours which was an appropriate amount of time as a longer delivery may have been more challenging online, as people experienced 'Zoom fatigue.'

As the sessions were held on Zoom, Inova took advantage of the breakout rooms and separated participants into smaller groups in order to provoke discussion. This also meant that each participant had an adequate amount of time to speak and share their thoughts and experiences.

All sessions followed a similar pattern. Firstly, participants completed their 'soft skills assessment' forms and then as a group, the facilitator gave a short presentation about the aims of the Coaching Circles, an introduction to the methodology and some group exercises and activities. After this, the group was split into break out rooms whereby 'discussion rounds' took place. Each participant was given an opportunity to share their goal for the week and participants took turns to ask them questions and support them in creating a 'SMART goal'. Each participant was given the same amount of time to share and discuss their goals.

A similar format was repeated for each session. In the last session, participants completed another soft skills assessment and an evaluation of the Circles. The soft skills assessments

were then curated into graphs and sent to all participants so they were able to monitor their progress throughout the three weeks.

The second piloting phase took place in September 2021 and followed a very similar format to the first series of piloting. A total of 11 participants were involved in the second piloting and each session followed a similar format to the first. Firstly, participants were presented with some theoretical information relating to the Coaching Circles and the aims of the session, then breakout rooms were opened and participants had the opportunity to discuss their SMART goals with one another. We had a retention rate of almost 100% in between the Circles and participants were able to continue to keep in touch after the piloting via a WhatsApp group.

The facilitator used some tools such as the 'Young/Old Lady' exercise which was designed to encourage participants to think about the way they perceive themselves and situations and review potential ways of changing their perceptions in order to see and think about things differently. All tools and activities were presented through a PowerPoint presentation and shared via the screen sharing option on Zoom. A major focus throughout the sessions was on SMART goals and practising using the questioning technique, something that participants considered to be an insightful and useful tool which they expressed they would continue to implement in their daily lives after the Circles ended.

Participants also completed soft skills assessments during the first Circle and during the last Circle. Their individual graphs were then sent to them so that they could reflect on their progress and areas of development. In the last session, participants completed another soft skills assessment and an evaluation of the Circles. They also completed a final evaluation form.

CESIE (ITALY)

In Italy, the first round of the Coaching Circles was attended by a total of five participants. These took place in September 2021 on Zoom. Across both pilots, the sessions were approximately 2.5 hours long and were held on working days during the evening.

The first session focused on introducing the participants and allowing them to discuss with the group their motivations for attending the Circles and any questions they had. The Circles methodology and theory was then explained by the facilitator. The second half of the sessions focused upon a discussion round whereby participants were able to discuss their SMART goals and they were introduced to the concept of a SMART goal.

Throughout each session, the general format remained the same but different tools were used. For example, the facilitator asked participants to create their own mind maps and they were introduced to the 'start, stop, continue, change' tool.

The second series of pilots were attended by 7 participants and all Circles took place via Zoom. The second series of pilots were a similar format to the first and focused around discussing SMART goals after they had been introduced to the theory. They were also 2.5

hours long and were held on working days between 18:30 and 21:00 so that participants were able to fit this around their working days.

In terms of tools, mind mapping was an important tool which was used to provoke discussion and encourage participants to reflect on their goals. Participants were given 15 minutes to create their own mind maps and show them to the others in the group and answer their questions. In addition to mind mapping, the “Start, Stop, Change” tool was also considered by participants as being a helpful activity which encouraged them to reflect. All tools and exercises were displayed through a PowerPoint presentation, using the screen sharing function. The facilitator decided to dedicate a lot of time to allowing the participants to get to know each other so that they felt comfortable speaking to each other and were able to participate in the discussions.

WIDE (LUXEMBOURG)

In Luxembourg, WIDE were able to bring together 7 participants in total for the first round of pilots of the Coaching Circles. The Circles all took place online via Zoom and Google Meet. The sessions all followed a similar format and began by introducing the participants with some icebreaker exercises and questions. For example, participants were asked to choose a song with lyrics and a title that represented their current mood.

After this, participants were encouraged to discuss their SMART goals, with the support of other members of the group. WIDE also chose to use tools such as mind mapping and the circle of influence to prompt discussion and reflection. In order to encourage communication and exchange between sessions, a Slack group was created whereby participants shared information, documents, links to surveys etc.

During the second series of pilots, WIDE engaged with 3 participants. These were conducted in November 2021, online via Zoom and Google Meet. These sessions followed a very similar structure to the first Circles and included ice breaker exercises and tools such as the ‘convey of influence’. A proportion of each session was focused upon SMART goals and peer support. Slack was also used in between the sessions so that participants were able to build a rapport with one another.

UTH (GREECE)

The first piloting of the Coaching Circles in Greece was also conducted online. The facilitator introduced the participants to tools in the facilitators guide such as the questioning technique, NLP, the SMART goals technique and the Start, Continue, Change model. These were explained and practised within the sessions with the guidance of the facilitator. During each session, there was allocated time for a ‘Q&A’ session whereby participants were able to share their thoughts and experiences relating to being women in STEM, their goals and their expectations of the Circles.

The second round of pilots in Greece were also conducted online and followed a very similar format to the first series. As participants in the first round of piloting expressed a keen

interest in the questioning technique, more time was allocated to this during the second pilots so participants could spend longer practising this technique. In addition to the theory and tools, each Circle session included a Q&A so participants could share their thoughts and experiences.

CESUR (SPAIN)

The first series of Coaching Circles in Spain were also implemented online due to the restrictions in place because of the Covid-19 pandemic. Each Circle followed a similar structure and they all lasted approximately 2 hours, with a 10 minute break. During each session, CESUR provided a presentation relating to the methodology and tools an ice breaker activity was included in each session. Additionally, CESUR provided time for discussion whereby participants were able to share a challenge, problem or opportunity and using the questioning technique members of the group were able to help each other to reach a plan of action to achieve their goal or resolve their problem.

CESUR used tools such as mind mapping, circle of influence, young/ old lady and roman numerals (all of which can be found in the facilitators pack). The second series of pilots followed a very similar structure and each Circle included a brief presentation, an ice breaker activity, a discussion round and a chance to practise the tools. The Circles were 2 hours and 10 minutes. All tools and activities such as mental mapping, the influence circle, start/stop/continue and roman numerals were facilitated through Jamboard- a collaborative application which allows participants to contribute to a presentation by writing or drawing on the slides.

IMPACT OF THE COACHING CIRCLES

As aforementioned, each phase of the piloting of the Circles was evaluated in each partner country. The following evaluation exercises were completed by participants:

- Session and final evaluation forms
- Soft skills development
- Testimonials

Session and evaluation forms:

Each participant completed an evaluation form at the end of each Circle session and a final evaluation form at the end of the last session. These were completed via a Google Form.

Soft skills development:

In order for participants to reflect on their skills development across the Coaching Circles, participants completed a soft skills development form. These were a self-reflective exercise for participants and they also provided partners with an awareness of the impact of the Coaching on participants personal development. At the end of the Circles, participants received their personalised soft skills graphs so they were able to compare their skills development from before they started the Circles and after.

Testimonials

As well as the session evaluation forms, participants were also asked to provide longer testimonials about their experiences of the Coaching Circles.

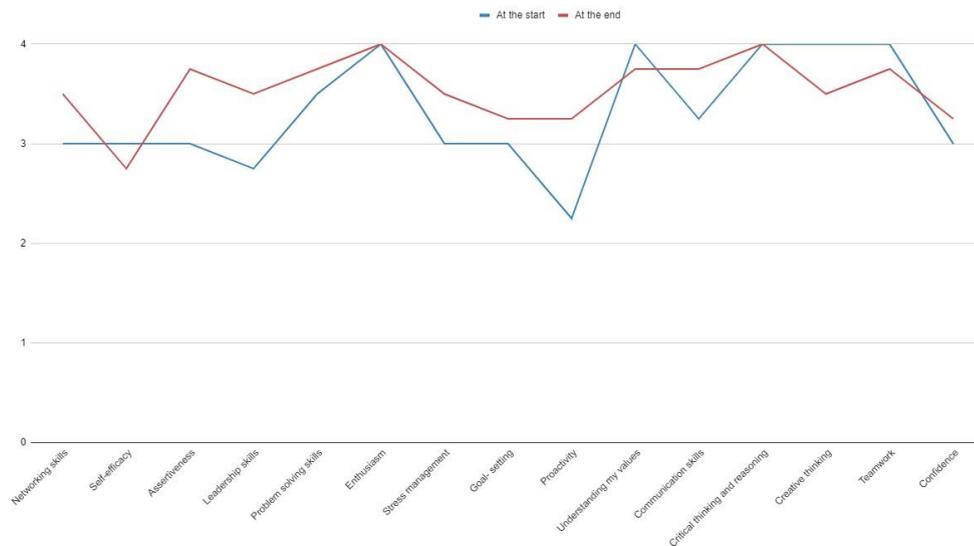
SOFT SKILLS ASSESSMENT RESULTS

The following graphs represent the soft skills development of the participants involved in each pilot, per partner country. They show the participants self assessment at the beginning of the Circles in comparison to the end of the Circles. As can be seen in the graphs below, generally participants' graphs show an improvement in soft skills such as self efficacy. This suggests that the Coaching Circles was impactful as participants left the Circles feeling more confident in their abilities.

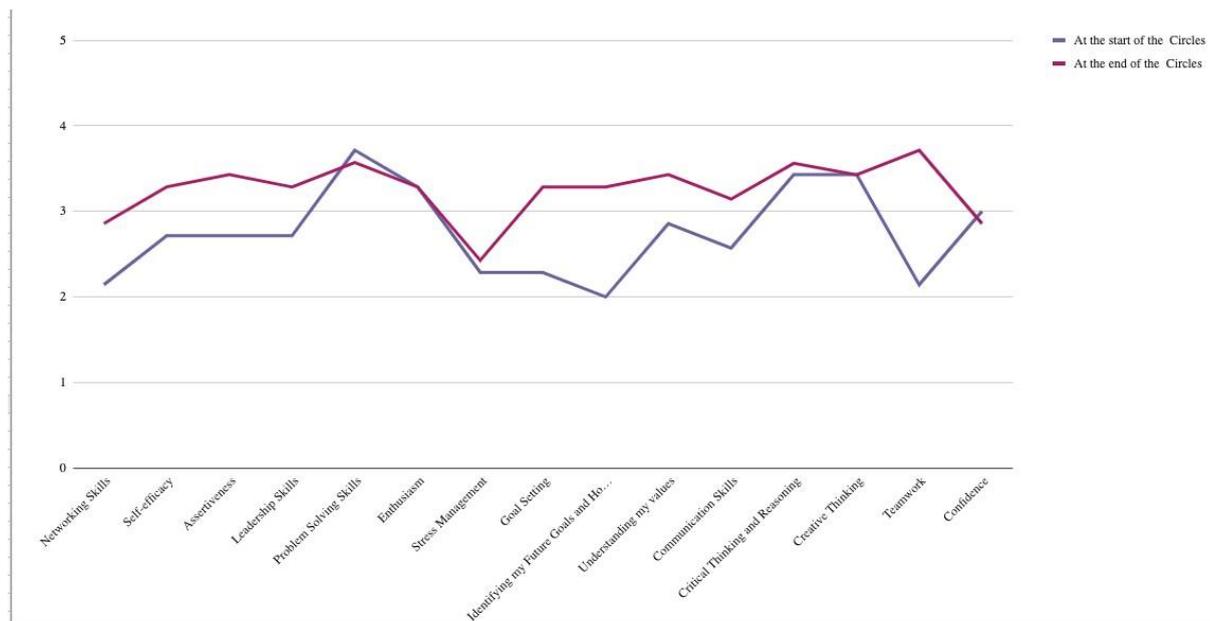
INOVA (UK)

Pilot 1:

FemSTEM Pilot 1 Soft Skills Graphs

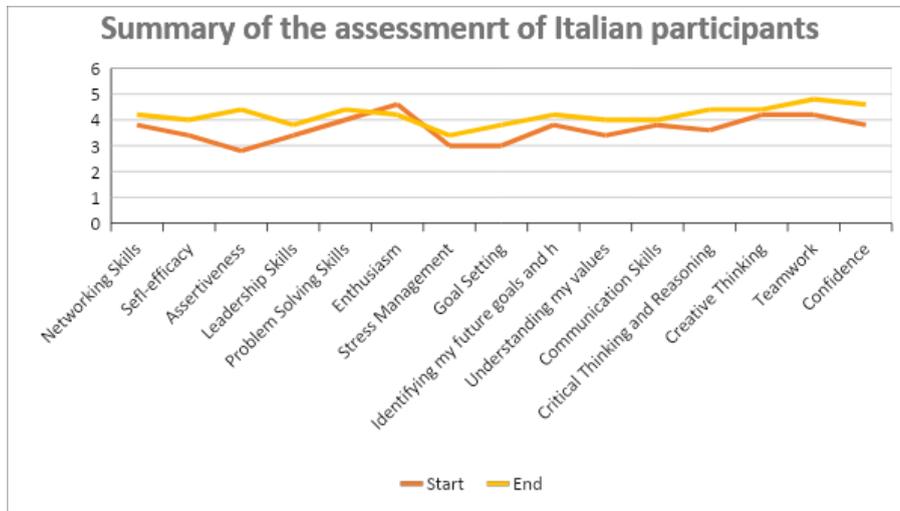


Pilot 2:

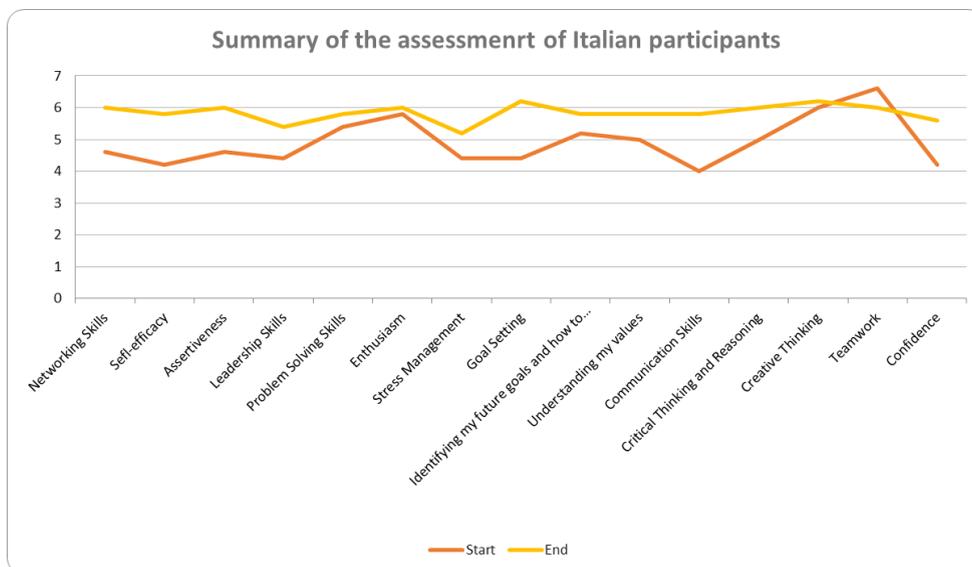


CESIE (ITALY)

Pilot 1:

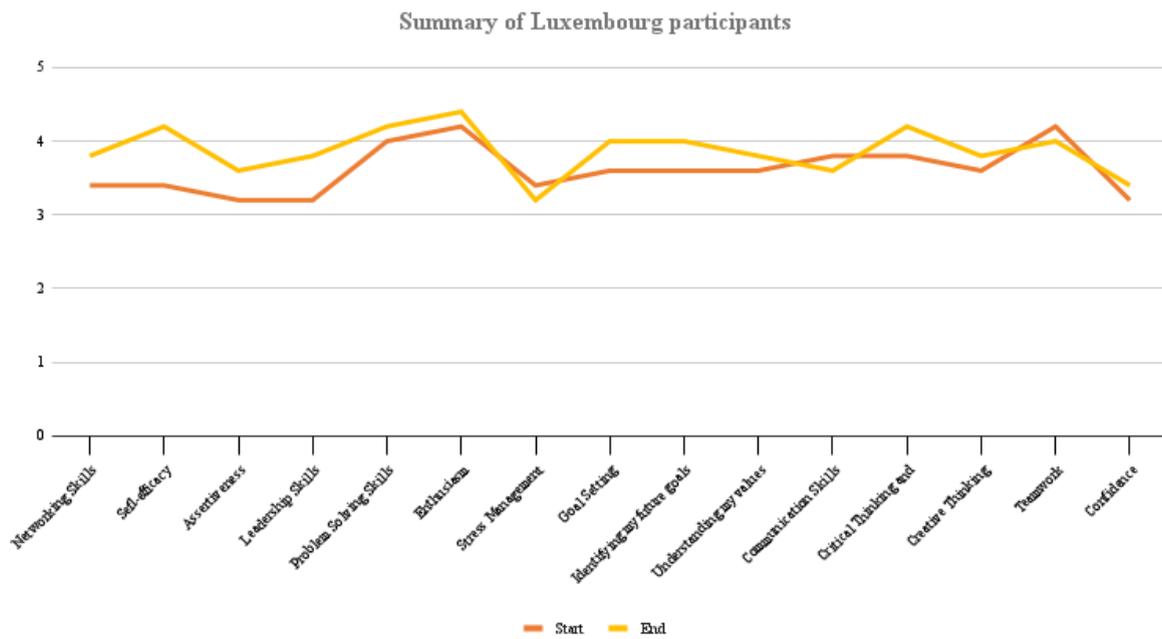


Pilot 2:

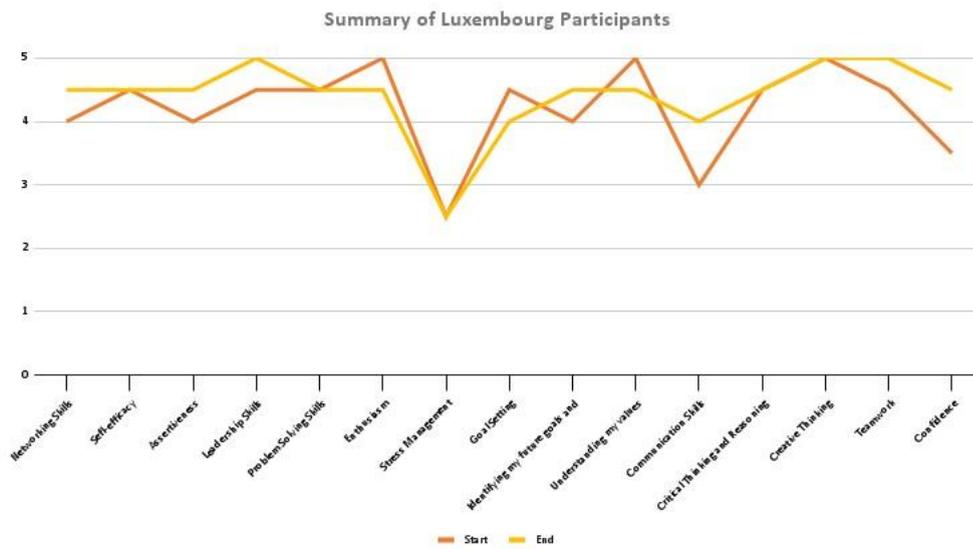


WIDE (LUXEMBOURG)

Pilot 1:

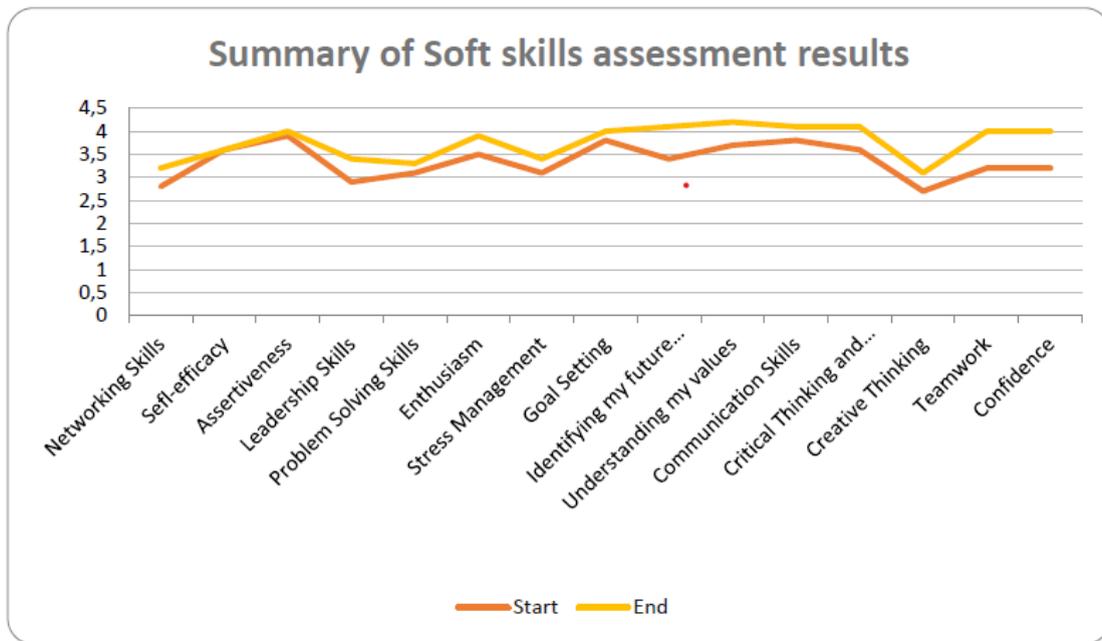


Pilot 2:

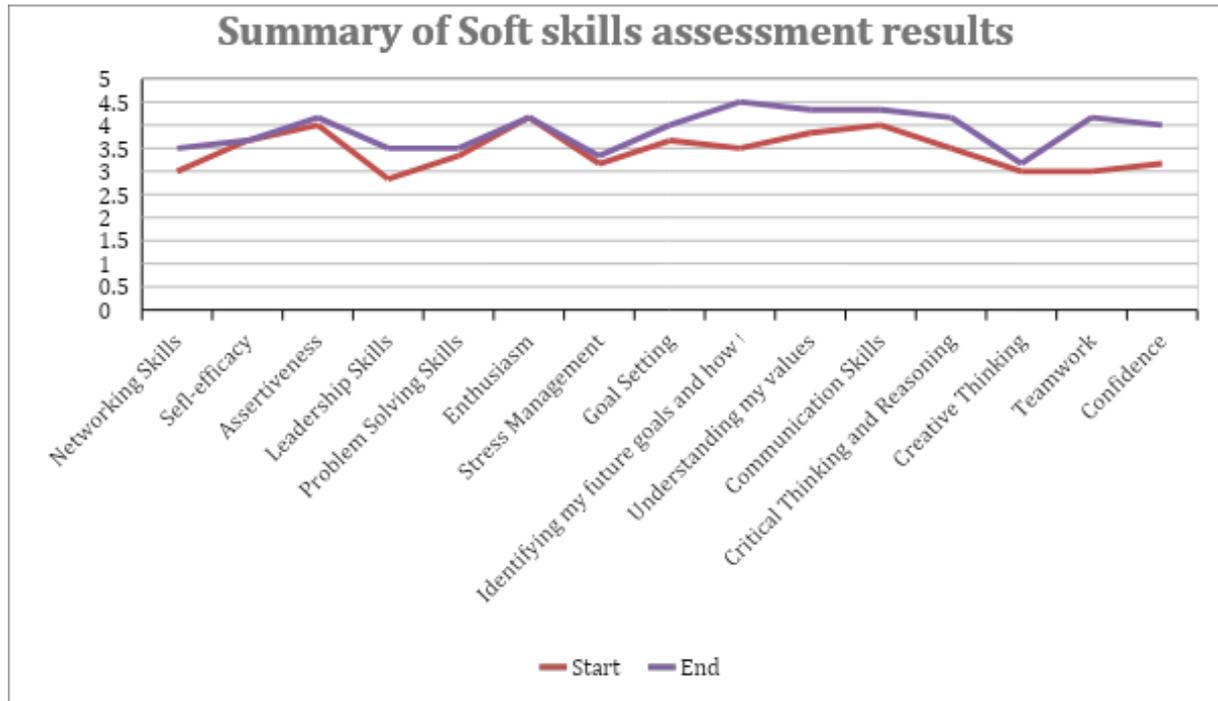


UTH (GREECE)

Pilot 1:

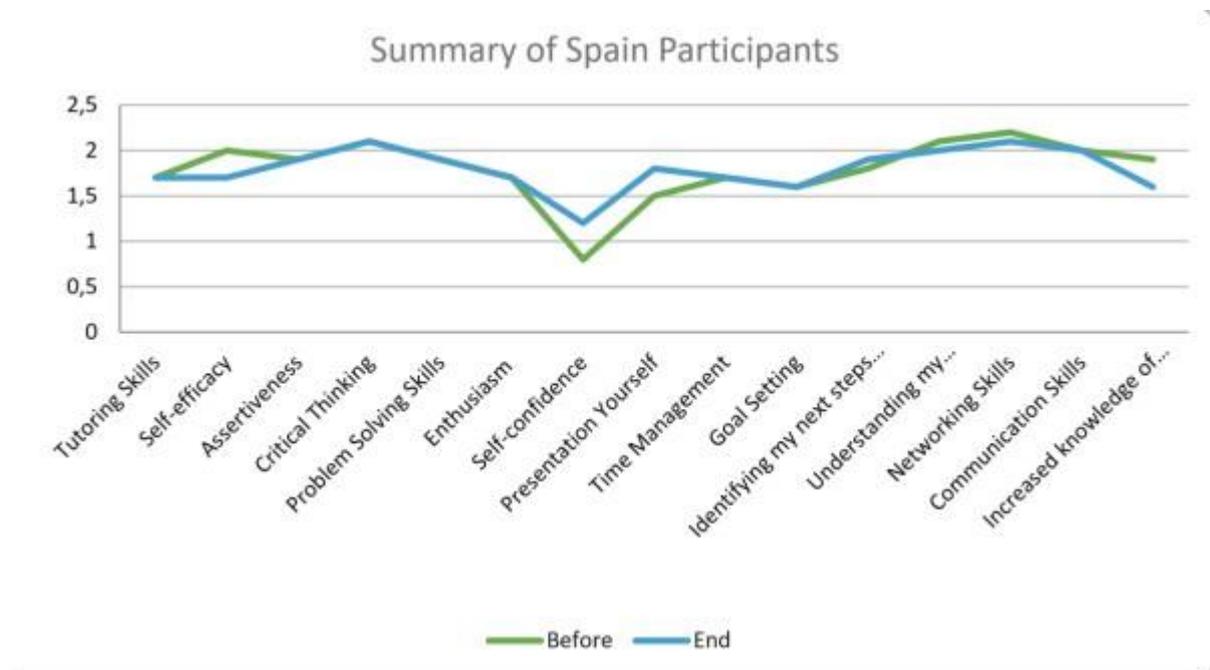


Pilot 2:

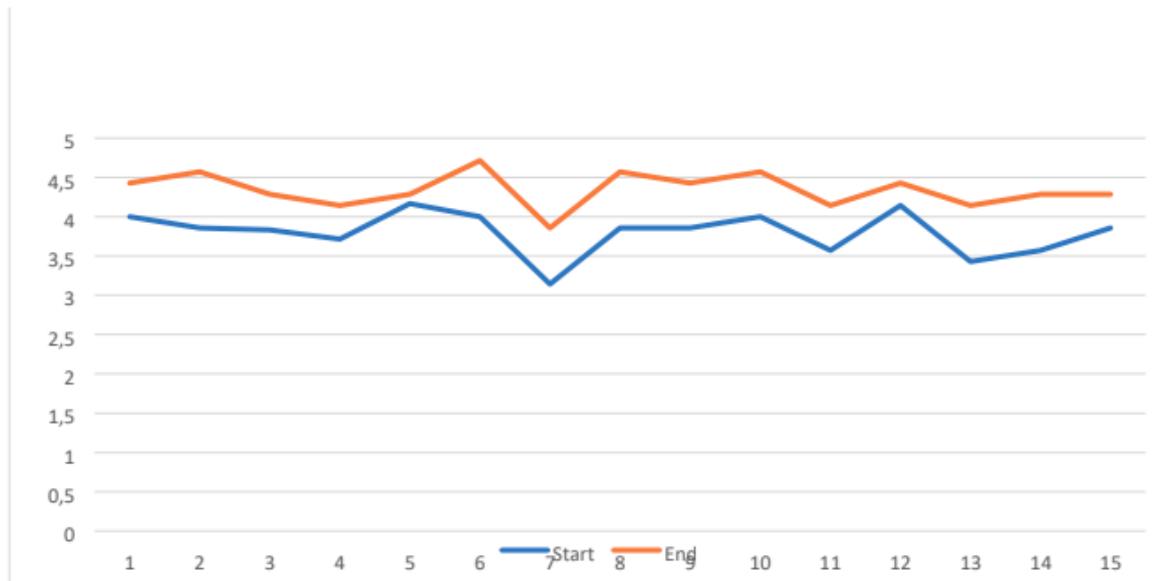


CESUR (SPAIN)

Pilot 1:



Pilot 2:



FINAL EVALUATION RESULTS PILOT 1

Below is a summary of the responses from the final evaluation forms of each partner country. The table summarises the responses from all participants involved in the first round of Coaching Circles (a total of 30 people). Participants were asked to rank the usefulness of each session on a scale of 1-4.

				
Were the Coaching Circles useful for your soft skills development and goal setting?		2	4	24
Do you have a clear idea on your next steps after these sessions?			13	17
How useful was the peer support, and small group			6	24

environment, to help with your self exploration?				
Would you recommend the FemSTEM Coaching Circles to a friend?		1	1	28

FINAL EVALUATION RESULTS PILOT 2

				
Were the Coaching Circles useful for your soft skills development and goal setting?			6	24
Do you have a clear idea on your next steps after these sessions?			6	24
How useful was the peer support, and small group environment, to help with your self exploration?		1	2	27

Would you recommend the FemSTEM Coaching Circles to a friend?			5	25
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The final evaluation was completed by a total of 60 people across the two pilots. It is evident from the high scores of both final evaluations that the piloting of the Coaching Circles were a great success across all partner countries. Across all categories, the highest number of respondents were rated as a 4. This indicates that participants were very satisfied with the Circles and found them to be a useful and positive experience.

TESTIMONIALS

INOVA (UK)

Anonymous (pilot 1)

How did you find the sessions? *Great!*

What did you enjoy most from these sessions? *The follow up email and homework were very helpful to stimulate self-reflection.*

What will you take away and implement after these sessions? *Make short, small, achievable goals.*

Any further comments? *The 7.5 of training could be distributed through 4 or 5 sessions. The time in between sessions is quite important.*

Anonymous (pilot 2)

How did you find the Coaching Circle Sessions? *I enjoyed the circle session, the format promotes the sharing of experiences, and talking about our one issue and hearing others was very helpful to reach a sort of clarity for my own thoughts.*

What did you enjoy most about the sessions? *The sharing of experiences between women in different areas of STEM*

What will you take away or implement from these sessions? *In the future I will use the tips on how to boost confidence by making achievement lists and points of action. I will also implement the action of talking out loud about issues to find the solution on my own.*

Anonymous (pilot 2)

How did you find the Coaching Circle Sessions? *I enjoyed the time getting to know and network with other women from various areas in STEM*

What did you enjoy most about the sessions? *The coaching circle group sessions.*

What will you take away or implement from these sessions? *Diarise what's important, including time for yourself and family.*

CESIE (ITALY)

Name: Participant 4

Took part in: Pilot 2 of the FemSTEM Coaching Circles™ in Italy

Coaching Circles™ really helped me to understand that the root of many of my insecurities was inside me. Starting a new career is always challenging, but now I have a better understanding and will try to stop sabotaging myself and my progress.

Name: Participant 5

Took part in: Pilot 1 of the FemSTEM Coaching Circles™ in Italy

Thanks to Coaching Circles™ I finally feel like I know in which direction I should move and what I should do next. After the first session I already started setting new goals and planning my next moves.

WIDE (LUXEMBOURG)

Took part in: Pilot 1 of the FemSTEM Coaching Circles™ in Luxembourg

Someone told me once that: Good leaders never stop learning. Even if you're super successful or you've achieved small or big goals, You can always stand to learn from those around you. I've learned a lot from participants and I encourage every woman in Stem to join FemSTEM coaching circles! It's the best opportunity to experience something new, something different, something more.

Took part in: Pilot 1 of the FemSTEM Coaching Circles™ in Luxembourg

I think the coaching circles are very useful for women who are at a point where they feel stuck or lost in their careers. Sharing and exchanging feedback with other women are very encouraging.

UTH (GREECE)

Name: Anonymous

Took part in:

Piloting of the Coaching circles in Greece.

How did you find the sessions?

I am very satisfied by the sessions and the trainer was really trying to fulfil everyone's expectations. Time is limited and I would like to attend more sessions with the same group as we have developed a nice connection.

What did you enjoy most from these sessions?

I feel very encouraged by the fact that many women have the same concerns as me about work life balance, especially family life and motherhood.

What will you take away and implement after these sessions?

I will try to practice with the tools and I hope to see some results.

Any further comments?

It would be nice if more women had the chance to experience Coaching circles. I think it is suitable for all sectors, not only STEM.

Name: Anonymous

Took part in:

Piloting of the Coaching circles in Greece.

How did you find the sessions?

I had a really good time. My purpose was to discuss and exchange ideas and experiences with other women in the field, to be supported to achieve interpersonal skills in the field of STEM, to be provided with tools and techniques to develop her self-confidence and qualifications and to be aware with the RRP-based tools (Recruitment, Retention-Retention, Progression-Promotion) .

What did you enjoy most from these sessions?

Coaching circles methodology matches learning with interaction and practise within the group very successfully. I enjoyed group activities a lot!

What will you take away and implement after these sessions?

I think that my purpose for taking part in the sessions was fulfilled, I learned so much interesting information and met people with whom I enjoyed discussing.

Any further comments?

Congratulations on this wonderful initiative!

CESUR (SPAIN)

Took part in pilot 1 of the FemSTEM Coaching Circles in Spain.

How did you find the sessions? Very thoughtful and useful

What did you enjoy most from these sessions? To be able to talk with my colleagues about common experiences.

What will you take away and implement after these sessions? Assertiveness

It is clear from the testimonials that participants across all countries enjoyed the Coaching Circles and had a positive experience. One of the main positives expressed by participants was that it provided them with a network to talk to other women in the sector who have shared similar experiences. In this way, it made people feel less alone in their experiences. This was particularly impactful and important as there had been a limited ability to meet with new people due to the Covid-19 restrictions which limited people's ability to socialise.

CONCLUSION

In conclusion, the piloting of the FemSTEM Coaching Circles was a success across the consortium. As can be seen within the evaluations, participants found the sessions to be useful and had an overall positive experience. Between July 2021 and November 2021, the consortium organised 28 Circle sessions in five countries. The partnership engaged with a total of 72 participants, exceeding the target number.

Many participants expressed that the Coaching Circles provided them with a network of like minded women who they could talk to and share their experiences of working in a male-dominated field. Several partners set up messaging groups across different platforms such as WhatsApp so that participants could continue to communicate with each other after the Circles had ended.

Partners were able to gain valuable insights into the training that women in STEM needed through evaluations of the Circles and conversations within the Circles. This meant that partners were able to adapt their sessions after the first pilot to tailor them to the needs of women in STEM. For example, some partners noted that participants favoured the discussion rounds where they shared their SMART goals and practised the questioning technique. This feedback provided partners with recommendations which were implemented during the second series of pilots.

Going forward, the piloting of the Coaching Circles has provided partners with a greater insight into the needs of women in STEM. The recommendations and feedback from participants has been insightful and will be useful to stakeholders and interested parties for the future delivery of the programme.

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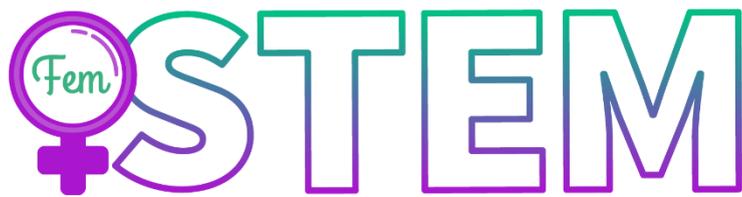
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