

Returning to ITEC



CASE STUDY: CAREER DEVELOPMENT PROGRAMME FOR WOMEN RETURNING TO ITEC (Information Technology, Electronics & Telecommunications) EMPLOYMENT

Inova Consultancy developed and managed an intensive career development programme targeted towards women wanting to return to work in ITEC (IT, Electronics & Telecoms). This programme aimed to help women returning to employment after a career break or a period of unemployment to become more successful in their job-searching activities and receive help in reaching their ultimate goal of returning to work in an ITEC post.

Inova worked with 22 women from a variety of backgrounds. The programme focused on:

- Assisting women with job-searching activities
- Updating skills & knowledge
- Increasing self-reflection skills & building confidence
- Assisting with goal setting & monitoring of progress.

Individual career clinic sessions were held with each woman on a weekly basis. Two career development workshops were developed and geared towards the needs of individuals in the workshops to build confidence and skills related to returning to work e.g. interview skills, updating knowledge about assessment methods.

Example content of the career clinics & workshops included:

- Understanding your personal SWOT analysis
- Goal setting in your job search
- Prioritising what's important for your return to work plan
- Updating interview skills
- Updating your CV
- Using your networks.

Individuals also had the opportunity to participate in a career coaching session with an Occupational Psychologist, using psychometric measures of personality as a development aid.

OUTCOMES

The career development programme for women returning to ITEC employment achieved the following outcomes by the end of the two month period:

- 2 women appointed to ITEC posts
- 20 invitations to interviews/assessment centres
- 142 applications to employers in ITEC
- 10 places confirmed on ITEC updating skills course
- Increased self-motivation and confidence levels of participants.

Those participants that did not find employment during the duration of the project ended the programme with increased self-knowledge, job-searching skills and motivation. The impact of this project on the women concerned is therefore longer than its duration, increasing future job-seeking success by improving levels of self-confidence and motivation whilst providing practical skills and knowledge to aid their return to work.

This programme focused on women in ITEC but can be adapted to help women returning to any career following a career break or period of unemployment.

Inova was a partner in the Equalitec project where you can find useful resources both as a woman returning to ITEC or as an employer looking for ways to help employees manage the transition back to work or about introducing diversity policies:
www.equalitec.org.uk

FOR MORE INFORMATION:

Please contact Inova to discuss your individual requirements if you are a woman looking to return to ITEC.

Inova also offers in-house programmes for organisations wanting to support employees during their return to work.

Tel: 0114 2207127 or mlarios@inovaconsult.com

Quotes from participants:

"I gained more confidence, awareness of my strengths and weaknesses and learnt ways to analyse myself so that I will find a job utilising those strengths. I increased my awareness of internal career blockers and barriers and how to overcome them."

"The project was highly flexible and strongly tailored to the feedback and needs of the participants. I cannot think of any piece of advice given which was not realistic, to the point and of substance."

"I would definitely recommend a similar programme to other women returners. The knowledge and experience I have gained while on the programme has been invaluable."



Inova provides consultancy services and programmes aimed at facilitating the return to work of women who have been on a career break for any reason.

If you are a woman thinking of returning to work in ITEC, contact Inova to find out the services available:

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