

Programme: LLP – Leonardo Da Vinci – Multilateral Projects – Transfer of Innovation - TOI

Project title: WITE – Women in Technical Education

Project Identification: LLP – LdV – TOI – 11 – IT – 567

Meeting typology	Study visit to Donau University Krems
Location	Krems and der Donau and Linz
Date	From 29 th to 31 st May 2012

Subject: 29th May 2012 at 15.00 DUK in Krems

Participants (name and organisation): Lil Reif (DUK), Cristina Fuerst (DUK), Florian Eder (DUK), Anna Tombesi (Fond. CUOA), Elisabetta Piccin (Fond. CUOA), Marco Sacco (Regione Veneto), Cristina Toniolo (Associazione Industriali di Vicenza), Lavinia Vettore (ITIS Rossi), Stefano Andriolo (ITIS Rossi), Sabrina De Santis (Federmeccanica).

Report:

The Italian partnership noticed that the 6 profiles in Sitcom game don't meet the needs of the profiles of ITIS Rossi, except the one about the Network Administrator. Moreover the level is a bit higher for girls of 13-14. In Austria girls of 16 find the level too basic, in our schools it would be too complicated. Probably in Austria some subjects are learnt earlier.

Adding a new profile could be difficult both on a technical point of view and to create a new story, because to create the stories presently on Sitcom they followed a certain iter.

The translation in Italian can be done, we just need to pay attention to the number of characters. We can translate all or some of the stories. As regards the biographies it could be interesting to insert the ones of the women working with technical profile interviewed in WP3, and to use videos instead of written stories.

Lil will check how much it could be to translate or to create a new story.

Since one of the crucial point is how to involve the teachers of the middle school, a way could be to use the sitcom in English, or one of the languages learnt at school. It would involve language, job and education guidance, cv creation, European vision).

The costs to be checked are:

- developing new games from the 3 profiles not chosen last time (if they meet Rossi's needs)
- upload them to Sitcom as Italian version
- translate some profiles in Italian and add biographies from the Italian interviews.

Lil gave us copy of all the biographies presently in Sitcom

At 17.00 DUK in Krems

Added Participants (name and organisation): Sabrina De Santis (Federmeccanica), Sindy Petzoldt (IHK), Gellert Szentkirályi Tóth (Fortuito), Orsi Marton (Fortuito), Carolien De Neeve (VHTO), Cristl Nagl-Eder (School Council of Lower Austria).

Report:

Lil presented the agenda of the study visit and DUK. DUK is a university of special type, it concerns only post-graduate education and masters; the average age is indeed 40.



Cristl Nagl-Eder works in guidance and the aim is to understand the talents of the boys and girls, not only girls in technical and boys in social fields. The Girls' Day anyway offers the chance to try technical works

They work together with the schools and with the girls department of the Ministry.

There is also a Boys' Day where the teachers lead the boys in hospitals, kindergartens and health centers to show them these kind of professions.

There is a new initiative of the chamber of commerce to understand what girls and boys like. Three main acts:

A talent check

A potential analysis

Counselling

They create a portfolio where they record the story of pupils and the latter can use it when they apply to companies: personal profile, competence and education story, self-evaluation on several competence, company visits, cv and letter of application. The aim is to make the pupils responsible, help them to gain awareness that their future is up to them.

It is useful to let girls meet women working, preparing the latter for the meeting.

We must be aware that school is the mirror of society and must change with this. Teachers are role-models, so they must ask themselves: am I behaving according to stereotypes?

The initiative carried on so far gave results, for example an increase in the enrolment in mechatronics, wood-design and IT. A direct link is anyway complicated to be demonstrated. They are funded by Government and by the Chamber of Commerce.

Subject: 30th May 2012 Linz at 9.30 c/o Johan Kepler University at 12.00 c/o Industrial Association of Linz and at afternoon c/o Ars Electronica.

Participants (name and organisation): Lil Reif (DUK), Cristina Fuerst (DUK), Anna Tombesi (Fond. CUOA), Elisabetta Piccin (Fond. CUOA), Marco Sacco (Regione Veneto), Cristina Toniolo (Associazione Industriali di Vicenza), Lavinia Vettore (ITIS Rossi), Stefano Andriolo (ITIS Rossi), Sabrina De Santis (Federmeccanica), Sindy Petzoldt (IHK), Gellert Szentkirályi Tóth (Fortuito), Orsi Marton (Fortuito), Maciej Kielbasinski (SWSPIZ), Carolien De Neeve (VHTO), Sandra Nuspl (JKU), Marianne Littringer (JKU), Paola Mich-Herrnbauer (Industrial Association Linz), Gerid Hager (Ars Electronica).

Report:

Johannes Kepler University

In every university there must be the department of equal opportunities; it supports the dean in the internal communications and gender policies.

The objective of this dpt is to increase the number of women in fields underrepresented, support gender culture, and increase the number of girls-students and graduated in engineer.

Their tasks are to analyze data from all the personnel at university, to deal with gender mainstreaming and strategies implementing, to develop career plan for women, to study the conciliation between job and family.

The services are: MIT (girls in engineering and science), FIT (women in technical), Tequality (technology gender equality)

MIT: about half of the women who don't finish school ends with jobs traditionally feminine, and earns little money. They work on self-esteem, on their interests in technical and scientific fields. The immigrants need support because of their cultural history, often limiting their future careers.

There is a pilot project for teachers of primary schools in Linz, funded by the Women Office of Linz. It covers two years (2011/2013) and involves 7 teachers (women) from 4 schools. They will realize



3 workshops, the development of projects for the classes and the presentation of these projects in the final event (electrical or technical). Girls-pupils are reacting with enthusiasm.

One of the workshop will be on the difference between toys for girls and boys, another one on language and school books.

In Italy next year a project called “Eureka – it works” will be experimented, it is a projects taken from Finland where pupils in the primary school will receive a box with components. In small groups (mixed with girls and boys) pupils must create and let work something. To realize and actual European sharing of best practices, we will keep in touch to have a comparison between the two projects.

In Austria is becoming compulsory to attend a seminar on gender in all the study courses to become a teacher, not only for technical subjects.

Girls’Day is an international practice. In Austria they need it because more than 50% of girls choose apprenticeship in jobs typically feminine. More than 50% of university students are girls, but 40% attends humanistic courses.

JKU trains apprentices in technical fiels, they have a dual system similar to the German one. At present they have 37 apprentices (assistant of chemical and physics laboratory, electronic-technician, technician in IT, plumber, painter...) JKU has been organizing Girls’day since 2005.

They have two target groups: 13 years old; 8-9 girls visiting the labs with a member of department. 17 years old; workshops to know the programmes of engineering and natural science.

JKU is one of the 400 companies in NiederOestereich available for the Girls’Day. About 1.200 girls attend Girls’Day; many then choose the company visited for the apprenticeship.

FIT Frauen in die Technik für deine Zukunft – Women in Technique for your future

It’s a project born in 1999 in the faculty of engineering at JKU. It present all over Austria, they give information to girl-students visiting schools and doing presentations, organize 2 days events in JKU (FIT open days in February), they give information and arrange for fairs al local and regional level, they support girls during the study and in the job choice. It is funded by Industrial association, several academies, equal opportunities office of OberOesterreich, the chamber of Commerce, JKU and other institutions. The staff of composed of a coordinator and about 20 ambassadresses, who are students of technical faculties. They are role-models, work part-time, attend seminars and workshops. The ambassadresses are volunteers and are recruited through ads on the boards, on the web, asking other ambassadresses. They get paid and gain a lot on social skills. In OberÖsterreich there are 105 schools they call for presentations, 30 schools in NiederÖsterreich. There are different kind of presentations: presentation of 2 ore 3 hours, information fairs of at least 3 hours. Usually two ambassadresses go and talk of their biography, of FIT, of the programme of engineer and natural science at JKU, and they show a 10 minutes film.

In these presentations they have met about 1400 girls in 50 schools (40in OOe and 10 in NOe); about 200 girls attended FIT Open Days in February.

In the last 13 years the girls in the first university year at JKU in engineering and natural science are grown from 15% to 41%.

Thanks to a cooperation with ORF (TV) they realized 7 spots on TV and 2 spots for the cinema, and 4 spots for the radio.

Industrielle Verein (Industrial Association) Ms. Paola Mich-Herrnbauerr – Education Dpt

Ms Mich-Herrnbauer is the responsible for education and women in technical education (FIT)

Of the 7 federal stastes, OberÖsterreich is the most industrialized with more than 50% of labour force. There are a lot of SMEs and 80% of R&D is in OOe. Austria is in one of the lowest positions in EU for the attitude to study mathematics and engineer. In Ooe there are about 250-400



graduated in technical studies, but 2/3 leave Ooe and never come back. This is a problem because if production goes away, at middle term also R&D will go. There's a lack of technicians and engineers in the labour force.

Last year they created a magazine "inGENIEur", www.ingenierebrauchtdasland.at Also the number of apprentices is reducing and this is a problem because industry needs professionals.

They carry on activities:

International mechatronic prize

Girls'Day

FIT (with JKU Linz)

A project with the University of Upper Austria involving teachers

Other smaller projects

They cooperate with politics/federal government; social partners, cluster organizations (there many cluster in OOE), schools and universities.

They realized a brochure for parents about Girls'Day to explain technical jobs and study programmes. They try to explain that girls will have more chance of success and a better income than in traditionally feminine jobs.

They work first of all on the teacher in middle school and secondary schools, and then they want to work with teacher of primary schools because children in primary school are curious and enthusiast.

Teachers must go to University of Education to learn didactics, but not all teacher of all subjects (only primary and gymnasium). They have the problem that many teachers don't have any idea of what happens in their area, they simply refer to school books.

The Chamber of commerce invites companies to participate in Girls'Day (since 2001); companies adhering put at disposal a couple of people. This way they manage also safety for girls using machinery. The interest of the companies is about apprenticeship because they need technical professionals.

Ars Electronica – Ms. Gerid Hager

She is responsible for the educational programme, where they focus on the creative part of technology. They involve girls already interested in techniques. 8-10 groups of girls (aged between 11 and 13) to whom they present special kinds of technologies. They are mixed groups, from several schools. Now instead of the usual photoshop they use a kit called Picocricquet. In 3 hours they create model moving and producing sounds. Girls ask to participate, there's a preselection and then a final contest with a prize.

Subject: 31st May 2012 Krems an der Donau at 9.30 c/o Donau University Krems

Participants (name and organisation): Lil Reif (DUK), Cristina Fuerst (DUK), Anna Tombesi (Fond. CUOA), Elisabetta Piccin (Fond. CUOA), Marco Sacco (Regione Veneto), Cristina Toniolo (Associazione Industriali di Vicenza), Lavinia Vettore (ITIS Rossi), Stefano Andriolo (ITIS Rossi), Sabrina De Santis (Federmeccanica), Sindy Petzoldt (IHK), Gellert Szentkirályi Tóth (Fortuito), Orsi Marton (Fortuito), Maciej Kielbasinski (SWSPIZ), Carolien De Neeve (VHTO), Renate Wenda (Organisation Sprungbrett).

Report:

SPRUNGBRETT (Springboard) is an association for girls based in Wien. Ms Wenda has been working for it for 17 years; it was born in 1989.

The Austrian school system has 9 compulsory years of education. They have two kinds of middle schools (10-14 age): the academic one (for brighter students) and the generalist one (for others).



If students have good marks they can go to an upper secondary school or to apprenticeship (about 250 professions).

After the Abitur some students decide to do a shortened apprenticeship. 50% of girls choose traditional jobs like hairdresser, shop assistant, clerk. Most of the girls carry on studying instead of doing apprenticeship. The traditional feminine jobs are the worst paid.

The objective of Sprungbrett is to lower the gender discrimination and to foster equal opportunities for both genders, both in the profession and in the family. The staff is composed of experts in girls empowerment in the labour market, focusing on non traditional jobs. They have an approach from woman to girls. The target is from 10 to 21 years of age.

The association was born to advice girls in non traditional careers. Form the '90s they have been dealing with lifetime conciliation, since '91 the counseling is towards girls and women. Since '93 there is FIT, towards young women and higher education.

Since '96 they have been awarding "Amazone prize". It is an award for businesses; thus since '96 they have been counseling also on business. Since 2000 they have been also coaching for apprenticeship.

The core-business is girls guidance and the support in apprenticeship, but also skills-testing paying attention above all to technical jobs.

Activities:

Personal counseling

Empowerment laboratories (to increase self-esteem, self-defense, climbing, street dancing...)

Job search (preparation for admittance tests, information seminars...)

Technical laboratories

PROJECTS

MIT: 3 steps for unemployed girls, enrolled by the labor centers after the compulsory school, searching for an apprenticeship (15-18 age)

FIT: (16-19 age) days of counseling for women looking for a further technical education. In this activity they cooperate with the university.

MAeGI: Maedchen Gesundheit Inspiriert; it's about the psychological health and self-esteem of girls. It's been going on for 2 years. It deals also with boys (POIKA is a boys counseling) from 12 to 14 in Wien area.

STUDI NAVI: sustainable realization of occupation sensitive towards gender and guidance in higher schools (16-17); always with POIKA. It's a pilot project.

GO.ON: pilot project to help girls in technical jobs in the first steps of their career after apprenticeship.

Previous projects:

Mentoring for girls-students in research, technics, innovation with a personal mentor working in the field. About 30 couples student-mentor (16-18 age).

MUT: lobby work with laboratories, materials, and meetings to create networks

READY:

BIG: workshops for girls-students, migrants, and training for teachers (12-13 age).

They work also with companies, between girl and company, to match for apprenticeship and support directly to companies. They monitor apprenticeship through coaching and training in vocational schools. They also organize events.

"Amazone" is an award given to companies qualifying apprentices. There are 3 categories: big companies, SMEs and public companies. It is an initiative to give visibility to companies involved in training girls in non traditional fields. It is funded by the Labour Ministry, dept. of Equal Opportunities, Industrial Association of Wien, the Chamber of Commerce, ESF, Ministry of Economy family and youths.

The colleague Carolien De Neeve told about the initiatives done in Holland for girls before the school choice. Important points for success are: number of role models, number of peers in the environment (otherwise girls feel it's not their place), family support, attitude of the organization.

Partnership observations:

- As regards the storylines left of SITCOM last time, “Mechanical Engineer” and “Software Developer” could be interesting. The storylines are ready but we (Italian partnership) need to read them to check if they fit with our needs.
- Lil will check an estimation of costs because the drawings are not done yet. More or less 55 pages of translation (the existing biographies) should be around € 1.400,00.