

Women in Science, Technology and Mathematics (STEM) Workforce Readiness and Development Program

International Labour Organization (ILO)

with the assistance of JP Morgan Chase Foundation

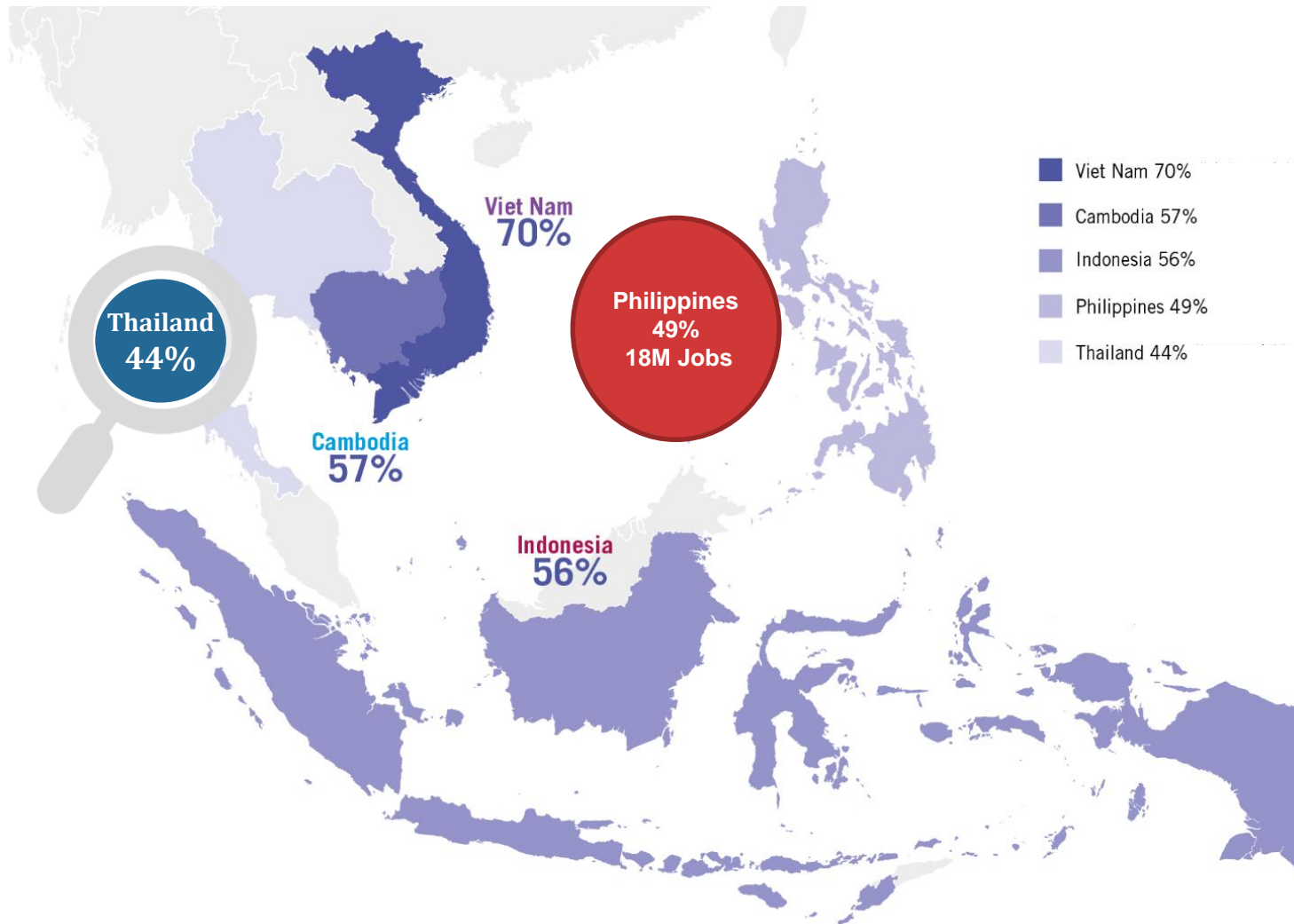
Linartes M. Vilorio
National Project Coordinator, Women in STEM Workforce Readiness Program
ILO Country Office for the Philippines



Rationale



49% of Jobs in the Philippines face high risk of automation



Source: ILO: ASEAN in transformation: Future of jobs at risk of automation (2016).

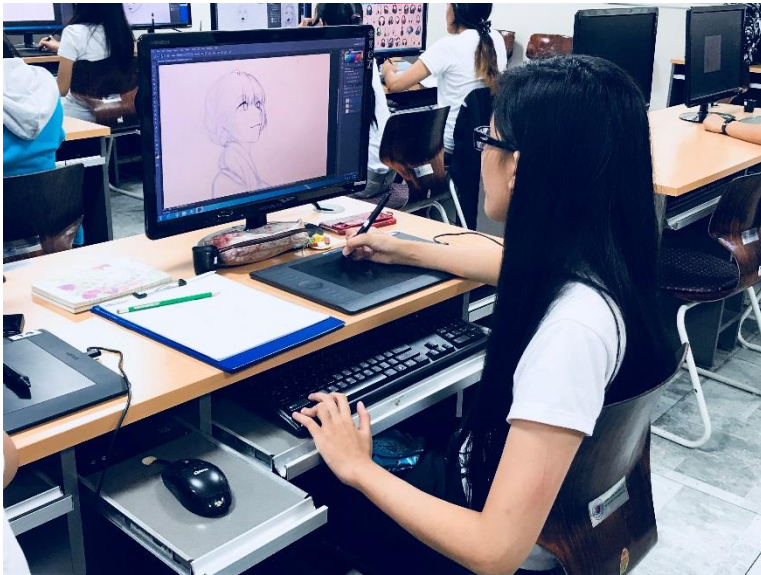


- ❑ In the BPO Sector, automation processes are increasingly replacing routine tasks with modern algorithms to enhance the productivity of back office work.



Source: ILO: ASEAN in transformation: Future of jobs at risk of automation (2016).





❑ 89% of Filipinos in the BPO sector are at **HIGH RISK** due to **AUTOMATION**

❑ 60% of them are **WOMEN**

Source: ILO: ASEAN in transformation: Future of jobs at risk of automation (2016).

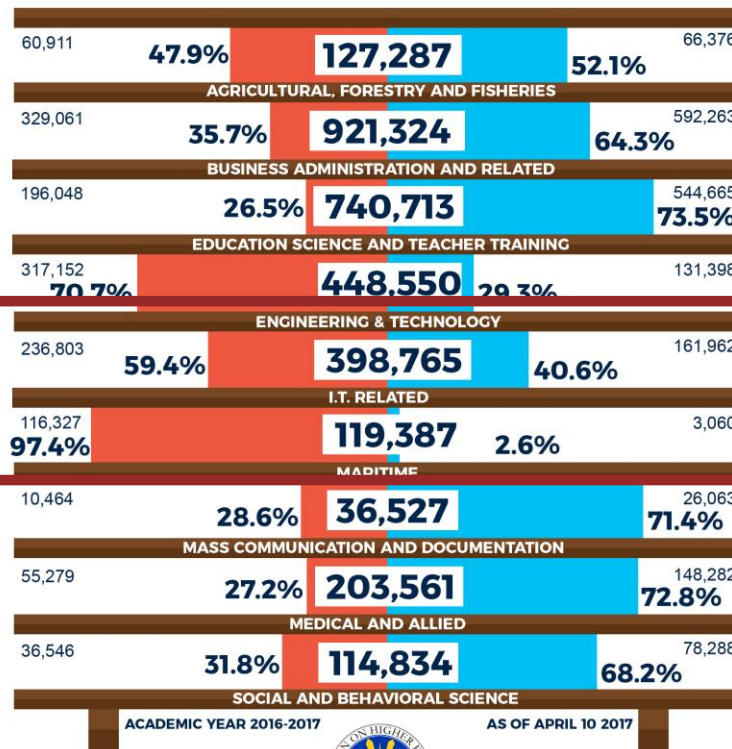


59.4%



MALE VS FEMALE ENROLMENT BY DISCIPLINE GROUP

BOTH PUBLIC AND PRIVATE UNIVERSITIES AND COLLEGES



40.6%



97.4%

2.6%

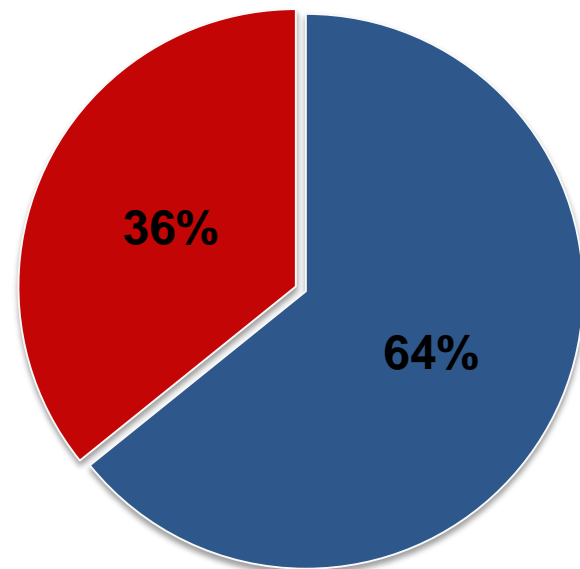
Less Girls are choosing to study TECH for COLLEGE

Women in ICT Tech-Voc Trainings (2017)

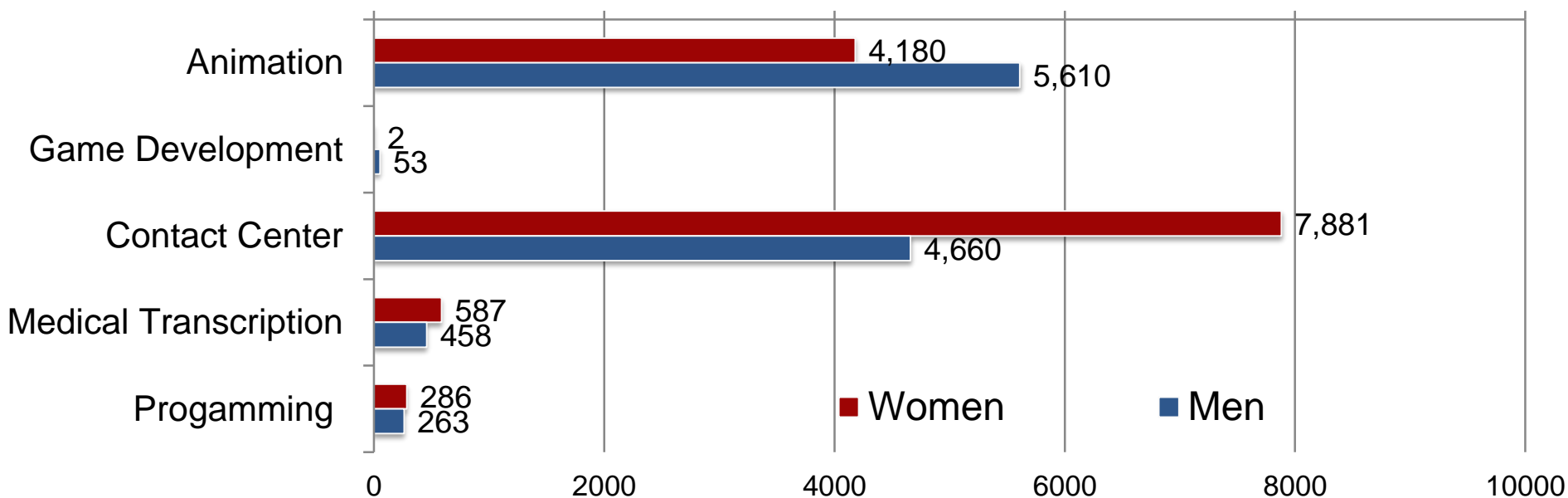
17 128 trained for ICT Trainings

10 997 men trained (64%)

6 131 women trained (36%)



Less Girls are choosing to study TECH for TVET



Issues and challenges of Women at Work in STEM

Women face a more challenging career path comparing to men.

For STEM-related work most women are concentrated at the bottom of the hierarchical organization.



Women face serious challenges in balancing work-family responsibilities.

Issues and challenges of women in STEM

There is a significant lack of female role models, which excludes women from working in STEM-related industries.

Women perceive existing STEM-related jobs unattractive.



Mentoring

There are limited mentoring opportunities for women in STEM-related occupations.

Women in STEM Workforce Readiness and Development Program Objectives



PROGRAM OUTREACH and OBJECTIVES – Women in STEM Workforce Readiness and Development Program

Countries and Industries

- ***Indonesia***, Automotive
- ***Thailand***, Electrical & Electronics
- ***Philippines***, IT-Business Process Outsourcing (BPO)



Program Objectives - Philippines

Strengthen linkages between private sector firms, sectoral business associations and technical and vocational training centres to **ensure greater opportunities** through **higher entry, retention and advancement of women workers in STEM-related positions.**



What is the expected outcome of the program?



1,760 women received technical **STEM-related skills, employability** and **leadership training** coupled with targeted **mentorship** to help women and enterprises to **close the skills gaps and create quality employment** in STEM-related fields within the **automotive sector**.

What is included in the program?



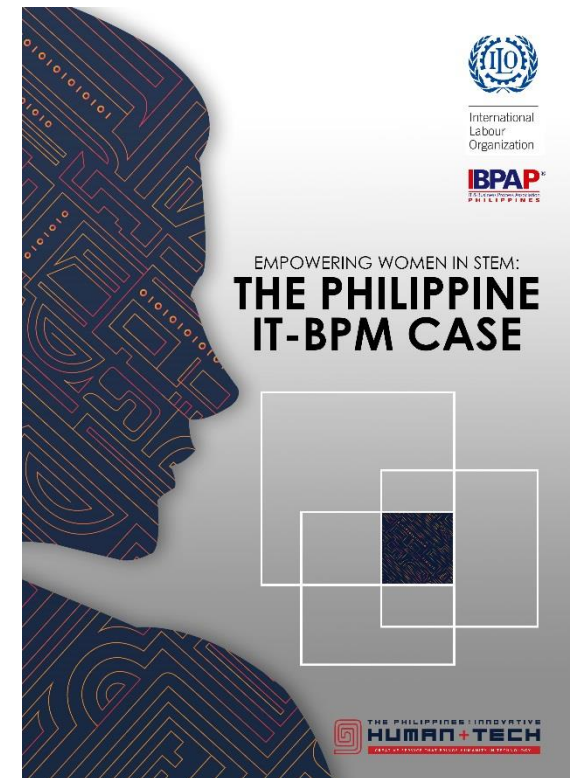
Technical STEM-related skills training;

Critical core employability (soft) skills training;

In-company developing and mentoring;

Component 1: Sector-Specific Demand-Led Action Plans for STEM Skills Development and Employability for Women

- **IBPAP Partnership on Industry Snapshot on Women in STEM Project**
- **Review of Training Regulations on IT-related TVET trainings and integration of soft skills (Animation, Game Development, Software Programming, Contact Center Training)**



Component 2: Successfully transition underprivileged female vocational school graduates into STEM-related occupations

- **DICT partnership on Education-to-Employment Trainings in Software Programming and Impact Sourcing (February 2018)**
- **TESDA, HRDI partnership on Training Vouchers for Animation, Game Development, Software Programming (February 2018)**



What are the target groups?

1. Pre-employment

175 Female secondary or post-secondary TVET graduates.

Technical Skills in Animation, Software Programming, Game Development, Impact Sourcing
Soft Skills Training for Work Readiness
Industry Career Talks
Mentoring

2. Skills Upgrading


150 Under-employed women in STEM-related fields.

Technical Skills in Business Analytics
Women Empowerment in the Workplace (**In Business Soft Skills Training**)
Women Mentoring Circles in the Workplace


3. High-end technical skills

100 Mid-level women working in STEM fields.

Technical Skills in Business Analytics
Women Empowerment in the Workplace (**In Business Soft Skills Training**)
Women Mentoring Circles in the Workplace



**HUMAN RESOURCES
DEVELOPMENT INSTITUTE**
PHILIPPINE-KOREA FRIENDSHIP CENTER
Bayani Road, Fort, Bonifacio Taguig City



GAME PROGRAMMING NC III




1234 hours of comprehensive and hands-on training
Made **FREE** through TESDA's Training for Work Scholarship Training Program
8:00 am - 5:00 pm, Mon-Fri


Who are Qualified?

- ✓ financially challenged (cannot afford college or any skills-based program)
- ✓ applicants with great potential is a priority
- ✓ is at least 3rd or 4th year High School in level
- ✓ Senior High School Graduates for 2018 will be prioritized
- ✓ will turn 18 years old on or before December 2018
- ✓ very logical & very good in math, geometry, trigonometry & physics
- ✓ Not currently employed
- ✓ willing to commit & train/study for 07-10months (including OJT at a Game Development STUDIO or INCUBATION SET-UP) from Monday to Friday, 08:00pm-05:00pm at the TESDA Philippine Korea Human Resources Development Institute (HRDI), Philippine Korea Friendship Center, Bayani Road, Taguig City
- ✓ can afford her daily meals & transportation to and from the Training Institute
- ✓ creative & has a high appreciation level for art
- ✓ lastly ... loves to play games in any format


TESDA In Cooperation with
the **International Labour Organization (ILO)**
is Implementing a Project for **Women in IT**.
HRDI is offering **SCHOLARSHIP** to the **TOP Twenty Five (25) FEMALE Trainees**.

Tentative Schedule of Training : 14 May 2018, Monday
Interested Applicants should VISIT the HRDI for screening.
(from 23 April Onwards)

 Smart 09182178467
 pkctc@tesda.gov.ph
 Like www.facebook.com/TESDAHRD



**HUMAN RESOURCES
DEVELOPMENT INSTITUTE**
PHILIPPINE-KOREA FRIENDSHIP CENTER
Bayani Road, Fort, Bonifacio Taguig City



3D ANIMATION NC III


1040 hours of comprehensive and hands-on training
Made **FREE** through TESDA's Training for Work Scholarship Training Program
8:00 am - 5:00 pm, Mon-Fri

Who are Qualified?

- ✓ financially challenged (cannot afford college or any skills-based program)
- ✓ applicants with great potential is a priority
- ✓ is at least 3rd or 4th year High School in level
- ✓ Senior High School Graduates for 2018 will be prioritized
- ✓ Will turn 18 years old on or before December 2018
- ✓ Not currently employed
- ✓ Has Acceptable Drawing Skills (especially for Realistic and/or Cartoon Characters)
- ✓ Has Basic Computer Literacy Skills especially in Adobe Photoshop and other Graphic Softwares
- ✓ Willing to commit & train/study for 07-10months from Monday to Friday, 08:00pm-05:00pm at the TESDA Philippine Korea Human Resources Development Institute (HRDI), Philippine Korea Friendship Center, Bayani Road, Taguig City
- ✓ can afford her daily meals & transportation to and from the Training Institute

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REPUBLIC OF THE PHILIPPINES
DEPARTMENT OF INFORMATION AND
COMMUNICATIONS TECHNOLOGY



CODING BOOTCAMP

SOFTWARE DEVELOPMENT SPECIALIZATION TRAINING PROGRAM

CALL FOR APPLICATION

MODULE:	QUALIFICATIONS:
<ol style="list-style-type: none"> 1. Fundamentals of Computing 2. Java Programming 3. Mathematics and Programming 4. Programming Logic 1, 2, & 3 5. Object Oriented Programming 1 & 2 6. Web Development (HTML, CSS, JavaScript) 7. Dynamic Web Development 8. Introduction to Database Programming 9. Design Patterns and Common Program Structures 10. Project Application 	<p>A natural-born Filipino; At least high school graduate/ K-12 student specializing in Computer Programming Must be willing to finish the 120-day training; Must be willing to attend training in Laguna.</p> <p>For more information, you may contact Ms. Camille Borlongan at (02) 920 0101 local 1101 or email at sdstp.codingbootcamp@dict.gov.ph</p>

DEADLINE OF APPLICATION: March 2, 2018 (Friday)

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Women in STEM #girlscandoIT SCHOLARSHIPS IN TECHNOLOGY



ANIMATION



GAME DEVELOPMENT



WEB DEVELOPMENT

Who can apply?

Women between 18-45 years old

At least high school graduate

With interest and passion for technology

APPLY NOW!

Check out these technology trainings at the following partner schools

TAGUIG

3D Animation
Game Development
Human Resource
Development Institute
Philippines-Korea Technological and
Cooperation Center
0919 8288114

QUEZON CITY

2D Animation
3D Animation
Bayan Academy for Social
Entrepreneurship and Human Resource
Development (Bayan Academy)
<http://www.bayanacademy.org/>
www.facebook.com/bayanacademyorg/
(02) 426-3140 / (02) 927-9365
Email: info.bayanacademy@gmail.com

LAS PIÑAS

Animation
2D Animation
Top Peg Animation
<http://www.toppeganimation.com/>
Landline : (632) 8711590 /
4032419
Mobile numbers : 0998 8563065 /
0927 8247223

PASIG

Web Development
MFI Polytechnic Institute
<https://www.mfi.org.ph/>
Email: ask@mfi.org.ph
Trunk lines : (+632) 6320756,
(+632) 6320758 to 65
local 446 /283 /431 / 433
Direct lines : (+632) 6333625 /
(+632) 6333623

Deadline for Applications
02 July 2018



The Women in STEM Workforce Readiness Project is a project of the International Labour Organization, implemented in partnership with the Technical Education and Skills Development Authority.



International
Labour
Organization









HRDI-TESDA Orientation Session on 3D Animation



**HRDI-TESDA Orientation Session on
Game Development**



**ILO-Bayan Orientation Session on
3D, 2D Animation**



ILO-Top Peg Animation

ILO-Top Peg Animation Class



Component 3: Successfully transition women in low-skilled & mid-skilled jobs to qualify STEM related employment with sustainable career and livelihood prospects

- **Gender responsive, industry-based soft-skills training module for IT industry**
- **Initial Sign-ups for IT-BPM companies for soft skills training**





Training Modules

Power Skills for the Workplace

- Vision-setting for Career Women
- Creative thinking for Her
- Problem solving
- Teamwork for Ladies
- Reaching Consensus for Women
- Communicating for Impact
- Managing Men and Women for Women
- Women Interpersonal communication
- Leadership Skills for Women
- Time management and self-organization for Busy Women
- Critical thinking and Reasoning
- Women Working in a Cross-cultural environment
- Effective speaking for Women Leaders
- Managing Leaders for Her

14 modules available for participating firms



Initial Sign-ups for IBPM companies for soft skills training (as of June 2018)



Globe

accenture



Cognizant



Teleperformance



POINTWEST







Why are Women not equally benefiting from the digital economy and digital technologies?

- Lack of awareness on the suitable career paths for females in STEM
- Lack of Role Models in STEM
- Insufficient career support received by females in terms of coaching and mentoring in STEM-related fields





#womencandoIT

Would you like to help?

Linartes M. Viloría

National Project Coordinator

Women in STEM Workforce Readiness Program

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