

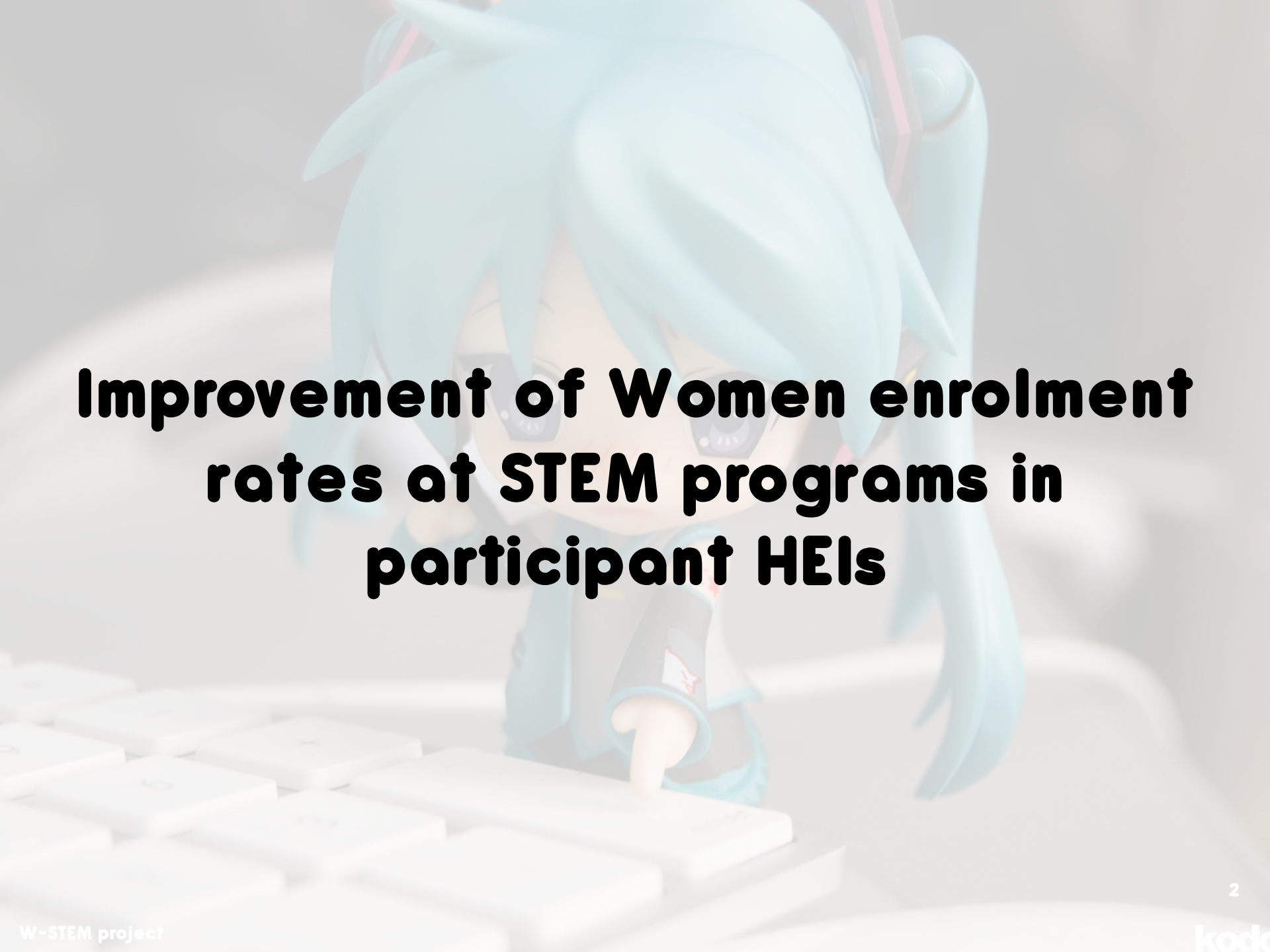
Milestones for the next two years: where are we going?

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Improvement of Women enrolment rates at STEM programs in participant HEIs

A hand is pointing at a chalkboard. On the chalkboard, there is a flowchart diagram consisting of several rectangular boxes connected by arrows. The diagram is drawn in white chalk. The text "New mechanisms and changes in the process of attraction, access and guidance in participant HEIs" is written in bold black font across the center of the chalkboard.

New mechanisms and changes in the process of attraction, access and guidance in participant HEIs

Inclusion of new policies and strategies

YES

The background features a light blue gradient with a large, semi-transparent DNA double helix structure in shades of yellow and orange. An upward-pointing arrow is also visible in the lower right quadrant.

**Other non-partners HEIs having
completed the online training
package/course on Effective
Strategies**



Involvement of key units in the action plans

A stylized illustration of a rabbit with large, upright ears, holding a sign that says "POR ALI (SEM DEMORAS)". The rabbit is rendered in a simple, sketchy style with a light green body and white polka dots on its ears. The sign is a white arrow pointing to the right, with the text "POR ALI" in large, bold, black letters and "(SEM DEMORAS)" in smaller, black letters below it. The background is a soft, pinkish-red color with faint, stylized outlines of trees and a large, light-colored object on the left side, possibly a wheel or a large letter. The overall style is clean and modern, with a focus on the central text and the rabbit character.

Guidance initiatives and Mentorship networks established in Universities

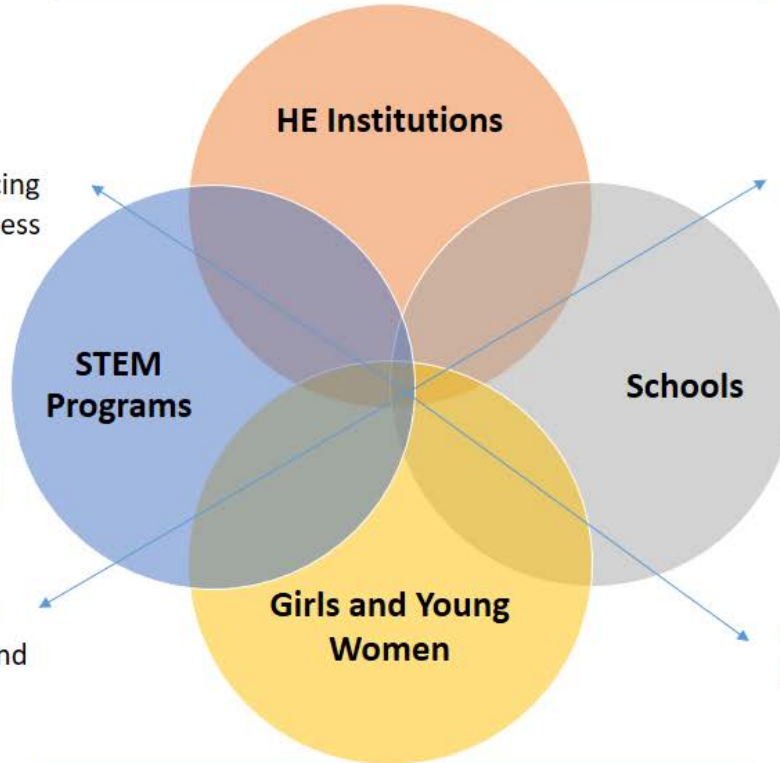
Increase the number of prospective female students: 1) with key skills to follow STEM HE programs 2) informed and sensibilised to make STEM career choices

Direct support to achieve the objectives

- Facilitate access to the high schools in the region
- Support to perform the attraction campaigns conducted by the university for female students from high schools
- Establish the guidance and mentorship STEM Network
- Facilitate contact with the different services and units in the institution to identify good practices in the process of attraction, access and guidance in STEM programs

Progress and impact indicators

Sustainable institutional changes for improving the access of Women in STEM programs



Better opportunities for secondary students to access STEM programs.

More proactive actions to enhance girls' interest towards STEM disciplines

Effective school campaigns developed in cooperation with universities

Prospective candidates better informed and sensitized to make STEM career choices.

Effective actions for implementing and enhancing Guidance/Mentoring process

Improvement of Women enrolment rates at STEM programs

Better decisions based on the alignment of attitudes, skills and styles related to STEM disciplines/professions.



Proposal for the discussion: strategies, objectives, and actions for the coming two years

- Each partner should reflect by institutional teams and then share with the overall partners
 - Which are their goals for the next two years taking into account the flow of the project and expected results
 - One key/strategic action proposal per each basic process: attraction, accessing and guidance
 - The commitment is each partner country institution make actions towards
 - Strategic plans with impact at Institutional level
 - Attraction campaigns encouraging external alliances (e.g. schools, other key actors)
 - Recruitment and guidance (e.g. retention) that allow to show an improvement in the processes (based on measurable indicators)

Notice

- If any **partner country (Latin-American)** institution does not perform any attraction campaign due to its contextual characteristics, this later should be replaced by other measures that allow to show changes/improvements as an effect of the WSTEM project in the key processes involved
- In case campaigns are not developed this **MUST** be clearly explained and justified to the European Union
- This eventually would cause a modification of budget allocation to such activities as foreseen in the initial proposal. (e.g. staff costs allocated to campaigns work)

Group discussions: 40' + 20 Wrap-Up

	GOAL 1: <i>To increase the # of female Students in X program</i>	GOAL 2: <i>To create mechanisms for assuring the recruitment of X</i>	GOAL 3: <i>To establish mechanisms for monitoring and guiding Students from 1st year...</i>	
ACTIONS/ ACTIVITIES				RESPONSIBLES
A1: Develop 3 campaigns involving Teachers and future Students...	X	X		
A2: public-policy dialogues with government				
A3: Build-up 4 key alliances....				
A4:				
A5:				

Disclaimer

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