

## THE EXECUTIVE SUMMARY

MentoraSTEAM training aims to develop self-efficacy, confidence, and soft skills of highly skilled foreign-born women in the STEAM sectors to boost their employability and to empower them. It was developed during an EU Erasmus+ co-funded project MentoraSTEAM - Boosting Migrant Women's Employability in the STEAM Sector. Additionally, it aims to build awareness of the inequalities and challenges faced by foreign-born women in the STEAM sectors and improve knowledge and understanding of the challenges they currently face amongst employers, employment agencies, the third sector and other stakeholders.

As part of the MentoraSTEAM project, the MentoraSTEAM training programme was piloted by the four partners in Finland, Italy, the United Kingdom, and Spain. Piloting took place online and face-to-face. During the piloting all 4 training modules were piloted. These were: Module 1 – Confidence building and self-efficacy, Module 2 – Innovation in personal branding, Module 3 – Adaptation of one's own skills to the working culture of the host country, and Module 4 – Exploring the benefits of entrepreneurship and self-employment. In addition, follow-up sessions were organised to discuss the training topics further or to those who missed some of the sessions.

Altogether 109 participants successfully completed the training, 25 in Spain, 44 in the UK, 20 in Italy and 20 in Finland. It should be noted that more participants (137) benefited from the training but some only attended 1 session or were not part of the main target group and therefore, have not been included in the final figures. The top 6 countries of origin were Mexico, Peru, India, Nigeria and Tunisia and Morocco shared fifth place. All except one individual had a higher-education degree, most commonly a PhD degree, followed by a Master's degree and a Bachelor's degree. The majority of respondents identified with Science. Engineering follows closely behind and then the Arts field.

The training was highly evaluated as the participants' feedback regarding the training sessions was highly positive reaching almost a 100% satisfaction rate. The majority of participants expressed strong satisfaction with the training sessions and the facilitation, and the participants strongly agreed to their intention of applying what they had learned from the training in the future. The most preferred module was Module 1 – Confidence building and self-efficacy, followed closely by the modules 2, 4 and 3. This indicates that the participants recognized the importance and benefits of all the modules in different ways, showcasing the holistic value of the course. The varied distribution of votes suggests that each module played a unique role in enhancing the participants' knowledge and skills, contributing to their overall learning experience. The overall feedback suggests that the training program had a positive impact.

**Five main recommendations arise from the pilot training experience:**

- 1.** Scheduling and accommodating participants' other commitments such as work, and family is critical.
- 2.** Practical application. The modules needed to be practical and address the needs of the participants. Additional requests from participants included such as LinkedIn and CV writing.
- 3.** Flexibility in the delivery method is recommended to include active and quiet participants, facilitating inclusivity. In a digital session this means using breakout rooms and the chat function.
- 4.** Digital platforms, the use of platforms such as WhatsApp and LinkedIn for ongoing communication and networking was well received. Participants appreciated the ability to continue the discussion, share experiences, and learn after the training was completed.
- 5.** Certificates were regarded as a valuable addition to the training program.