



PRESS KIT
**DEDICATED TO PROMOTING
WOMEN IN IT**



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About FDM

FDM Group is a global professional services provider with a focus on IT. Its business model is both unique and robust, bringing people and technology together. FDM has centers across North America, Europe, and Asia and has firmly established itself as a leading IT employer for recent university graduates. FDM aims to employ 1,000 university graduates per year and is one of the top 25 fastest growing companies in Europe (Europe's 500).

FDM is renowned for its unique IT Careers Program, which gives university graduates and military veterans award-winning business and technical training in core IT and business disciplines including: business analysis, project support, project management, software development, data and operational analysis, software testing, business testing and quality assurance, and production support.

FDM provides high-value, cost-effective and low risk professional services to over 130 clients worldwide to help them achieve specific business objectives within various sectors, including finance, insurance, telecoms, media and entertainment, automotive, IT and software, retail, airlines and aerospace, gaming, energy and not-for-profit. The award-winning firm enjoys a number of strategic partnerships with leading global technology players.

FDM is committed to supporting and encouraging women to pursue a career in IT through its dedicated Women in IT campaign. Since launching in 2011, our initiative has gone from strength to strength and FDM has signed the United Nations Women's Empowerment Principles, formally accrediting the firm as a company that encourages more women to succeed in the IT industry.

The success of the campaign has positioned FDM as one of the Top Ten IT Employers for Women (UK Guardian 300). FDM also encourages the IT industry as a whole to celebrate the achievements of women in the sector by sponsoring the FDM everywoman in Technology Awards.

The truth about women in IT

The gender divide starts early in the STEM education system. Low female participation rates exist at the middle school level, the gap increases in high school, is even more prominent in Higher Education and continues into the IT workforce. The lack of females undertaking IT-related qualifications impacts upon the proportion of females that are employed today as IT professionals.

Although the number of females undertaking IT related subjects are low in number, they consistently outperform their male counterparts. The presumption is, therefore, that if females were more inclined to participate in IT careers then the pool of talent available to employers will improve noticeably.

US Facts about Women in IT (National Center for Women and Information Technology):

- ✓ Only 25% of the computing workforce is female
- ✓ Only 20% of CIO positions at Fortune 250 companies are held by women
- ✓ 17% of ISEF finalists in Computer Science are female
- ✓ 79% decline in the number of first-year undergraduate women interested in majoring in Computer Science since 2000
- ✓ There will be an estimated 1.4 million computer specialist job openings expected in the US by 2020

UK Facts about Women in IT:

- ✓ Seven out of ten technology leaders believe they are missing vital skills as a result of low representation of women (Harvey Nash PLC research)
- ✓ Only 15% of applicants to computer degrees are female (e-skills)
- ✓ The gender divide stems in part from the ICT education system (e-skills)
- ✓ Females consistently achieve higher grades than their male equivalents in IT related subjects (e-skills)
- ✓ On average, only nine out of 100 Developers in Europe are female (e-skills)

FDM's Global Women in IT Campaign

In a bid to combat the shortage of women in IT, FDM launched its dedicated Women in IT campaign, which aims to encourage more women to see IT as a creative and rewarding career. Spearheaded by the company's Chief Operating Officer, Sheila Flavell, the campaign has continued to grow, with FDM announcing that 25% of its global workforce and 50% of its senior management team is female.

FDM has also established a female mentoring program, which sees our 'Female Champions' mentor fellow colleagues to aid their professional development, and organize events to raise awareness of the attractive opportunities for women within the IT industry.

Campaign highlights

- ✓ Headline sponsor of the FDM everywoman in Technology Awards
- ✓ Signed CEO Statement of Support of United Nations Women's Empowerment Principles, sealing our commitment to promoting gender diversity within the workplace and wider business community
- ✓ UK Guardian 300 Most Popular Graduate Employers
- ✓ Top Ten IT Employer for Women (Guardian UK 300)
- ✓ The JobCrowd's Top 100 Companies For Graduates To Work For
- ✓ The JobCrowd's Top IT Services and Consulting Companies To Work For
- ✓ FDM's COO featured in UK's 100 Women to Watch List 2013 and 2014
- ✓ FDM's COO featured in TechCityInsider 100 UK
- ✓ FDM has sponsored the New York Celebration of Women in Computing conference
- ✓ FDM has partnered with NYTechWomen in the US
- ✓ Signee of Germany's National Pact for Women in STEM Careers (Komm, mach MINT)
- ✓ Part of the UK government's Think, Act, Report initiative, encouraging more transparency on gender numbers within the workplace
- ✓ FDM's COO is a judge for Computer Weekly's Most Influential Women in UK IT

Key quotes

Special Projects Editor, Computer Weekly: “Having worked with FDM, I have seen the company’s commitment to gender diversity continue to grow through tangible and practical initiatives. Having attended FDM’s events, and followed its progress in the news, I have experienced first-hand how FDM is committed to promoting women’s leadership and gender diversity.”

CEO, Lady Geek: “I am really encouraged that companies such as FDM are leading the way in addressing the gender gap in the tech sector. With only 17% of the tech workforce being female, yet 50% of women buying technology, these events are crucial in raising awareness of the fact that this is not a "woman's problem" but a national one.”

Diversity Manager, BBC: “FDM is committed to empowering women to join and progress in the technology industries.”

YODA Program Manager, RBS: “FDM's recent "G Factor" event introduced speakers who provided "food for thought" regarding what one could do personally to improve the attractiveness of Technology as a career for girls.”

Operations IT – Security Manager, UBS: “FDM have used their network to introduce me to individuals and groups who are effecting change from the ground up.”

CIO, Citizens Advice Bureau: “The focus of IT is increasingly in business relations, information management and social media, where women have essential strengths to add to the mix. FDM actively demonstrates the potential for women in IT and their vital role in creating the business value of the future.”

Director of Global PMO, Griffin: “FDM initiates awareness and an environment to network and discuss. The creation of these lead to initiatives and opportunities.”

Head of MIS Operations, Thomson Reuters: “Attending this event left me feeling empowered and connected with like-minded women as well as taking away a sense of responsibility to get more women and girls into IT careers.”

Sonia Osa-Iduma, FDM Consultant: “It is a great company to start your IT career in, straight after university. Never would I have thought that I would be working with such a reputable company gaining the experience I most crucially needed. The culture is very inviting and dynamic. There is a big sense of ability over experience.”

Co-founder, everywoman: “FDM has continued to show a great commitment to encouraging more women to pursue an IT career and truly sees the value of a balanced workforce. They work hard to champion women in the industry and support them at every stage of their development.”

Media coverage highlights

Computer Weekly: Females in IT shine in 100 Women to Watch list

Bloomberg: Winners announced for the 2014 FDM everywoman in Technology Awards

Huffington Post Canada: Women: They're Sexy and They Know IT

Computer Weekly: International Women's Day: Five inspiring quotes to achieve career success

Working Mums Magazine: Getting women into technology

The Guardian: What advice would you give the women in your life?

E-skills: Finalists in 2014 FDM everywoman in Technology Awards announced

Microchicks: The Solution, not the problem

Recruitment International: FDM Group's COO placed in TechCityInsider's Top 100