

Instructing / Training Role Models

* TechMate Toolkit for gender equality in computing higher education. Please discover actions and resources on <https://ascnet.ie/techmate/>

Role modules (please refer to relevant actions in TechMate toolkit) benefit from some instruction regardless of their prior professional experience. Role models who have been trained, [reported that they feel more confident interacting with female students](#), and are more likely to continue doing outreach.

Following recommendations for a facilitated role models training were inspired by the [National Girls Collaborative Project Toolkit](#) and the [SciGirls Role Models Strategies Guide](#). There are companies that provide role model training.

Possible agenda for training:

- How to interact with female students and inspire them in computing careers;
- What messages tend to inspire women to pursue computing;
- How to share personal stories alongside challenges;
- How to facilitate a practical activity that gives an insight into the role model's work;
- How to manage and support female students during the role model session.

Formats of the training:

- If the event takes place at the partner's office, training can be organised as a one-hour lunchtime session.
- If the role model event takes up a significant amount of time, e.g., over the whole day or weekend, more practice for practical activities might be needed for role models. Training in that case can take up over 2-3 hours at the event location or at a similar venue and can focus on practice of hands-on activities and in-depth review of strategies for role models.
- Online. This is especially suitable for role models who do not work in the office, do not have an opportunity to travel to the training location or those who already have some role model experience but would like a refresher.