

# Accenture – Girls Only TY Week

## What is this?

This is a weeklong Transition Year work experience programme, for girls only, with the aim of encouraging them to think about choosing STEM subjects for Leaving Certificate and studying STEM career in College.

## Who was involved?

Accenture Leadership, HR and recruitment

## How can this exemplar be used to inform practice?

This is the first year to trial a girl only TY week. We hope with the success of this year we can formalise our approach and encourage other tech companies to take on this initiative next year.

## What was done?

Created an extra TY week **for girls only** to attend. We leveraged the existing TY week programme for the mixed groups and focused on areas we know are important for girls given our Girls in STEM research 2017 and What Now for STEM research 2019.

## Why was it done?

We noticed that for the four TY weeks we offer during the year the split is approximately 70/30 between boys and girls. Accenture believe that implementing a girls-only TY week would encourage more girls to sign up and take part and allow us to give girls focused messages derived from our research.

## What was the impact?

15 Female TY Students attended. After the week finished all girls who attended agreed that they would consider a career in STEM for the future and would now consider STEM subjects for the Leaving Certificate. We are also considering emphasising STEM more in our mixed TY weeks, given the success of this theme with the girls only week.