

**BREAK
THROUGH
TECH**

CHI

Sprinternships

Sizing up the gender gap in tech

Even today, women represent only:

26% of the computing workforce

23% of high school students who take the AP computer science exam

19% of bachelor's degree recipients in computer and information science

11% of senior leaders in the tech industry

11% of tech industry CIOs



Data source: Rebooting Representation, a report prepared by McKinsey & Company and Pivotal Ventures

Break Through Tech Chicago's solution

More women in computer science classes today means more women in tech jobs tomorrow.

Break Through Tech Chicago delivers **high-impact programs at the University of Illinois Chicago (UIC)** that enable more women — especially from underrepresented backgrounds in tech — to pursue an undergraduate education that prepares them to **compete for and succeed in tech roles.**

We call the components of our approach the “3 C’s.”



CURRICULUM

Innovative **programs** such as Guild and introductory computer science courses inspire students to pursue tech disciplines.



COMMUNITY

A strong **network** of peers and mentors from diverse backgrounds provides support as students envision their futures in the tech world.



CAREERS

Students learn about career paths and are supported in career preparation, which includes completing a key first résumé credential: a **Sprinternship.**

What's a Sprinternship?

A **Sprinternship** is an opportunity for you to bring a team of five first- or second-year UIC undergraduate women into your workplace for 3 weeks in May.

This quick (hence the **sprint!**) and immersive paid internship experience gives students résumé experience that makes them more competitive when applying for summer internships. It gives you a chance to build your talent pipeline and advocate for gender equity in the Chicago tech world.

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Core elements

Sprinternships are organized around essential core elements that encourage you to tailor the three-week experience to make it your own.

CHALLENGE PROJECT

A **constructive, goal-oriented experience** that might involve solving an internal issue or enhancing products or services with tech innovation. The goal is for Sprinterns to think creatively, develop skills, and work with others.

TEAM APPROACH

Allow Sprinterns to collaborate on the challenge project and in other settings so that they experience the efficacy of a **coordinated team approach**. This also enables your company to manage the group's time more easily.

INTRODUCTION TO YOUR BUSINESS

Immerse Sprinterns in **your company's unique culture**. Introduce them to different departments, provide résumé guidance, and design activities that give them a sense of what matters to your company and how things work.

Benefits



Sprinternships help UIC students

- Understand how a company works
- Be exposed to various career paths related to technology
- Gain professional skills
- Work on a challenge project
- Build their résumés

Sprinternships help employers

- Solve challenge projects and consider new perspectives
- Offer new leadership and mentorship opportunities to employees
- Build diverse talent pipelines
- Advocate for equity and inclusion in the tech world

A mutual commitment

Break Through Tech will provide your company with Sprinterns who:

- Are **first- or second-year women at UIC** with an interest in computing
- Represent **diverse backgrounds** (40% of UIC students are the first in their families to attend college)
- Have **problem-solving and program design experience from UIC courses**, including using functions in C and early object-oriented coding in C++

Your company's contribution to our partnership will include:

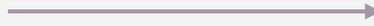
- A **business challenge** for which the Sprintern team can develop and propose a tech-based solution
- A **point person** to mentor and supervise the Sprintern team
- **Compensation** for the Sprinterns
- Ability to offer Sprinternships during the last **three weeks in May**

Change is possible

PILOT SITE: BREAK THROUGH TECH NEW YORK

5%

of women in tech at the City University of New York (our pilot site) succeeded in getting a summer tech internship without a Sprinternship.



55%

of women in tech at the City University of New York succeeded in obtaining a summer tech internship after completing a Sprinternship.

Together, we are breaking down barriers, opening doors, and reshaping industries.

Since Break Through Tech launched in New York City in 2016, more than 100 organizations have sponsored more than 500 Sprinternships.

Break Through Tech's industry partners include big-enterprise companies, mid-size companies, startups, foundations, and nonprofits.

You can define what this community of leading organizations looks like in Chicago.

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**Bloomberg
Philanthropies**

Citi Foundation

Cognizant



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SPECIAL SURGERY

IBM

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LinkedIn

mastercard.

**Morgan
Stanley**

Paul | Weiss

Pfizer

verizon✓

**and
you!**

Help us create change.



When you join Break Through Tech Chicago to host Sprinternships, our team is here to guide you through the entire process.

We hope you will join us to offer a three-week experience that can transform a UIC student's career.

Together, we can accelerate gender equity in tech.

“

Equality can't wait,
and no one in a position to act should, either.

”

—MELINDA GATES

FOUNDER OF PIVOTAL VENTURES, A BREAK THROUGH TECH SPONSOR



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