

**BREAK  
THROUGH  
TECH**

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# 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 **Sprintership**.

# What's a Sprinternship?

A **Sprinternship** is an opportunity for you to bring a team of five female and/or nonbinary UIC undergraduate students 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

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- 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

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- 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:

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- Are **female and nonbinary students 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

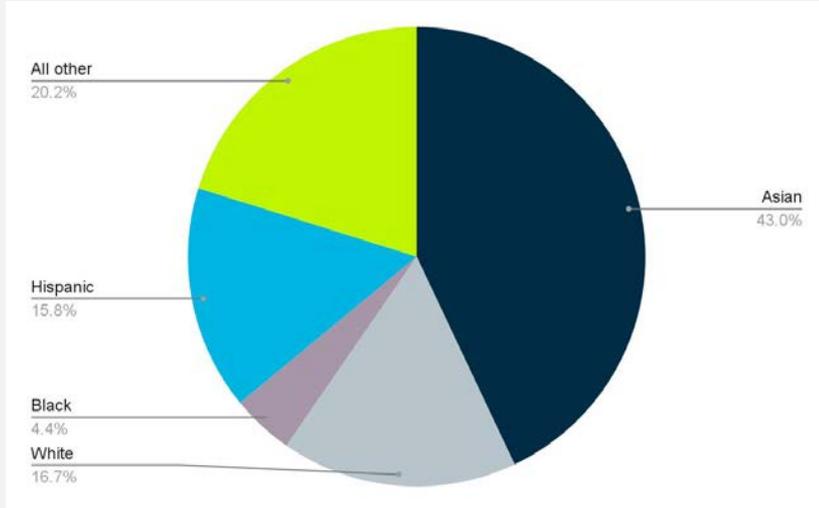
Your company's contribution to our partnership will include:

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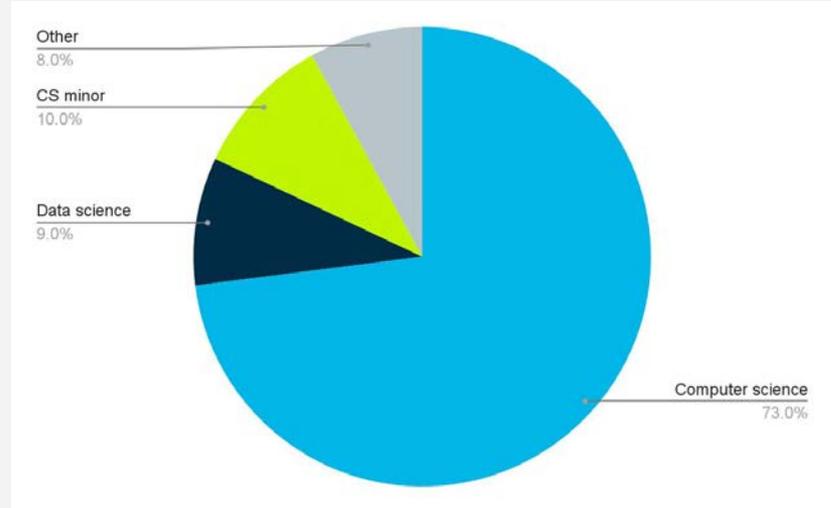
- A **business challenge** for which the Sprintern team can develop and propose a tech-based solution
- A **point person** to mentor and supervise the Sprintern team
- **Compensation** for the Sprinterns
- Ability to offer Sprinternships during the last **three weeks in May**

# About our Sprinterns

## Racial and ethnic representation



## Academic backgrounds



# Change is possible

## BREAK THROUGH TECH NEW YORK

**5%**

of women at the City University of New York (our pilot site) were able to get a summer tech internship without a Sprinternship



**55%**

of women in tech at the City University of New York were able to get a summer tech internship **after** completing a Sprinternship

## BREAK THROUGH TECH CHICAGO

**70%**

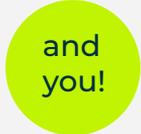
of Sprinternship sponsors offered a full-summer internship or full-time job to at least one of their Sprinterns

**1 in 2**

participating Sprinterns secured an ongoing role with their partner organization before the last day of the 3-week program

# In 3 weeks, Sprinternships open doors and reshape industries — in a way that is scalable nationwide.

- 17 companies
- 105 UIC Sprinterns
- Projects in data analytics, software development, and more



# Help us create change.



Join us at Break Through Tech Chicago!

The three weeks of work experience you provide has the potential to shape 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



[chicago.breakthroughtech.org](http://chicago.breakthroughtech.org)

