

**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 **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

- 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:

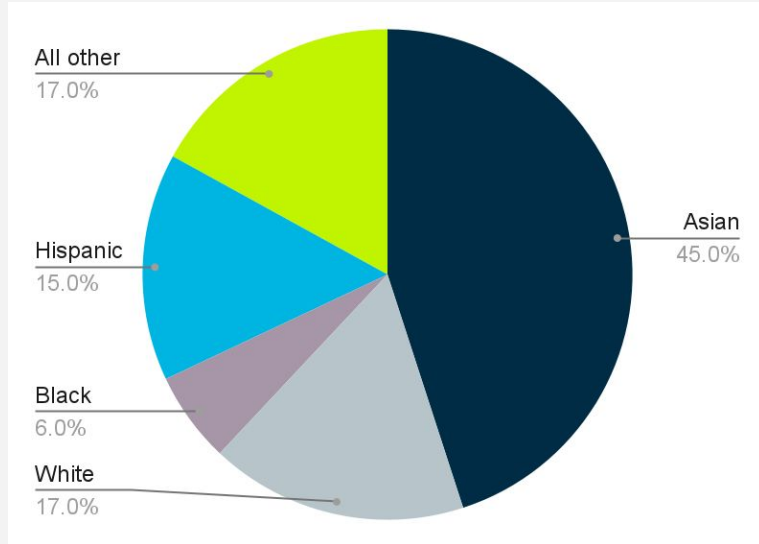
- Are **female and nonbinary students at UIC** with an interest in computing
- Represent **diverse backgrounds** (40% of UIC students are the first in their families to attend college)
- Have **problem-solving and program design experience** from UIC courses

Your company's contribution to our partnership will include:

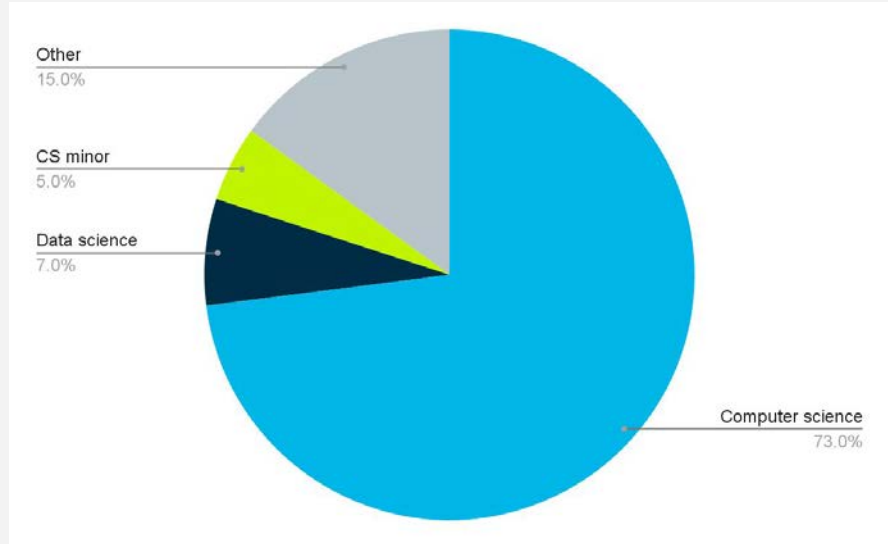
- A **business challenge** for which the Sprintern team can develop and propose a tech-based solution
- A **point person** to mentor and supervise the Sprintern team
- **Compensation** for the Sprinterns
- Ability to offer Sprinternships during the last **three weeks in May**

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) got 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

2 in 3

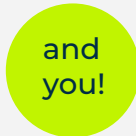
Sprinternship sponsors offered a full-summer internship or full-time job to at least one of their Sprinterns

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.

- 13 organizations
- 100+ UIC Sprinterns
- Projects in data analytics, software development, AI, and more





**Help us
create change.**

Join us at Break Through Tech Chicago!

The work experience you provide has the potential to shape a student's career.

Together, we can accelerate the achievement of 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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