Project Name: Coding Bootcamps for Female Digital Employment

Organization(s): World Bank

Dates of Implementation: 2017 ongoing

Country: Kenya; Colombia; Pakistan

Partner(s): The Rockefeller Foundation; Kaduna State Government; Upwork; Wacom; Andela; IBM Digital Nations Africa; PricewaterhouseCoopers (PwC)

Website: http://www.decodingbootcamps.org/

Project Description:

Rapid expansion of global connectivity and cloud-based technologies have opened new digital employment opportunities. Aside from creating new kinds of jobs, growth in technology and innovation has the potential to disrupt existing business models of current sectors. This new digitally-enabled employment has the potential to have an enormous impact on the employment of women. Specifically, digitally-enabled employment allows women to work from their homes on flexible schedules, thereby overcoming constraints on female labor force participation related to child/family care, mobility, and legal, regulatory and social restrictions.

Digital skills training programs have the potential to equip women and men with the necessary proficiencies to compete in the new digital global economy. Yet, women often participate at lower rates. For example, pilot programs focused on coding typically draw fewer women than men. And, when women do enroll, they tend to have higher dropout rates than their male counterparts over time and face higher barriers to re-entry. Such programs have demonstrated the importance of better considering women's constraints and tailoring the content to their interests and needs. In addition, these programs have found that skills training alone is not enough—providing a suite of support services and a community network can be critical for women's continued participation in the labor force.

This activity will focus on delivering coding bootcamps for women in Nairobi, Medellin and Peshawar. In addition, Randomized Control Trials (RCTs) will be carried out in Medellin and Nairobi to test the impact of youth coding bootcamps as compared to women-centered coding bootcamps on the employment and wages of women. The design of these training programs will specifically consider the needs and constraints of women, through several measures including tweaking the methodology as needed, adjusting the content, and the addition of wrap-around services, such as activities that foster business networks in ways that increase and sustain women's participation in the technology sector.

Target Population:

Kenya & Colombia: Disadvantaged young women aged 18-34. Pakistan: Disadvantaged youth aged 18-34 (50% young women).