

# A Framework for Women's Retention in IT Education



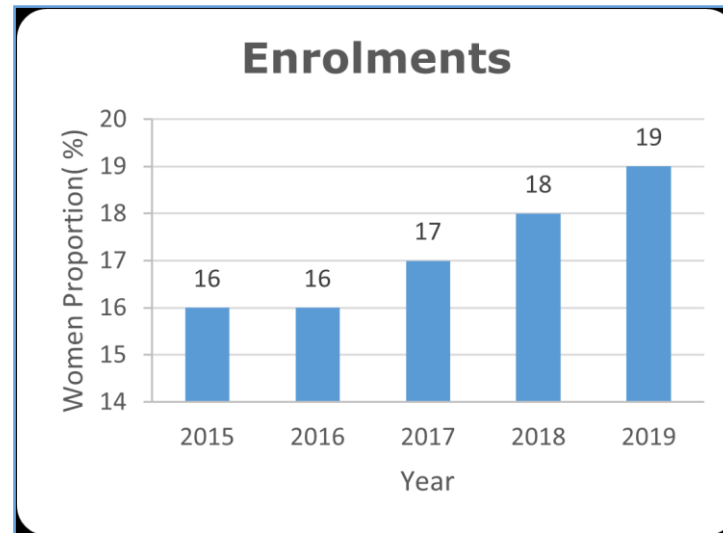
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## Gender inequality in IT\* fields in Australia

Alarming low levels of enrolments and completions of tertiary IT education amongst women<sup>1</sup>



Only 3% increase (11% to 14 %) in women's participation in IT qualified occupations over a decade (2009 – 2019)<sup>2</sup>

Notes: \*IT – Information Technology

# Research Design

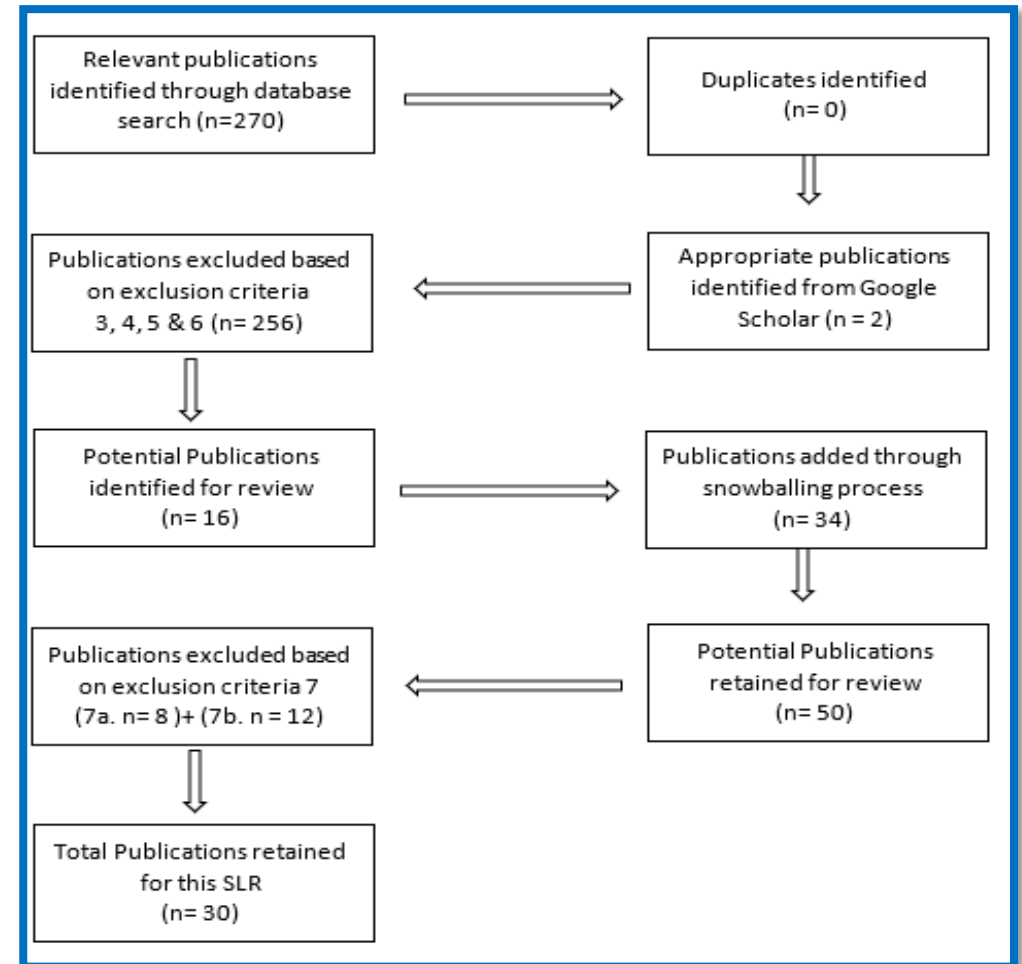
A systematic review of literature using PRISMA guidelines.

Reviewed 30 high quality articles from IEEE, ScienceDirect, Scopus and Google Scholar.

Utilised Snowballing process to identify additional relevant articles.

Applied several inclusion and exclusion criteria.

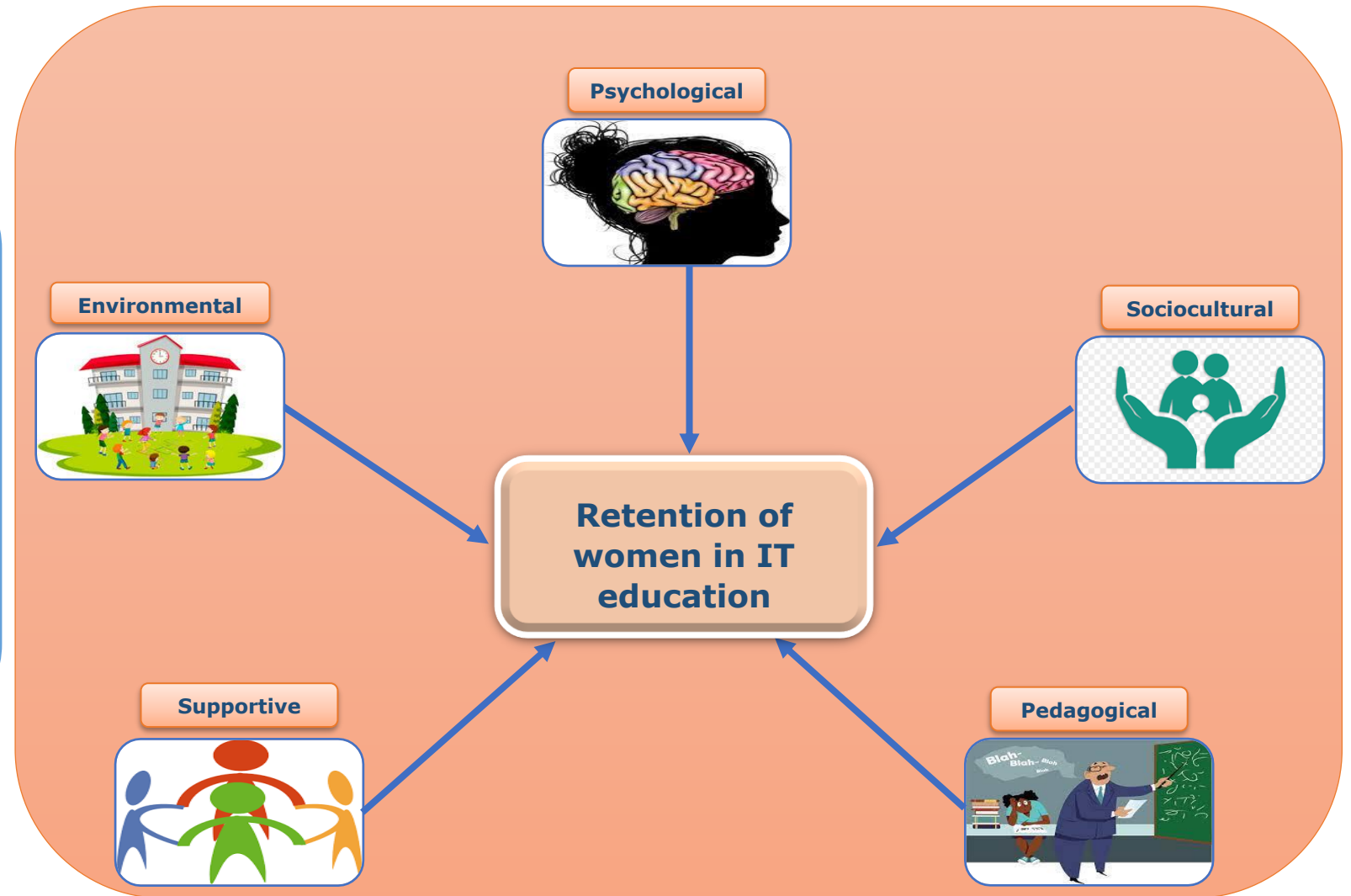
## PRISMA\* flow diagram of article selection process



Notes: \*PRISMA – Preferred Reporting Items for Systematic Reviews and Meta-Analyses

# Factors that impact the retention of female students

The research identified five significant factors that impact the retention of women in IT education.

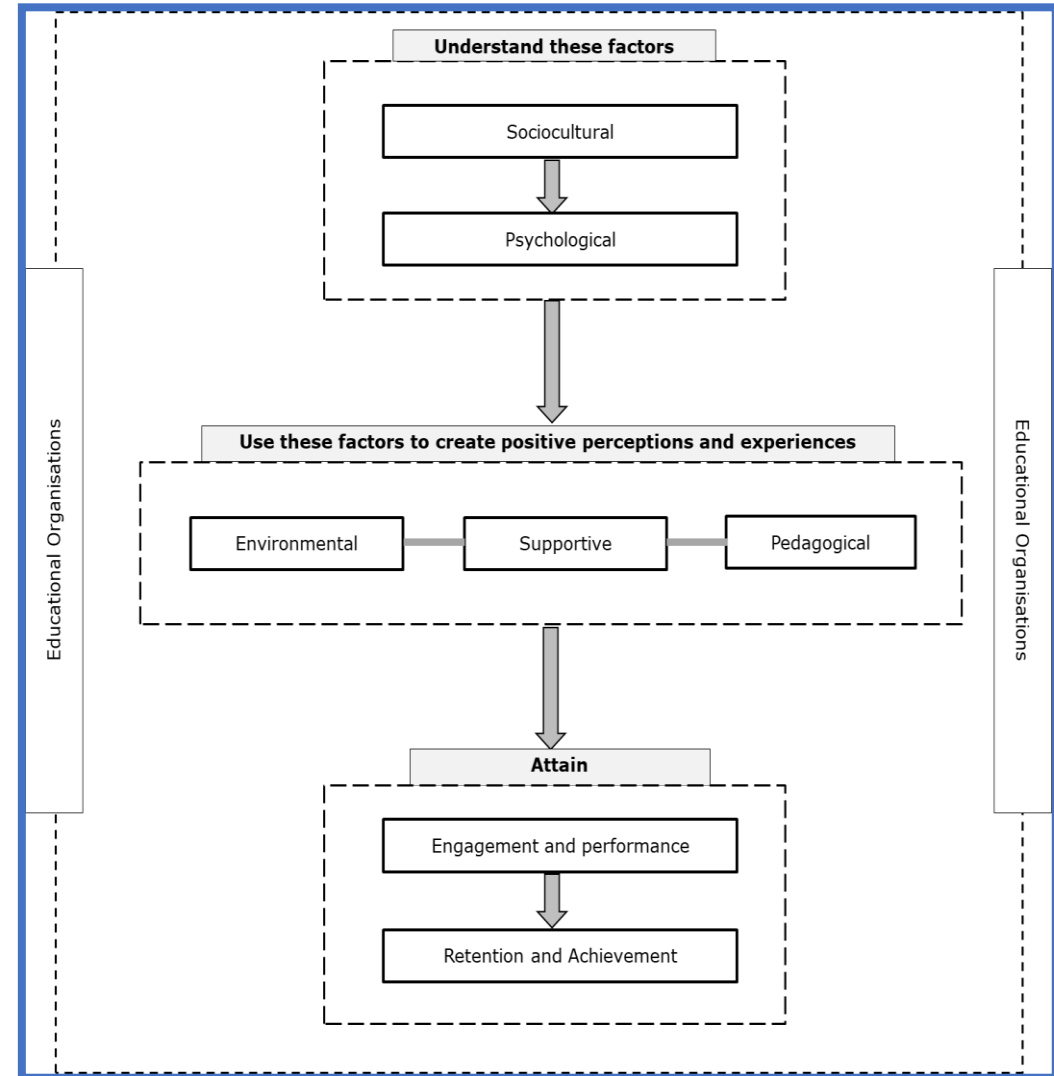


# A success model for retention of women in IT education

A conceptual framework

"A success model for retention of female students in IT education" has been developed by exploring the synergies between the factors that impact the persistence of women in IT education.

A success model for retention of female students in IT education



## Reference

1. Australian Bureau of Statistics (2019). *Labour Force, Australia, Detailed, Quarterly*, November, data cube: EQ08, cat. no. 6291.0.55.003, ABS, Canberra, Retrieved January 22, 2022, from <https://www.abs.gov.au/ausstats/abs@.nsf/mf/6291.0.55.003>.
2. Commonwealth of Australia 2020 STEM EQUITY MONITOR Summary Report 2020 Retrieved January 31, 2022, from <https://www.industry.gov.au/data-and-publications/stem-equity-monitor/university-enrolment-and-completion-in-stem-and-other-fields>.