



Gender Equity in IT:

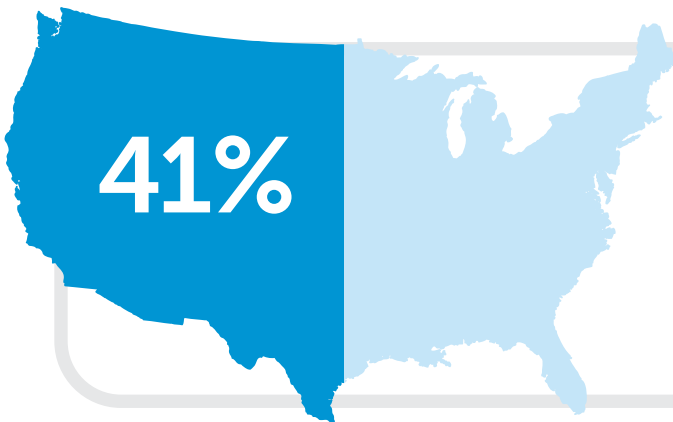
CAREER STRATEGY FOR WOMEN IN TECHNOLOGY



Jasmine Miller, chief training officer for Per Scholas and pioneer for equity, shares strategy to empower women in IT.

Women represent only 25% of the IT sector and report a lower rate of [belonging](#) than men. Jasmine Miller wants to change that. Her work at [Per Scholas](#) is centered around ensuring IT is equitable and inclusive. Miller says that it doesn't end with education access, but "the needle will move when women are encouraged to bring their full selves to work and welcomed into an environment that [supports them](#)."

Are you a woman looking to start a career in IT or advance to the next level? It may feel intimidating to compete in a male-dominated business, but the right guidance and support can help you take advantage of a quickly changing landscape with increasing opportunities for women in IT.



In 2022, 41% of Per Scholas learners nationwide were women.

Jasmine Miller is leading the charge to expand Per Scholas' training program to train 10,000 learners annually in the next five years.

2004 ▶ 2005 ▶ 2006 ▶ 2007 ▶ 2008

In Pursuit of an IT Career? Follow This Advice

Miller shared her career guidance for women in IT or women looking to transition into IT:

- 1 Know your value.** It's essential to understand the value of your education, experience and talent. Learn to effectively advocate for yourself and how to be bold in your pursuits and negotiations to take the reins in your career path.
- 2 Do your research.** Thoroughly explore companies before you accept their offer. What is the culture like? Do they have inclusive messaging in the job description and company website? Is your interview conducted in an inclusive manner? What do their current and past employees have to say?
- 3 Build relationships.** Create a network of people you can count on throughout your career, like specialized IT recruiters, and those who can coach you, advocate for you and help you move through the organization, like mentors and sponsors. Take the time to nurture those relationships—they can be the difference between a good career and a great one.

If you or someone you know is interested in learning more about the training programs Per Scholas offers, [apply here](#).

TEKsystems has worked with Per Scholas since 2015 to unlock potential [for individuals and America's technology workforce](#). We aim to be a [resource](#) to job seekers and to empower women and underserved communities. We believe that sustainable change **starts with us**.



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Sources

1. A Message to All Women: Stake Your Claim in IT, TEKsystems