



WOMEN IN IT: THE FACTS

www.ncwit.org/thefacts

THE OPPORTUNITY

INFORMATION TECHNOLOGY IS ONE OF THE FASTEST-GROWING U.S. INDUSTRIES.

- Technical **innovation will play a critical role** in virtually every sector of the U.S. and global economy.
- **Computing professions** rank among the **top 10** fastest-growing professions.
- By 2018 there will be **more than 1.4 million** computing jobs available.

THE THREAT

IF CURRENT TRENDS CONTINUE, THE INFORMATION TECHNOLOGY INDUSTRY WILL ONLY BE ABLE TO FILL HALF OF ITS AVAILABLE JOBS.

This creates at least **2 significant risks**...

RISK 1 A SHRINKING TALENT POOL:

THE INDUSTRY IS FAILING TO ATTRACT & RETAIN A DIVERSE RANGE OF COMPUTING TALENT.

- By 2018 **U.S. universities will produce only 52%** of the computer science bachelor's degree graduates needed to fill the 1.4 million available jobs.
- Down from 37% in 1985, only 18% of computer and information science degrees were **awarded to women** in 2008.
- Only **25% of** professional **IT-related occupations** in the U.S. 2009 workforce were held by women—down from 36% in 1991.

RISK 2 REDUCED INNOVATION AND COMPETITIVENESS:

A LACK OF DIVERSE PERSPECTIVES INHIBITS INNOVATION, PRODUCTIVITY, AND COMPETITIVENESS.

- In a study of more than 100 teams at 21 companies, teams with **equal numbers of women and men** were more likely to experiment, be creative, share knowledge, and fulfill tasks than teams of any other composition.
- A recent NCWIT study shows that mixed-sex teams produce IT patents that are **cited 26–42 percent more often** than the norm.
- Additional studies indicate that, under the right conditions, **teams comprising diverse members consistently outperform** teams comprising "highest-ability" members.

FAILING TO RETAIN

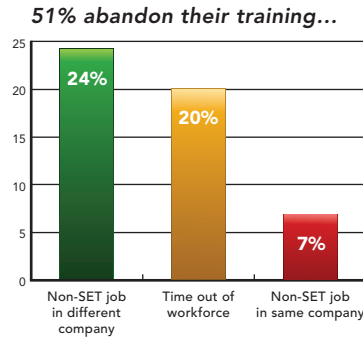
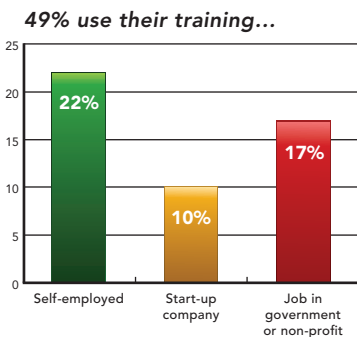
NOT ONLY IS THE INDUSTRY FAILING TO ATTRACT NEW TALENT, BUT IT IS ALSO LOSING TALENT ALREADY INTERESTED IN TECHNOLOGY.

- In 2003, **only one-third of women** with a computer science bachelor's degree were still employed in a science, engineering or technical (SET) job two years after graduation.
- Seventy-four percent of women** in technology report "loving their work," yet these women leave their careers at a staggering rate: **56 percent** of technical women leave at the "mid-level" point just when the loss of their talent is most costly to companies. This is **more than double the quit rate for men**.

DID YOU KNOW

THAT HALF OF THE WOMEN WHO LEAVE THE PRIVATE SCIENCE AND TECHNOLOGY SECTOR WILL CONTINUE TO USE THEIR TRAINING...JUST NOT FOR YOUR COMPANY.

WHERE WOMEN GO:



Used with permission from "The Athena Factor: Reversing the Brain Drain in Science, Engineering, and Technology" by Sylvia Ann Hewlett, et al. © 2008 by Harvard Business Publishing; all rights reserved.

THE SOLUTION

WHAT COMPANIES CAN DO TO OPTIMIZE PERFORMANCE WITH TOP TALENT.

The good news is that **companies CAN reverse these dangerous trends**, but a new approach must be taken to recruit, retain, and advance diverse talent. Simply reducing female attrition in science, engineering, and technology by one quarter **would add 220,000 people** to the talent pool.

BOTTOM LINE

WHAT COMPANIES GAIN:

- A **stronger workforce** and **lower attrition costs**.
- Increased **innovation** and **efficiency**.
- Financial gains** and **products that reflect the consumer base**.

FIND OUT MORE

Improving your technology workforce requires top-level, executive support for implementing reform efforts. To find out more about why people leave computing careers and how you can reclaim this talent, **visit www.ncwit.org/thefacts for the full report.**