

Conclusions WaTT in STEaM

Macro level (Structural Level /Society in total)

1. *Work on the image of VET education: female choose for kindergarten or lower education where university educated teachers go to high school/university. VET system is unknown for future teachers from teacher training academies.*
2. *Start as early as possible with children to inform them*
3. *Integrated STEM teaching is important; for instance use SDG's in your curricula as subject to learn about STEM*

Meso-level (Organisational level /groups of people)

1. *Be aware that you should not only focus on attracting new female teachers but also pay attention to your present team of teachers*
2. *Find your teachers for instance under students from higher education and universities in Technical studies; do that by working on your image as VET*
3. *Work together with companies to recruit/attract female teachers from the industry (less wage but more time)*
4. *We cannot do it alone; we need partnerships*
5. *Gender bias and unconscious bias is still present; you could use this theme as study item in existing teams.*
Unconscious bias training should be repeated (not only one day) with your existing team
6. *Use the correct words in advertisements; not only in words but also in atmosphere.*
7. *Encourage girls to give them "other" roles than expected (what we learned in Iceland).*
8. *Give parents more position; family is the key. Role of parents is crucial.*
9. *You need technical specialists to give the introduction courses (if the teacher is a generalist without passion the student loses interest).*
10. *Good alumni policy is important ; for good contacts with the companies but also to keep an eye on potential teachers or guest-teachers.*

Micro level (Individual level)

1. *You have to attract and stimulate female students for STEM: they are target group to become teachers*
2. *Teachers are the vehicle for inspiration for students*
3. *If a director calls a former female student(from Technical VET school) to offer a job as a teacher or invite her to apply it might convince her as they did not consider this before.*



All levels

Important insight is that the golden button to push on is not found; you have to see it on a more holistic way you need all the instruments

- The role of a female teacher is not always that important as we thought when we started the project. But still we need role models.

