WLiT Introduction

Women Leaders in Technology (WLiT) is a non-profit organization which was established with the firm belief that women should hold key leadership and decision-making positions in the computer technology field. The organization's vision encompasses two crucial parts: Firstly, WLiT endeavors to decrease the gender gap prevalent in the technology industry by inspiring and motivating young women to pursue careers in this field. Secondly, WLiT strives to empower and enable women to become innovative leaders and mentors, thus creating a positive cycle of mentor and role model.

Fellowship

The WLiT Fellowship is the flagship program of the organization, which has been successfully running in Kathmandu for a significant period of time. Last year, WLiT extended this program to Pokhara, and this year, it is being conducted in Butwal as well.
The Fellowship Program in Butwal will last for a duration of seven months.

Fellow Selection Process

The procedure for selecting the fellows includes the announcement, application screening and interview. Firstly out of all applications 30 applicants will be called for an interview. Then from the interview 15 fellows will be selected based on various factors.

Bootcamp

Bootcamp marks the beginning of the fellowship program. It is an intensive workshop series and mentorship session, and it's mainly for 15 days. Bootcamp itself encompassed two different types of sessions, technical sessions and leadership sessions.
The technical session was designed to guide fellows toward web development and help them nurture their careers in that direction. The leadership session was designed to help fellows build soft skills to become better leaders and excel in their professional working environment. The fellows create one design project and one coding and presentation in the closing session.

Meetups

The meetup is a seven/eight month-long part of the program where 15 fellows get to attend two monthly sessions on various topics. The facilitators are experts in their respective fields. The meetup sessions are CV writing, HOC, interview skills, Quality assurance(QA), best coding practices etc.

Mentorship

The mentorship period is a six-month-long part of the program where 15 fellows who are undergoing WLiT fellowship training are appointed a mentor each, who will guide them over six mentoring sessions each month. These sessions include topics related to leadership, professional, and personal development. Mentors involved in the program are experienced professional individuals in the tech industry who can motivate and guide their mentees waiting to start a career in this field and also the WLiT alumni.

Internship

In the internship part of the WLiT fellowship program, 15 fellows were placed into WLiT's partner companies for 8 to 12 weeks of internship work experience. The program was designed to be the kickstart to their professional journey and to help them gain valuable industry experience. It was also an opportunity to explore their field of interest as a potential career path. Having an early start with work would help them establish themselves in the industry and help them set a path towards leadership, which is one of the objectives of the WLiT program.

School Activities (Hour of code and digital literacy session)

Hour of Code (HoC) is a one-hour introductory session on computer science and coding that the fellows had to conduct as a part of the fellowship. Fellows collaborate with the government schools with the proposal and conduct this session with three other friends. In the same session, fellows also covered topics of digital literacy with the same group of students.

Graduation

After dedicating themselves to a rigorous seven-month fellowship program, the fellows will soon be rewarded with a graduation ceremony to celebrate their accomplishments. Here the fellows are awarded certificates, and they are given an opportunity to share their journey throughout the fellowship along with mentorship and HoC experience.

This ceremony not only marks the end of their journey but also the beginning of a new chapter in their lives, one in which they have gained valuable skills, experiences, and connections that will serve them well in their future endeavors. It will be a time of reflection and appreciation for the participants, as well as a chance for them to acknowledge the support and guidance of their mentors and fellow participants.

WLiT Alumni Community

Once the fellowship program and graduation are completed, the fellows become a part of the alumni community. As part of this community, there is a range of exciting opportunities provided, including alumni events and reunions. These gatherings provide the perfect platform for the alumni to come together and rekindle the bonds formed during their fellowship while also offering a chance to catch up on each other's life stories and accomplishments. Through these events, the fellows remain connected with their peers and continue to build upon the relationships forged during their fellowship program while also staying updated on new developments and opportunities in their respective fields.

Update Till Now

By far, WLiT has conducted 9 fellowship programs. 8 were completed, among which 7 were in Kathmandu, and 1 was in Pokhara. 1 fellowship batch (Kathmandu 2022/23) is ongoing in Kathmandu. With all the support from the GlobalGiving platform, we are planning to continue our

fellowship in Pokhara for 3 more years to create an involved and active community there as in Kathmandu.

Metrics Till now

- 114 alumni network (88% of those are working in Tech, and 20% are already in leadership and decision-making positions).
- 9 batches of fellowship, 8 completed across 2 provinces, 1 ongoing, 1 in planning
- 15% acceptance rate in the program
- 100% completion rate.