

FITT Member Survey 2006/7

Introduction

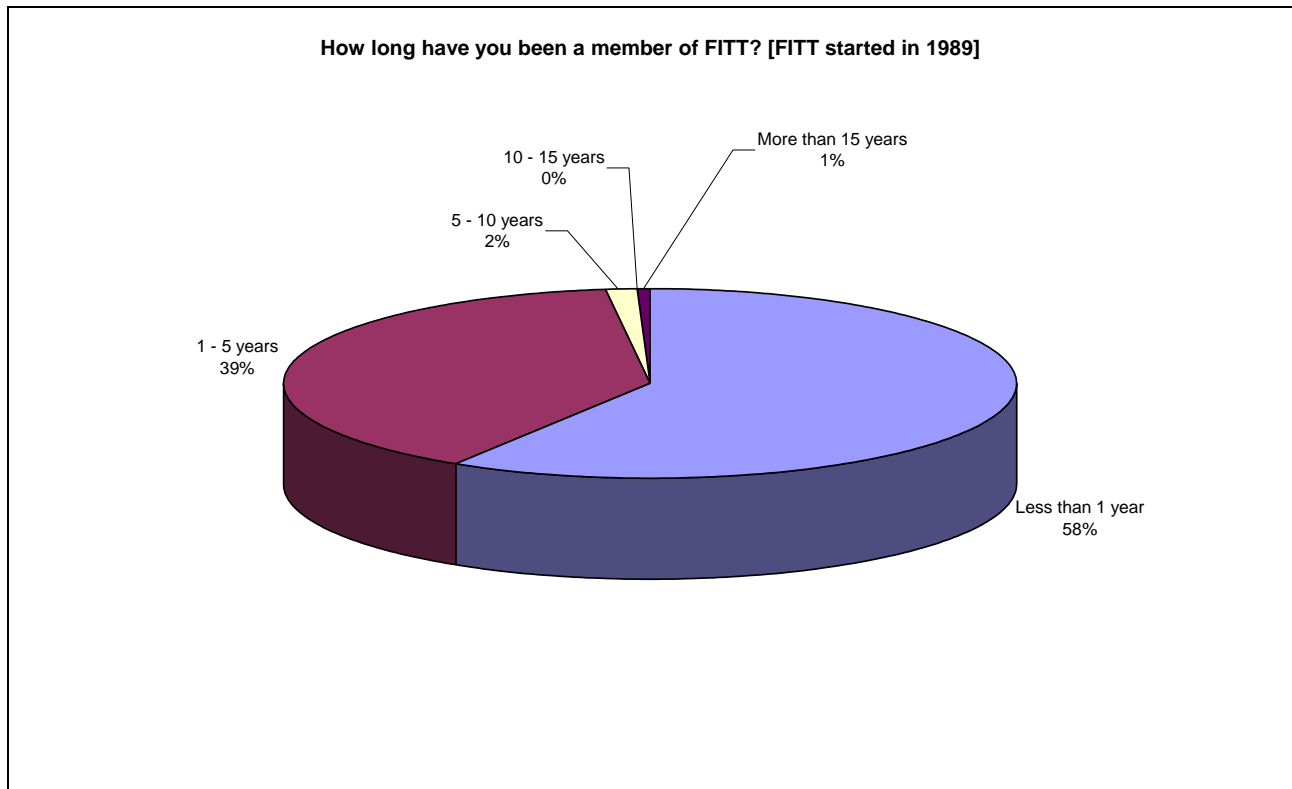
FITT Member Survey 2006/7 was emailed to 903 members via Survey Monkey on 17 October 2006 and officially closed on 31 October 2006.

Members were initially advised of an upcoming survey in a newsletter and sent an email with link to Survey Monkey with a follow up email one week after.

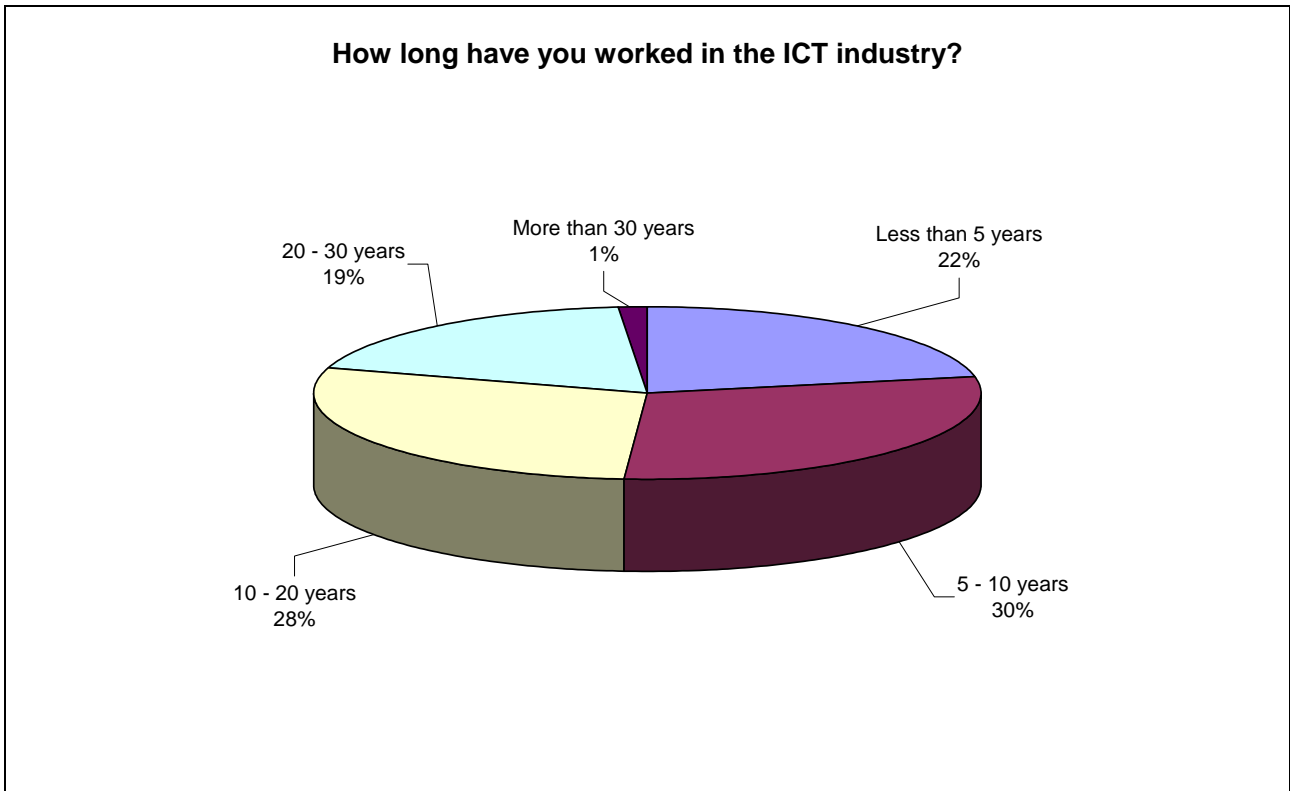
200 members responded to the 21-question survey, which had a draw to win a free ticket to the November ICT Trends Lunch organized by FITT.

Steering Committee members involved in organizing the survey were Maggie Alexander, Carolyn Shaw and Nicole Shin.

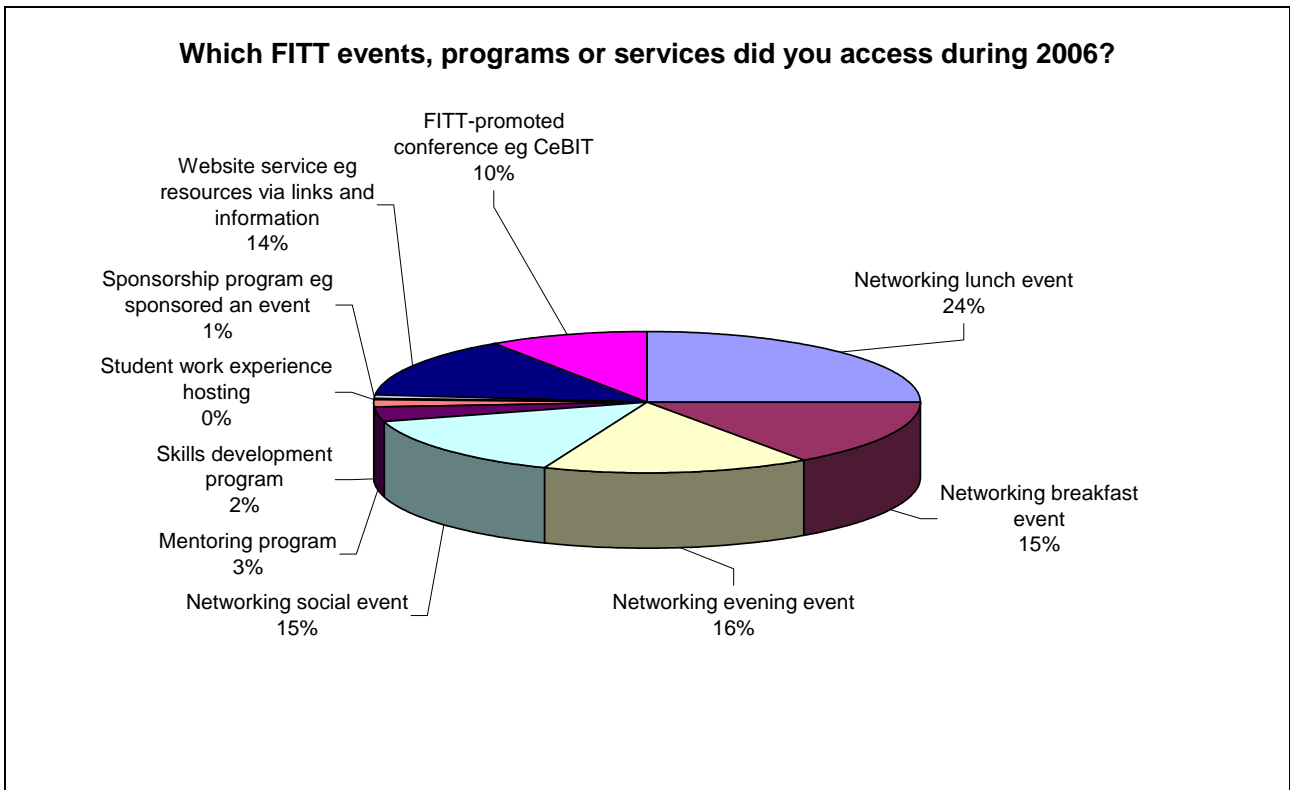
Q1: How long have you been a member of FITT?



Q2: How long have you worked in the ICT industry?



Q3: Which FITT events, programs or services did you access during 2006?



Summary of open ended questions

Q4: How would you rate the FITT events you have attended overall?

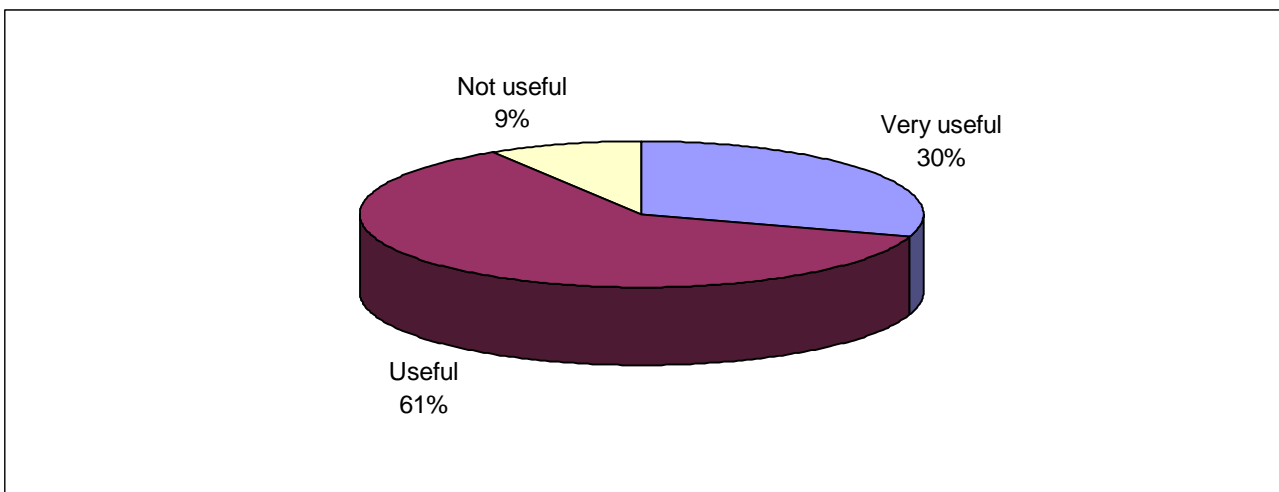
129 members responded to this question. Of those responded, 20 members made comments under “other” option. The comments included “yes” indicating 60% thought FITT events “met expectation”.

Common themes on “other” responses;

- Too expensive for members to attend more regularly
- Have not attended enough events to comment

Q5: How useful were the newsletters and announcements emailed to you in 2006 for updating you on FITT, its events, programs and ICT industry news?

153 members responded to this question. Of those responded, 9 members made additional comments.



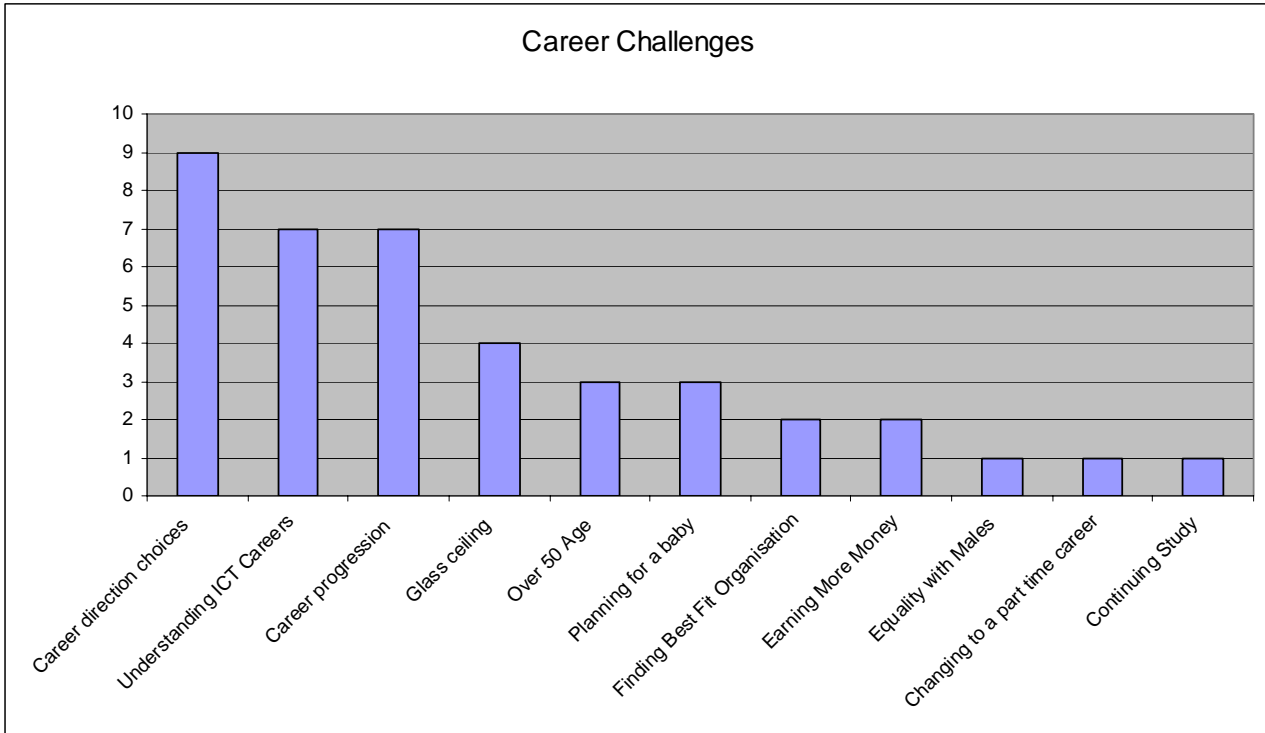
The comments are:

1	Useful but not interesting
2	I am currently not in the ICT industry and the upcoming workshop on the types of jobs in the ICT industry will be very useful.
3	Unfortunately I live & work in Melbourne. Wish we had a FITT down here as the events listed look great.
4	Not all directly relevant as I work in the software sector but these can be filtered as required
5	Price was high for the value.
6	Event topics were usually those I was only mildly interested in.
7	The email format is quite cluttered. It could use a clean fresh look with only relevant information in it.
8	There does not appear to be a very active network within SA. I must admit I have only attended a couple of events since joining

Q6: What 3 challenges are you facing in your career and/or personal life that you think FITT could help with in 2007?

114 members responded to this question.

Members are proactive in recognizing that they need to do something but need assistance in getting to the next stage in the area of improvement. Also dominant challenges are associated with how individuals can improve themselves so that they are better placed to go for the senior roles or maintain expertise in the ICT industry. This is good news for FITT as dominant challenges can be either organised or referred by FITT.



Q7: Please share any ideas on what FITT could do to encourage and support women in the ICT industry generally.

64 members responded to this question.

Common Themes:

- Cost effective information sessions, seminars on IT jobs, events
- Mentoring eg person-to-person and noticeboards
- More social networking events that are run properly
- Informal presentations by successful “average” women
- Career planning

Q8: Please check all topics of interest if offered by FITT.

		Response Percent	Response Total
Breakfast events		53.9%	76
Lunch events		48.9%	69
Cocktail events		51.1%	72
Dinner events		31.2%	44
ICT job opportunity announcements		66.7%	94
ICT trends presentations		73%	103
Technical training updates		40.4%	57
Email alerts on ICT events		63.8%	90
Speaking opportunities		27%	38
Communication Development Programs		31.9%	45
Leadership Development Programs		42.6%	60
Negotiation Skills Training		35.5%	50
Motivation Programs		41.1%	58
Career Advice		51.8%	73
Business support networks		50.4%	71
Work-life balance Programs		42.6%	60
Informal coffee networking		46.1%	65
Boot camps		16.3%	23
Fitness routines eg yoga		22.7%	32
Find a buddy for ICT conferences etc		32.6%	46
Find a co-op type venture with members to leverage on the economies of scale in training, suppliers etc		17%	24
Volunteering eg with FITT events		26.2%	37
		Total Respondents	141
		(skipped this question)	59

Q9: Please list any topics of interest or speakers for networking events. If you have speaker contact details, please include them.

26 members responded to this question.

Potential Speakers	Topics of Interest
Alastair Rylatt	Business Improvement
Beverley Head, IT Journalist	Changing disposition of women in IT
Linda Kennedy, Editor, CIO Magazine	Information Security Management
Merri Mack, IT Journalist	Corporate Social Responsibility
Caitlin Medley, Information Manager, QBE Insurance	Personal perspective on IT issues in workplace
Diana Ryall, Managing Director, Xplore (ex-Apple)	Knowledge Management
Shara Evans, CEO Market Clarity	Successful stories on career transition
Steve Vamos, MD Microsoft	Leadership development
Tracey Ah Hee, Director Genroe (ex-Optus)	Convergent technology
David Jarvis	Speed Reading
Dr Suzanne Benn	Neuro Linguistic Programming
Kim Sbarcea	

Q10: Which times suit you for networking events? You may choose more than one.

140 members responded to this question. Of those responded, 9 members made comments under “other” option. 4 members were interested in weekend events.



Q11: What topics are of interest to you for workshops and training sessions? Please describe what you would like.

79 members responded to this question.

Common themes:

- Communication
- Mentoring
- Career Development eg job search, interview techniques, career planning, conflict resolution
- ICT trends
- Leadership
- Work/life balance
- Networking

Q12: If FITT introduced a membership fee, what additional benefits would you like to see included in FITT's services?

71 members responded to this question.

Common themes:

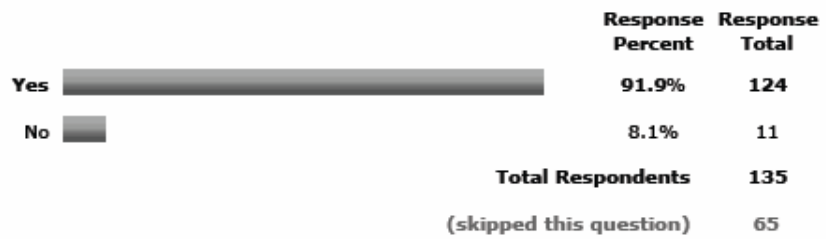
- Significantly reduced price on events
- Informative newsletters
- Benefits eg cheaper dry cleaning etc
- Member listing

Q13: Would you/your organisation be able to support FITT financially? Please provide your name, organisation, email address and phone contact information along with your potential sponsorship offer.

33 members responded to this question. Identifying names have been excluded from this summary and replaced with XXX.

Positive	Negative
XXX may be open to sponsoring a guest speaker luncheon event.	This is very vague, you should have already worked this out, and set down amounts, and what that sponsorship amount gets the client. With this question you ask for support financially, then sponsorship offer, both different, again not very professional, there are other ways to seek sponsorship dollars where it is all open and transparent, not this way.
XXX Free Social or Sailing memberships to the club.	NO.
XXX may be interested in sponsoring as part of XXX Women in Leadership Program.	
Not necessarily ongoing but for specific events perhaps.	
My company wouldn't provide sponsorship dollars but we would be happy to pay a nominal fee to post career opportunities in some place other than Seek or Career One. So we could support you financially that way. I have marketing and event skills. My time is limited but I can help from time-to-time. XXX	
Few members were willing to contribute personally. Amount less than \$100.	

Q14: Would you recommend friends and colleagues to join FITT?



Q15: How would you rate the 2006 Steering Committee for its facilitation of FITT member services?

119 members responded to this question. Of those responded, 19 members made comments under “other” option. Most responses were not useful: eg just recently joined FITT, so don’t know.

Positive	Negative
The 2006 steering committee has injected some great new ideas, much improved communication and clearer direction.	The events were enjoyable and well organised, however access to the committee is anonymous and challenging. At events I often located committee members who were too busy to speak to me, not wearing their committee badge, or not 'on duty ' for that specific event. Perhaps members could access committee members personally by email or through meeting agenda items?
Great job! Some recognise that SC are volunteers.	Reference to calendar as “immature”

Q16: Do you consent to more in-depth discussion about FITT with FITT SC members for planning purposes? For example, in a telephone interview.

118 members responded to this question. Of those responded, 42 members showed interest in further discussion with FITT SC members.

Q17: Has participation in FITT events helped you stay in ICT or seek other roles in the ICT industry?

39 members responded to this question. 15 members responded **Yes** and 16 members responded **No**. Other responses praised FITT networking events that enabled members to meet with other women in the same field.

Q18: In your opinion, what issues make it difficult for women to stay in the ICT industry?

44 members responded to this question.

Common themes:

Personal	Situational
Self confidence	Isolated in men dominated work environment or lack of supportive women peers
Difficulty in overcoming male dominated culture	Long working hours
Glass ceiling	Inflexible part time work hours and arrangements
Finding organizations with the right-fit	Work life balance eg childcare, school holidays study, burnout
Strong perceptions such as senior management in IT requires technical background	
Lack of role model network	
Unsure of approaches to change career within ICT or from other-to-ICT	
Lack of opportunities for mature women	
Lack of opportunities for those without ICT industry experience including graduates and non-ICT industry experience	

Q19: What do you wish your company could do to help retain you in the ICT industry?

30 members responded to this question.

Common themes:

- Flexible hours and working practices eg telecommuting
- Target women in recruitment for senior positions
- Women friendly bonding activities
- More training
- Assistance in career planning
- Offer student internships, graduate programs
- More benefits eg maternity leave
- Access to role models including mentoring
- Opportunities for progression
- Offer higher salary

Q20: My name and contact information

92 members provided their name and contact information.

Q21: General comments

44 members responded to this question.

I'd like to see topics that go beyond women and their problems. Less focus on career progression/glass ceiling, striking a suitable work balance topics. Focus more on issues relating to working people, training and personal development.	There were several events which were of interest, however attendance could be improved by scheduling them across a different nights of the week. Most events this year were scheduled for a Tuesday night
Good SC and useful events	Smaller gatherings for mothers
I am a member of IEEE and the Founding Chapter Chair of the IEEE EMBS NSW Chapter in NSW. IEEE has a Women in Engineering Affinity program and I would like to see a NSW IEEE Women in Engineering Affinity group established in NSW that is linked to FITT. I'd like to perhaps establish a Western Sydney presence perhaps out of UWS where I am.	I am not sure I know of its objectives. It will be nice to know its achievement against its intended objectives. IN so far, it is good to have some social occasions to see and hear about women's successes, and have an opportunity to be part of, and see a lot of, other women in the profession. I do sometimes question why women need to be isolated in this profession.
I really liked the idea of finding a 'buddy' to attend functions with. None of us like going alone to functions and it is always nicer if you have a friend or you know someone who is going to be there.	I would like to see FITT leverage its membership more - am happy to assist
Good to see a reinvigorated steering committee. With respect for 'older' committee members, it's always good to get some new blood in.	Like to see events outside Sydney eg Melbourne, Adelaide, Blue Mountains
FITT is great! It has a strong presence within our university, it should push its marketing more though so it gets more visibility within the IT&T sector.	FITT could do a little bit more than just a few e-mails advertising another networking opportunity. Promoting FITT within organisations and to graduates/students would increase FITT's profile
More lunch events	Some events are expensive