

Gender equality in higher education systems in Mexico



Summary

People 1st International worked with the British Council on a project in Mexico, as part of a larger initiative across Brazil and Peru under the Going Global Partnerships programme. The project focused on promoting gender equality and empowering women in higher education and STEM fields. In Mexico, we evaluated the SFWIT programme, which works to reduce gender disparities in the technology sector.

Background

In 2022, the British Council Mexico, in collaboration with Hackademy, launched the Skills for Women in Tech (SFWIT) programme. The programme was part of the Going Global Partnerships initiative, aimed at addressing gender disparities in the technology sector by empowering women with critical technical skills and leadership development to navigate the male-dominated tech industry. The programme, which initially targeted women from vulnerable backgrounds, provided training in web development, leadership and socioemotional skills. We were commissioned by the British Council to conduct an evaluation and analysis of the SFWIT programme, focusing on its sustainability, scalability and impact. This consultancy included monitoring and evaluating the programme's effectiveness, ensuring alignment with gender equality and social inclusion principles.

Our solutions

- **Programme evaluation and resource analysis:** We conducted an in-depth evaluation of the SFWIT bootcamp, analysing its curriculum, structure and approach to gender equality and social inclusion. Our review also extended to Hackademy's resources, focusing on scalability, mentoring and participant support systems.
- **Enhancement of mentoring and support systems:** Based on our findings, we recommended maintaining the standards of delivery and frequency of mentoring of the pilot phase of the programme, as well as reinforcing the socio-emotional support /support system.
- **Monitoring and evaluation framework development:** To strengthen impact measurement, we proposed a robust monitoring and evaluation (M&E) framework. This included specific indicators for tracking participant outcomes, employment rates and socioemotional growth, along with actionable data collection and sharing protocols.
- **Scalability and sustainability strategy:** We suggested a long-term strategy emphasising scalability through phased funding models, resource alignment and performance-based metrics. Recommendations included expanding peer-support systems and integrating alumni networks to ensure participant engagement post-programme.

Outcome / impact:

Enhanced mentorship and support systems: The consultancy led to improved recommendations around mentorship structures to provide ongoing, quality support for future participants.

Peer support and alumni network sustainability: Our analysis emphasised the importance of fostering peer learning and alumni networks, as these played a crucial role in participants' sustained engagement post-programme. The consultancy identified areas to strengthen peer-to-peer support by recommending formal peer networks and sustained alumni engagement strategies.

Improved monitoring and evaluation framework: The consultancy provided actionable recommendations for the integration of an enhanced monitoring and evaluation framework that aligns with global standards, including enforceable data-sharing agreements and dedicated M&E expertise to oversee future iterations.

Actionable recommendations for scalability and resource allocation: We provided strategic guidance on the scalability of the programme, highlighting the need for phased funding models to maintain programme quality as it grows.

Testimonials

"I am happy with our collaborative work with People 1st International. It was open, straightforward, friendly and professional. What a delight! Much appreciated."

Arturo Mendoza, Head of Higher Education,
British Council Mexico

"The People 1st International team is extremely professional and committed. The quality of their work is exceptional. The deliverables demonstrate a high level of expertise in future skills and employability issues. We were happy to work with them on the British Council Mexico higher education team."

Monica Angulo, Higher Education Project
Manager, British Council Mexico

About People 1st International

People 1st International partners with industry, development banks, government agencies, NGOs and education providers to create sustainable approaches to workforce development.

Providing consultancy, research and training solutions globally, we develop skilled, productive and inclusive workforces that help drive social and economic growth.

With over 50 years' experience in developing effective skills models and technical vocational education and training strategies, we use our unparalleled expertise to develop collaborative partnerships that foster positive change.

Building on our heritage as a sector skills council, we are proud to have worked in more than 50 countries to deliver responsive skills solutions that challenge social and gender exclusion, address the barriers to work and support continuous professional development.

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