

Bridge the Gap! Conference

Small group meeting

How to attract and retain technical talent in school and work contexts?



Thursday, 30 June 2022 | 09.30 – 17.30 | Upark Hotel (Enschede)

The Bridge the Gap! project invites academics to attend a 1-day small group meeting to share and discuss cutting-edge research on how to attract and retain technical talent in school and work contexts among interdisciplinary social scientists. Topics discussed will include social identity, gender inequality in STEM, professional development of engineers and turnover in STEM. Contribute to vivid discussions about these topics.

Sign up here: <https://thecareercompass.app/day-one>

Programme

9.30	Sign in / coffee
10.00	<u>Keynote Ruth van Veelen¹ & Maaïke Endedijk²</u> Building a professional identity in STEM: Key insights and deliverables of 4 years Bridge the Gap! research <i>¹Social, Health and Organizational Psychology, Utrecht University;</i> <i>²Educational Science and Technology University of Twente</i>
10.50	<u>Morning session</u> Envisioning a future in STEM: challenges of inclusion among underrepresented students
	Katharina Block (<i>Social and Behavioral Science, University of Amsterdam</i>) A complex picture – Predictor's of women's STEM interest within and between countries Kezia Olive (<i>Educational Sciences, University of Helsinki</i>) Gendered difference in motivation profiles, achievement and STEM aspiration of elementary school students
11.30	Coffee break
	Mieke Cannaeerts (<i>Engineering Technology, KU Leuven</i>) Underrepresented groups of engineering students: role of professional awareness in inclusion Marlon Nieuwenhuis (<i>Educational Sciences and Technology, University of Twente</i>) First generation students and drop out from STEM studies during the first year Sofie Craps (<i>Engineering Technology, KU Leuven</i>) Right from the start. The importance of supporting professional and self-awareness in making well informed career choices.
12.45	Lunch
13.45	<u>Keynote Francesca Manzi</u> Keynote on why women have a harder time entering and staying in STEM <i>Department of Management, London School of Economics</i>
14.45	Coffee break
15.00	<u>Afternoon session</u> Creating a diverse workforce in STEM: Workplace 'push/pull' factors for professionals
	Fabiola Dorn (<i>School of Psychological Science, University of Bristol</i>) Understanding quitting intentions of novice employees in engineering: a qualitative pilot study Lianne Aarntzen (<i>Educational Science and Technology, University of Twente</i>) Daily diary study on newcomer socialization in technical companies Jenny Veldman (<i>Social Roles & Beliefs Lab, New York University, Abu Dhabi</i>) Masculinity contest workplace cultures lead to self-group distancing in women Iris Meinders (<i>Center for Social and Cultural Psychology, KU Leuven</i>) Daily perceptions of feedback and academic certainty among junior researchers in competitive or more collaborative STEM-fields
16.30	Closing session & Drinks (ends at 17.30)
18.00	Dinner (optional)