

TechUP Impact Report

Delivering skilled tech talent, social mobility,
and measurable return on investment.



Investigating Impact

Following national recognition – including a **2024 Impact Award** – TechUP is now using its growing body of participant evidence to **demonstrate impact and expand their reach through new partnerships and collaborations.**

About TechUP

TechUP is a pioneering initiative based at Durham University, designed to increase the participation, retention and advancement of women in the tech sector, particularly those from underrepresented backgrounds. The programme combines technical training, personal development, mentorship and industry engagement, delivered through an innovative blended model.

About Opportuned

Opportuned is an independent educational consultancy specialising in the design and evaluation of widening participation and outreach initiatives. Our team brings together experts in social sciences, education, data analysis and access and participation policy to deliver evidence-based insights that support more equitable educational and career pathways.

In 2025, we were commissioned to conduct a high-level evaluation of TechUP, using data collected by their participants, to support future promotion and funding.

TechUP's Dual Mission



To advance the careers of women in tech from underrepresented groups



To build their confidence, digital skills, self-belief and networks, especially for those who have faced significant barriers.



Evaluation Approach

Data

Our rapid review of TechUP's existing evaluation data focussed on two datasets:

1. **The TechUP Women Feedback Evaluation Survey**

Completed upon programme graduation.

2. **The 12-Month Follow-Up Survey**

Completed a year after participation began.

We found a strong foundation of robust data collection, including **demographic information**, **pre/post surveys**, and **rich qualitative feedback** from participants.

Analysis

Our analysis sought to identify the people that the programme reached, and the effect that the programme had on those groups.

Whilst analysing a dataset retrospectively inevitably limits the scope of findings, we found good evidence of the extent to which TechUP is:

- Reaching Underrepresented Groups
- Supporting Career Progression
- Building Confidence and Capabilities

It also highlighted areas for deeper investigation in future evaluation practices including:

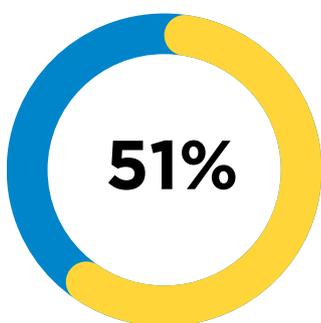
- Mapping demographic data to impact outcomes
- Further analysis of the rich pre/post data of the Click Start programme.



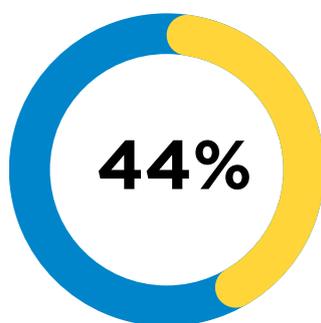
Key Findings

1 TechUP Reaches Women in Underrepresented Groups

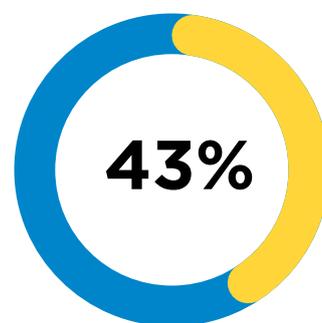
Participant demographics highlight TechUP's inclusive reach, with strong representation of groups currently underrepresented in Tech.



are from **ethnic minority backgrounds**



consider themselves to have a **disability**



have **dependants**, a key barrier to re-entering work



76% of learners enrolled on TechUP's recent Click Start programme live in the bottom half of England's deprivation index

"It made me realise I'm not too old or too late. I can still learn, and I can still change my career."

- TechUP Participant



2

TechUP Helps Women Break into Tech and Rise Through it

Participants report significant career movement following the programme, with many securing new roles, progressing into further education, or launching their own businesses. This demonstrates TechUP's strong impact on both immediate employability and longer-term career development.



TechUPWomen's Click Start graduates unlocked **£11,000 in median salary growth** as they transitioned into new digital roles.

62%

started a **new job** or received a **promotion** since joining TechUP

48%

have gone onto **Further Education** or **launched their own business**

"This programme has been a turning point in my life."

- TechUP Participant

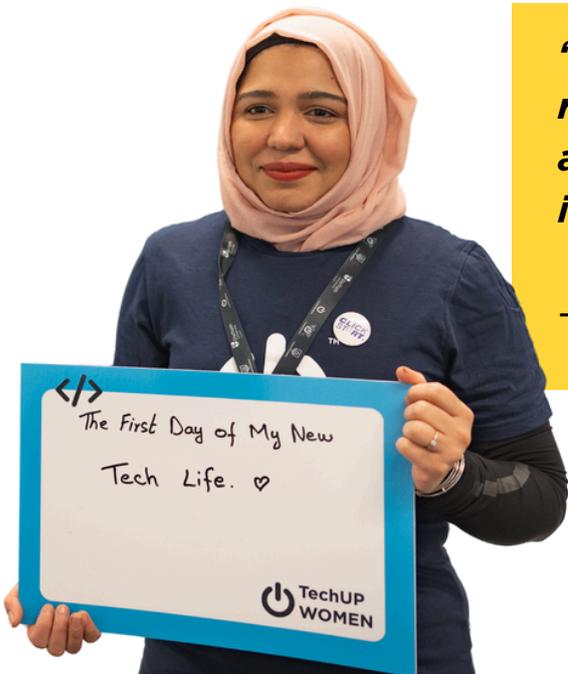


3

TECHUP BUILDS CONFIDENCE AND COURAGE

Community building and **personal growth** are core parts of the TechUP mission.

Data suggests that this is not only valued by participants, but translates into **meaningful career impact**.



“To be in this group of inspiring women has raised my self-confidence and belief in my ability to thrive within the tech field immeasurably.”

- TechUP Participant

“I felt genuinely empowered and experienced a real boost in confidence. Meeting the speakers and connecting with others on the programme, they’re just relatable. I think it’s just that community and the feeling of being part of something, the feeling of not being alone.”

- TechUP Participant



Community

93% of participants reported a sense of community and 81% identified a feeling of belonging within the cohort.

These relationships were not only experienced during the structured learning period; 84% of participants described forming new friendships and 78% continued to receive informal peer support after the programme concluded.

This suggests that the programme not only facilitated social interaction, but also **supported the development of enduring peer networks.**

Impact

Participants reported **increased confidence** and perceived **capability.**

97% felt more confident engaging with technology and 95% noted improved digital skills. Additionally, **90% felt better prepared for future career opportunities** and 82% reported greater confidence when applying for roles.

This indicates that the programme contributed to both **skills development and enhanced career self-efficacy.**



“I’ve gone from doubting myself to applying for roles I never would have dared to before.”

- TechUP Participant

How does TechUP Stack Up?

TechUP meets or **outperforms** similar programmes in **future employment** and **programme satisfaction**.

Employment Rate

62% of TechUP's graduates had a new job or received a promotion within 12 months.

In recent Government Skills Bootcamps, 56% of those who completed the course had a positive outcome (classed as a job offer, promotion, self-employment, etc)¹.

This means that TechUP **outperforms the national benchmark for outcomes.**

Programme Satisfaction

75% of TechUP graduates said TechUP with boosted their knowledge, whilst 79% said that TechUP grew their confidence.

76% of participants on a government-funded tech skills programme said that the programme had helped them return to work².

This means that TechUP **meets the national benchmark for satisfaction.**



TechUP has lifted me up and pushed me to take a step forward for my future.



Conclusions & Next Steps

→ From Opportuned

TechUP's Model is Demonstrably Effective.

With further analysis and evaluation, the programme is well-placed to scale its reach and continue supporting underrepresented women in the tech sector.

This initial analysis shows that TechUP is:

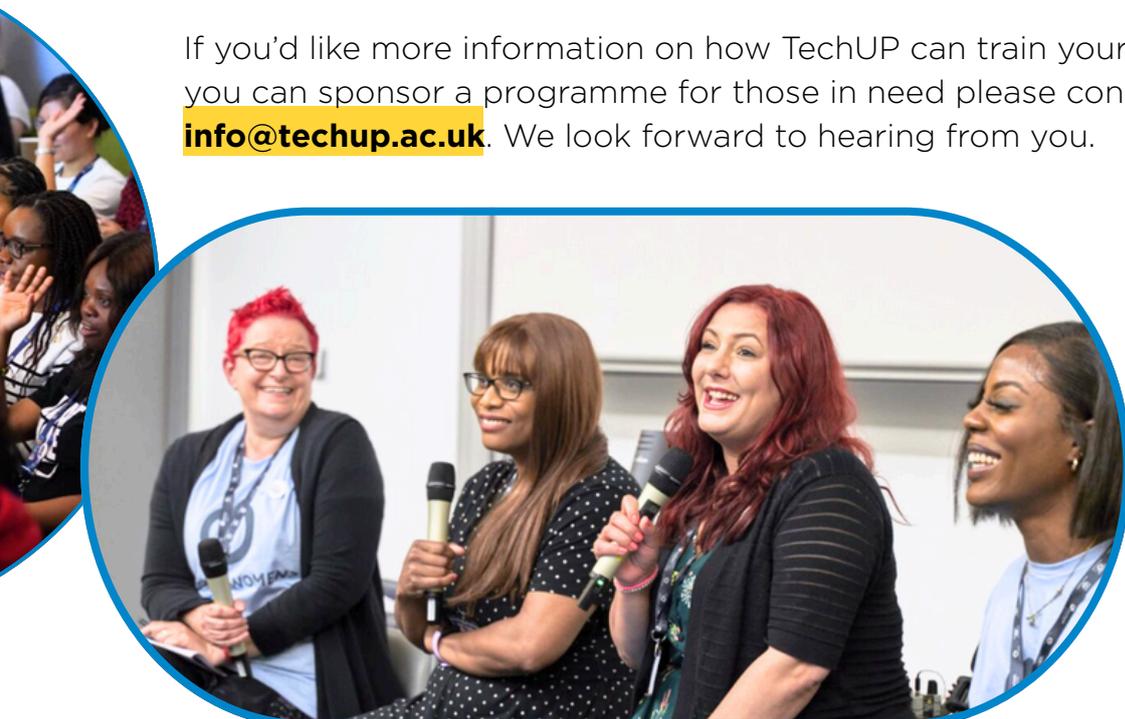
- ✓ Successfully engaging women from underrepresented backgrounds
- ✓ Enabling clear and measurable career progression
- ✓ Building personal and professional confidence in participants

→ From TechUP

TechUP enjoys a great relationship with our industry partners.

We love working together to develop in-demand content, most recently in the Artificial Intelligence and Cybersecurity spaces. **We are now actively seeking new partnerships and collaborations to deliver this much needed training to underserved communities locally, nationally and internationally.**

If you'd like more information on how TechUP can train your workforce or how you can sponsor a programme for those in need please contact us at info@techup.ac.uk. We look forward to hearing from you.





**Delivering skilled tech talent,
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Be inspired at:
techup.ac.uk

