

Industry
partnership
2022



Lucy Mentoring Program

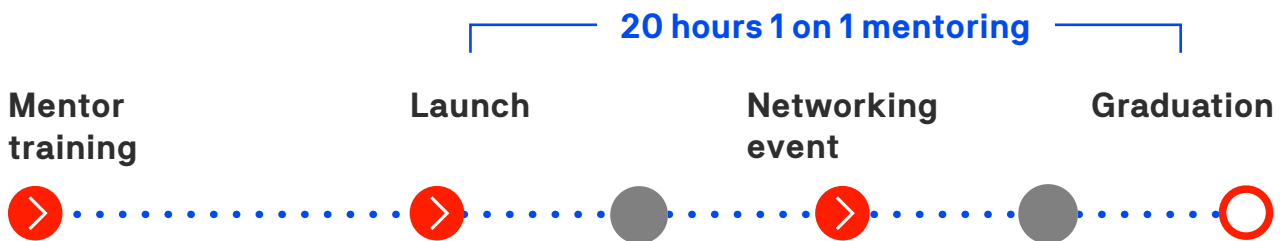
Women in Engineering and IT

Overview

The Lucy Mentoring Program connects women studying engineering or information technology at UTS with industry professionals for one-on-one mentoring over 6 months from March to September each year. This mentoring opportunity is open to all cis- and trans- women studying undergraduate degrees 2nd year and above or Masters by Coursework.

In connecting to industry through mentoring, students build career confidence, industry networks and access to role models, confidence in students' ability to succeed in (male-dominated) industry, and increased motivation to study and pursue a career in engineering / IT.

Structure

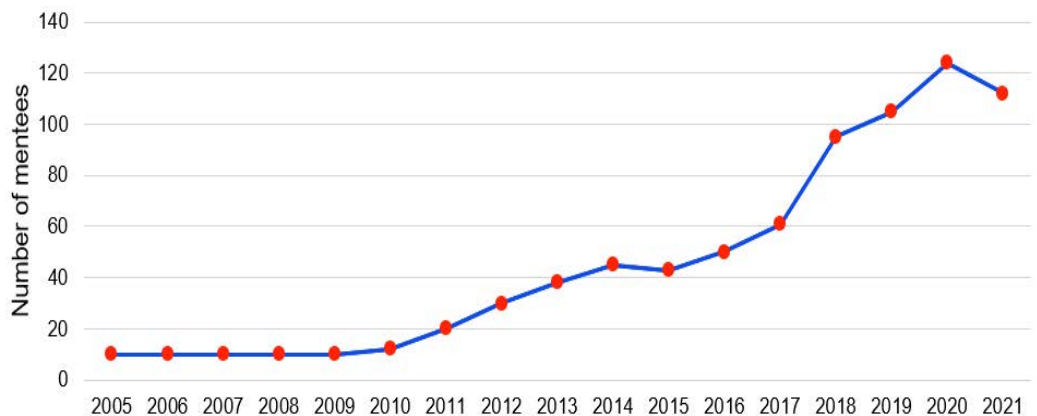


History and growth

Lucy Mentoring, an initiative of the NSW Government, began in 2010 at UTS Women in Engineering and IT and has been connecting students and mentors every year.

The program is expected to attract over 100 students in 2022.

Number of mentoring pairs over time



Value of mentoring



Gender equity

- Increased retention of women in STEM careers
- Increased diversity in the workforce > Innovation and benefits



Giving back

- Mentors report a sense of purpose from giving back



Leadership development

- Mentors gain tools and techniques for effective mentoring and insight into perspectives from younger employees and women

"I feel good that I was able to give back to community. I learned the new ways of working, thinking and presenting from my mentee. Thank you."

Mentor 2021

"I always love hearing about new perspectives and especially from students undergoing an engineering degree now. Helps me to understand how things are changing, what they need, what I within my company can do for young talent."

Mentor 2021

"There is always a new member of the team, this helps remind me how a newcomer feels and behaves and how the company and myself could assist them to check-in and be involved. Through encouraging my mentee, I also get inspiration and self-awareness on planning and considering my next steps."

Mentor 2021



Employee Engagement

- Promotes workplace conversations and action on diversity and inclusion



Talent pool

- Provides networking opportunities with highly motivated and talented women
- Improves reputation as an employer of choice

Key outcomes 2021

97%

of mentors agreed that their mentee's confidence had increased

97%

of mentors agreed that their mentee's self-awareness had increased

90%

of mentors agreed that their mentee's awareness of industry had increased

“I can't be thankful enough that I joined this program. Not only did I meet an amazing mentor, I also met a lot of aspiring women engineers and IT professionals. Being able to join various workshops and learning about companies and what they do is one of my goals from the beginning. Learning about the company that my mentor worked in was also poignant as it introduced me to the kind of work they do and the engineering projects they're involved in. Overall, I feel more confident now and I gain comfort in the fact that I can be proud of why I am an engineer.”

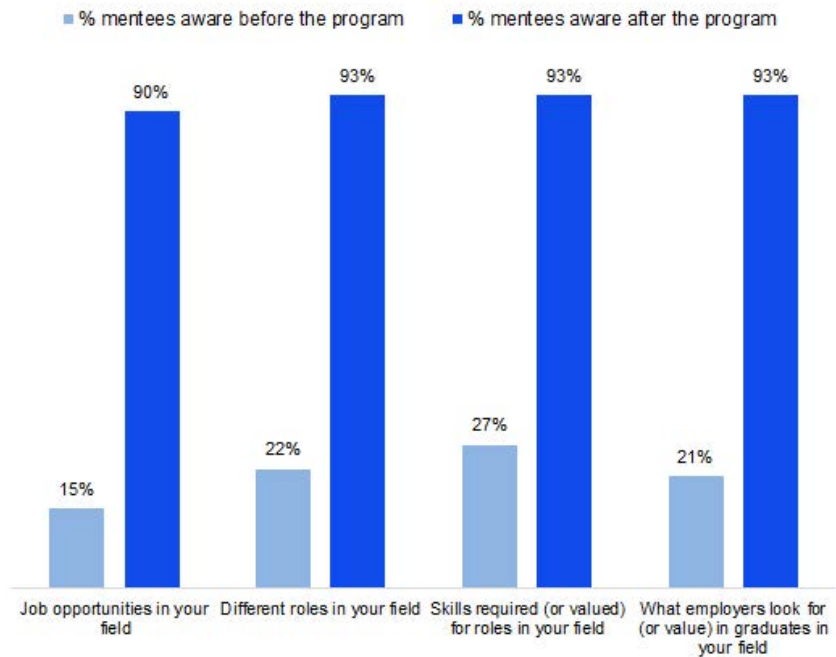


Mentee, 2021

Awareness

"Lucy Mentoring absolutely changed me. I thought I knew what I wanted in my career and was pretty firm on staying in my comfort zone and not trying anything new, but my mentor showed me a career in a long term perspective and what I can do today to get me there tomorrow."

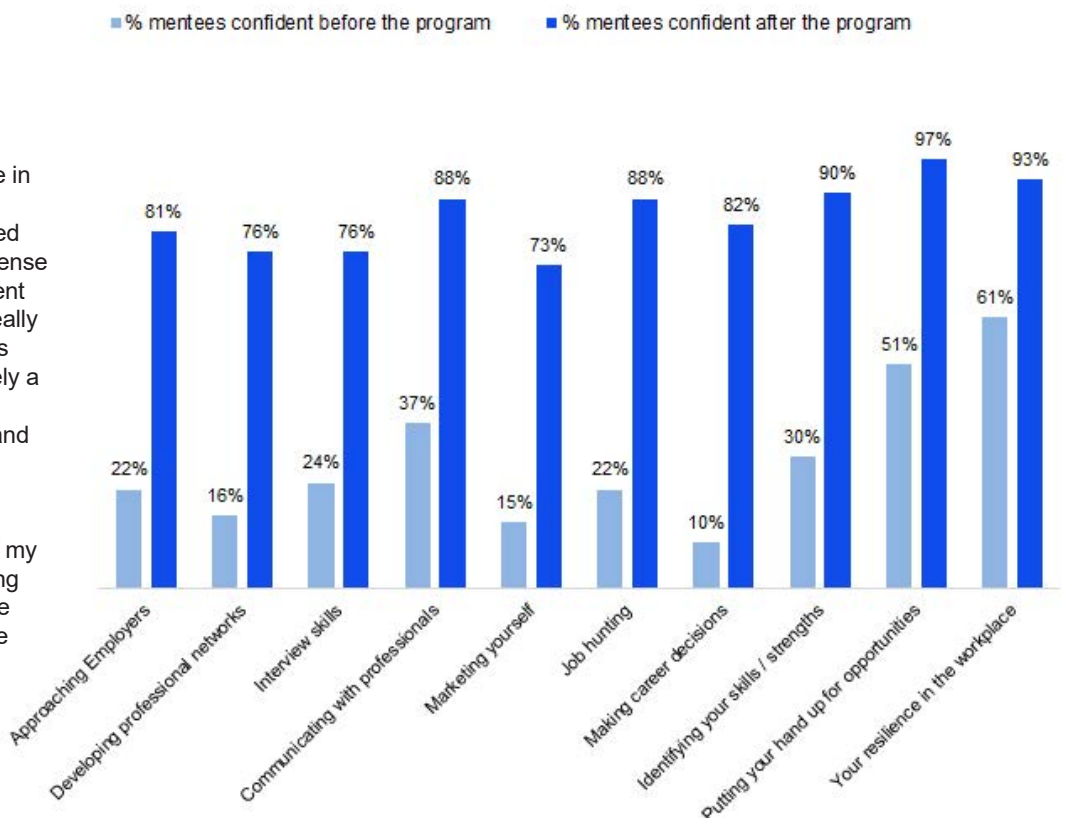
Mentee, 2021



Confidence

"The Lucy Mentoring Program has had a profound impact on me in many ways, but most importantly it has helped me develop a higher sense of self-confidence. I went into the program not really knowing what my goals were, and I am definitely a lot more confident in knowing what I value and how I can achieve the things I want going forward. Through the invaluable guidance of my mentor and the amazing mentee community, the program has taught the importance of self-reflection and valuing myself above all other things."

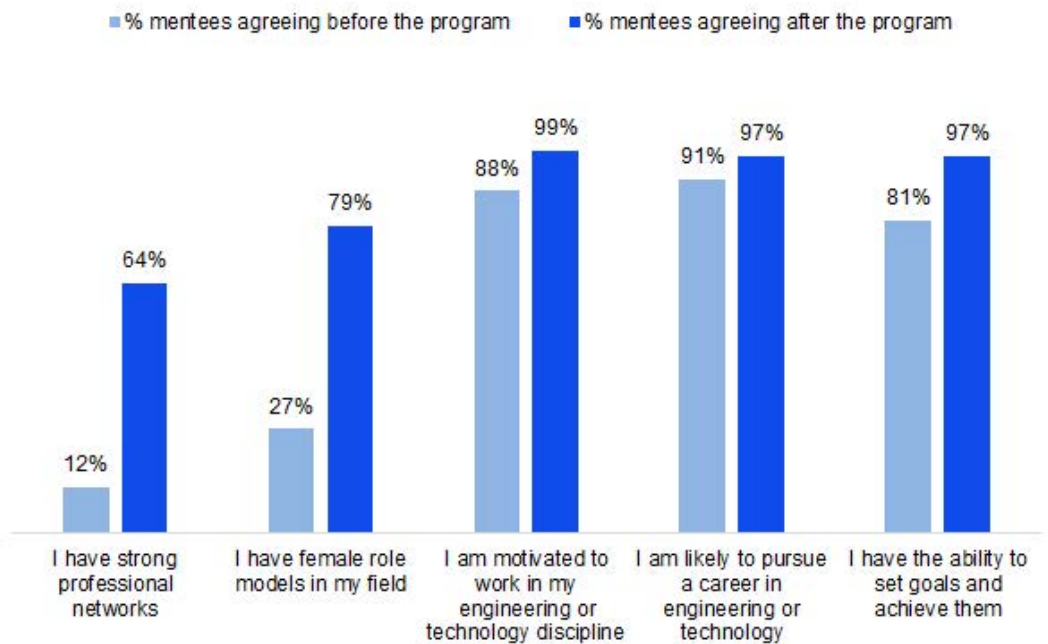
Mentee, 2021



Motivation and career aspirations

"Before this experience I lacked the self-confidence and questioned whether I should continue my career in IT. But now I feel confident in my direction and know I have the ability to succeed."

Mentee, 2021



Career connections

Employment outcomes

As a result of the program:

- 10 students received paid employment
- 12 received work experience
- 29 received a job interview
- 33 have continuing mentoring relationships
- 44 met with potential employers

"Lucy Mentoring developed me from a person who had no direction to take her STEM career to getting an internship, getting involved with university and getting a strong foundational female role model figure in her life"

Mentee, 2021

"It was great that my mentee was going through an internship program while in the mentoring. This allowed us to work through practical work situations and we saw our conversations and my recommendations working and helping her in real life."

Mentor, 2021

Partnerships



2022 Lucy event partnership

Contribution: Host and cater program events (up to 250 people each), COVID-pending

- Brand and venue exposure with students and industry
- Option to mentor up to 5 women studying engineering or IT

2022 1-year Lucy partnership

Contribution: \$5,500 pa

- Option to mentor up to 5 women studying engineering or IT
- Host and deliver a professional development workshop at your organisation's location

3-year partnership

Contribution: \$15,000 over 3 years, paid annually

- Option to mentor up to 5 women studying engineering or IT
- Host and deliver a professional development workshop at your organisation's location

More information

- Partnership funds will contribute to program and event coordination, professional development workshops for mentees and impact evaluation
- Partners will be recognised on the **program** website and program materials

Are you recruiting?
Chat to us about increasing the visibility of your career opportunities and accessing in demand talent with WiEIT Connects

Timeline

Oct 2021	Student recruitment
Jan 2022	Organisations recruit mentors Dates established for events
Feb 2022	Students screened via interview Mentors matched to students
Mar 2022	Mentor training Goal setting workshops for students Launch event
Apr 2022	Professional development workshops
July 2022	Mid-program networking event
Aug 2022	Professional development workshops
Sep 2022	Graduation event

In 2021, WiEIT launched the Women in STEM Research (WiSR) Mentoring Program - based on Lucy but for PhD and Masters by research students. Chat to us about how to get involved!

Contact

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