

Industry
partnership
2021



Lucy Mentoring Program

Women in Engineering and IT

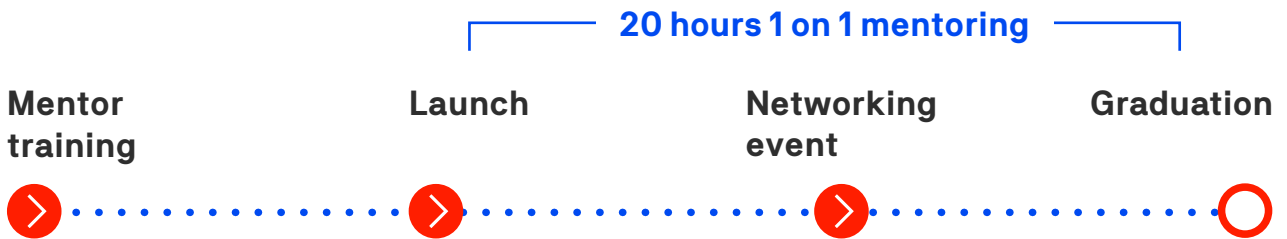
Overview

The Lucy Mentoring Program connects women studying engineering or technology at UTS to industry professionals for one-on-one mentoring.

The program empowers women to set goals and work towards achieving them with the support of a mentor, preparing students for a successful career in engineering or technology.

This mentoring opportunity is open to all women, including cis- and trans-women, studying undergraduate degrees 2nd year and above or Masters by Coursework.

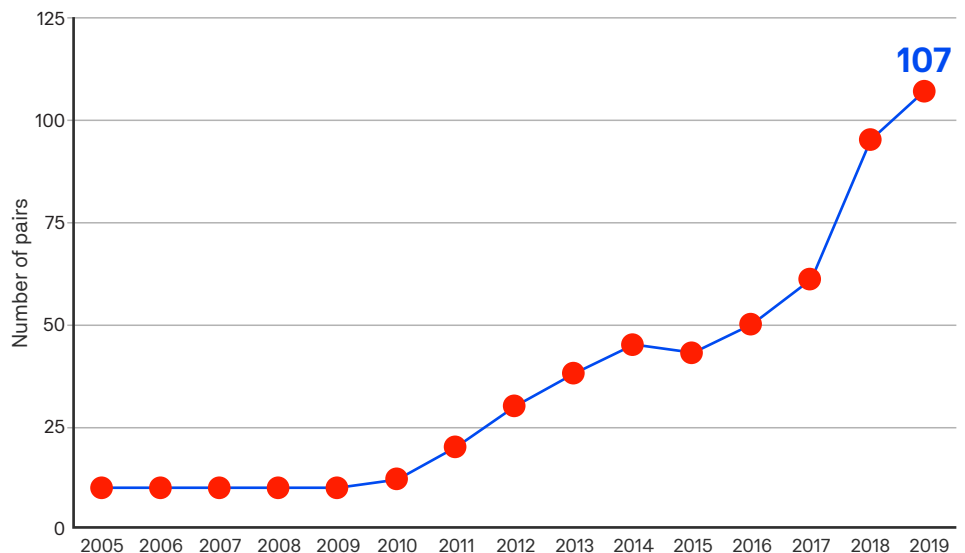
Structure



History and growth

Lucy Mentoring, an initiative of the NSW Government, began in 2005 at UTS and has been delivered every year by Women in Engineering and IT.

The program is expected to attract over 100 students in 2020.



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

“My mentee assisted me with my challenges to grow the female workforce in my organisation and I believe I’m better placed to foster and support female engineers.”

Mentor, 2019

“I learnt what it means to be a mentor and how to bring the best out of a mentee. I found helping a mentee work towards their goals very rewarding and I really got insight into the challenges they face entering the engineering workforce.”

Mentor, 2019



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 2019

After the program

88%

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

After the program

86%

of students could identify female role models in their field, compared to 27% before the program.

83%

of mentors thought that their mentee was more motivated to pursue a career in engineering or IT after completing the program

“Through my mentor’s insight on structural design in electricity transmission, I have gained a new perspective of civil engineering and am motivated to go on a civil design work placement.”

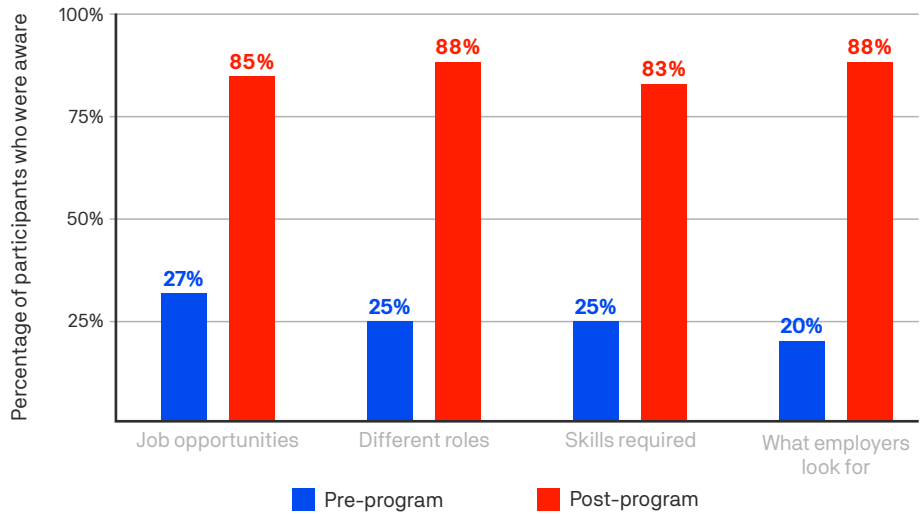
Student, 2019



Awareness

“This program has helped me find which aspect of software engineering I want to focus on, which is AI and Machine Learning.”

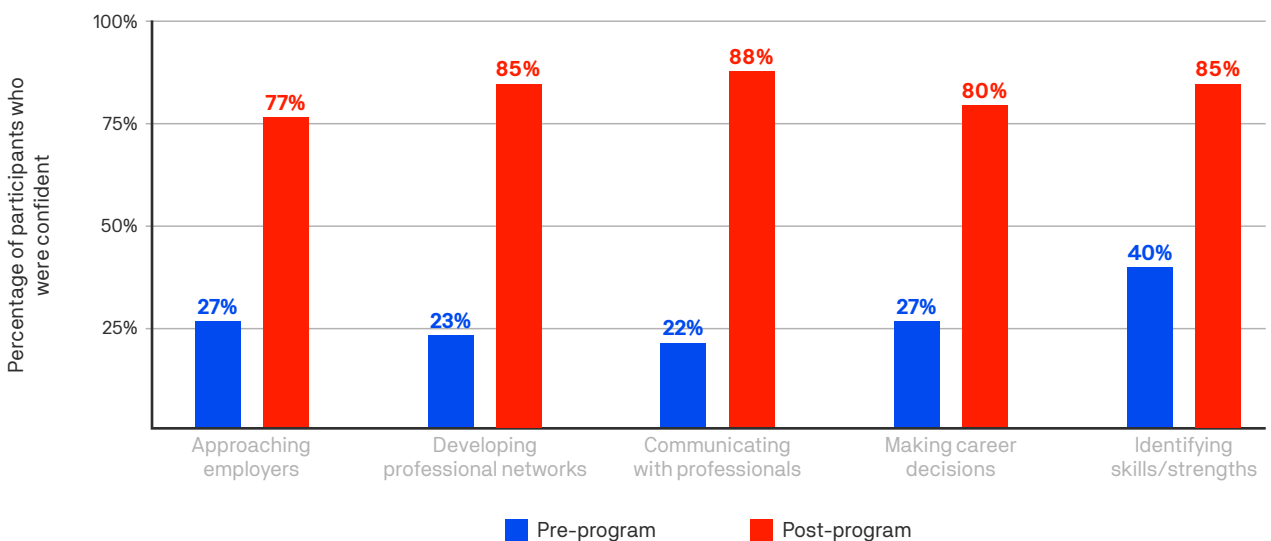
Student, 2019



Confidence

“The Lucy Mentoring Program has made me more confident in my abilities, and has allowed me to further develop myself within a professional environment. The mentors and other mentees have been wonderful. It’s encouraging to see and know that women in Engineering and IT are supporting each other.”

Student, 2019



Partnerships



1 year partnership

Support: \$5,500

- Sponsor 5 students
- Opportunity to contribute with up to 5 mentors
- Host a professional development workshop at your organisation's location

Event partnership

Support: Host the launch or graduation event (200 people)

- Brand and venue exposure with students and industry
- Opportunity to contribute with up to 5 mentors

More information

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

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Timeline

Nov 2020	Student recruitment Industry partnership opens for 2021
Jan 2021	Organisations recruit mentors Dates established for events
Feb 2021	Students screened via video interviews Mentors paired with students and mentor training (optional)
Mar 2021	Launch event Goal setting workshops for students
Apr 2021	Professional development workshops
May 2021	Mid-program networking event
Aug 2021	Professional development workshops
Sep 2021	Graduation event

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