

Industry  
partnership  
2024



# Lucy Mentoring Program

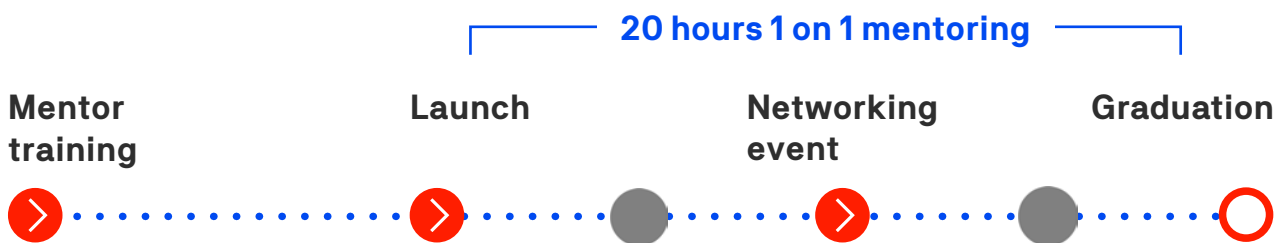
Women in Engineering and IT

# Overview

The Lucy Mentoring Program connects women and gender diverse engineering or IT students to industry professionals for one-on-one mentoring from March to September each year. This mentoring opportunity is open to coursework students at UTS Faculty of Engineering and IT.

In connecting to industry through mentoring, students unpack career pathways, build career confidence and industry networks, get access to role models, and build the skills to progress in their careers, improving retention in STEM-related industries.

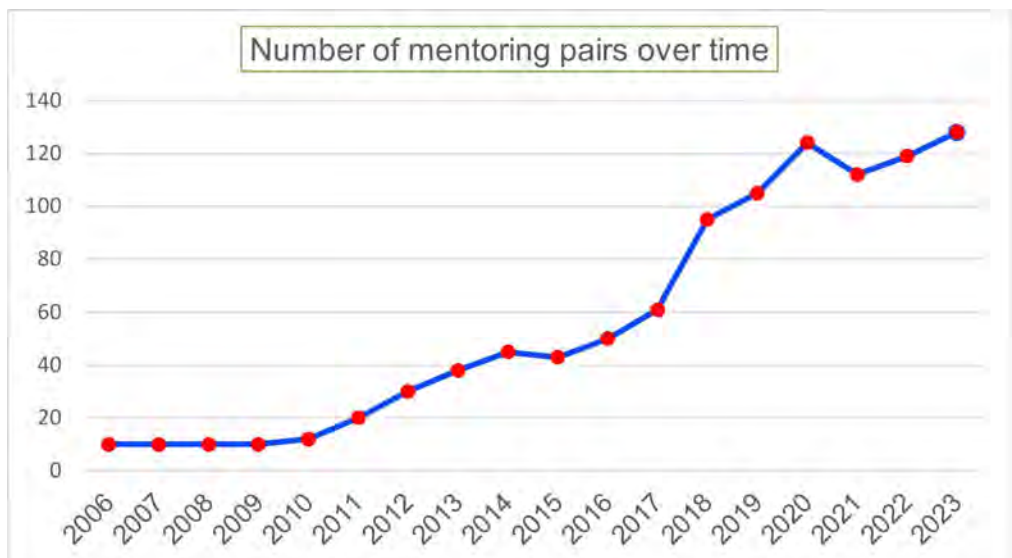
## Structure



## 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 attracted over 128 students in 2023.



# 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

*"It helped me realise where I had come from and where I am now, I am more confident and gained some more leadership skills from constant reflection of my career and the views of my mentee."*

**Mentor 2023**

*"I enjoyed giving something back to the industry - and trying to help a young engineer starting out. It was rewarding personally."*

**Mentor 2023**

*"I believe it has really challenged me to consider the problems which are faced today, as opposed to what I faced and adjust my leadership based on that. It has made me take note that personal stories are really important, and everyone's life experience is different."*

**Mentor 2023**



## Employee Engagement

- Promotes workplace conversations and action on diversity and inclusion



## Talent pool

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

# Key outcomes 2023

**85%**

of mentors agreed that their mentee's career confidence had increased

**85%**

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

**85%**

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

"My mentor went above and beyond in order for me to get the most out of this experience. He was friendly and easy to talk to, gave me a ton of advice, and worked through my interview skills, gave great insight and put in a lot of thought in what would benefit me the most. Set up meetings with industry reps in his company (new graduates, permanent employees and managers) to allow me to network and gain insight. I am very thankful to my mentor."

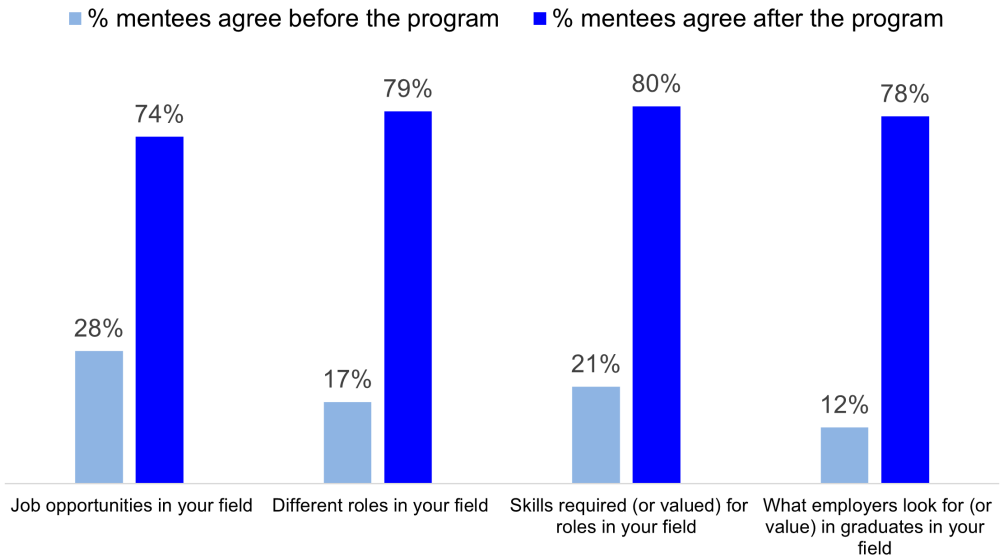
**Mentee, 2023**



## Industry awareness

"This program made me realize that STEM careers extend well beyond the conventional office job, offering a multitude of avenues. This breadth of opportunities assures me that I'll find a path I'm passionate about. The program has sparked my enthusiasm for exploring these diverse career options, instilling the confidence to pursue my educational and professional journey in STEM."

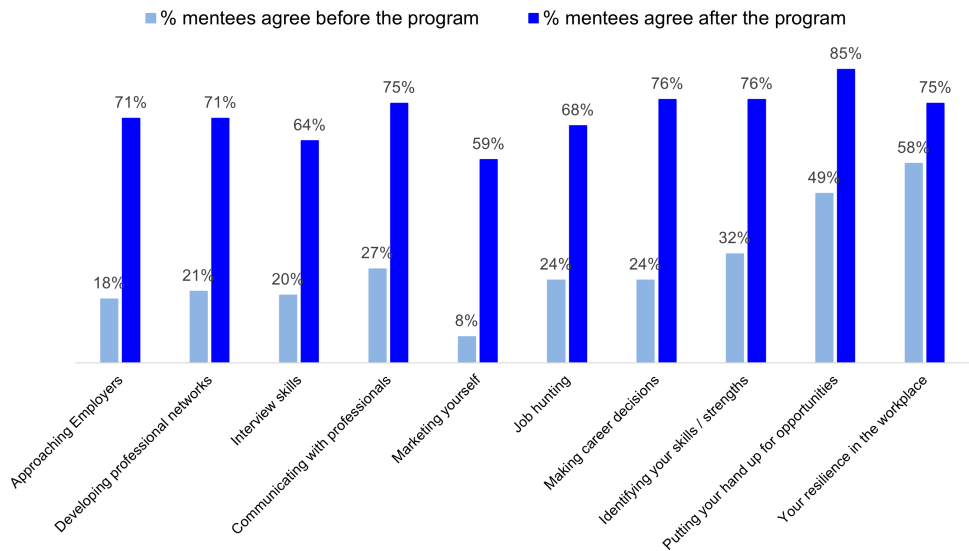
Mentee, 2023



## Career confidence

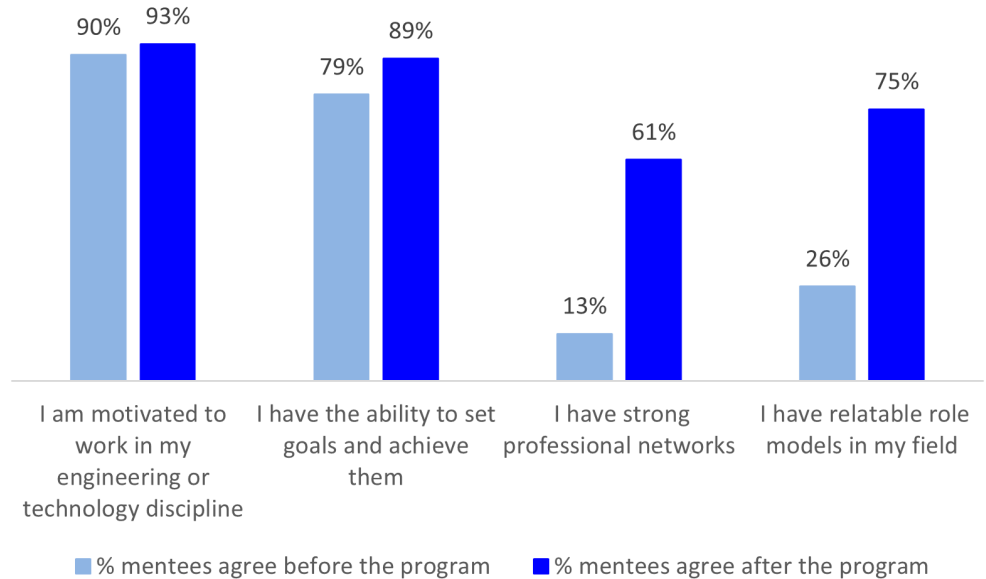
"The program has increased my career confidence. I feel more confident about my skills/strengths, areas where I can improve, how I can improve and the more professional aspect of approaching employers and communicating with professionals. I am so grateful to be given this opportunity and for a mentor to volunteer their time to guide/mentor me."

Mentee, 2023



## Motivation and career aspirations

"The program strongly encouraged me to continue my studies at UTS and in STEM more broadly. It provided me with the confidence that I was on the right track and that there are exciting prospects waiting for me in the STEM field. The mentorship and support from industry professionals and mentors reinforced my determination to pursue STEM at UTS. Because I was lost and unsure of my current path and motivations, this encouragement has been a significant driving force in my decision to persist in STEM studies."



Mentee, 2023

# Career connections

## Employment outcomes

As a result of the program:

- 7 students received paid employment
- 10 received work experience
- 15 got a job interview
- 36 have continuing mentoring relationships
- 59 met with potential employers

*"The program has provided me with a lot of insight towards the working world for the career path I want to go in. My mentor has shown me a lot of what can happen and has given me opportunities to learn and understand what it would be like to continue with the pathway I'm currently taking."*

Mentee, 2023

# Partnerships



## 2024 Lucy event partnership

**Contribution:** Host and cater program events in March, July or September (up to 200 people each)

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

## 2024 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 per year
- Host and deliver a professional development workshop at your organisation's location per year

### 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 2023	Student recruitment
Jan 2024	Organisations recruit mentors Dates established for events
Feb 2024	Students screened via interview Mentors matched to students
Mar 2024	Mentor training Goal setting workshops for students Launch event
Apr 2024	Professional development workshops
July 2024	Mid-program networking event
Aug 2024	Professional development workshops
Sep 2024	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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