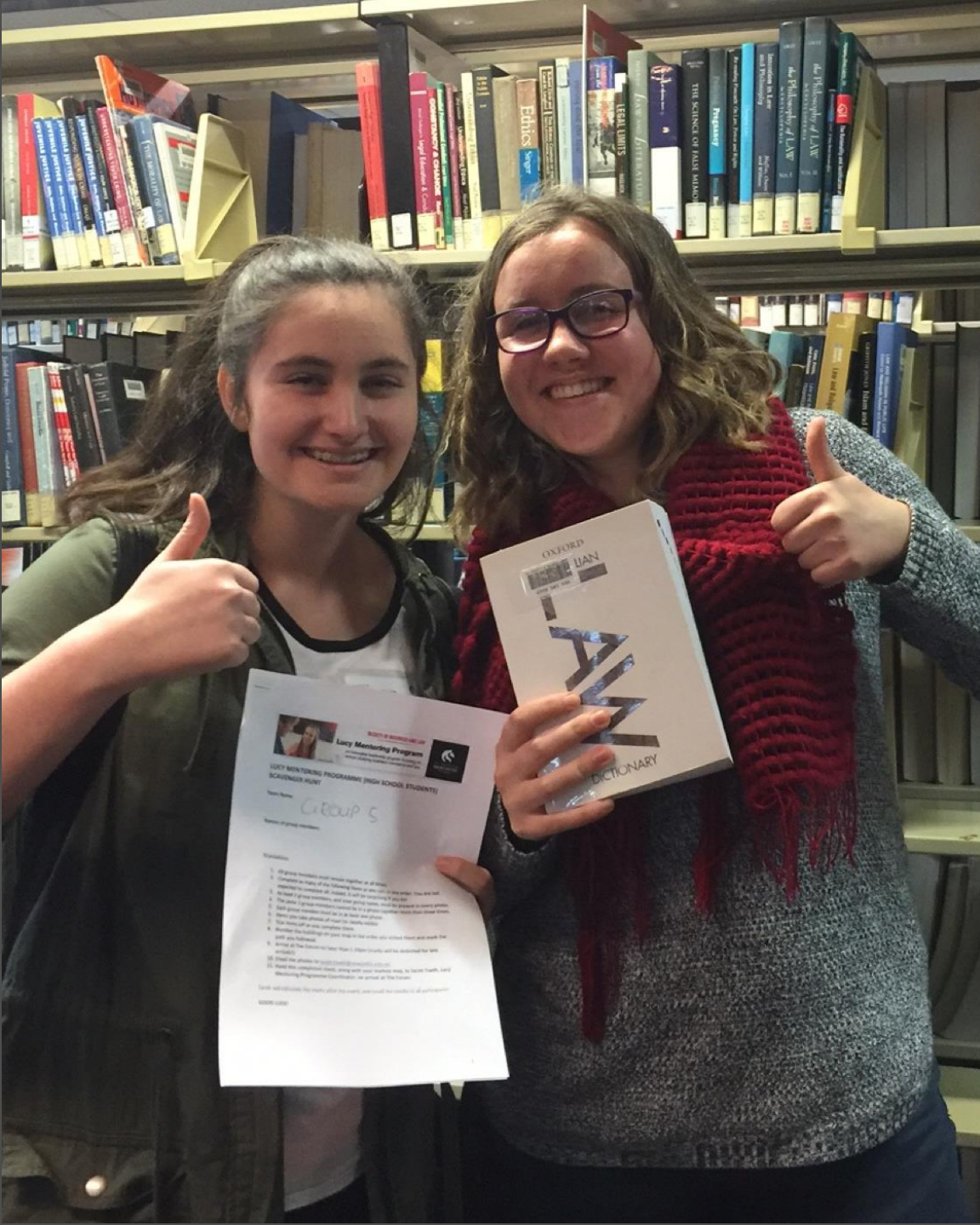


**E + M =
POWER**



**Combining education and mentoring
to enhance women's leadership and
career development**



EMPOWER WOMEN'S MENTORING PROGRAM

HEPPP funded project

Seeks to build regional capacity

Builds on LUCY mentoring program

Maximises power of technology

WHY EMPOWERMENT?

The Stats

Young women don't have a lot to look forward to, when they join the workforce.

Snapshot of pay gap across sectors - 2017

Professional, scientific and technical services	24.3%
Health Care and Social Assistance	21.9%
Administrative and support services	14.6%
Education and training	10.9%
Retail trade	9.0%

Data sourced from Workplace Gender Equality Agency, Data dated August 2017



Gender pay gap by state and territory

Lowest	Highest
South Australia 9.8%	Western Australia 22.8%

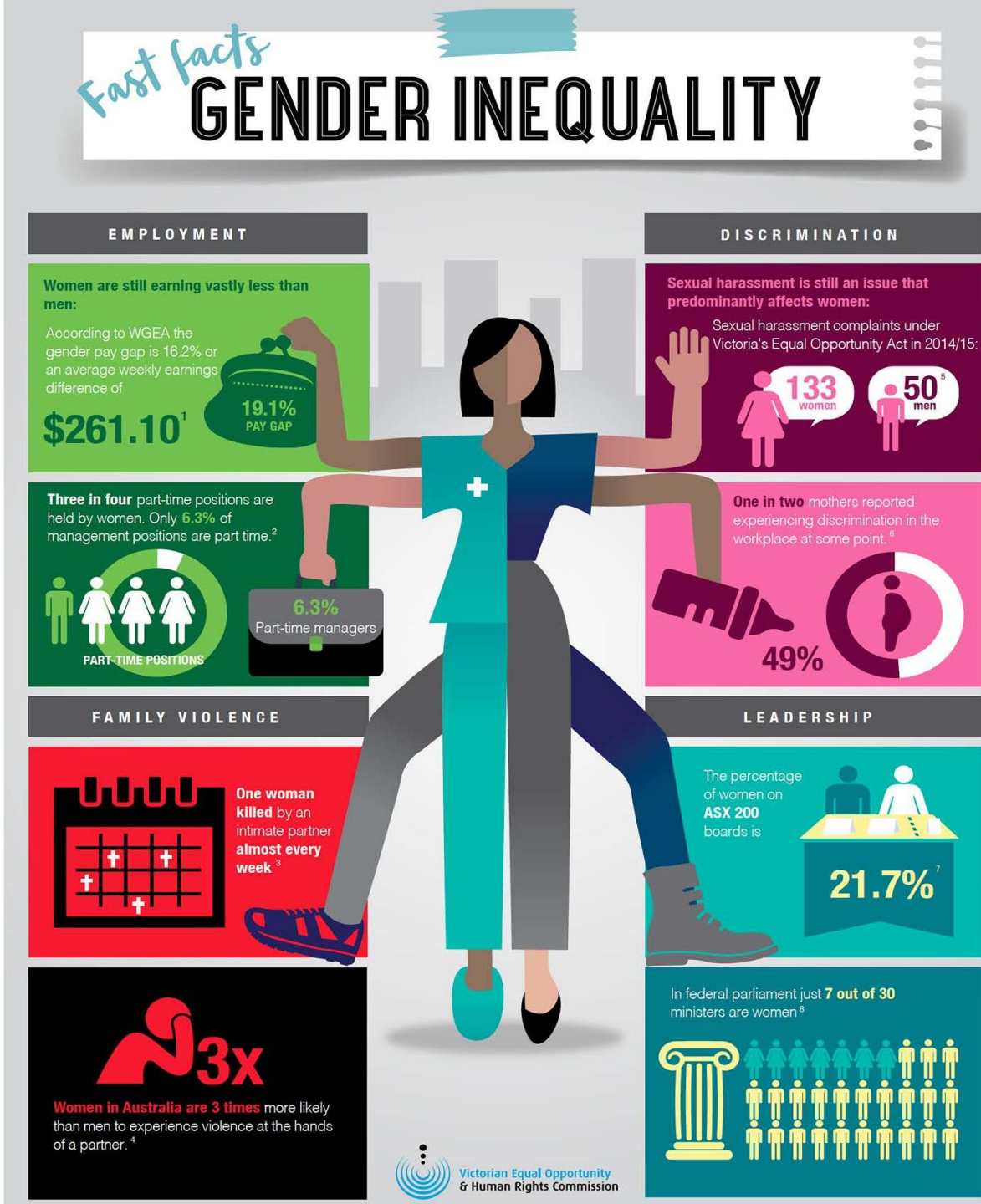
Gender pay gap by industry

Lowest	Highest
Public Administration and Safety 5.9%	Financial and Insurance Services 29.6%

The Stats

Not much has changed for women in the last twenty years. Women:

- have higher educational attainment
- are more likely to be in part-time employment
- take a greater responsibility for running a household
- are under-represented in leadership roles
- have significantly lower superannuation savings



EMPOWER PROJECT

TEAM

Chief Investigators

Ms Kate Ramzan-Levy (Faculty)

Professor Johanna Macneil (Business School)

Project leaders

Dr Paul Stolk (Business School)

Professor Lisa Toohey (Law School)

Dr Tamara Young (Business School)

Ms Sher Campbell (Law School)

Project Coordination

Ms Kirrily Anderson (Faculty)

Ms Lauren Carlton (Faculty)

PASSION

Insights from the Research

Identity

“There is an emergent consensus that identity refers to the meanings that individuals attach reflexively to themselves, and is developed and sustained through processes of social interaction as they seek to address the question ‘who am I?’.”

Development of professional identity

“Basic professional identity not only constitutes an identity at work but also and more importantly a projection of oneself in the future, the anticipation of a career path and the implementation of a work-based logic or even better a training orientated logic”.

Mentoring and its value

“an investment in the future. It acts on a belief in the potential of our colleagues and students and implies a willingness to share the beauty of our dreams”.

EMPOWER ACTIVITY

Your name, position, organisation

One work based strength

One personal strength

What is something you are passionate about



The **EMPOWER** Program

Designed to help young women in the process of becoming stronger and more confident in their ability to manage their own career

EMPOWER

Areas of focus

Creating social networks

Skill building for attainment

Career navigation

Key Program

Stats

80 high school student participants

50 University student participants

50 industry mentor participants

Women in Business Mentors

- Provide University Students with a 35 hour work placement
- Present to high school students on their career journey
- Participate in a community of practice
- Providing a career profile
- Share resources they use that motivate and interest them and that others could benefit from reading



Young Women in **Schools**

Years 9, 10, 11

Eight rural & regional high schools



- Participate in online discussion forums with university students
- Face to face presentations from industry professionals from their community
- A visit to the university's new facility NeW Space in the CBD
- Finale event (with university and Industry mentors)

Student Mentors & Mentees

- The university student is mentored by an industry professional in their workplace for 35 hours.
- Deliver final presentation at the end of their mentoring experience
- Participate as a mentor in the high school component



Value of mentoring

at every level

- Provides high school students with the opportunity to meet, interact and create and extend their networks.
- Provides university students with the opportunity to play a dual role of both the Mentor and the Mentee, developing their leadership skills.
- Provides Industry Mentors the opportunity to develop their leadership skills and support the next generation of business professionals.

Addressing distance through TECHNOLOGY

- **Video Conferencing**
- **Creating an online space**
- **Development of a website and app to support the program (under construction)**

Learnings & opportunities

“ It was clear that these people are successful due to their hard work and willingness to seek out opportunities and grab them ”



Opportunity was the theme of the day
28 Aug 2017



17 young women representing Hastings Secondary College travelled to Newcastle as part of the EMPOWER mentoring program.

The University of Newcastle has offered the college the chance to take part in this pilot program to build aspiration in the areas of Law and Business.

The day included a variety of activities to gain an understanding of what life is like for professionals in these areas.

We visited Sparke Helmore Legal and met with lawyers to discuss career options. We were able to meet with ladies in management positions at Hunter Water to learn more about career opportunities in business.

We then sat in on some lectures in Law and Business at the New Space university facility in the city.

The professionals, academics and university students allowed us to gain resourceful and inspirational knowledge.

It was clear that these people are successful due to their hard work and willingness to seek out opportunities and grab them.

The program includes weekly video-conferencing sessions with the University and visits from local industry mentors.

Thank you to Ms Owen and Mr White for this opportunity.
Written by Bailey Napier.

Q&A

