

BACKGROUND:

The 30 by 30 goal is Engineers Canada's commitment to raising the percentage of newly licensed engineers that are women to 30% by the year 2030. This national goal is endorsed by both APEGM and the University of Manitoba. Currently, the percentage of female students enrolled at the University of Manitoba sits at approximately 20%, while the percentage of female professional engineers in Manitoba is approximately 9%. The Committee for Increasing the Participation of Women in Engineering (CIPWIE), an operating committee of APEGM, is committed to assisting APEGM in achieving 30 by 30 and to understanding and supporting the needs of Manitoba's female engineering cohort. While there is still work to do to increase the recruitment of females into engineering education programs, there is a strong need to support women during their engineering education and as they progress through their careers.

Mentorship has long been known as an effective way to support skill development and learning. Successful mentoring relationships can also extend well beyond knowledge transfer and develop into life-long relationships that are mutually beneficial to both the mentor and the mentee. As such, CIPWIE intends to establish a formalized mentorship program aimed at supporting the 30 by 30 goal.

GOALS:

The goal of the CIPWIE Mentorship Program is to provide female engineering students with an opportunity to connect with a working female professional engineer through a formalized Mentorship Program.

For the student, this program is expected to provide:

- Insight into what it's like to be a working engineer;
- A picture of how they can see themselves in an engineering career;
- An understanding of specific engineering disciplines;
- An opportunity to network with professional engineers.

For the mentor, this program is expected to provide:

- An opportunity to share their passion for their chosen field of engineering and their career;
- Experience in mentoring, coaching, and developing interpersonal relationships;
- The opportunity to be a role model;
- A medium for influencing the future of the profession.

REQUIREMENTS:

Students must be:

- Female;
- Registered for the current academic year in the Faculty of Engineering at the University of Manitoba and as student members of APEGM;
- Entering their second year of studies;
- Willing to embrace the role as mentee by making a diligent effort to connect with their mentor.

Mentors must be:

- Female;
- Professional Engineers registered with APEGM;
- Willing to embrace the role of a mentor by making a diligent effort to make themselves available to their student.

Both Students and Mentors must understand that this is a student-driven relationship.

For the 2015/16 academic year, approximately 25-30 students will be accepted in to the program. Acceptance will be based on a number of factors, including:

- Field of engineering (discipline) and area of interest;
- Suitable mentor availability;
- Experience.

ROLES:

The Mentor and the Student will:

- Discuss expectations for the mentoring relationship;
- From a student-driven perspective, work together to communicate and arrange meetings as needed;
- Attend CIPWIE Mentorship Program Events.

The Mentor

As an individual, the Mentor will strive to:

- Be supportive and encouraging;
- Be honest and realistic;
- Be flexible in the mentoring relationship;
- Help build confidence in the Student;
- Be respectful of the Student's social and cultural environment.

As a career coach, the Mentor will strive to:

- Advise the Student on career paths and technical development opportunities'
- Provide guidance in networking and developing business relationships'
- Help the Student formulate and articulate her career goals

- Share their experience, knowledge, and wisdom with the Student;
- Provide the Student with honest and constructive information and feedback.

The Student

As an individual, the Student will strive to:

- Be flexible in the mentoring relationship and understand its bounds;
- Listen to what their Mentor has to say;
- Be respectful of the Mentor’s social and cultural environment.

As a prospective engineering professional, the Student will strive to:

- Formulate and articulate her career goals;
- Ask questions of their Mentor and take advantage of advice and wisdom provided;
- Be proactive in pursuing opportunities;
- Provide the Mentor with honest and constructive information and feedback.

Both parties agree to provide confidential open and honest feedback about the Mentorship Program to both each other and the CIPWIE Mentorship Program Coordinators.

EXECUTION:

The following (tentative) schedule outlines the schedule of events for the 2015/16 CIPWIE Mentorship Program:

Date	Task	Method
August – mid-September	Mentor Recruitment	APEGM e-news, Friends of Engineering members, and personal contacts
September 23 (Lunch)	Mentorship Orientation Session	APEGM offices
Mid-September – September 25	Student Recruitment	email, posters, and UMES class announcements
October 2	Mentor –Student partnerships	e-mail
October 8 (Evening)	Mentorship Event #1	University of Manitoba
November 26 (Evening)	Mentorship Event #2	University of Manitoba
February 4 (Evening)	Mentorship Event #3	Technical Tour
March 31 (Evening)	Mentorship Event #4	TBD
April 1 – April 15	Program Assessment	Google Forms
May 2016	Program Report	e-mail

ASSESSMENT:

At the end of the academic year (April 2016), surveys will be administered to both the student and the mentor. A report based on the results and recommendations arising from the surveys will be prepared and will be distributed to the CIPWIE Committee, APEGM, UMES, Office of the Dean, FOE.