UQ Women in Engineering
Program Partner Prospectus

Proudly supported by our program partners:
Purpose

Our world is made by engineers, society’s problem solvers. Therefore, the best engineering team must be as diverse as the society they work in. Diversity is proven to generate better performing teams, yet in engineering, females remain significantly under-represented.

At The University of Queensland (UQ), here’s what we know:

- **Employers of engineering graduates have set targets to create a gender balanced workforce.** However, the number of females graduating from engineering will not meet industry demand.

- **Females who choose to study engineering usually stay and graduate.** The attrition rate for females studying engineering at UQ has been less than 0.05% for the last five years. In December 2016, 26% of UQ’s engineering graduates were female.

- **The number of Queensland female high school students eligible to study engineering at UQ could fill every available first year placement four times over.** In 2015, there were 19,000 female students who studied Chemistry, Physics or Maths C. A high proportion achieved a High Achievement or Very High Achievement in these subjects, indicating they would also achieve the required OP6 for UQ Engineering.

At UQ, the percentage of females studying undergraduate engineering remained approximately 18% for many years.

To meet the demand of industry and create a more equitable balance of male and female engineers, UQ realised a much bigger effort would be required.

The UQ Women in Engineering (WE) Program was founded in 2013.

About Us

The WE Program is an award winning, gender equity program supported by its industry program partners: Rio Tinto, The Australian Power Institute (API) and The Australian Petroleum Production & Exploration Association (APPEA) (on behalf of their members) and Origin Foundation.

University-led and industry supported, WE inspires young women to consider a career in engineering. Through various educational activities and events, WE...

- **educate** female high school students about engineering.
- **support** female university engineering students.
- **connect** with industry for a smooth workplace transition.

Program Timeline

<table>
<thead>
<tr>
<th>Year</th>
<th>Event</th>
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<tr>
<td>2013</td>
<td>WE is founded in a five year partnership with Rio Tinto, API and APPEA</td>
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<tr>
<td>2014</td>
<td>UQ has its highest incoming female cohort at 24.3%</td>
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<td>2015</td>
<td>Origin Foundation becomes a program partner and WE expands to regional areas</td>
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<tr>
<td>2016</td>
<td>A record 26% of engineering graduates are female at the December graduations</td>
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Table 1: Female Undergraduate Participation in Engineering
Table 1 demonstrates the growth of females studying engineering at UQ since WE began. In the same period, the national average has remained relatively constant. We believe that our growth is a direct result of our WE Program and more importantly, dedicated program staff.

Four years after the WE Program started, 26% of UQ Engineering graduates were female - the highest ever at UQ.

What we do

• educate

Our primary focus is high school outreach. In the last four years, WE has engaged directly with more than 5,000 female high school students.

The WE Program and its team of engineering Student Leaders educate female high school students about engineering’s possibilities by attending career fairs, high school presentations and career panel nights at high schools across the Brisbane metropolitan area.

In 2016, WE expanded its reach to schools within the Darling Downs and Wide Bay/Burnett regions and will visit schools in North Queensland in 2017. In addition, the WE program hosts on-campus events:

Engineering Futures Evening
Students, parents and teachers are inspired by the stories of recent engineering graduates who share their personal journey from high school student to professional engineer. Presentations are followed by an industry and student society expo.

WE Explore Engineering Day
Students discover why engineers make a world of difference as they spend the day tackling hands-on engineering workshops.

• support

At UQ, attrition rates of female engineering students is less than 0.5% compared to approximately 5% for males. The majority of female students that leave will do so in the first five weeks. Therefore, WE focus on supporting females in the transition from high school to first year engineering student through the following initiatives:

Welcome phone call
Our Student Leaders phone every female student who receives an offer to study engineering at UQ to allay concerns and encourage them to accept their offer.

Orientation week
We host a welcome lunch for first-year female students to meet others in their cohort and talk to our Student Leaders.

Networking breakfast
This joint event with the female engineering society, UQ SKIRTS is held twice a year to support first year students.

• connect

We believe that universities need to work together to increase the overall pool of females studying engineering across Australia. Our goal is to increase gender balance in the industry, not just at UQ.

In 2016 WE organised and hosted a workshop with 18 universities from across Australia and Auckland to meet, share lessons learnt and identify how we can work together to encourage more females to study engineering. The highly successful workshop will become an annual event.

If you share our commitment to greater gender diversity in engineering, become a UQ Women in Engineering Program Partner.

Our Key Performance Indicator is 30% female participation in engineering undergraduate studies at UQ by 2023.

2017
24.6% of domestic students who accepted their undergraduate engineering offers were female

2023

Why partner with us?

Our Program Partners are promoted on all of our materials and acknowledged at our events – a proud display of their commitment. In addition to the key achievements highlighted in the timeline on previous pages, WE have a...

- **track record that speaks for itself.**
  Since 2013, WE have engaged with more than 5,000 female high school students, welcomed more than 1,000 females to UQ engineering and grown our percentage of female students to 22.5%.

- **recognised brand with extensive contacts.**
  WE engages with more than 200 high schools and the list keeps growing. WE are strongly positioned to keep growing the female engineering talent pool.

- **dedicated team.**
  Our program consists of two dedicated staff members and 20 student leaders. We are dedicated to achieving our ambitious target of 30% female enrolment.

- **commitment to sharing knowledge.**
  While UQ has cemented its position as the University of Choice for women studying engineering in Queensland, our goal is to see other universities successfully grow their female enrolments.