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About us.

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- **Educates** female high school students and teachers about engineering
- **Supports** women studying engineering at UQ
- **Connects** our female students and graduates with industry players for a smooth transition into the workforce.

**So far for 2018, WE have engaged with:**

- **958** students
- **430** female students
- **118** teachers/guidance officers
- **56** high schools

University and industry partnerships are critical to the success of the WE Program. Our unique program focuses on supporting female students and graduates with industry partners for a smooth transition into the workforce.

**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, women remain significantly under-represented. At UQ, here’s what we know:

- **Employers of engineering graduates have set targets to create a gender balanced workforce.** However, the number of female students graduating from engineering will not meet industry demand.
- **Female students who study engineering usually stay and graduate.** The attrition rate for female students studying engineering at UQ has been less than 0.05 per cent for the last five years. In December 2016, 26 per cent 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 OP7 for UQ Engineering.
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**Educate**

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 Queensland. The WE Program hosts events on campus including:

**Engineering and Computing Evening.** Students, parents and teachers are inspired by the stories of recent engineering graduates.

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

**Support**

WE focus on supporting female students in the transition from high school to first year university through the following initiatives:

- A welcome phone call. Student Leaders phone every female student who accepted their offer to study engineering at UQ to encourage them to accept their offer and address any concerns.

**Welcome Lunch.** WE host a welcome lunch for first year female students to meet others in their cohort and talk to Student Leaders.

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

**What we do.**

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.

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Our KPI is 23.4% of domestic students who accepted their undergraduate engineering offers were female in 2018.

Our KPI is 30% female participation in engineering undergraduate studies at UQ by 2023.

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