

WOMEN^G



Advancing Women in Infrastructure Engineering

WOMENG is a Victoria based multi-collaborative and multi-sponsored government initiative that will conduct two main types of activities, specifically targeting two streams of women in infrastructure engineering: youth and mid-to-late career women.

Mid-to-late Career Program

This stream is oriented towards career pathways and career guidance, by working in close collaboration with female industry leaders, monthly industry-based events and engagement opportunities, shadow programs and mentoring.

1. WOMENG Breakfast Series

These 3-breakfasts will be held by AfPA in collaboration with RMIT where inspirational speakers will be invited to present on their journey towards becoming a senior executive member of the road engineering industry to discuss the practical challenges commonly faced by women in the industry.

2. The 'Industry buddy' Mentoring Program

All WOMENG participants will be matched with an industry 'buddy' belonging to the same job profile but with a higher role. The industry buddy and the candidate will schedule individual monthly meetings with the aim of sharing knowledge, tips, experience and to guide personal and professional development for a successful career in road and airport engineering.

3. The Shadow Program

The WOMENG cohort will be given the individual opportunity to spend one entire day shadowing a senior manager at one of the companies affiliated with AfPA. This program will be particularly suited to those WOMENG candidates with the aspiration to become an

industry leader. This 'view from the top' can provide hints on the real and genuine reflection of the role without any filter.

4. 'Plan & Return from Career Breaks' Webinar

The WOMENG cohort will have the chance to engage with experts from Human Resources as well as Career counsellors from the National Careers Institute to make the best choice when it comes to career interruptions. This activity is also expected to be of mutual benefit for the AfPA industry members that can learn from the WOMENG cohort about what support can be given to facilitate female careers while making their company's profile more appealing to women.

DISR's National Career Institute invites experts from HR and career advisors to provide their experiences and perspective for working women within the industry, inform these industry members about what they can do to contribute to and inform their companies on promoting and facilitating these career breaks in order to make the industry more attractive to women.

5. Conclusion of the program 1-Day Workshop (April 21st 2023)

RMIT's one-day workshop invites a panel of industry members to present possible career pathways from women, with an emphasis on how they fuelled their interests in infrastructure engineering at a young age and present their journey towards becoming a senior executive member of the transport engineering industry.

Networking activities during the workshop will strengthen the bonds between candidates, peers, and industry members, to provide the women of WOMENG further information on possible career paths and make the connections to do so.

During this event, two candidates will be awarded with professional development funds from RMIT University, based on the candidate merits and interests in the program in the form of funds for professional development activities.

Contact

Should you have any questions, please do not hesitate to contact WOMENG project coordinator, Cody Jackson at: cody.jackson@rmit.edu.au