



## How Can I Participate?

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or email the Office for Women  
[ofw@dpc.nsw.gov.au](mailto:ofw@dpc.nsw.gov.au)

## Minister's Message

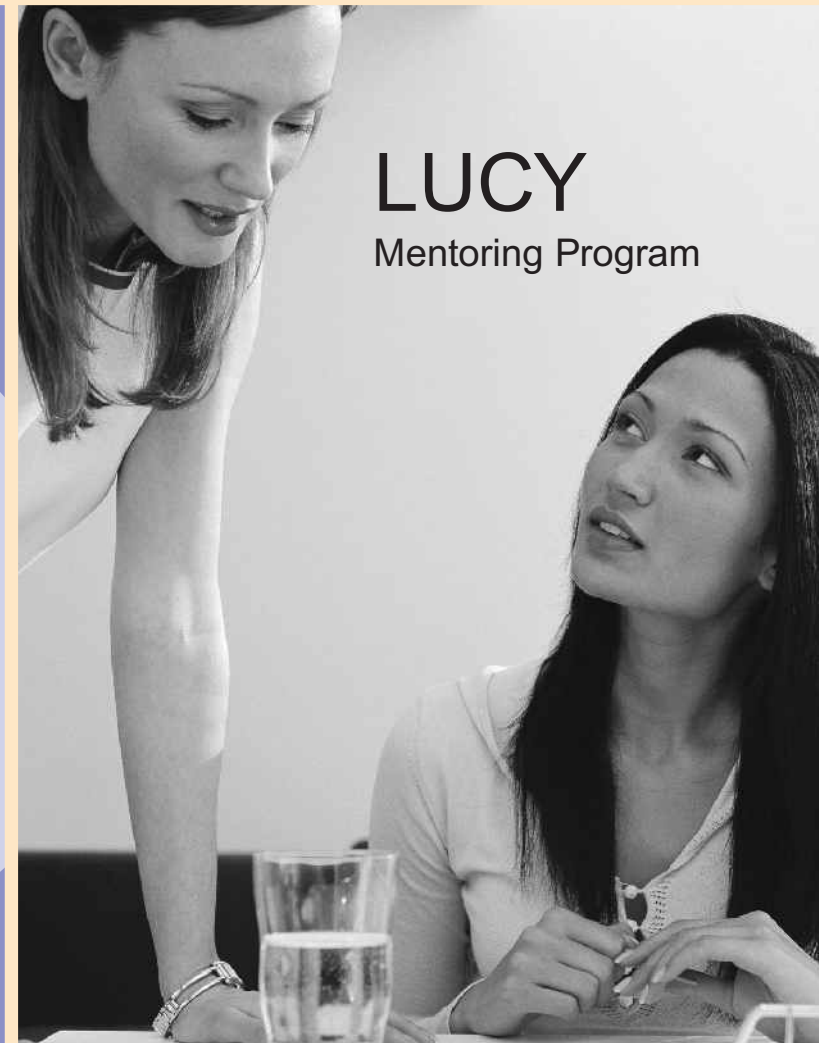
I am pleased to support the Lucy Mentoring Program which was developed in 2004 and has expanded to include additional urban and regional universities.

Longitudinal research indicates that the Program has had ongoing benefits for students, who have gained confidence, communication, time management and leadership skills as a direct result of being mentored. The majority of students involved in the research continue to be motivated to strive for leadership positions after completing 'Lucy.'

While women continue to be under-represented in leadership and decision-making positions, programs such as 'Lucy' make an important contribution in helping to redress this imbalance.



**Verity Firth**  
Minister for Women



# LUCY

## Mentoring Program

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**Website: [www.women.nsw.gov.au](http://www.women.nsw.gov.au)**

The Office for Women acknowledges the support of Liz Broderick, former partner with Blake Dawson Waldron Lawyers, and now Federal Sex Discrimination Commissioner, and Margot Faraci, Blake Concepts Pty Ltd, in developing the Lucy Mentoring Program.



Women Chiefs of Enterprises - International

## Lucy Mentoring Program (“Lucy”)

The NSW Government is committed to increasing the numbers of women employed in the private and public sectors at the middle and senior management level and on boards. This goal is being pursued by the NSW Department of Premier and Cabinet, Office for Women in partnership with individuals and organisations in the private and public sectors.

To achieve this goal, a program has been developed to increase the number of women graduates in business, finance, economics, accounting and law who have clear career goals and are motivated to aim high when entering the workforce. This will increase the pool of women from which middle and senior managers are recruited.

An understanding of work environments and networks is very influential in both gaining employment and progressing through the ranks in any organisation.

## Objectives

"Lucy" is an innovative leadership program with a primary focus on undergraduate women in university studying business, economics and law. The Program aims to inspire, motivate and educate women about the opportunities available for employment and leadership in the private and public sectors. This is being achieved by establishing relationships between students and mentors who are working professionals.

The objective of the Program is to increase the likelihood that participants gain professional employment on graduation.

## Objectives:

1. Communicate to women the diversity of opportunities available for them in the corporate sector and public domain and the personal advantages of achieving job satisfaction;
2. Ensure women, especially those from disadvantaged backgrounds, are able to access the Program;
3. Provide an opportunity for women to work with business and professional senior managers;
4. Provide women with access to a network of senior managers; and
5. Provide women with a Program which will encourage active decision making about their careers.

## Approach

The Lucy Mentoring Program involves mentors selected on the basis of their life and work experience in the corporate or public sectors. They must have a willingness to share their time, skills and workplace with a student.

Students are recruited from the University of Sydney, the University of Western Sydney, the University of New South Wales, the University of Newcastle, the University of New England and the University of Wollongong. The Universities undertake the final selection process.

The participating universities are responsible for management of the Lucy Mentoring Program and provide support and guidance for mentoring participants during the Program. An evaluation of the Program is undertaken to inform future development.

## The Program

Over a period of weeks, mentors and students work together on a small work related project while also attending some larger group sessions to meet and learn from other program participants.

The Program includes an introductory information session followed by a Work Based Activity (WBA), totalling 35 hours in the mentor's workplace, and organised to suit individual mentor-student commitments. The Final Session will review the process and provide an opportunity to hear about WBA outcomes and mentoring experiences.

Mentor and student kits will be provided to participants outlining respective roles and responsibilities and guidance to complete the Program.

## Role of Mentor

A mentor will offer an opportunity for undergraduates to observe and discuss the work environment. Mentors will be keen to share their experience and expertise. Mentoring is an opportunity to share knowledge and skills with younger women who are potential business leaders of the future. It can be an extremely rewarding experience.

## Role of Student

A student seeks career development and feedback. The Lucy Mentoring Program provides an opportunity to explore career options with the support and guidance of an experienced mentor who is keen to see participants succeed. The student will gain valuable insight into work opportunities and challenges, receive assistance in identifying goals and strategies to achieve them, learn new skills and develop confidence.