

Policy Women's Mentoring Schemes

I. Purpose

Urdaneta City University (UCU) is committed to supporting the professional and personal growth of female students, equipping them with the tools and guidance they need to excel in their academic and career journeys. This Women's Mentoring Scheme aims to provide structured mentoring opportunities for at least 10% of UCU's female students, encouraging them to develop leadership skills, explore career pathways, and build a strong network of support and resources.

II. Program Objectives

The Women's Mentoring Scheme is designed to:

1. Foster confidence, leadership, and career-readiness among female students.
2. Provide mentorship from faculty members, alumni, and professional partners to support academic and professional development.
3. Empower female students to pursue careers in fields where women may be underrepresented.
4. Strengthen the sense of community and solidarity among women in UCU's student body.

III. Program Structure

1. Mentor-Mentee Pairing

- Female students will be paired with mentors based on shared academic interests, career aspirations, and personal growth goals.
- Mentors may include faculty members, successful alumni, and women professionals in relevant fields.

2. Mentoring Sessions

- Regularly scheduled mentoring sessions will be held at least once per month, with additional one-on-one meetings as needed.
- Group sessions will also be conducted to encourage networking and peer support among female mentees.

3. Workshops and Skill-Building

- Participants will have access to skill-building workshops focused on leadership, communication, problem-solving, and career planning.
- Special emphasis will be placed on fields where women are historically underrepresented, such as STEM, business, and technology.

4. Networking Opportunities

- The scheme will offer networking events with professionals, UCU alumnae, and other women leaders.
- These events aim to help participants expand their professional connections and gain insights into career pathways.

5. Tracking Progress and Feedback

- Participants will complete a self-assessment at the start and end of the program to track growth in their goals and confidence.
- Feedback from both mentors and mentees will be gathered to continuously improve the scheme.

IV. Participation and Eligibility

- The Women's Mentoring Scheme is open to all female students enrolled at UCU, with a goal of reaching at least 10% of the female student population each academic year.
- Eligible students are encouraged to apply through the Office of Student Affairs, where they will undergo an orientation and be matched with a suitable mentor.

V. Expected Outcomes

- Enhanced self-confidence, leadership skills, and academic performance among participating female students.
- Increased representation of women in leadership roles, competitive internships, and diverse career fields.
- A stronger support network within the UCU community for current and future female students.

VI. **Monitoring and Evaluation**

The Office of External Affairs and Linkages, in collaboration with the Office of Academic Affairs, will monitor the program's progress, ensuring the target participation rate of 10% and making adjustments based on student feedback. Regular reports will be submitted to the UCU administration to assess the scheme's effectiveness and areas for growth.

VII. **Conclusion**

The Women's Mentoring Scheme reflects UCU's commitment to gender equality, personal growth, and career empowerment for female students. By offering tailored mentorship and development opportunities, UCU aims to inspire and equip women to excel in their studies and future careers.