

TiNA and WomEqual project



This project promotes technical jobs to female students

Target groups: VET students/ learners, female students

Focus: Special provisions for improving gender equality in VET – developing student support services online and via mentoring programmes in an innovative way

Objectives: Women in the technical field tend to be more insecure about their choice of employment than men (Salokangas 2002, 61), and there have been different networks and group mentoring to support female students' choice to study technical subjects, their professional identity and transition to working life.

Methodology: The TiNA project implemented group mentoring for female engineers in working life and female students at the University of Technology. At the same time, the women could familiarise themselves with role models. Female engineers and other women in technological professions spoke about their experiences. The TiNA mentoring events usually had a group of about twenty participants.

WomEqual project organised mentoring in student pairs, as well as group mentoring in smaller groups of just a few students. WomEqual project also created mentoring material, a mentor's guide and a DVD entitled 'Inspiration for Career Development'. Mentoring was also supported with the Weme.fi online community, which offers career stories of women, blogs, information about working life and the possibility to contact a mentor. There is also an online noticeboard, to assist in locating a suitable mentor. You could also download an online mentoring app where a mentoring pair or group could have a confidential discussion platform. The online community was used actively during the projects, but it still serves as a material bank and you can find information and career stories there.

Impact: The feedback received from the projects was good. Some female students said that after the mentoring events, they felt like they were not alone with their insecurities and that they really could become engineers.

Conclusion: The mentoring programmes and platform were useful for the female students, and it is a good practice that is easy to transfer and implement. One of the challenges could be getting people to commit to group mentoring. The weme.fi website is still a great resource for female students in



technology, and it is useful for female students in Finland because it focuses on resources related to studying in Finland. This is also a good practice that is easy to transfer.

Source:

[http://www.wom.fi/Sukupuolten_tasa-arvon_hyvat_kaytannot\(2012\)Tanhua_TEM_Valtava.pdf](http://www.wom.fi/Sukupuolten_tasa-arvon_hyvat_kaytannot(2012)Tanhua_TEM_Valtava.pdf)

Contact:

TiNA and WomEqual Projects, Helsinki, Finland

http://tina.tkk.fi/tina_2003/index.html

Pirjo Putila, TiNA Project Manager, pirjo.putila@tkk.fi

