



Queensland

IPWEA

INSTITUTE OF PUBLIC WORKS
ENGINEERING AUSTRALASIA

INFORMS. CONNECTS. REPRESENTS. LEADS.



WOMEN IN ENGINEERING PATHWAY

The IPWEAQ Learning Hub is a mobile friendly e-learning platform delivering weekly evidence-based, practical and reflection-rich content and activities to enhance your career and general wellbeing.

The Women in Engineering Pathway covers topics cited as being the most impactful in supporting professional and personal longevity.



Included in your Pathway:

- ✓ ongoing 1:1 support
- ✓ regular reminders
- ✓ communities of practice

WEEK 2 ALLIANCES
Career advancement for public works professionals cannot rely on technical expertise alone. Learn how to establish and foster supportive relationships for professional and personal success.

WEEK 3 WORK-LIFE BALANCE
The concept of work-life balance is touted as essential for professional and personal satisfaction. Understand the intrinsic foundations of work-life balance, how to review day-to-day practices and how to rethink the whole concept.

WEEK 4 GRIT
Whether you call it grit, courage, or resolve, it all comes down to resilience – the strength of character to face difficulties head on and keep going. Follow these tips to strengthen your capacity to face challenges and persist.

WEEK 5 BIASES
Every day we make thousands of judgements, either consciously or unintentionally that influence how we feel and act. Explore conscious and unconscious biases, and the role they play in the workplace to help create more inclusive, dynamic, and innovative organisations.

WEEK 6 UNCOMFORTABLE SITUATIONS
Workplaces should be safe environments where everyone can achieve to the best of their abilities. Understand the topic of harassment – the facts and statistics, workplace practices and the practical steps that can be taken to achieve safe workplaces for everyone.

WEEK 7 PUSHBACK
The ability to negotiate or ‘push-back’ is an important tool, though one that may not come naturally or comfortably for women. Learn how to have a more positive mindset towards negotiating and develop the practical skills to implement this in the workplace.

WEEK 8 THE OPPORTUNITIES
You are developing new skills and qualities. Understand the characteristics, abilities, and mindsets that are unique to you and learn how to turn them into your biggest assets to create further opportunities for personal and professional growth.

WEEK 9 SUPPORTING EACH OTHER
‘You can’t be what you can’t see’ (Marian Wright Edelman) reminds us of the need to see people like us succeeding so we are reminded of what is possible. Implement practical ways in which we can all support one another in our professional pursuits.

WEEK 10 NEXT STEPS
Recap all that you have learned over the past ten weeks and set final action items to continue your development journey beyond this course.

WEEK 1 SELF-AWARENESS
The foundation for all future skills development is the clear understanding of who you are and what you need. Develop self-reflection to better identify your learning needs.