

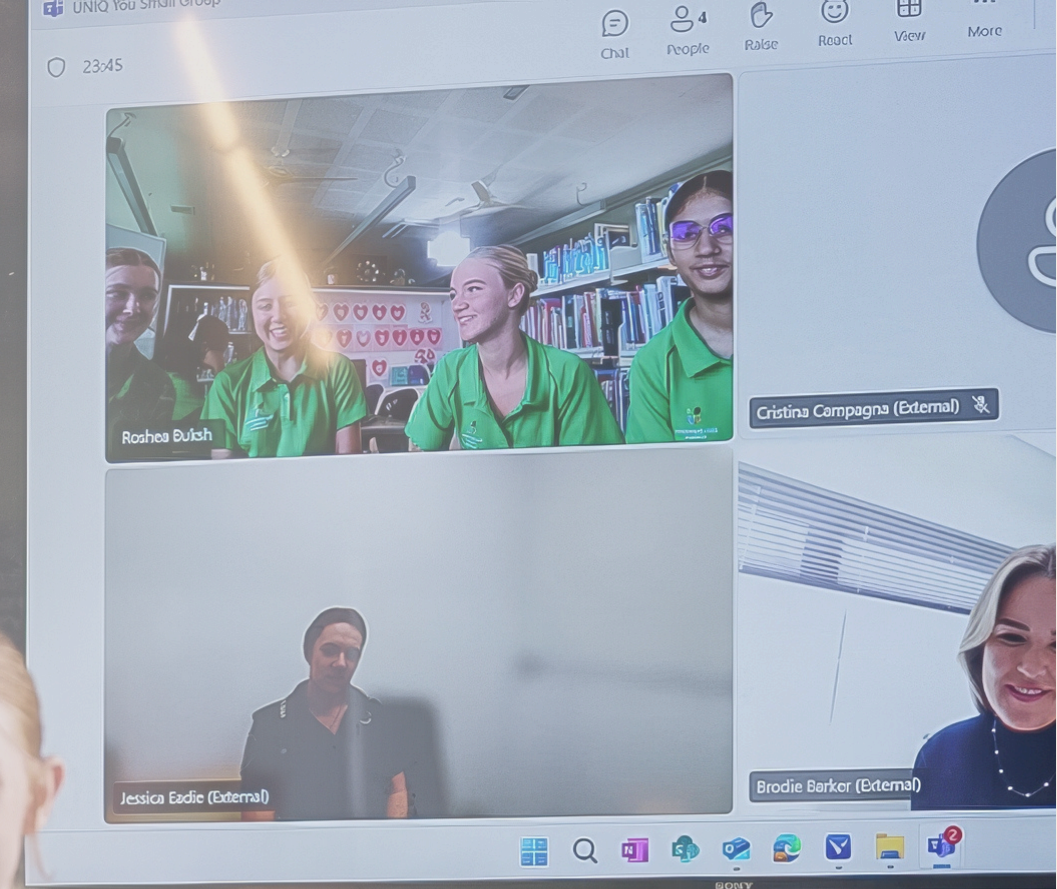


# Advisor

# Mid-Year Training

## 2025

*Empowering impactful conversations with students*





# Training Agenda

## UNIQ You Program Update

- + Key stats, progress and insights from 2025 + meet our Program Coordinators!

## Session Format Refresher

- + Whole class, small group, and one-on-one format requirements

## Student Engagement Strategies

- + What captures interest & what to avoid
- + Handling different types of questions, staying on track and offering value
- + Icebreakers, engagement tools and tips for slow or silent conversations

## Tools & Resources

- + What's available (support materials at your fingertips)

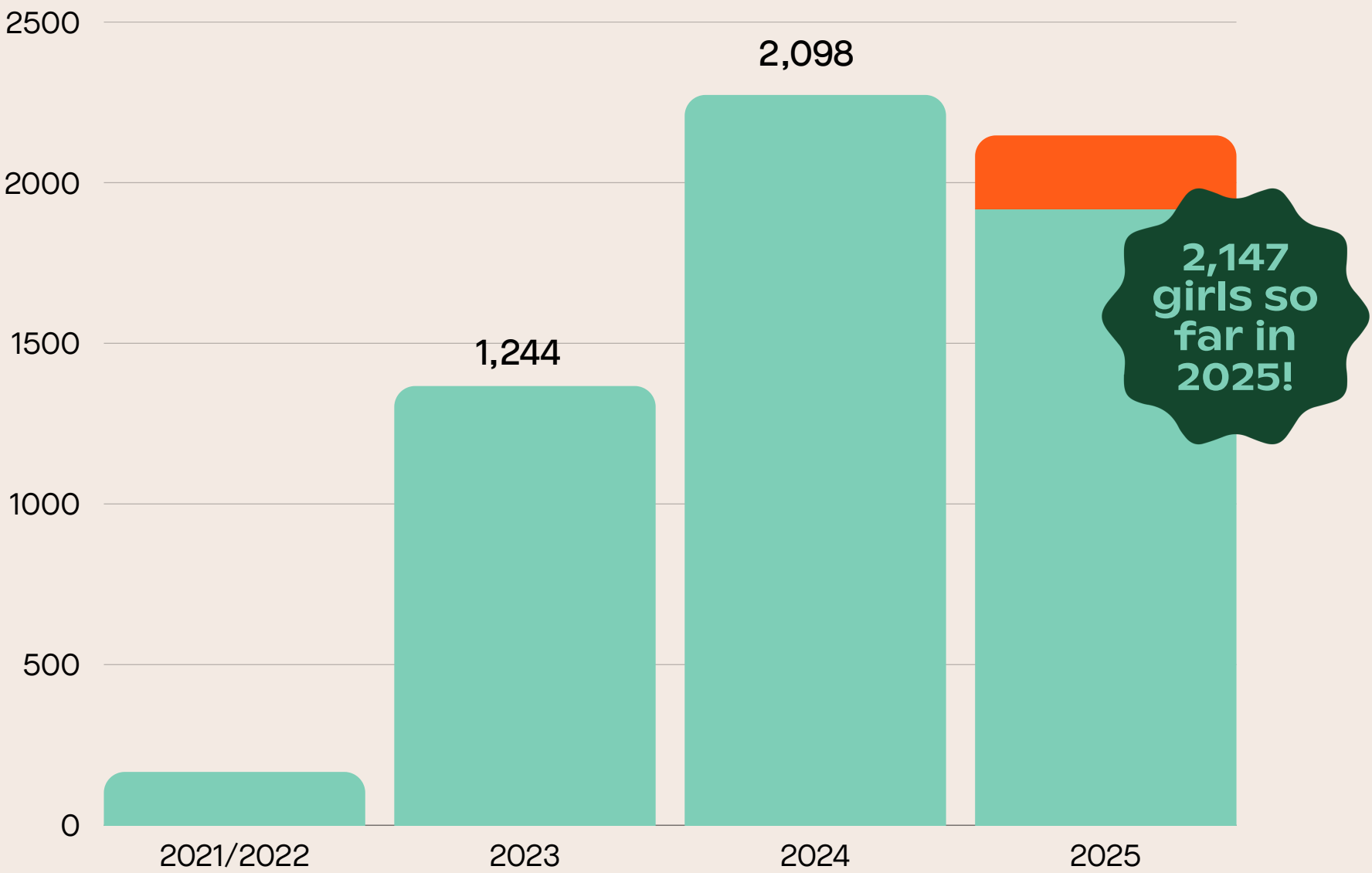
## Questions & Networking

- + Open floor for Q & A
- + Networking with fellow UNIQ You Advisors & Staff



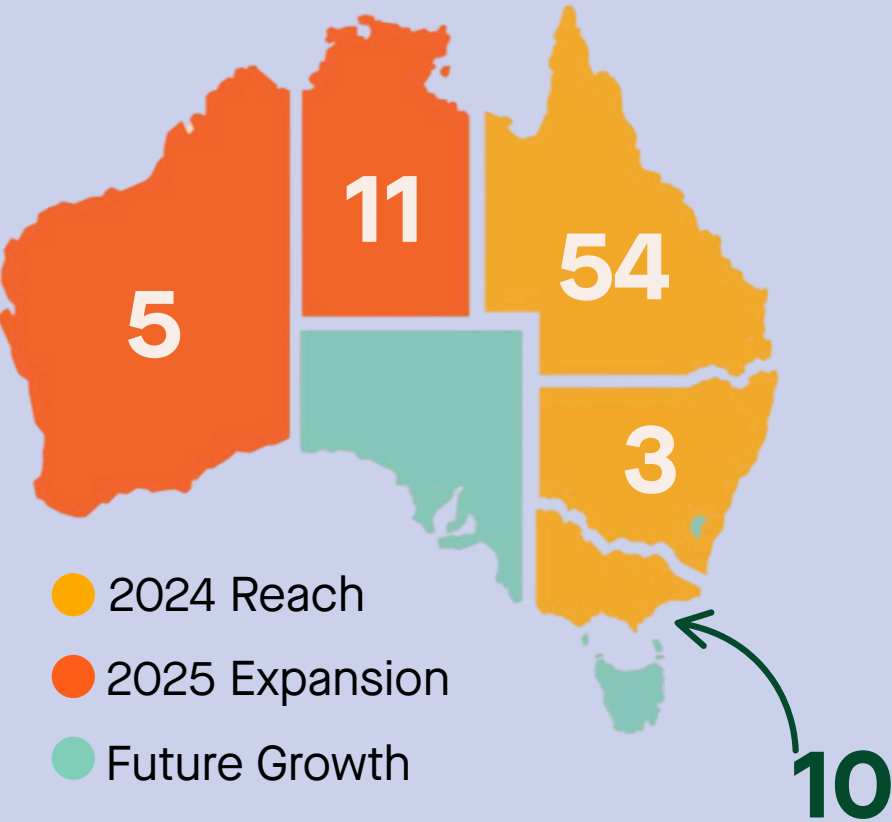


# UNIQ You Update 2025

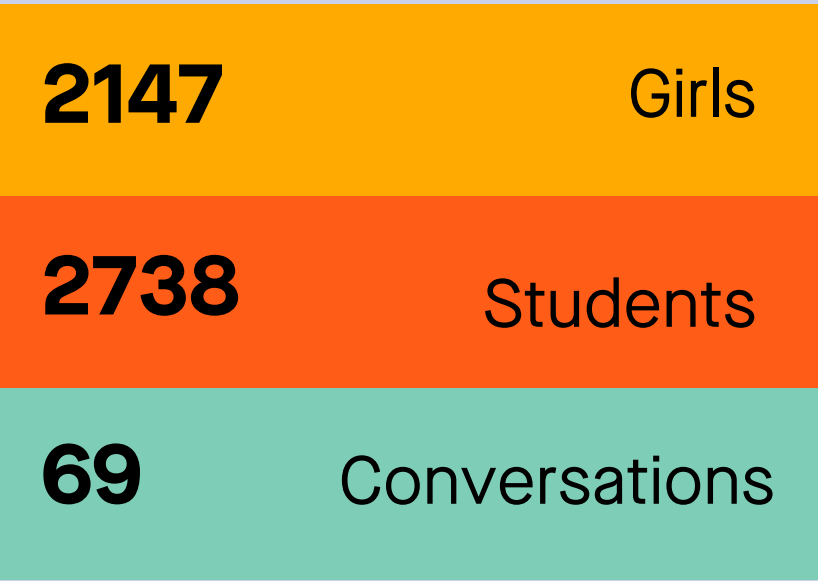


We’re on track to **double** our 2024 impact.  
**Reaching 4,000 girls in 2025.**

## MEMBERSHIP SCHOOLS IN EACH STATE



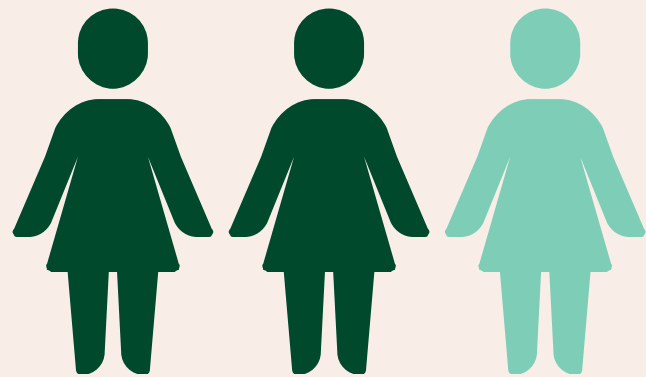
## STUDENT REACH



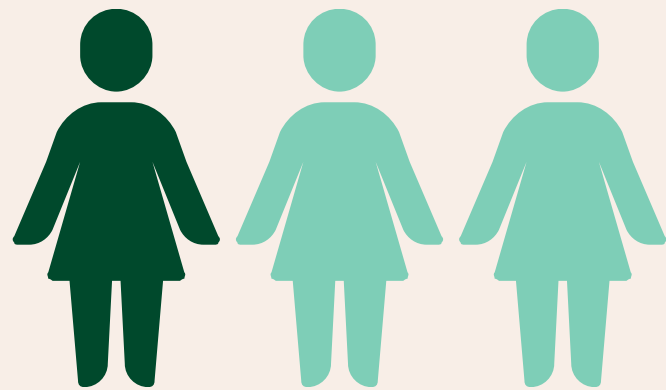
**14** One on One    **55** Small Group    **82** Whole Class

# Student Impact

Students are asked about their knowledge of, curiosity and confidence to pursue careers in STEM and male dominated industries both during and after their sessions with all Advisors.



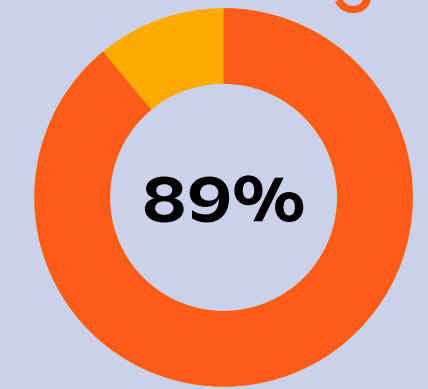
**1 in 2 students** felt more curious about exploring different career paths following their conversation with Advisors.



**1 in 3 students** indicated they could see themselves **pursuing a future career in STEM**, following their conversation with Advisors.

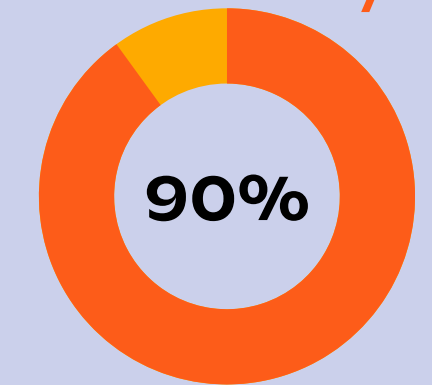
**83% of teachers** said their students had **follow-up discussions with them about career pathways** after speaking with a UNIQ You Advisor.

## Knowledge



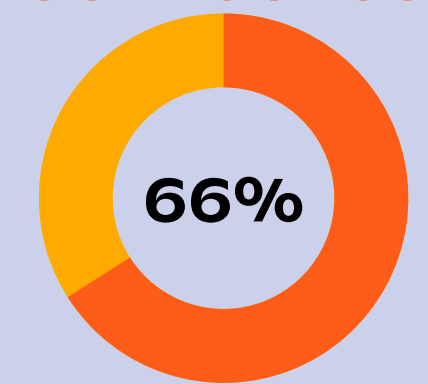
Increased their **knowledge** of underrepresented industries

## Curiosity



Increased their **curiosity** and **interest** in pursuing underrepresented industries

## Confidence



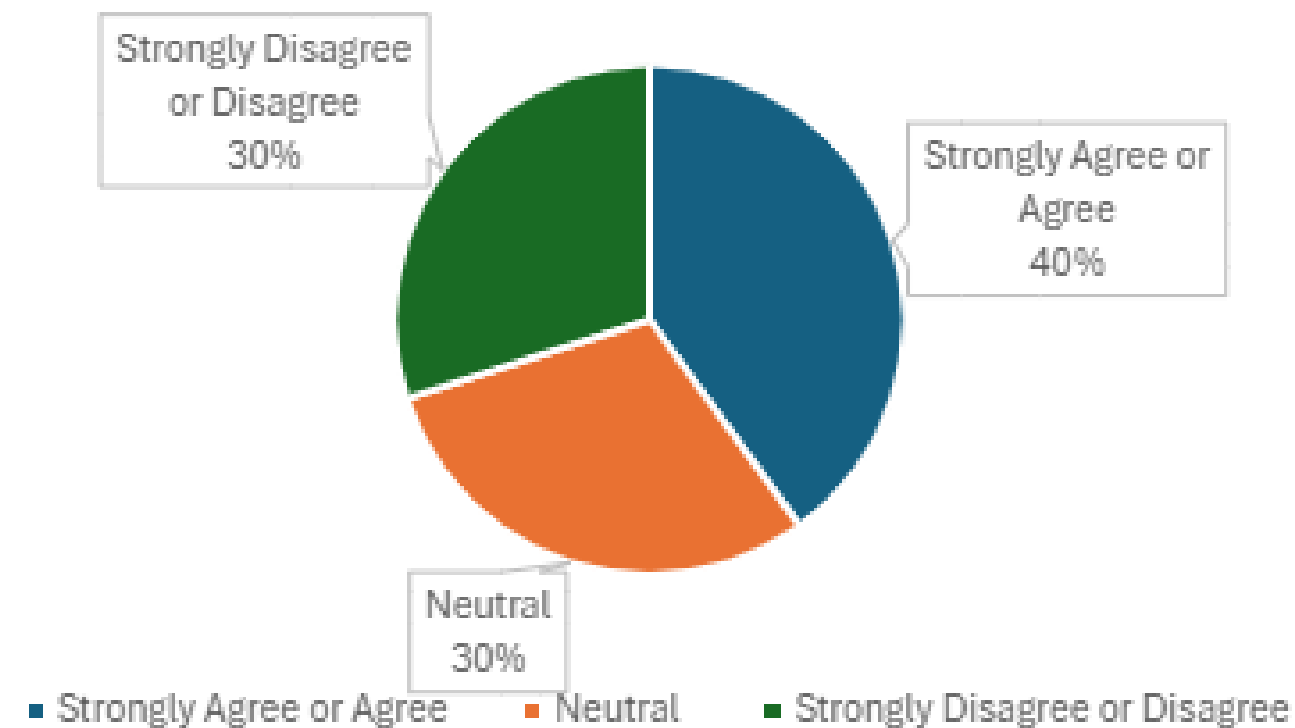
Increased their **confidence** to pursue underrepresented industries



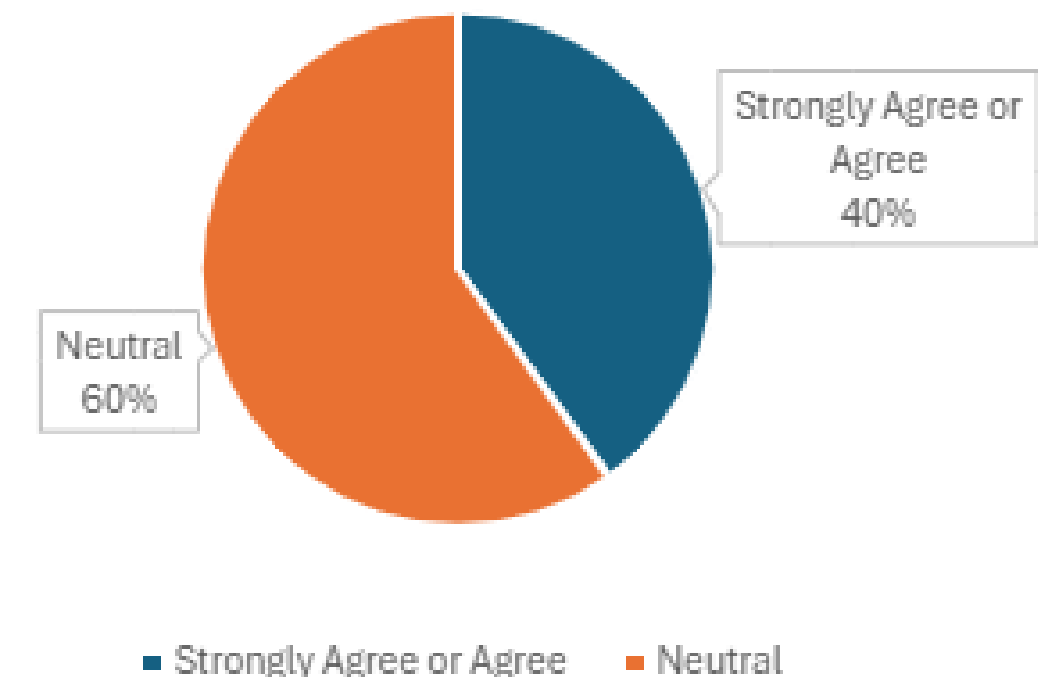
# How can we close the gap?

Recently, you completed an Impact Survey to help us strengthen the program, better support you as an Advisor and amplify our impact on gender equity in underrepresented industries.

I have learnt about the barriers female students are experiencing.



I feel better equipped to advocate for gender equity in my workplace.





# Session Refresher

SESSION TYPE	GROUP SIZE & DETAILS	DURATION	FACILITATION	tone & style	PREPARATION & SUPPORT
<b>Whole Class Presentation</b>	Typically 10 - 50 students Female and/or gender inclusive (Years 9 - 12)	40-45 minutes	Led by UNIQ You Staff + 2 Advisors	<ul style="list-style-type: none"><li>• Structured</li><li>• Aligned to a theme</li><li>• Inclusive</li><li>• Introductory</li></ul>	Session guide with format & themed questions provided
<b>Small Group Conversation</b>	2-8 female identifying students (Years 9 - 12)	30 minutes	2 Advisors (UNIQ You may supervise)	<ul style="list-style-type: none"><li>• Casual, friendly</li><li>• Student-led</li><li>• Personalised</li></ul>	Session guide with format & questions provided. Icebreaker recommended
<b>One on One Conversation</b>	1-2 female-identifying students (Years 9 - 12)	30 minutes	Advisor-led with Educator or UNIQ You Staff supervision	<ul style="list-style-type: none"><li>• Highly personalised</li><li>• Student-driven</li><li>• Career planning</li></ul>	Student submits 5 questions to book session. Icebreaker recommended



# Student Engagement

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# What to Avoid



- + **Overly technical language or industry jargon**
- + **Information overload**
- + **Lack of personal connection**



# What Captures Interest



- + **Storytelling**
- + **Visuals**
- + **Energy and enthusiasm!**






# Student Questions





# Subjects & Curriculum

“What subjects should I take to prepare for this role?”

	Share general insights relevant to your experience
	Avoid giving academic advice - refer them to their career counsellor/educator
	Encourage them to explore electives, internships, or extracurriculars that align with their interests.




# Workplace & Industry Culture

“What can I expect if I worked in this role in construction?”

	Share personal or observed experiences
	Emphasise that workplace culture varies
	Encourage students to explore through internships and work experience, network and attend careers expos




# Skills & Job Search

“What skills are needed in your field?”

	Highlight transferable skills like communication, teamwork, and adaptability
	Suggest ways to build skills (e.g. volunteering, online course)
	Share general job search tips: LinkedIn, resume building, networking





# Pay & Salary

“How much do you get paid?”

	Share broad industry averages, not personal figures (unless comfortable)
	Mention factors that influence pay (location, experience, education)
	Recommend tools like SEEK, PayScale, or LinkedIn Salary Insights




# Outside Your Role/Industry

“What experience do I need to be a marine biologist?” when you are an Environmental Specialist

	Acknowledge the question and show interest
	Be honest about your limits: “That’s not my field, so I can’t speak from experience.”
	Redirect to reliable sources (if known). Refer to Educator or UNIQ You.
	Encourage exploration and curiosity.

# Personal

Any question you find too personal or outside of a career conversation.

	Respond with “I’d prefer to keep that private, however let’s talk about your career interests”.
	Normalise curiosity: “It’s okay to be curious - what I can share are specific insights about my career and role.”
	If you’re comfortable with the question (e.g. pets or hobbies), feel free to share and then redirect the conversation.



# Icebreakers



## We recommend:

- Desert Island

Everyone chooses 3 items to take to the island. Go around in a circle and share. Then everyone chooses 1 item they would steal from another person and why.

- This or That/Would You Rather

TikTok or Instagram, Sweet or Savoury, Always talk in rhymes or sing everything you say, Have a pet dinosaur or a pet robot?

More examples available on the Advisor Training & Resource page



More Icebreaker ideas are: Would You Rather (Career Edition), Two Truths and a Lie or Bucket List Share.



# Silence or Low Participation

Simple strategies to spark interaction and keep energy up - even when the room or student is quiet.





Acknowledge the silence - without pressure	<ul style="list-style-type: none"><li>• "It's totally okay to take a moment to think of your questions, if you like, while you're thinking I can share a bit more about more role, does that work?"</li></ul>
Utilise icebreakers for small group and 1:1 sessions	<ul style="list-style-type: none"><li>• Start with an icebreaker to set the tone of lightness and fun to encourage participation and build rapport.</li></ul>
Share first to model participation	<ul style="list-style-type: none"><li>• Advisors answer the icebreaker questions or take the lead at the beginning of sessions to show it's safe to speak up and build trust.</li></ul>
Add in humour	<ul style="list-style-type: none"><li>• Asking questions or sharing light-hearted stories can break the tension and nervousness students feel.</li></ul>
Keep it moving	<ul style="list-style-type: none"><li>• Don't dwell too long on silence or pauses - move to the next question or share some more about your career journey (the student may need a little more time).</li></ul>
Understand the session type	<ul style="list-style-type: none"><li>• Whole class presentations often serve as introductory touchpoints for students with more detailed questions coming in smaller settings - silence doesn't always mean disengagement but simply the first time absorbing this information.</li></ul>





# Tools & Resources

## Training Hub



[uniquyou.com.au/advisor-resources](https://uniquyou.com.au/advisor-resources)

-  8 training videos walking you through sessions, expectations and tips for engaging with students and more!
-  A recorded icebreaker example
-  Common student question examples
-  Review your Advisor Agreement, Terms of Use and our Child Safety Policy

## Sessions

-  Session guides help you prepare (emailed with booking confirmations)
-  Feedback forms - a post-session form to share insights and help improve the service for Advisors and Students

## Support

-  Book a 15 minute check-in at any point to receive support
-  If you have concerns during a session, please raise them with the educator or staff member immediately. Contact us by phone as soon as possible if urgent. Non-urgent matters can be detailed in your post-call survey.







# Questions?

We'd love to hear your thoughts or questions!

UNIQ *You*





# Networking

Take this time to introduce yourself, share insights or ask a fellow Advisor a question. See you in 15 minutes!





# Thank you.

You are inspiring the next generation of women in industry.

UNIQ *You*