

# MEASUREMENT, EVALUATION & LEARNING

UNIQ You's service is anchored by a Measurement, Evaluation, and Learning (MEL) Framework, built around three pillars: Knowledge, Curiosity, and Confidence. We have applied this framework through the below structured evaluation matrix.

Stakeholder Strategic Pillar	Knowledge	Curiosity	Confidence
Student	<ul style="list-style-type: none"> <li>• I learnt about a role I didn't know existed</li> <li>• I understand better the variety of pathways I could take in my career</li> <li>• I am more aware of what organisations are doing to address gender equity in underrepresented industries</li> </ul>	<ul style="list-style-type: none"> <li>• I am curious about a role or industry I hadn't considered before</li> <li>• I want to find out more about my options in industries I thought were not available to me</li> <li>• I am going to do some follow up research</li> </ul>	<ul style="list-style-type: none"> <li>• I spoke to my parent / carer about the UNIQ You session</li> <li>• I feel better equipped to ask questions about career pathways</li> <li>• I feel excited by the options available to me</li> </ul>
Educator	<ul style="list-style-type: none"> <li>• I learnt about the variety of pathways which students can take to access careers in industries where women are under-represented</li> <li>• I understand better the barriers and challenges students face / perceive</li> <li>• I learnt about the gender representation and pay gap in Australia</li> </ul>	<ul style="list-style-type: none"> <li>• I have discussed the UNIQ You program with a colleague</li> <li>• I participated in / have had follow up conversations with students</li> <li>• I want to learn how to develop this program in my school</li> <li>• I am interested in UNIQ You's educator program</li> </ul>	<ul style="list-style-type: none"> <li>• I feel there is a strong connection to curriculum and the UNIQ You program</li> <li>• I feel engagement in this program will help challenge gender stereotypes in my school</li> <li>• I feel better equipped to talk to parents about career pathways for female students</li> <li>• I would like to engage further with UNIQ You in the development of this program</li> </ul>
Advisor	<ul style="list-style-type: none"> <li>• I have learnt about the barriers female students are experiencing</li> <li>• I have learnt about pathways I could take in my own career</li> <li>• I have developed leadership / mentor skills through participating in the program</li> </ul>	<ul style="list-style-type: none"> <li>• I feel engaged with the mission of UNIQ You</li> <li>• I have recommended participation in the program to another woman in my network</li> <li>• I feel like I am helping to address the under-representation of women in my industry</li> <li>• I would like to participate in more sessions</li> </ul>	<ul style="list-style-type: none"> <li>• I felt the students in my session were active participants</li> <li>• I feel better equipped to advocate for gender equity in my workplace</li> <li>• I have built connections with other Advisors in my workplace</li> <li>• I feel better equipped to support students in considering their options for the future</li> </ul>