



CONSTRUCTION FOR WOMEN

*MENTORSHIP PROGRAMME
OVERVIEW*

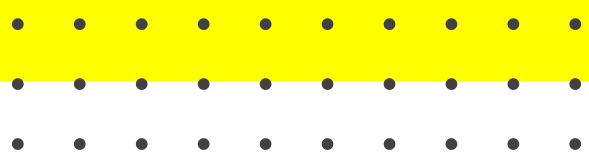


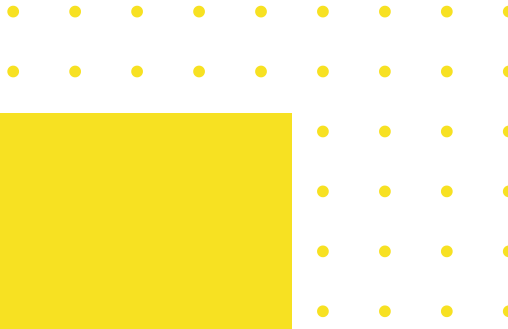
Who are Construction for Women?

Founded in 2024, Construction for Women provides a platform to support and champion women across the construction industry. Through innovative programmes, Construction for Women is helping to build a more inclusive, diverse and sustainable future for the industry.

Our Mission:

Building Women's Futures, Together





WHY MENTORSHIP MATTERS

In construction and STEM fields, where women remain underrepresented, mentorship is a powerful tool for growth, inclusion, and long-term success.

Mentorship supports growth, builds confidence, and fosters meaningful professional relationships.

It encourages knowledge-sharing, broadens perspective, and helps individuals navigate challenges with greater clarity and direction.





Programme Overview:

Our mentorship programme connects women with experienced industry professionals who offer one-to-one, year-long guidance.

Format:

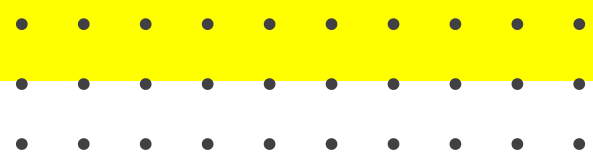
Group or 1-to-1

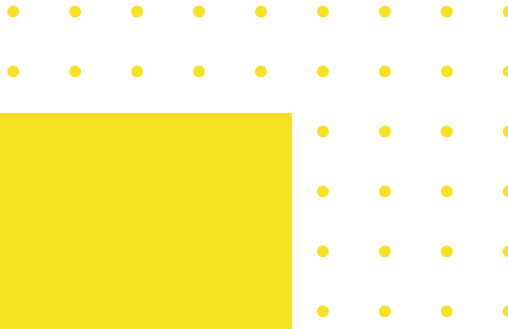
Meeting Schedule:

Monthly or Bi-Monthly

Mentorship Length:

1-year





PROGRAMME STRUCTURE

Phase 1: Application:

Mentors and Mentees apply to join our programme, during this phase, participants will provide key info (including contact information) to assist with 'Phase 2 - Matching', this will also include brief details to build a profile for mentors and mentees.

Phase 2: Matching:

Mentors and Mentees will be paired together based on the information provided during the application phase, where possible, mentees will be matched with mentors most suited to support their unique needs and goals. Mentees may be paired with mentors 1-to-1 or in a mentorship group.

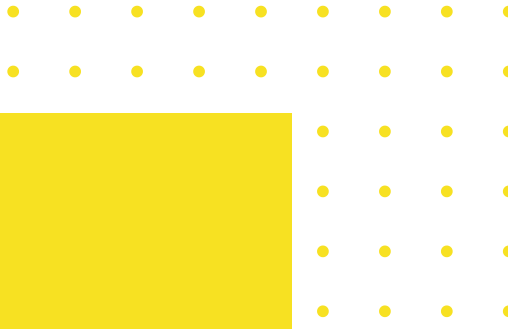
Phase 3: Mentorship - Mentors and Mentees apply to join our programme

Once matching has completed, mentorships begin. This involves regular (monthly or bi-weekly) sessions to assess goals and see where support is needed. First sessions, exist to make introductions, outline aspirations and set goals.

Phase 4: Review - Mentors and Mentees apply to join our programme

Semi-regular check-ins will be carried out by a member of the Construction For Women to team throughout mentorships to offer additional support where needed. Following completion of mentorship a final review will be carried out with all involved participants to assess success and support future progress.





EXPECTATIONS - MENTORS

A mentor is an experienced professional who offers guidance, insight, and encouragement to support the personal and professional development of someone earlier in their career.

In this programme, a mentor is not expected to have all the answers — their value lies in sharing experience, listening actively, and helping their mentee build clarity and confidence as they navigate their own path in the construction and built environment sectors.

A mentor:

- Acts as a sounding board
- Shares career insights and lessons learned
- Encourages growth, reflection, and goal setting
- Provides constructive feedback and guidance
- Respects boundaries and maintains confidentiality

Mentorship is not about solving problems for someone — it's about empowering them to grow through conversation, support, and shared experience.



BECOMING A MENTOR

To become a construction for women mentor you must be an experienced industry professional with a desire to support young women seeking to enter or advance in the built environment.

To confirm yourself as a mentor through our programme, you must first sign and return a copy of our mentorship contract to our programme lead.

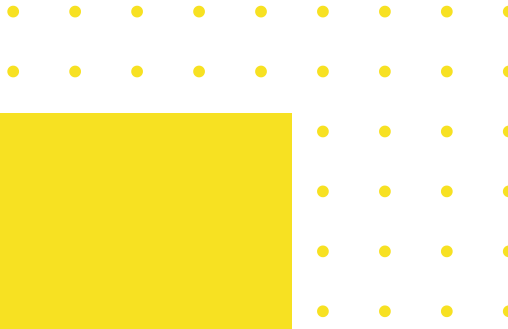
To request a contract, please **contact the CFW team to request the Mentor Agreement and Profile Form**. Once received, review, complete, and return them to our programme lead to confirm your participation.

You'll be asked to provide key details to help build your mentor profile — outlined on the right and within the Mentorship Programme Guidelines.

Mentor Information:

- Full Name
- Preferred Email Address
- Preferred Phone Number
- LinkedIn *(Optional)*
- Location (i.e. Manchester, England) *(Optional)*
- Current Role & Place of Employment
- Year's of Experience
- Educational background & Qualifications *(Optional)*
- 3-5 areas of expertise/interest in the built environment *(Optional)*
- 50-250 word brief profile/mentor summary *(Optional)*

This information is used to build your mentor profile and to pair you with appropriate mentees, as well as your number is required for setting up WhatsApp groups.



EXPECTATIONS - MENTEES

A mentee is someone who is at an earlier stage of their career or development and is seeking guidance, insight, and support from a more experienced professional.

In this programme, a mentee plays an active role in their growth — they are not passive recipients of advice, but partners in a reflective, goal-oriented mentoring relationship.

A mentee:

- Takes initiative in setting and working toward goals
- Comes prepared to mentoring sessions with questions or reflections
- Is open to feedback and different perspectives
- Communicates honestly and respectfully
- Takes responsibility for their personal and professional development

Mentorship is most effective when the mentee engages with curiosity, commitment, and a willingness to grow.



BECOMING A MENTEE

To become a mentee in the Construction for Women Mentorship Programme, you should be a student, early-career professional, or someone seeking to grow within the built environment sector. Most importantly, you should be open to learning, receiving guidance, and actively engaging with your mentor.

To become a mentee you must enquire to our programme lead.

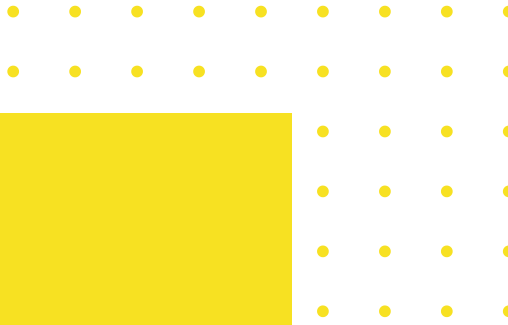
Once your request has been received, you will be asked to provide key details to create your mentee profile.

This information is outlined on the right of the page, as well as in the mentorship programme guidelines.

Mentee Information:

- Full Name
- Preferred Email Address
- Preferred Phone Number
- LinkedIn (*Optional*)
- Location (i.e. Manchester, England)
- Current Role & Place of Employment (*If Applicable*)
- College/University (*If Applicable*)
- Area of Study and/or Work
- 3-5 areas of expertise/interest in the built environment (*Optional*)
- Reasons for desiring mentorship and areas you are seeking support

This information is used to help pair you with appropriate mentors, as well as your number is required for setting up WhatsApp groups.

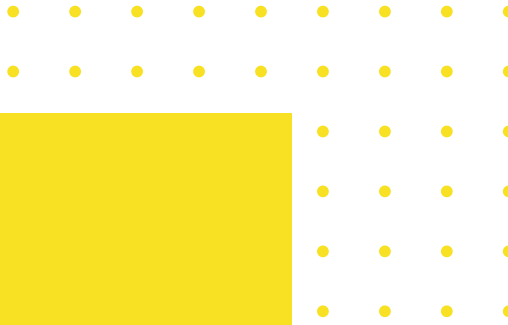


GETTING STARTED

In your first meeting between you and your mentor or mentee(s), the goal is to make introductions and get to know each other.

This is your first time meeting and is a good time to find out more about each other, set initial mentee career and/or educational goals and ambitions for what they are looking to gain from receiving mentorship, and establish a mentorship schedule that works for all participants.





REVIEW & SUPPORT

Members of the Construction For Women team will conduct periodic check ins with mentors and mentees.

These check-ins serve to assess mentorship relationships and offer support where needed. In the case where reassignment is requested due to factors including, mentor/mentee incompatibility, lack of support or request for a more relevant mentor, requests will be considered.

Final review following the completion of the yearlong mentorship relationship will involve all participants to assess relationship success and outcomes. As well as, outline potential next steps.



NEXT STEPS

Ready to Get Started?

If you're ready to begin your journey with the CFW Mentorship Programme, we'd love to hear from you.

How to Apply:

1. Visit our website and submit an enquiry through our contact form on our mentorship programme page
2. A member of the CFW team will contact you to confirm your details & provide additional materials.
3. Placement into the programme & mentor/mentee matching will commence following successful induction.

Contact Us:

 info@constructionforwomen.co.uk

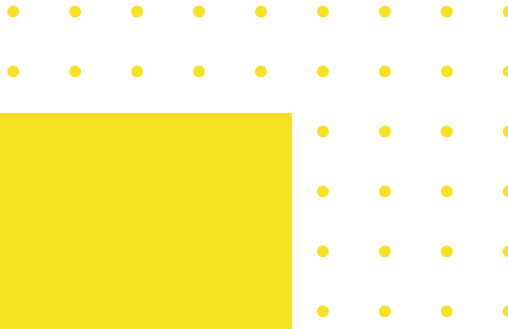
 www.constructionforwomen.co.uk

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THANK YOU

Thank you for your interest in join the CFW mentorship programme.

Whether you are sharing your experience as a mentor or stepping forward as a mentee, your participation is helping to shape a more inclusive, supportive, and forward-thinking construction industry.

Your time, commitment, and belief in the power of mentorship make a real difference — not only in the lives of those you connect with, but in the wider mission to build a fairer, more diverse future for women in construction.

Together, we're not just building careers — we're building confidence, community, and change.

Let's keep building women's futures — **together.**



Building Women's Futures, Together

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FOR WOMEN