



Gender Inclusion and Representation in Clean and Renewable Energy (CREs)

STAR Girls: a Pilot Experimentation based on Mentoring for enhancing Gender Representation in CREs

STAR Girls joins a mentorship approach with local policy experimentations to support **gender representation** in a male-dominated sector.

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The Project: Its Pillars

STAR Girls is a EU-driven response to the emerging need of increasing gender representation in CREs. It implements a **mentoring programme** that provide sustained support, guidance and motivate young women at EQF Levels 3 and 4.

1 ★ Mentoring and Role Models

STAR Girls connects young girls with strong and resilient women professionals in the Clean Energy Sector.

The principle lies in assuring a **close, reciprocal, non-hierarchical and trusting** relationship between mentors and mentees in order to surpass gender stereotypes and encourage the pursue of career pathways linked to the sectors.

 **100 involved Mentors**



2 Stakeholder Engagement

STAR Girls involves **VET institutions, CREs industry leaders, policy makers and social and civil organisations** in transforming VET pedagogies and practices.

 **150 engaged stakeholders**

3 Policy Experimentation

STAR Girls integrates an evidence-based framework to promote the mainstreaming of practices to other countries.

The project will test **STAR Girls Mentoring Programme**, collecting information ex and post-ant and conducting a **Social Return on Investment (SROI)** study.

 **100 inspired Mentees**



Main Expected Results

STAR Girls consortium is committed to driving a sustainable, representative and resilient energy sector. Thus, the results it develops hold potential to be used *across* countries, organisations and, even, STEM areas.

Women in Clean Energy – Best Practices

Showcases **successful strategies, policies and programmes** that support women's participation in the Clean Energy Sector.



Blueprint – Impeding and Facilitating Factors

Holistic and interdisciplinary framework for women's representation in Clean Energy, based on **field and desk-based research**.

SOCIAL RETURN ON INVESTMENT STUDY (SROI)

To facilitate **the scalability** of project's outcomes and transformation of VET practices, STAR Girls performs an in-depth analysis of **the social and economic benefits** generated by the policy interventions – in **mentors, mentees** and **broader community**.

Mentoring Programme

Comprehensive training programme to support industry players becoming **leaders of gender participation** in the Energy Sector.

Policy Intervention

Policy action plan set to create an enabling environment to attract girls to VET Clean energy-related studies, based on **STAR Girls mentoring programme**.

Policy Recommendations

Recommended **policy actions** for attracting girls in technical VET specialisations in the Clean Energy sector.

Benefits and Impact

From an individual and short-term level, to a broader and prevailing reach, STAR Girls grants a **sustainable** and enriching impact of stakeholders directly involved in the project **and beyond**.



Motivation of female students to follow VET studies and careers in clean energy



Attractiveness of VET courses on clean energy and STEM-related fields



Training opportunities on innovative methodologies for VET teachers & educators



Alignment of VET practices with **labour market needs**



Alignment of VET practices with **national challenges**



Contribution to emerging **EU needs and strategic plans**



STAR Girls has been carefully designed to answer to EU and national-relevant needs.

As such, pilot actions of STAR Girls will involve collaborative efforts from several national key stakeholders, in an attempt to **align policy interventions with national specificities and challenges**.

Target-Groups

Young Women in Secondary Education

Particularly those at EQF Levels 3 and 4, including the ones interested in pursuing studies in clean energy and ones ambivalent.

Career Guidance and Employment Services

Female Professionals in the CREs

VET Teachers and Educators

Particularly those related to clean energy sector. The project will engage VET staff in co-designing the mentoring program and in formalising policy interventions.



Joining our Cosmic Network 🚀

STAR Girls offers stakeholders a diverse range of opportunities to transform VET practices and gender representation in the clean energy sector.

STAR Girls' Task force gathers partners **with unique expertise and a shared commitment** to the advancement of a more inclusive and sustainable energy force.

Together we are 12 partners: 3 VET centres and educational institutes; 2 academic and research Institutions; 1 national policy stakeholders; 3 industry players and 3 social and civil organisations.

We operate at national-level in **Greece, Spain, Portugal, Italy and Netherlands**, but within a **EU vision and strategy**.

The partnership is ruled through a **open innovation principle**. That means we seek to involve **external stakeholders** in the design, implementation and communication of the project activities.



Become a Mentor

Apply as a role model!



Become a Mentee

Register as an enthusiast!



Become part of the Board

Influence our policy experimentations!

Let's build the future of clean energy together!



www.stargirls-project.eu

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