



KEEP WOMEN APPRENTICES ENGAGED.
BUILD A STRONGER
WORKFORCE.

The Big Sister Mentoring Program strengthens the recruitment, retention, and success of women apprentices in the electrical and energy industries.



Program overview

Through structured mentoring relationships with experienced tradeswomen, apprentices gain guidance, practical support, and a trusted network to navigate the challenges of training and working in a traditionally male-dominated field.

The program is designed to:

- + improve apprentice engagement, skills and confidence
- + reduce early drop-out risk
- + support completion outcomes
- + fit within business-as-usual for employers
- + be delivered at no cost to employers
- + complement existing supervision — not replace it.

Why mentoring matters (and why employers are getting involved)

Finding the right apprentice to suit your business can be hard. Keeping them — especially in the early years — is harder.

What the research shows

More than 1 in 3 electrical apprentices fail to complete their apprenticeships, with early year apprentices, and women apprentices, among the highest at risk groups.¹ The evidence shows that attrition is consistently linked to isolation, lack of support, and workplace culture pressures, not capability.

In contrast, electrical apprentices supported by structured mentoring from industry-qualified mentors can achieve retention rates of up to 90% (depending on program design and cohort), reducing attrition to 1 in 10.

Register your interest: Scan the QR code or visit bigsisiterprogram.com.au.
We'll follow up with next steps, program details, and onboarding process.

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1 National Centre for Vocational Education Research (NCVER) 2025: <https://www.ncver.edu.au/research-and-statistics/publications/all-publications/apprentice-and-trainee-completion-rates-2024>

