

# WINGS

(Women Investing In and Guiding Students)  
College-to-Career Mentoring Program for Undergraduates



## Overview

The WINGS (Women Investing In and Guiding Students) Mentoring Program, a collaborative initiative of the Rutgers Center for Women and Work and the Institute for Women's Leadership, provides a college-to-career mentoring program for diverse undergraduate women studying at Rutgers University. Companies that have participated in the program include Accenture, Ameriprise, Avon, Covance, Deloitte & Touche, Johnson & Johnson, Merck, PricewaterhouseCoopers, PSEG, and Wells Fargo. This distinctive program allows companies to customize the experience for students and offers their women leaders an opportunity to give back.

The goals of the WINGS program are to:

1. Enable a diverse group of undergraduate women to participate in a mentoring relationship with well-established professional women;
2. Enhance student understanding about workplace culture, organizational structure and work/life balance issues through relationships with mentors;
3. Provide undergraduates an opportunity to explore a field of interest through exposure to a career woman in that field;
4. Expose undergraduate women to real career options;
5. Provide successful professional women opportunities to guide and give back to a diverse group of students.

## Program Structure

The WINGS Program includes structured professional development events over the course of the academic year. In past years we've included:

- Personal Branding Workshop
- Networking Social
- Mock Interviews & Resume Writing Workshop
- Presentation Skills Workshop
- Personal Finance Workshop

## WINGS Mentors:

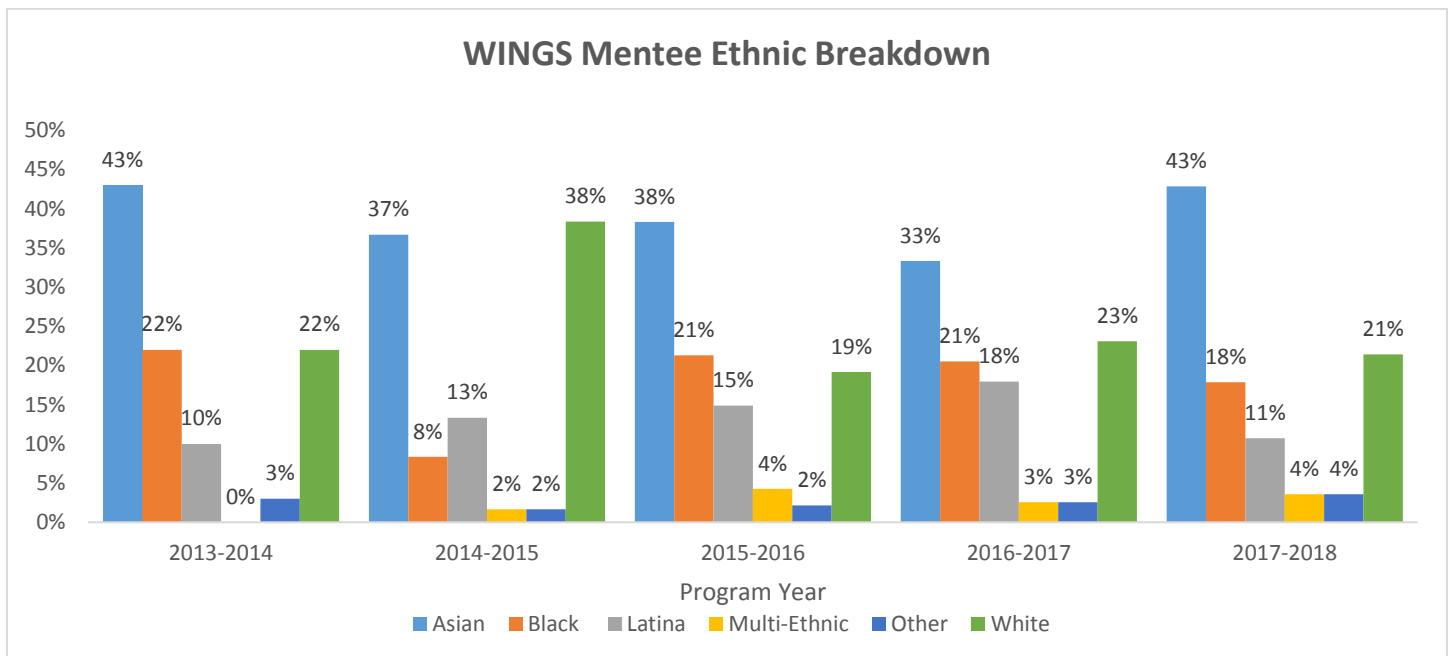
- Share their wealth of knowledge with future workforce leaders
- Learn new trends and perspectives from outstanding Rutgers students
- Enhance their mentoring skills
- Gain access to a pipeline of future talent
- Network with women leaders within and outside their company

## Diversity

Diversity is an important goal and benefit of the WINGS program. Events emphasize inclusion and awareness of diversity in the workplace and in communities served by the corporate sponsors. Over 55 percent of all WINGS students have been women of color. Many WINGS students are the first generation in their families to attend college. Student participants major in a range of disciplines including science, technology, engineering, and math (STEM), business and other disciplines.

All of these students benefit from the personal connections and role models who help prepare them for professional careers.

"The women I met were strong, independent, and inspirational. All of the events helped to shape who I am as a professional woman, and helped me to realize that the strength has been inside all along; sometimes it simply takes the right mentor to make you see it." -Mentee



Each year mentors express their enthusiasm and excitement for the interaction with students as well as accomplished women within their own companies.

"I thought it was good exposure for the students to various women executives throughout the company - all with very different career paths and stories. I think everyone benefits from listening to multiple lessons learned, challenges faced, obstacles overcome, etc." - Mentor