**Employer Interview Questions**

***General***

Can you tell us about your organisation and its main areas of business/operation?

Can you tell us about your role and how it fits within the organisation?

How long have you been in your role; with your current employer; working in the industry?

Approximately, what is the percentage of women working in your organisation and how many are at professional and management levels?

Do you have a view on why women are so poorly represented within the engineering profession?

***Mentoring***

Have you been mentored during your working life? If yes, can you tell us about that; if no, why is that? *Probe on number of mentors; gender; formal/informal; inside/outside the organisation; satisfaction with mentoring received; what they may look for in a mentor; the value they see in mentoring.*

**If you have experience of being mentored (informally/formally):** can you tell us about that

Does your organisation have a formal mentoring scheme?

**If yes:**

*Can you tell us more about the scheme and your own involvement in this:*

*Elibigility to join; what does and doesn’t work well; training and support available to mentors and mentees under the scheme; how the scheme operates, i.e. face-to-face, via social media, etc; how the scheme is evaluated; time allowed for employees to participate in mentoring as part of their working hours; how information about the scheme is communicated to employees; key areas of support offered under the mentoring scheme, i.e. career progression, general support; the overall benefits of the scheme; support offered to enable employees to participate in the scheme?*

**If there is no** mentoring scheme, why is that? Do you believe your organisation could benefit from a mentoring scheme? How and why?

If you have worked for other organisations before joining your present employer, were there formal mentoring schemes; were you involved in these; and how?

**If you have not been mentored in the past, either formally or informally, why is that?**

How important do you see mentoring in terms of a source of support for (1) yourself and (2) women in the industry?

Have you ever mentored others, as a mentor?

Aside from mentoring, what other support is in place to support female professionals within your organisation?

Do you presently participate in any industry-wide schemes to support female professionals? If so, what are these and why do you support them?

***Our proposed industry-wide mentoring scheme***

To what extent do you believe there is a need for an industry-wide mentoring scheme within aviation and aerospace designed to help women?

Do you feel there is a lack of female mentors within your organisation/industry? Could an industry-wide scheme help to address that?

What would you like to see from such a scheme?

What do you believe to be the potential strengths – Is there a business case for a mentoring scheme?

What do you see as potential weaknesses of such a scheme?

Are you aware of other mentoring schemes that could act as a benchmark for our scheme?

If there is a formal mentoring scheme in your own organisation, do you see any potential conflicts of interest with your employees being offered access to both an organisation-led and industry-wide mentoring scheme?

Would you/your organisation like to get involved in the industry-wide mentoring scheme? If so, in what ways?

Is there anything else you would like to add?

Are there any questions we have not asked that you think may be important?

Do you have any questions?