



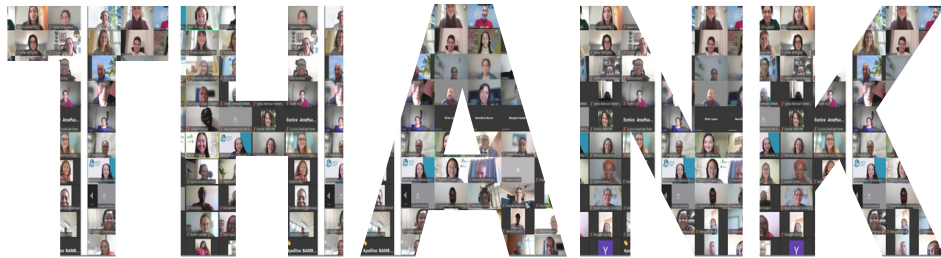
Women in WASH
MENTORSHIP PROGRAM

RWSN and Women in WASH Mentoring Programs

2025 Report



Partners



Background

Since its launch in 2019, RWSN's international mentoring program has connected more than 2,100 mentors and mentees across the water sector in English, French, and Spanish.

Beginning in 2023, the program evolved into a joint initiative between RWSN and Agenda for Change, with both Secretariats working hand in hand to coordinate and expand reach. The 2025 edition, supported by World Vision and the Global Water Center, featured three sub-programs designed to strengthen learning and leadership across the WASH community:

RWSN Career Progression

dedicated to all water professionals seeking to advance their career

Women in WASH

dedicated exclusively to female and female-identifying mentors and mentees, offering both traditional and near-peer formats

Solar Powered Water Systems

focusing on solar water pumping and renewable energy in WASH



This year's mentoring cycle was introduced at the Water and WASH Career Days, a three-day virtual event held in early March. The seven sessions brought together 700 participants.

The mentoring program ran over a six-month period from March to September and was hosted on PushFar, a mentoring platform that allows participants to self-select their mentor and mentee to ensure better alignment of interests and professional goals.

At the beginning of the program, mentors and mentees received a guidance document in three languages (English, French, and Spanish), created by the Secretariats to support them in building their mentoring relationship. Additionally, introductory sessions were organized to explain the use of PushFar and provide a comprehensive overview of the entire mentoring program.

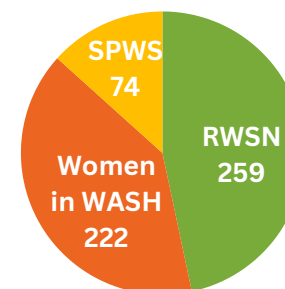
Mentors and mentees were also requested to abide by a Code of Conduct, and to contact the RWSN or Agenda for Change Secretariats in all confidentiality if they felt that the mentoring relationship was not working out, or if they wanted to make a complaint.

This mentoring program helped me look at the WASH sector more holistically, with a forward-looking and strategic perspective.

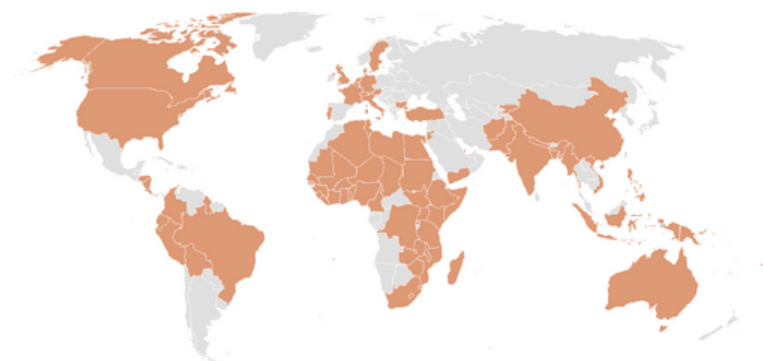
Impact & Global Reach

In 2025, the mentoring program reached its largest cohort to date, with **488 registered participants** representing **81 countries**. This included 167 mentors, 388 mentees, and 58 participants who joined as both mentor and mentee.

A total of 259 participants joined the RWSN program, 222 joined the Women in WASH program, and 74 joined the SPWS program.



Gender representation remained a central feature of the program, with **62% of participants identifying as women** and 38% as men, underscoring the mentoring program's ongoing contribution to promoting gender balance and supporting women's leadership within the WASH Sector.



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Participation & Engagement

Out of the 488 registered members on PushFar, 160 completed the final survey, offering detailed insights into their experiences. Engagement levels remained strong: over one-third of respondents reported holding six or more meetings, and 41% met three to five times during the program.

Feedback on the quality of the mentoring relationships was highly positive. More than half of the respondents (54%) stated that they were very satisfied with the level of engagement from their mentor or mentee, and 47% described their match as “excellent”, with an additional 40% calling it “good”. Many participants highlighted the sense of motivation and clarity that regular interactions provided, noting that their mentors offered not only professional guidance but also encouragement and confidence to pursue new opportunities.

Satisfaction with Mentoring Matches

4.3★
average rating



The Secretariat’s support also received high ratings, with 52% of respondents expressing that they were “very satisfied” and 37% “satisfied” with the assistance provided throughout the program. The mentoring coordination team remained actively involved in troubleshooting, hosting webinars, and maintaining communication channels through PushFar, email, and WhatsApp groups.

Satisfaction with Secretariat Support

4.4★
average rating

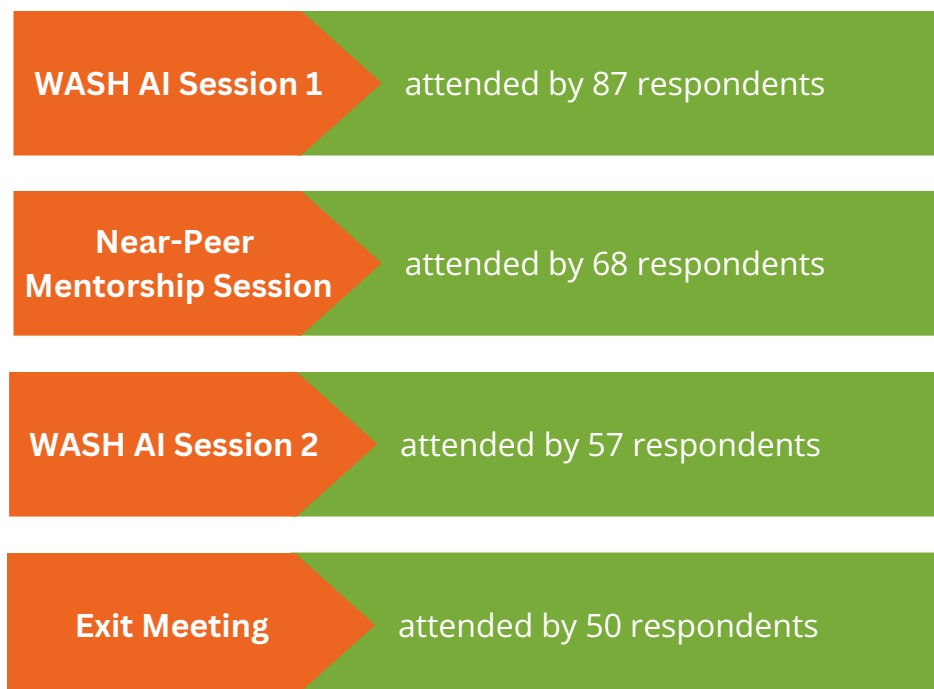


I began to approach networking more intentionally and in a more organized way, identifying key individuals and platforms that align with my career goals.

Community & Learning

The sense of community fostered through the mentoring program remained one of its most valued aspects. An overwhelming 88% of survey respondents joined the WhatsApp community, which served as a lively and accessible platform for peer exchange, networking, and sharing sector opportunities. 83% of those who joined rated the community as “useful” or “very useful”.

Participation in webinars and live sessions also remained high, with 90% of respondents having attended at least one session during the program cycle. The most popular events were:



Mentor-only sessions were held throughout the year to encourage experience-sharing among mentors.

Feedback from these events reflected a strong appetite for continued professional development and thematic learning. Participants expressed interest in more interactive, hands-on formats (such as workshops on project management, grant writing, and technical WASH innovations) as well as regionally targeted sessions to better reflect local challenges and opportunities.

Through this mentorship program, I learned best ways to engage in the community and strategies for developing awareness sessions with water boards composed of men and women.

Motivations & Outcomes

Participants joined the 2025 mentoring program for a range of motivations, most prominently the desire to deepen their professional knowledge, receive career guidance, and expand their networks. According to survey responses, **34% joined to learn more about WASH** and related topics, **25% sought career guidance** and support, **24% aimed to develop personally**, and **17%** were primarily motivated by **professional networking**.

The outcomes reported were equally diverse. Several mentees described how the program helped them develop a more strategic understanding of the WASH sector and to engage more confidently with professional networks. Others shared tangible achievements, such as applying to postgraduate programs recommended by their mentors, learning to design community-based approaches for water supply projects, or adopting new tools for groundwater detection and contract management.

Mentors, too, reflected on the experience. Many reported gaining new insights into the aspirations and challenges faced by emerging professionals, particularly those from the Global South.

Feedback & Areas for Improvement

While feedback was overwhelmingly positive, participants also identified several areas for improvement. They called for clearer onboarding procedures at the start of the program, including step-by-step guidance on navigating the platform, and more support during the matching phase. Some suggested a more structured timeline and additional check-ins from the Secretariat to sustain engagement throughout the cycle.

Many recommended enhancements to the mentoring platform, such as integrating video-calling or scheduling features to simplify communication across time zones. Participants also requested more interactive and region-specific sessions, longer discussion times during webinars, and broader opportunities for group mentoring and peer learning.

As a mentor, I have gained valuable insights into the aspirations and challenges of emerging professionals in the sector, which has deepened my appreciation for the importance of structured mentorship in accelerating career growth and innovations in WASH.

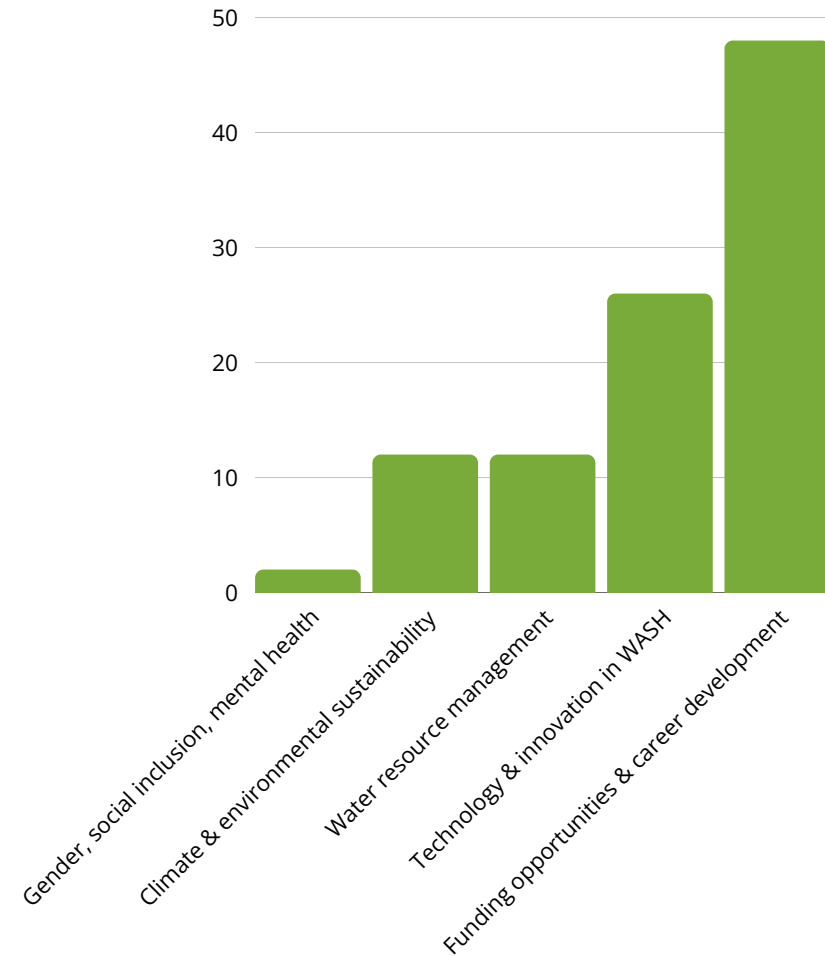
Looking Ahead

Looking toward the future, participants expressed strong interest in thematic areas such as funding opportunities and career development (48%), technology and innovation in WASH (26%), water resource management (12%), climate and environmental sustainability (12%), and gender, social inclusion, and mental health (2%). These priorities align closely with ongoing trends in the sector and demonstrate the program's potential to adapt to emerging professional needs.

The 2025 mentoring program reaffirmed the power of global connection in strengthening the WASH community. With record participation, exceptional engagement levels, and consistently high satisfaction among both mentors and mentees, the program continues to serve as a cornerstone of professional exchange, learning, and empowerment across the sector.

A concrete outcome from my mentorship has been my mentee's increased confidence in articulating her professional vision, positioning her consultancy firm for new opportunities, and strengthening her presence in sector platforms.

Wishes for future thematic areas





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CONTACT

Rural Water Supply Network (RWSN)

St. Leonhard-Strasse 45, 9000 St. Gallen

info@rural-water-supply.net, www.rural-water-supply.net

Agenda for Change

C/O IRCWASH, Washington DC, USA

info@washagendaforchange.org, www.washagendaforchange.org

