

**Austmine Women in STEM:
METS Career Pathway Program**

PROGRAM HIGHLIGHTS

April 2018



Austmine is the leading industry body for the Australian Mining Equipment, Technology and Services (METS) Sector. Austmine’s Women in STEM: METS Career Pathway Program (“Women in STEM Program”) is a 2-year initiative, funded by METS Ignited through their first round of Project Funding in 2016/2017. The first year of the Program ended in late February 2018.

Austmine recognises that METS companies are currently struggling with a lack of diversity in their workforce, particularly in relation to gender. Whilst women often work in human resources, marketing or administration functions, there is a lack of women in engineering, technical and scientific roles, and leadership positions. Conversely, universities around the country are struggling to initially attract and then retain women studying STEM subjects. On average, only around 20% of students studying STEM subjects are female.

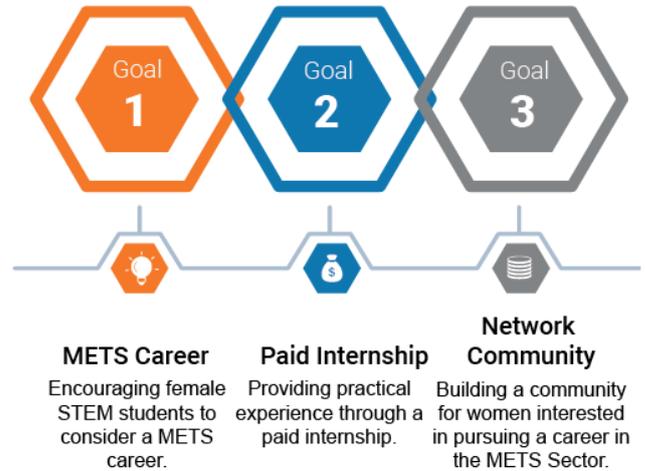
Overview of the Program

Through a combination of Program marketing, information evenings, networking opportunities, building an on-line community and a 3-month internship placement, Austmine is increasing female STEM students’ awareness of and participation in the METS Sector, whilst creating a potential recruitment pipeline for METS businesses. Each student receives work placement experience required for many degrees, as well as exposure to a Sector that offers a diverse range of job opportunities. The connections made during the internship will potentially result in job offers after graduation and/or ensure that more female students will consider and seek out job opportunities in METS businesses. Importantly, it also builds a group of young, female advocates for the Sector with positive impacts that cannot truly be measured.



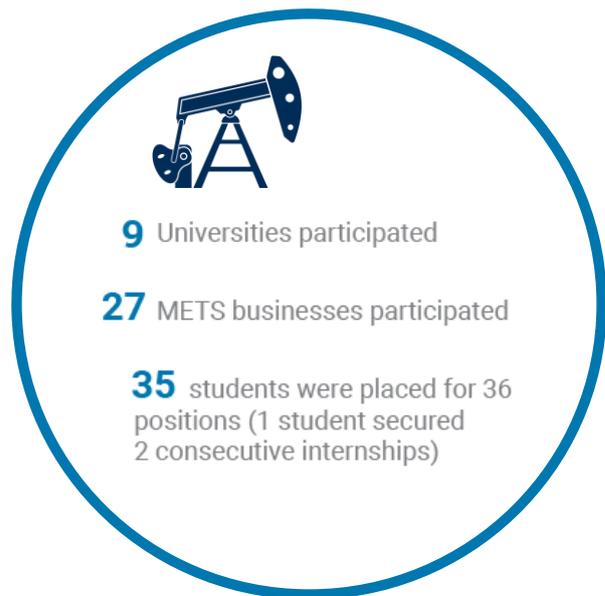
10,000+ audience reached through the Program
 200+ students engaged through physical and online promotional events about the program

The Austmine Women in STEM Program has 3 key goals:

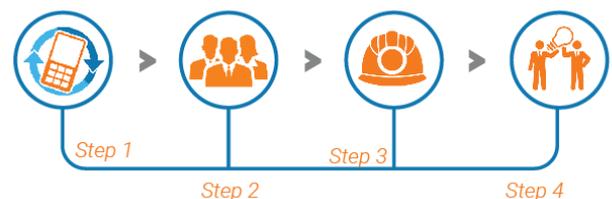


The Process and Approach Used by the Program

Austmine used a collaborative approach to the Women in STEM Program, partnering with universities and Austmine members around the country to deliver the Program.



Austmine delivered the Program in four stages:

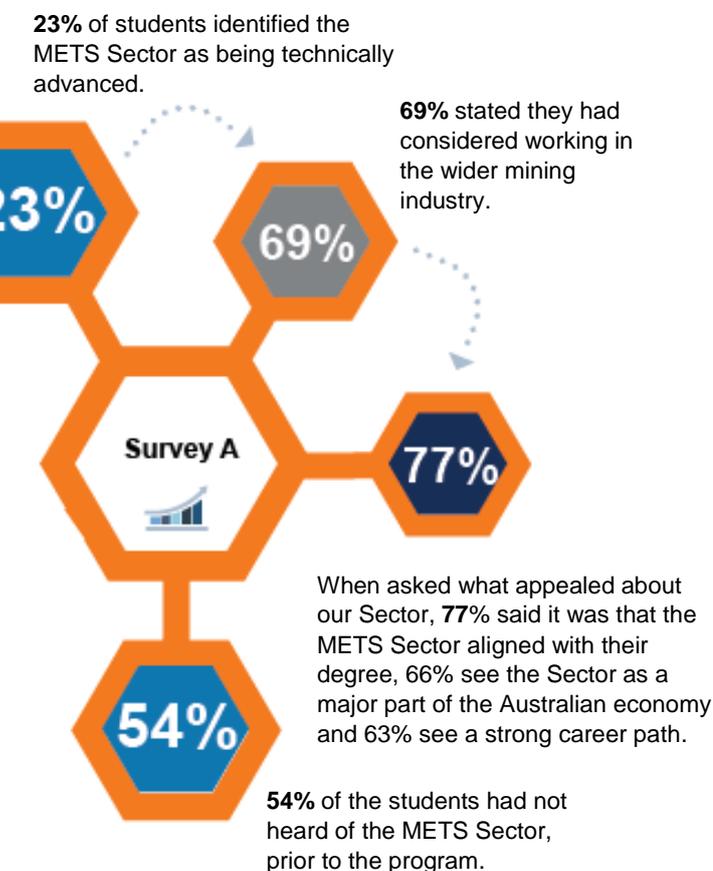


- Step 1: Program Marketing**
- Step 2: Recruitment & Selection**
- Step 3: Internship and Training**
- Step 4: Program Evaluation, Analysis and Review**

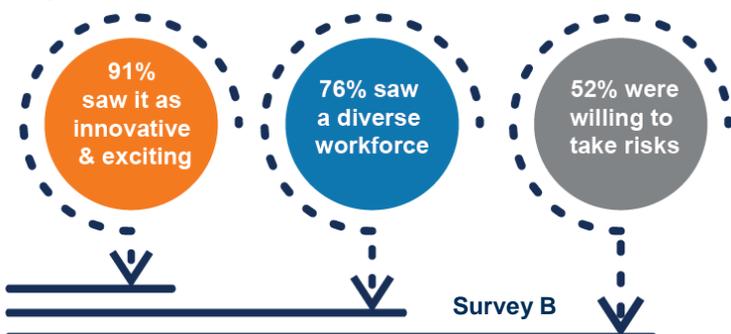
Industry Learnings and Benefits - Students

To analyse the Program impact, we surveyed the students mid internship (Survey A) and post internship (Survey B) to measure if their attitudes and opinions about the Sector had changed, as well as to gather insights into their intern experience and the impact of the Program on their career preparedness, involvement in a wider network of women with STEM qualifications and to gauge the likelihood of them pursuing a career in the METS Sector.

Survey A provided us a baseline to measure how students viewed the Sector and their initial impressions of their internship. While Survey B measured changes in student's attitudes and perspectives about the Sector.



The general opinion of our Sector in Survey A was positive. 74% viewed it as innovative and exciting, 66% as having a diverse workforce and 43% see the METS Sector as willing to take risks. In comparison, Survey B showed a positive uplift in how students view the Sector:



A critical result from the final survey shows that 82% of the participants see themselves having a career within the METS Sector and 70% will actively seek out a job in the Sector upon graduation.

Further to this, 11 of the participating students (33%) have already been offered a further paid role with their host employer (part-time or full-time), ensuring for the foreseeable future they will remain working in the METS Sector. A further 3 students have found work elsewhere with unnamed companies. Of the businesses who did not offer their student ongoing work, 86% of them would have liked to, if workload and business growth allowed for it.



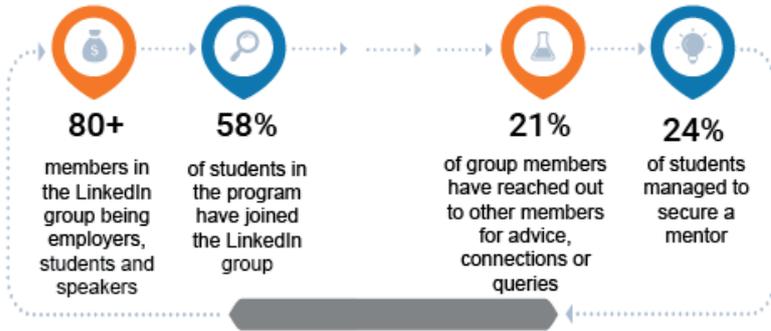
As noted, at the outset of the Program, only 23% of students viewed the METS Sector as being technologically advanced. However, by at the culmination of the Program, 76% viewed it as such. This was the biggest change in feedback received from the students.

All 35 students in the Program were provided practical experience through their paid internship. 66% of the students said the hands on, practical aspects of undertaking the internship had been the most valuable. The second and third most valuable aspects were networking, which was selected by 15% of the students and the webinars, which was also selected by 15%.

100% of the 33 students who responded to the post-program survey said they felt better prepared for their career by participating in the Program. Being better prepared should increase the chance of success in their first role after graduation, thereby increasing the likelihood of retention for those who have already been further recruited by their host companies.



As part of the Program, Austmine looked to foster an online and offline community of women with a STEM qualification who are interested in working in the METS Sector.



In addition, 58% of the students have been inspired to join clubs, groups or societies targeted at women in STEM, or women working in heavy industries, based on their involvement in the Austmine Women in STEM Program.

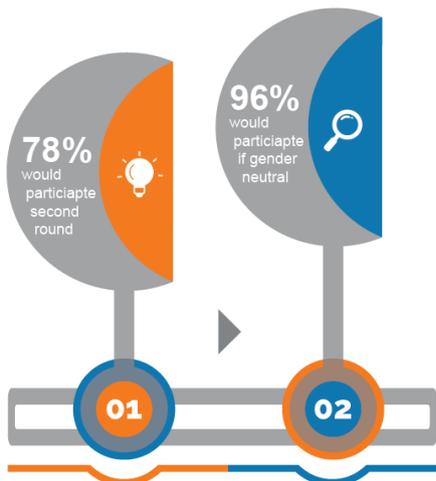
94% of the students believe they will stay in touch with one or more individuals they met at their host company.

Students were also asked in Survey B whether they would see value in being a part of the Austmine network moving forward, to which 88% responded positively, demonstrating their understanding of the value in networking and their desire to remain a part of the METS Sector.

Industry Learnings and Benefits - Businesses

The host businesses were surveyed (Survey C) to gather feedback on their experience of the Program, the student, any previous internships and their future intentions or goals towards providing internships.

Increasing the number of METS businesses that offer a paid internship will be critical to the ongoing success of the Program's first goal. 78% of participating businesses have already indicated they would like to participate in the program again in the second year, and in response to a follow-up question, 96% of businesses would consider participating in the program if it was gender-neutral.



Ultimately, it is the role and responsibility of METS businesses to drive the increase of gender diversity in our Sector. They must be proactive in trying to attract, recruit and retain female students with a STEM background. It is positive to see the response, participation and commitment from the METS businesses who participated in the first year of the Program, to achieving this goal.

Thank you to our supporting host businesses:



Thank you to our supporting Universities:



Thank you to METS Ignited for their funding and support



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