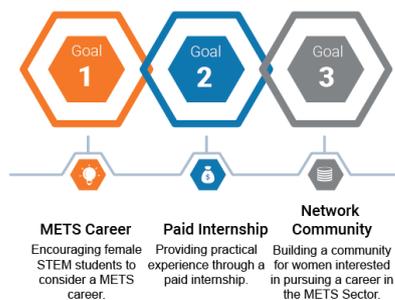


Austmine Women in STEM: METS Career Pathway Program Process

Austmine is proud to launch the second round of our Austmine Women in STEM: METS Career Pathway Program. In 2017, 35 female STEM students were placed across 27 member companies to undertake a 10-12-week internship.

This program has been designed to meet 3 key goals in capturing the next generation of employees and teaching female STEM students about the METS sector.



Through the Austmine Women in STEM program, Austmine reached an audience of over 10,000 through social media, marketing and direct contact, both students and members. While 200+ students were reached alone through the submission of their application to the program, making our campaign to increase awareness of the METS sector extremely successful.

In 2018, we are now seeking member companies to participate and host female students studying science, technology, engineering or mathematics (STEM). This will involve an increased commitment from METS businesses

to provide practical experience through a paid internship and actively encouraging female STEM students to use their skills in a METS career.

The Program

Austmine has partnered with member universities around the country to deliver the program, supported by METS Ignited, and will invite students currently in their second to final year of a STEM degree, to apply for an internship. We will under the program in four stages:

- 1. Program Marketing** – this creates a great opportunity for company branding and association with the program through Austmine’s marketing platforms and continues throughout the recruitment process:
 - a. Advertising through partnerships with universities for the program by promoting companies & placements.
 - b. Email, website and social media marketing to showcase those businesses who are joining the program.
 - c. Program information events, held at universities, giving businesses the opportunity to meet and shortlist preferred candidates and expose their business to the next generation of employees.
- 2. Recruitment of businesses and selection of applicants**
 - a. Businesses apply for the program by form, to gather information to allow Austmine to optimally match students and businesses.
 - b. All students who apply will be phone screened by Austmine and shortlisted for each role based on business feedback.
 - c. Shortlists of successful applicants submitted to businesses for interviewing and final selection of successful candidates.
- 3. Internship and Training**
 - a. Students receive a 10-12-week internship paid by the METS business.
 - b. During the internship, Austmine hosts 4 live webinars with industry speakers, that provide additional resources and advice to students.
 - c. Ongoing communication with businesses and students will be undertaken at regular intervals during the internship.
- 4. Program evaluation, analysis and review**
 - a. Students will be asked to complete a survey at the start of their internship, to gauge initial responses and thoughts on the METS Sector.
 - b. Separate post-internship surveys will be asked of all participating students and businesses.
 - c. Final program report produced.

