

Austmine STEM METS Career Pathway Program - Employer FAQs



What is the program?

At its core, the program is a paid 10 week internship at an Austmine member company, for STEM students in their second, third, fourth or masters year of study at participating universities. The internship will run from December – February, during the summer break.

How does the process work?

Austmine confirms participating companies and the roles during March – June. In June, the confirmed roles will be advertised to students through events, social media and their university websites and sources. Students will apply for the roles they are interested in, submitting a cover letter for each role they want. Austmine screens and shortlists the students, sending over a maximum of 5 candidates to companies to conduct their own interview and recruitment process. Once the company has selected their successful student, offered the role and had it accepted, Austmine must be informed.

Who is responsible for informing unsuccessful students?

The hiring company is responsible for communicating with unsuccessful students that they have not been selected.

If we don't like any of the shortlisted candidates, after interviewing, do we have to offer a placement?

No. However, Austmine does have the expectation that short-listed students will be at least interviewed, or telephone screened, before being discounted. We would ask you to provide reasons why none of the candidates were considered appropriate.

Who is responsible for paying the student and covering any insurance costs?

The hiring company is responsible for any wages to be paid to the student as well as any insurance requirements for them as an employee.

What is the recommended salary?

Austmine recommends the salary you pay to the student be 40% – 60% of a graduate salary for that role, paid pro rata. E.g., if the graduate salary was \$100,000 per annum, and your student was a 4th year student who you were choosing to pay 50% of that graduate salary, they would receive 10 weeks at \$962 per week. The salary must be at least minimum wage in line with the industry award wage.

Can we offer multiple roles?

Absolutely! Austmine will promote however many roles you are willing to hire interns for.

When do we need to submit our position description?

ASAP! The information events for students are in May and June, and we share details of open positions with students at those events. To ensure you receive a high number of quality candidates, the earlier you get us your position description, the sooner we can start promoting it.

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The above didn't answer your question?

Email Megan Edwards | Program Director | megan.edwards@austmine.com.au

