

# The WIMnet NSW Mentoring Program 2021 General Information Pack February 2021



# Executive Summary

The WIMnet NSW Mentoring Program was the first of its kind in NSW and was created due to an increasing demand to provide formal mentoring assistance to women working in New South Wales' minerals and energy sectors.

The WIMnet NSW Mentoring Program is aimed at women working in the resources sector from those who have only a couple of years' experience through to women with twenty or more years. It is a structured program based on face-to-face mentoring from a female or male industry leader who has been expertly matched to assist the mentee with the career challenges and issues they have identified.



# Executive Summary continued...

The Program, having completed its sixth year in NSW, third year globally and seventh year in QLD, is designed to assist with the retention of women in the industry and most predominantly to enhance the career progression of the many very capable women now working in the sector from lower right through to senior and executive levels.

The one-on-one, tailored approach allows women to tackle the key issues affecting their career with the assistance of a hand-picked, experienced individual who has no connection with their employer or place of work. "In 2020, this Program won the Excellence in Diversity Programs and Performance category of NSW Women in Mining Awards and was finalist in the Women in Resources National Awards.





# Program Objectives

- Enhance retention and support for women in the NSW minerals sector by providing mentoring support, career development and personal growth opportunities;
- Increase opportunities for women to network with each other and foster an embracing culture for all women in all types of roles within and servicing the NSW resources industry;
- Encourage women at all levels to be change agents, fostering cultural change in the workplace;



# Program Objectives continued...

- Provide another means to assist women in the industry to develop as potential role models and gain greater visibility, thereby encouraging increased female participation in the sector;
- Engage females and males at senior levels as mentors in the Program by gaining support and exposure through the implementation and promotion of the Program; and;
- Engage industry sponsors to assist in creating a sustainable program that proves enhancing diversity repays the company from both a commercial and values perspective.



# WIMnet NSW Mentoring Program 2021 official sponsors

## GOLD SPONSOR

**BHP**

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## SILVER 3 YEAR PROGRAM PARTNERS

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Organisational Psychology

\* Denotes 3-year Program Partners



# WIMnet NSW Mentoring Program 2020 overview

- The WIMnet NSW Mentoring Program 2020 approved 42 matches.
- The program was officially launched virtually on 28<sup>th</sup> May 2020 and concluded virtually on 23<sup>rd</sup> October 2020.
- With strong representation from Sydney and the Hunter Valley, as well as Central NSW, mentees worked in a variety of roles however most were in operational roles including mining engineering, geology, human resources, safety, trades and accounting.





# WIMnet NSW Mentoring Program 2020 survey feedback

1. 100% of survey respondents agree that the “training session gave me a thorough understanding and expectation of what was required of me.”
2. 100% of mentor survey respondents feel “I got something from the process too.”
3. 97% of survey respondents agree that “I was matched well with my mentor/mentee.”
4. 97% of survey respondents agree their “mentor/mentee respected my privacy and upheld his/her confidentiality privileges.”
5. 97% of survey respondents agree they “had a quality relationship with my mentor/mentee.”
6. 97% of survey respondents would “recommend this program to my friends and colleagues.”
7. **The WIMnet NSW Mentoring Program 2020 was rated 4.7/5.0 by survey respondents (2019 = 4.8, 2018 = 4.7, 2017 = 4.6, 2016 = 4.5, 2015 = 4.6).**





# WIMnet NSW Mentoring Program Longitudinal Survey (2015-2020)

1. 94% of past mentees have utilised techniques/advice/networks that their mentor provided to them during the program.
2. 93% of survey respondents agree that since “finishing the WIMnet NSW Mentoring Program, I can confidently state that it has made a positive impact on my career (or life) in some way”.
3. 93% of survey respondents felt that the WIMnet NSW Mentoring Program was a useful addition to their needs at the time of completion.
4. Since participating in the WIMnet NSW Mentoring Program, past program participants have contributed to diversity and inclusion in their workplace or community by:
  - a) Becoming a member of their internal Diversity & Inclusion Council
  - b) Mentoring other women in my workplace (some specifically in STEM)
  - c) Contributing to new recruitment strategies
  - d) Actively supported other women in my workplace
  - e) Openly speaking about WIMnet NSW and their achievements to others



# Mentee Benefits

- Comprehensive training including a structured framework to follow;
- The opportunity to meet all WIMnet NSW mentors and mentees, allowing them to expand their network;
- Development of career goals with an experienced professional who does not have an agenda with the mentee's workplace;
- A friend who will share their industry experiences; and
- Being part of a unique, tailored and extraordinary program for remote-based and corporate women working in the minerals industry in NSW.



# Mentor Responsibilities and Benefits

- Provide professional support, career guidance and industry advice to a female mentee on a 3-4 week basis for the duration of the program (May to October 2021).
- The opportunity to provide guidance, support and leadership to the state's future mining leaders.
- Exceptional networking and business development opportunities.
- Opportunity to 'give back' to the resources industry in a productive and unique way.





# WIMnet NSW Mentoring Program 2021

- 28<sup>th</sup> May – 29<sup>th</sup> October 2021 (launching in Sydney – TBC).
- 30 mentee places available.
- Mentee applications open 11<sup>th</sup> January 2021 (close 26<sup>th</sup> February). [Refer](#) here to apply.
- Sponsorship expressions of interest to Mun Lum: [WaiMun.Lum@anz.com](mailto:WaiMun.Lum@anz.com)
- Mentor expressions of interest to Dr Ali Burston: [ali.burston@metisphere.com.au](mailto:ali.burston@metisphere.com.au)





Women in Mining NSW



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