



WOMEN IN MINING NETWORK NSW MENTORING PROGRAM

AT A GLANCE



Number of participants: 100-200

Organisation Type: Association

Delivery type: Hybrid

Program management: Platinum
program managed by Art of
Mentoring



“

I found the program to be very positive. I had a committed mentee who was keen to learn. The matching process was excellent and I think there is a high level of compatibility between my mentee and myself.

”

Mentor

Women in Mining NSW

PROGRAM OBJECTIVES

Challenge: Low participation rate of women in mining (16%) - Attraction, retention and development of women in the male-dominated mining/resources sector.

Objectives: The WIMnet NSW Mentoring Program, now in our eighth year, aims to support, and retain women in the minerals industry and enhance career progression.

- Supports women from all parts of the minerals industry and at all stages of career progression
- Engages senior leaders of the industry (male and female) as mentors
- Provides one-on-one, tailored mentoring in a structured program with expertly matched, experienced industry mentors who are separated from the mentee's employer or place of work.
- Includes online platform with extensive resources and enhanced accessibility
- Additional professional development opportunities for mentees and mentors
- Provides remarkable opportunities for networking and connection.

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SOLUTION

Access to training, depth of resources, program cost and transparency were key considerations in the decision to change program providers to Art of Mentoring. To assist with program funding, WIMNet NSW sought sponsorship from companies with a vested interest in the industry (Ernst & Young, McCullough Robertson). These sponsors received "mentee places" in the program. Several mentee scholarships also were offered by the WIMnet NSW committee to enable women to participate who did not have employer sponsorship. The cost per mentee was \$1,000.

83%
of mentees said the program positively impacted the likelihood that they would continue to work in the industry.

Now in its ninth year, the WIMnetNSW mentoring program has a large proportion of repeat mentors, some who have been mentoring for the entire nine year period. Participant commitment expectations were clearly set by the Program Champions, resulting in a very high program retention rate.

Program launch and close events were held in-person in Sydney, providing opportunities for mentors and mentees to meet their peers and partners. In addition, participants completed online mentoring training, mid-program webinar-based workshops, and had access to the full suite of AoM resources.

In 2023 WIMnetNSW offered goal setting workshops, and an in-person networking event in the Hunter Valley. The mentees established a WhatsApp group, to broaden their communication and connection even further.

PROGRAM BENEFITS & OUTCOMES

What were the key benefits for the organization and industry

- Highly valued membership benefit
- Strong reputation as a result of well established program
- Retention of women in the sector during early career years which is typically very difficult to achieve

What were the key benefits for the participants

- Career development
- Support for women in male-dominated environment
- Self-confidence
- Satisfaction of giving back
- Offered different perspective/enlightenment (for more senior, male mentors in particular)



“It was a great opportunity to seek advice from outside of my current employer. My mentor was able to provide a different outlook and options to approach scenarios which can be used in everyday dealings.”

Mentee

Women in Mining NSW

