

2022 QMEA/WIMARQ

# Girls In Resources Leadership Skills MENTORING PROGRAM Partnership Proposal



# ABOUT THE 2022 PROGRAM

The QMEA/WIMARQ GIRLS Mentoring Program has achieved outstanding success in helping year-12 QMEA students transition from school to resources-related fields of study and training.

The program, an extension of the highly-regarded QRC/WIMARQ women's mentoring program, enters its fourth year in 2022.

The first initiative of its kind in Queensland, it teams mentors from Queensland's resources sector with girls attending 90 Queensland Minerals and Energy Academy (QMEA) schools across the state.

The aim is to provide encouragement and support for girls intending to transition into education and training for vocational and professional careers in the resources or related sectors.

Mentors provide the girls with the benefit of their own experiences and smooth the way as they tackle the transition to university life or trades or other training.

Over the past three years, the program has provided girls with tools to navigate what can be a very challenging time for school leavers, particularly girls entering male-dominated occupations.

The highly-structured program, which was launched in 2019, is part of QRC's Diversity and Inclusion Strategy to increase the proportion of women in non-traditional roles in our sector. Ultimately it will place more young women in the skills pipeline for QRC members. It is managed by Dr Ali Burston, Organisational Psychologist and founder and managing director of consulting firm Metisphere. She is also Vice President of the Society for Industrial and Organisational Psychology Australia.

## OUTCOMES FROM 2021 PROGRAM

- 92% of mentees felt supported to explore a career in mining
- 94% had a quality relationship
- 94% would recommend this program

- 100% of mentors 'got something from the process too'

## FEEDBACK FROM 2021

**Main topics of conversation were:**

- 1 Advice on work/life balance
- 2 Exploring a career in the mining industry
- 3 Goal setting to kick start my career in mining

**What mentees learned from their mentors:**

- "I am better than I believe myself to be, there is more support for women in STEM than I realised, and if I put in the effort, I can achieve whatever I set myself to do."
- "Time management, self-confidence and the broad career opportunities in mining."
- "First thing was how the mining industry operates... and how the mining life works, for example roster swings."
- "Career progression and which subjects will be the most beneficial to select at university."
- "Inclusion must become a priority for all of us. There is a real need to support girls who aim for a career in male dominated industries."
- "Time management, resilience and how to structure resumes/cover letters and what to include."

**What mentees learned about our industry:**

- "There is a job for anyone out there and it's not always about being on site. You can make your contribution through other things."
- "That there is more to the industry than just the physical part."
- "How hard working it is and how much big machinery you could be working on! "
- "It's a big workload but is possible with the right tools and mindset."
- "There is a multitude of pathways and careers in mining. One single degree is going to lead to 1000 different career opportunities."





Alyssa-Jane with her mentor Rhiannon McCasker

## Mentoring program ignites career

For one 2020 QMEA/WIMARQ GIRLS Mentoring program mentee, the program resulted in a flying start to her electrical trade career.

Alyssa-Jane Nichols was paired with BMA's Rhiannon McCasker, who guided her through a COVID-disrupted year 12 and into an electrical apprenticeship.

As a result of Rhiannon's guidance, Alyssa-Jane gained an electrical apprenticeship at BMA's Peak Downs Mine.

Alyssa-Jane said that being partnered with Rhiannon, an electrician with BMA, was an experience she would never forget.

"I made so many amazing friends throughout

this program, as well as seeing so many women lead in their careers in the resources industry," she said.

"It showed me there's a diverse array of career pathways in the resources sector for girls, and that girls can go out and achieve great things."

As a result of her participation in the mentoring program, Alyssa-Jane also had the opportunity to apply for a BHP/BMA Girls in Resources Scholarship.

In order to take up her apprenticeship, Alyssa-Jane needed to relocate to Moranbah from Rockhampton and she says the scholarship assisted significantly with the move.



The 2021 cohort of mentees



# PARTNER OPPORTUNITIES

## PLATINUM \$20,000+GST

### 1 AVAILABLE | ENTITLEMENTS:

- » Company spokesperson speaking opportunity at both program events - launch and finale.
- » Ten sponsor guests invited to the program's finale and launch event. This enables your representatives to make direct contact with these high-achieving young women from QMEA schools.
- » Two VIP company branded QMEA/WIMARQ Mentoring Program tables of 10 at the QRC/WIMARQ International Women's Day Breakfast on 8 March 2022. Three representatives from your company will host each table (total of six company representatives) enabling direct contact with mentees on the program. This table will be in a prime front position at the event.
- » First opportunity to offer your own scholarship(s) directly to program participants to support further training and development. This would assist in onboarding girls into the resources sector pipeline. QMEA can help identify optimum scholarship candidates for your company and facilitate liaison. Platinum sponsorship provides first choice of mentees.
- » Company's branding first position on all advertising materials, mentee/mentor training manuals etc.
- » Company pull-up banner and promotional items at launch and finale events and mentee and mentor training sessions.
- » Sponsor's name/logo to feature in all communications related to the program, as well as media releases and QMEA/QRC/WIMARQ websites and social media.

## GOLD \$15,000+GST

### 2 AVAILABLE | ENTITLEMENTS:



- » Eight sponsor guests invited to launch and finale events. This enables your representatives to make direct contact with these high-achieving young women from QMEA schools.
- » One VIP company-branded QMEA/WIMARQ Mentoring Program table of 10 at the QRC/WIMARQ International Women's Day Breakfast on 8 March 2022. Two representatives from your company will host the table enabling direct contact with mentees on the program. This table will be in a prime front position at the event.
- » Second opportunity to offer your own scholarships directly to program participants to support further training and development. This would assist in onboarding girls into the resources sector pipeline. QMEA can help identify optimum scholarship candidates for your company and facilitate liaison, based on availability.
- » Company's branding second position on all advertising materials, mentee/mentor training manuals etc.
- » Company pull-up banner at launch and finale event and mentee and mentor training sessions.
- » Sponsor's name/logo to feature in all communications related to the program, as well as media releases and QMEA/QRC/WIMARQ websites and social media.

## SILVER \$10,000+GST

### 4 AVAILABLE | ENTITLEMENTS:

- » Six sponsor guests invited to launch and finale events. This enables your representatives to make direct contact with these high-achieving young women from QMEA schools.
- » One VIP company-branded QMEA/WIMARQ Mentoring Program table of 10 at the QRC/WIMARQ International Women's Day Breakfast on 8 March 2022. Two representatives from your company will host the table enabling direct contact with mentees on the program. This table will be in a prime front position at the event.
- » Third opportunity to offer your own scholarships directly to program participants to support further training and development. This would assist in onboarding girls into the resources sector pipeline. QMEA can help identify optimum scholarship candidates for your company and facilitate liaison, based on availability.
- » Company's name/logo third position on all advertising materials, mentee/mentor training manuals etc.
- » Company pull-up banner and promotional items at launch and finale events and mentee and mentor training sessions.
- » Sponsor's name/logo to feature in all communications related to the program, as well as media releases and QMEA/QRC/WIMARQ websites and social media.

# FLYING START FOR REGIONAL STUDENTS

## \$6,000+GST

**6** AVAILABLE

### ENTITLEMENTS:

This sponsorship level aims to cover the significant travel costs of this program. It will help us include more mentees from regional Queensland.

- » Four sponsor guests invited to launch and finale events. This enables your representatives to make direct contact with these high-achieving young women from QMEA schools.
- » Company's name/logo fourth position on all advertising materials, mentee/mentor training manuals etc.
- » Company pull-up banner and promotional items at launch and finale events and mentee and mentor training sessions.
- » Sponsor's name/logo to feature in all communications related to the program, as well as media releases and QMEA/QRC/WIMARQ websites and social media.



## BRONZE

### \$3,000+GST

**5** AVAILABLE | ENTITLEMENTS:

- » Two sponsor guests invited to launch and finale events, enabling direct contact with these high-achieving young women from QMEA schools.
- » Company's branding fifth position on all advertising materials, mentee/mentor training manuals etc.
- » Sponsor's name/logo to feature in all communications related to the program, including media releases and QMEA/QRC/WIMARQ websites and social media, mentee and mentor training manuals.



# 2022 PROGRAM

- » Launch - 7 March 2022
- » Minimum 20 mentee places
- » Finale Event August 2022
- » Free to mentees and mentors
- » Mentees are chosen on merit from our 90 QMEA schools throughout Queensland
- » Mentors are graduates of the QRC/WIMARQ Women's Mentoring Program

## WHO WE ARE



Queensland Resources Council (QRC) is a not-for-profit peak industry association representing the commercial developers of Queensland's minerals and energy resources. QRC works to secure an environment conducive to the long-term sustainability of minerals and energy sector



QMEA is a highly successful program placing students onto pathways into the resources sector and other science, technology, engineering and maths (STEM) industries. Australia's largest and most successful industry-led, schools/industry initiative, the academy's programs and experiences broaden students' and teachers' knowledge of the resources sector and provide a talent pipeline of employees into VET and STEM-related careers, with a strong focus on female and indigenous students.



WIMARQ is a volunteer group which supports and encourages women who are working in, studying for or taking a break from the minerals and energy sectors. A reference group to the QRC, it aims to influence the gender diversity and inclusion outcomes in the Queensland resource sector .



**CONTACT:** Caroline Morrissey - [carolinem@qrc.org.au](mailto:carolinem@qrc.org.au) or 07 3316 2507 or 0417 770 893. Sponsorship applications close 15 December 2021.



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# SPONSORSHIP PACKAGES

PLATINUM \$20,000 + GST

GOLD \$15,000 + GST

SILVER \$10,000 + GST

TAKE FLIGHT \$6,000 + GST

BRONZE \$3,000 + GST

Lock in this price and secure your sponsorship by committing for multiple years.



Sponsor company:

Address:

State:

Postcode:

Phone:

Contact Name:

Contact email

**Payment Method**

Name on card:

Expiry Date:

Security Number:

Name of company to be invoiced

(if different to above)

