

The QRC/WIMARQ Mentoring Program 2018

Partnership Proposal
December 2017

QRC/WIMARQ Mentoring Program

- ▶ The aim of the QRC/WIMARQ Mentoring Program 2018 is to develop a structured, sustainable mentoring process that supports mentees through career guidance and direction by sharing mentor/mentee experiences, developing goals and forging exceptional mentoring relationships beyond the program's duration.
- ▶ The QRC/WIMARQ Mentoring Program is the first of its kind in Queensland and was created in response to identified demand for formal mentoring for women working in Queensland's minerals and energy sectors, and as a way to improve retention and progression of women in these sectors

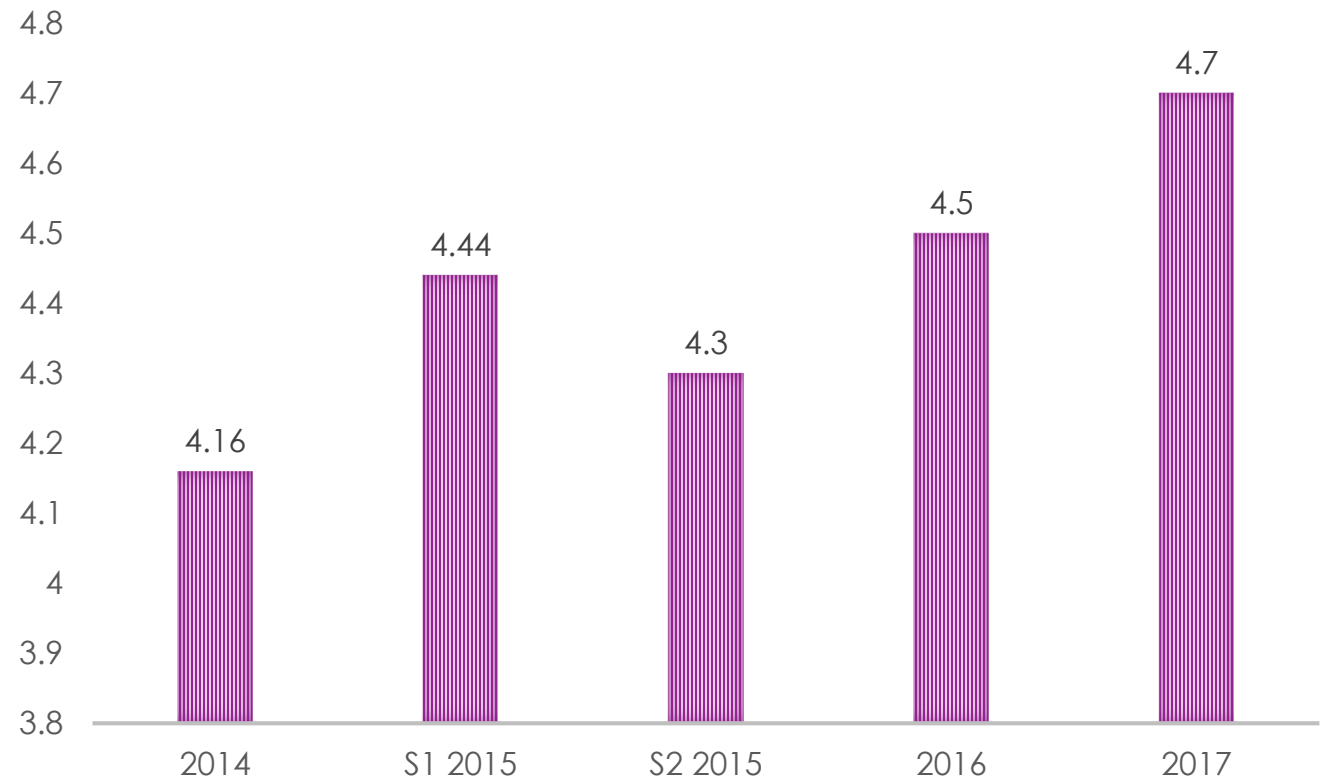


Our mentees 2014-2017

- 170 mentees over five programs (64 mentees in 2017 program).
- Age range: majority 25-34 years old.
- Roles: mostly operational site-based roles in predominantly mining engineering followed by geology, environmental science, HSE, training and community relations.
- Locations: Blackwater, McKinlay, Mount Isa, North Mackay, Moranbah, Peak Downs, Gladstone, Tieri, Townsville, Middlemount and some based in the Brisbane CBD.
- Major career challenges: Lack of career support for women in management, work/life balance, lack of career direction, career progression, leadership, influencing, self-confidence and small team/big workload.
- First three programs were Queensland Government funded (2014, S1 2015, S2 2015), with the following two programs (2016 & 2017) funded through industry sponsorship and mentee fees. BHP are Foundation sponsors until 2020.

Program satisfaction ratings 2014-2017

PARTICIPANT SATISFACTION RATING OUT OF 5 STARS



Program feedback in 2017

- ▶ 100% of survey respondents want to see the QRC/WIMARQ Mentoring Program continue into 2018.
- ▶ 98% of mentors felt that they 'got something from the process too'.
- ▶ 98% of survey respondents would recommend this program to their friends.
- ▶ 92% of survey respondents either Agreed or Strongly Agreed that they had a quality relationship with their mentor/mentee.
- ▶ 87% of survey respondents agreed that the program has made a positive impact on their careers.
- ▶ 79% of survey respondents had 5+ mentoring sessions throughout the program (13% had 8+ sessions).
- ▶ **The QRC/WIMARQ Mentoring Program was rated 4.7/5.0 by survey respondents, or was rated five stars by 94% of participants.**

Program feedback in 2017

- ▶ “Thank you for a wonderful opportunity to participate in the program. My mentor match was well beyond my expectations and incredibly generous with his time, contacts and insights into areas of the industry and business” - **mentee**
- ▶ “When accepted into the program, I must admit I was hesitant but right from the start of this amazing program we are fully informed on how this program works and what is expected from us. I was matched with the perfect mentor for me and this experience has been invaluable for my career and personal development. I will always strongly recommend this program to friends and work colleagues. Thank you to everyone involved” – **mentee**
- ▶ “I participated in the program and found it outstanding in that it enabled me to build a very rewarding relationship with my Mentee. We both agreed to continue the process outside of this program. I would recommend business leaders to become mentors as they can ensure we build future leaders for our industry and feel confident that it will be left in good hands.” – **mentor**

Ongoing benefits for mentees

- ▶ Career guidance and support from a female or male leader in the sector.
- ▶ Comprehensive training provided to all participants and on-going educational correspondence.
- ▶ The opportunity to meet all mentors.
- ▶ Development of career goals with an experienced professional who doesn't have an agenda within the mentee's workplace.
- ▶ A friend to share their work experiences.
- ▶ Being part of a unique, tailored and extraordinary program for remotely based and corporate women working in the minerals and energy sectors in Queensland.

QRC/WIMARQ Mentoring Program 2018

- ▶ June – November 2018.
- ▶ 40-50 mentee places available.
- ▶ There will be three official events held throughout the program: Launch (June 2018), Midway (August 2018) and Final (November 2018).
- ▶ Mentees will be able to request a male or female mentor.
- ▶ Cost \$1,000 + GST per person.
- ▶ Mentee applications open online at the International Women's Day Awards Breakfast on 8th March 2018 and close 13th April 2018.



Partner opportunities **PLATINUM** **\$20,000**

- ▶ Four mentee scholarships valued at \$2,000 each for your employees and applications assured of a place.
- ▶ Partner's name/logo to appear on program training content and certificates.
- ▶ Company pull-up banner at mid-semester networking event and at all training sessions.
- ▶ Speaking opportunity at the Launch event and Final event.
- ▶ Ten sponsor guests invited to all three networking events.
- ▶ Sponsor's name/logo to feature in all communications related to the program and networking events, as well as media and WIMARQ's websites and social media. WIMARQ has an online cohort of more than 3000 people working in the resources sector via its membership database, LinkedIn group Facebook page and Twitter.

Partner opportunities **GOLD** **\$15,000**

- ▶ Two mentee scholarships valued at \$2,000 each for your employees and applications assured of a place.
- ▶ Partner's name/logo to appear on program training content and certificates.
- ▶ Company pull-up banner at mid-semester networking event and at all training sessions.
- ▶ Speaking opportunity at the Launch event and Final event.
- ▶ Ten sponsor guests invited to all three networking events.
- ▶ Sponsor's name/logo to feature in all communications related to the program and networking events, as well as media and WIMARQ's websites and social media. WIMARQ has an online cohort of more than 3000 people working in the resources sector via its membership database, LinkedIn group Facebook page and Twitter.

Partner opportunities

SILVER

\$10,000

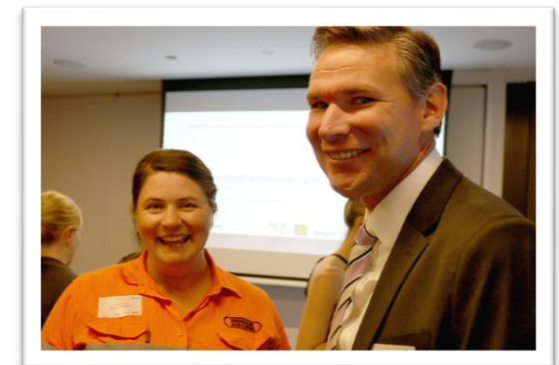
- ▶ One mentee scholarship valued at \$2,000 for your employee and applicant assured of a place.
- ▶ Secondary branding on training materials.
- ▶ Company pull-up banner at mid-semester networking event and at all training sessions.
- ▶ Six sponsor guests invited to all three networking events.
- ▶ Speaking opportunity at the Midway event.
- ▶ Sponsor's name/logo to feature in all communications related to the program and networking events, including media WIMARQ's websites and social media. WIMARQ has an online cohort of more than 3000 people working in the resources sector via its membership database, LinkedIn group Facebook page and Twitter.

Partner opportunities
COPPER
(EVENT HOST*)
\$6,000

- ▶ Company pull-up banner at your hosted networking event and at all training sessions.
- ▶ Branding on training materials.
- ▶ Six sponsor guests invited to your branded event.
- ▶ 'Vote of Thanks' at your branded event.
- ▶ Two sponsor guests invited to the two other networking events.
- ▶ Sponsor's name/logo to feature in all communications related to the program and networking events, including media, WIMARQ's websites and social media. WIMARQ has an online cohort of more than 3000 people working in the resources sector via its membership database, LinkedIn group Facebook page and Twitter.

Partner opportunities **BRONZE** **\$5,000**

- ▶ Company pull-up banner at mid-semester networking event and at all training sessions.
- ▶ Third level branding on training materials.
- ▶ Four sponsor guests invited to all three networking events.
- ▶ Sponsor's name/logo to feature in all communications related to the program and networking events, including media, WIMARQ's websites and social media. WIMARQ has an online cohort of more than 3000 people working in the resources sector via its membership database, LinkedIn group Facebook page and Twitter.



Partner opportunities
SCHOLARSHIPS
\$2,000 per mentee
(limit of six per company and
subject to availability)

- Acknowledgement on program materials (no logo).
- One guest invited to each networking event.
- Access to the next generation of high-performing women.



Queensland Resources Council and WIMARQ

- ▶ **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 industries in Queensland. QRC works collaboratively with kindred organisations and stakeholders to achieve positive outcomes for QRC members. QRC is not a government organisation.
- ▶ **Women in Mining and Resources Queensland (WIMARQ)** is supported by The Queensland Resources Council. It is a group of volunteers who organise events aimed at bringing together women in all areas of the resource sector.
- ▶ WIMARQ seeks to include people from the mining, exploration, metals processing, oil and gas industries. Women and men from all sections of the sector are warmly welcomed to attend events to meet others and expand their networks.

More information?

- ▶ If you would like to discuss partnership packages in further detail, please contact Caroline Morrissey (Manager Gender Diversity, Queensland Resources Council) at carolinem@qrc.org.au or d: (07) 3316 2507, m: 0417 770 893.



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