

# awrae-mentoring

Australian Women in Resources Alliance *Supporting workforce diversity*



[www.amma.org.au/awra](http://www.amma.org.au/awra)

## WHAT IS THE AWRA E-MENTORING PROGRAM?

Developed for women in the resource, allied and construction industries, the AWRA e-Mentoring Program is delivered by AMMA and funded by the Australian Government through the National Resources Sector Workforce Strategy.

The program is open to women in the resource, allied and construction industries to participate as mentees, and men and women in these industries to participate as mentors.

Mentoring has been identified as one mechanism to achieve greater participation and advancement of women working in these industries; however remote locations, complex rosters and a shortage of women peers has highlighted a need for an alternative to traditional mentoring programs.

The AWRA e-Mentoring software, consisting of integrated chat, email and online support applications, provides participants access to a tailored mentoring program regardless of location and work schedule.

## WHAT DOES THE PROGRAM INVOLVE?

Participation in the AWRA e-Mentoring Program involves:

- Matching with an appropriate mentor/mentee.
- A nine-month structured mentoring relationship conducted through e-Mentoring software including email, chat, Skype and phone.
- Supporting handbook and tools to guide the relationship and assist with goal development and achievement.
- Separate webinar training for mentees and mentors throughout the the program.
- Access to mentor and mentee discussion forums within the e-Mentoring platform.
- Ongoing advice and evaluation.

By accepting a place as a mentee or mentor in the program participants commit to attending two training webinars and taking part in three brief online processes of program evaluation/feedback.

## INFORMATION FOR MENTORS

A mentor is an experienced individual, who helps and guides another individual's development.

The AWRA e-Mentoring Program is open to women and men with a range of experience to mentor women working in the resource, allied and construction industries. Mentors may participate in the program on multiple occasions.

The program calls for people who can combine excellent communication skills with a willingness to provide advice, encouragement and time towards the professional development of others.

Mentoring is an enriching experience, with benefits including:

- ✔ Personal and professional development gained from problem solving and constructive guidance.
- ✔ The opportunity to reflect on professional challenges and achievements.
- ✔ Satisfaction from helping others and contributing to the future success of the industry.



## INFORMATION FOR MENTEES

A mentee is someone seeking personal and professional development and growth through the support of an experienced person.

The AWRA e-Mentoring Program is ideal for women working in resource, construction and allied industry roles who are unable to access traditional mentoring programs or connect with a suitable mentor due to their work location. University and TAFE students are also encouraged to apply as mentees.

The program provides mentees with a platform to develop the knowledge and skills to overcome professional and personal challenges.

Benefits to mentees include:

- ✔ Professional growth and development.
- ✔ Identification of goals and mechanisms for achievement.
- ✔ Development of problem-solving and communication skills.
- ✔ Strategic career planning.

Individuals may wish to participate as both a mentor and a mentee in this program.

## HOW TO APPLY

To apply email [awra.e-Mentoring@amma.org.au](mailto:awra.e-Mentoring@amma.org.au) with your name, contact details, position, organisation and reason for participation.

Please note that participation in the program is subject to limited places and the ability to appropriately match candidates in order to ensure a valuable and rewarding experience.

Please contact [awra.e-Mentoring@amma.org.au](mailto:awra.e-Mentoring@amma.org.au) or (07) 3210 0313 for further information regarding the program.

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