



Mentoring program vital aid to women in mining

WHETHER they are based on the Pilbara's offshore mega-projects or working in a remote Territory mine, women working across Australia's vast resource sector can now benefit from the industry's first dedicated virtual mentoring program.

Launched by the Australian Women in Resources Alliance (AWRA), the AWRA e-mentoring program is connecting experienced mining, oil and gas professionals with women in the earlier stages of their careers.

This innovative online portal is delivered by resource industry employer group AMMA with support from the Australian Government under the National Resource Sector Workforce Strategy.

AMMA director of group services, Tara Diamond, said the first round of e-mentoring partnerships had started, with both men and women mentors providing guidance to women seeking to further their resources careers.

"The AWRA e-mentoring program is a key part of AWRA's wider strategy to increase the par-

ticipation of women in resource jobs from the current 15.2 per cent to 25 per cent by 2020," she says.

"The remote locations and non-traditional work schedules typical of Australia's diverse resource industry often make it difficult for career-driven women to connect with experienced industry mentors.

"The AWRA e-mentoring program now delivers this mentoring opportunity through a structured, supportive online portal designed to assist women to succeed in the resource industry."

Ms Diamond said the first round of mentees and their rigorously matched mentors were inducted into the program late last month and would be guided through a nine-month mentoring process.

The e-mentoring program is backed by the AWRA leadership committee comprising industry bodies, academics and resource employers including OZ Minerals, Newcrest Mining and Caltex Australia.

"AWRA aims to support 105 mentees and mentors through the

program in the first year," Ms Diamond said.

"The online platform will guide participants through important steps such as goal-setting, developing an action plan and problems solving, while communicating online and by telephone."

Ms Diamond said AWRA e-mentoring was another new program in a wider suite of initiatives designed by the industry to get more Australians involved with resource employment.

"Australia's only industry-run careers website, AMMA miningoil andgasjobs.com, continues to connect employers directly with job seekers," she said.

"More than 7000 registered resumes and 1700 vacant positions are now online.

"Miningoilandgasjobs.com, along with the AMMA Skills Connect apprenticeship program and now the AWRA e-mentoring program, continue to demonstrate that the resource industry is dedicated to building a highly diverse and skilled workforce for the benefit of all Australians."