



Austmine STEM METS Career Pathway Program Highlights Report

APRIL 2022



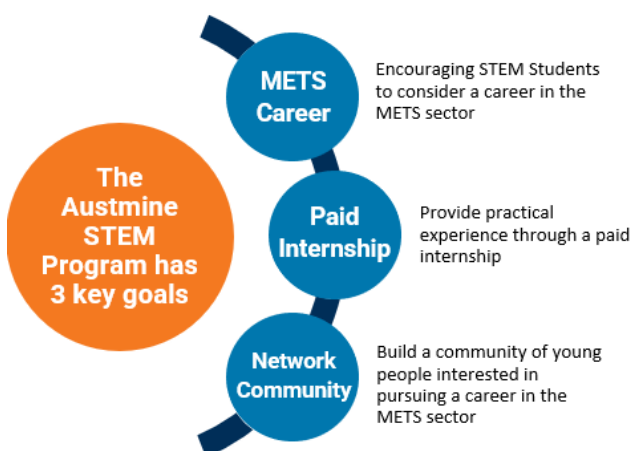
Austmine is the leading industry body for the Australian Mining Equipment, Technology and Services (METS) Sector. Austmine’s STEM METS Career Pathway Program is funded by METS Ignited and offers Australian university students the opportunity to receive a 10-week paid internship at one of our world-leading member companies.

Overview of the Program

The program raises awareness of the METS sector within the next generation of employees and works to change the perception of a mining industry career from “old-world” to one filled with technology-driven, entrepreneurial opportunities.

The program is designed to provide students on-the-job experience, mentoring and soft skills training for a successful STEM career in the METS sector, through a 10-week paid internship at an Austmine member company. This gives the students an opportunity to gain real-world experience and to also be exposed to the METS sector that offers a diverse range of job opportunities.

Participating students also receive online coaching, honorary Austmine membership and ongoing support through their internship. The connections made during the internship will help broaden the network for the students and/or ensure that students will consider and seek out job opportunities in the METS sector.



The Process and Approach



Austmine delivered the Program in four stages:

- 1 Program Marketing
- 2 Recruitment & Selection
- 3 Internship & Training
- 4 Program Evaluation, Analysis & Review

Impact of COVID-19 Pandemic on 2021/22 Program

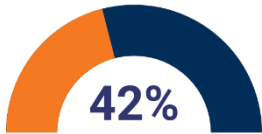
The COVID-19 pandemic affected METS companies’ ability to host a STEM intern. While companies originally committed to provide 46 internships, the unexpected resurgence of COVID forced companies to withdraw 20 positions prior to the start of the internship period. The main issues were lack of site access, border closures and difficulty providing supervision with staff working from home for extended periods.

Industry Learnings and Benefits – Students

To analyse the Program impact, we surveyed the students in the beginning their internship and after their internship to measure if their attitudes and opinions of the Sector had changed, as well as to gather their insights and learnings throughout their intern experience and the impact that the program had on their career

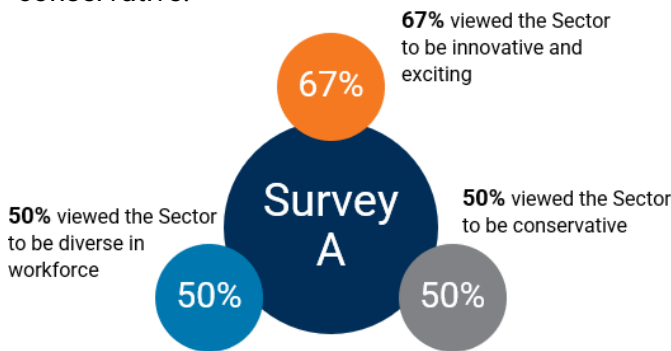
preparedness and the likelihood of them continuing to pursue a career in the METS Sector.

42% had not heard of the METS Sector prior to the Program.

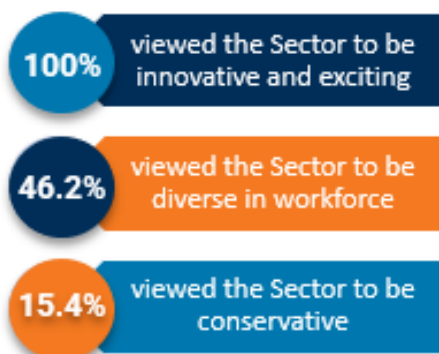


Survey A provided us a baseline to measure the initial impressions students viewed the Sector. While Survey B measured changes in the student's attitudes and perspectives through their experience.

The general opinion in Survey A was positive. 67% viewed the sector as innovative and exciting, 50% as having a diverse workplace and conservative.



In comparison, Survey B showed a positive change in students' attitudes towards the sector, 100% viewed it as innovative and exciting, 46.2% as having a diverse workforce and 15.4% viewed it as conservative.

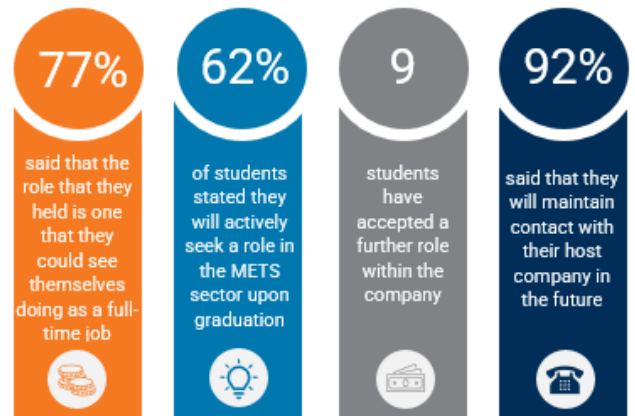


100% of the 12 students who responded to the post-program survey said they felt better prepared for their career by participating in the Program. Being better prepared should increase the chance of success in their first role after graduation, thereby



increasing the likelihood of retention for those who have already secured roles within their host companies.

A significant result from the final survey shows that 77% of participants see themselves having a career within the METS sector either with their host companies or with another METS company and 62% will actively seek out a job in the Sector upon graduation.



Industry Learnings and Benefits – Businesses

We surveyed the host companies to gather feedback on their experience of the Program, the student and their future intentions or goals towards providing internships.



100% of the host companies would consider advertising a student internship through the Program again.

The companies found that the Program was a valuable learning experience for the students to get exposure into the METS Sector and 46% of the participating host companies have offered their intern an ongoing position.

When asked why companies chose to get involved in the program, the responses suggested that providing a learning opportunity and exposure for students to the METS Sector was a big factor along with gaining access to qualified students and to add value to their business.

Thank you to our host companies:



assetivity



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SYSTEMS



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Westrac



Thank you to participating universities:



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WESTERN
AUSTRALIA



THE UNIVERSITY OF
SYDNEY



THE UNIVERSITY
of ADELAIDE

“Michael provided quality hands-on work and really got involved. He was a very well-mannered respectful person.”

“After completing the internship with Komatsu, I certainly could see myself having a career in the METS sector. It was an eye-opening experience to see what happens from “pit to port” not only from the physical earth moving operations, but the remarkable technology and behind the scenes manpower that makes it possible.”

“The most memorable part of my internship was creating a computer simulation for particles undergoing a refining process. Seeing the final video after it being solved for days by a supercomputer was very special and rewarding.