

# AWRA e-Mentoring

The Australian Women in Resources (AWRA) e-Mentoring program continues to build upon its reputation as an effective, flexible and unique approach to improving gender diversity outcomes within Australia's resources and energy industry.

The federally-funded initiative pairs female mentees with mentors from the industry. Program Manager Elspeth Jeffery has run the program since its inception in 2013. More than 250 pairs have worked together workshopping goals, career blocks and strategies for professional and personal development.

"The highlight for me is watching people grow," Mrs Jeffery says.

"It's very rewarding to be involved in a cutting-edge scheme that can really make a difference."

Participants are from across Australia and multiple male-dominated industries.

During the time of the project, female participation rates have increased to 16.4 per cent.

"This is indicative of the growing awareness of gender diversity in our sector," Mrs Jeffery says.

"There is such a long way to go though and our industry really needs to consider its recruitment and retention strategies."

AWRA is calling for new participants in the final round of the program which concludes in June 2018. **RP**



Elspeth Jeffery