



Empowering women to dream and succeed in STEAM careers



PARTNERSHIP PROSPECTUS

2023 - 2024

WHAT WE DO

We empower women to dream and succeed in STEAM careers by advancing women's development and diversity in sustainable talent pipelines



Educate

Invest in women's career development

To support women's professional development, we deliver leadership development, mentoring, coaching, and networking experiences



Enhance

Position your brand as a diversity employer of choice

We improve your ability to attract top talent by boosting your reputation as an employer of choice and diversity leader



Employ

Access exceptional female talent more quickly

Access to our database of outstanding career-ready talent across Australia allows organisations to reduce recruitment costs and efforts while improving the quality of hires



Engage

Keep connected and relevant networks

Our networking events enable employers to meaningfully engage with candidates while growing brand recognition across multiple industries

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Industry investment is critical to ensuring women enter the workplace with the necessary skills and knowledge to succeed in STEAM¹ careers. For a minimum commitment of \$10,000 annually:

BENEFITS	\$15,000 / year ²	\$10,000 / year ²
Access 300+ female candidate resumes and profiles from a diverse talent pool of women* across Australia with demonstrated potential and commitment	✓	✓
Cut costs of sourcing candidates, reduce hiring bias, and enhance recruitment strategies with a streamlined process for identifying and engaging with high potential women who are more likely to contribute to the success of your organisation	✓	✓
Remain competitive in attracting exceptional female candidates with an efficient, empowering, and enjoyable experience that creates a sustainable talent pipeline	✓	✓
Strengthen your organisational capability with ongoing advisory support for attracting, sourcing, and developing women in your organisation	✓	✓
Boost your employer brand reputation through increased market visibility as a diversity leader in addressing gender equality	✓	✓
Further reduce recruitment costs, decrease hiring times, and improve the quality of candidates by co-designing an assessment module tailored to recruitment needs	✓	✓

1 Developing STEAM skills is important for building technical skills and enhancing conceptual thinking. The combination of these skills better prepares students to solve complex problems and succeed in 21st century jobs.

2 Financial Partnership is renewed on a rolling twelve month schedule. The amount and/or period of value provided from Dream Big Australia's services may be extended in certain circumstances. This cost is expected to increase as Dream Big Australia's services broaden and develop into the future, thus providing greater value to partners.

* Inclusion and diversity are at the heart of why Dream Big Australia exists. Our initiatives and promotions are designed for people who identify as women. However, we also open our program to individuals with other gender identities that are underrepresented in STEAM industries. For example, non-binary applicants are most welcome.

OUR PROGRAM SUPPORTS WOMEN

The STEAM Ahead Program prepares women to be more skilled, confident, and qualified when entering the workplace. To develop high potential, emerging female talent who enter Australia's STEAM industries set up to succeed, the program has been specifically created to address the challenges associated with engagement, progression, and retention of female talent in the industry through career development resources, mentoring, coaching, and networking.

Created by recognised executive leaders, the program provides the unique experience of accelerating employment potential while building valuable industry networks. Our program participants possess not only technical skills from their STEAM university studies, but also the interpersonal skills needed to succeed in their careers gained through their 3 month STEAM Ahead program experience.

The program creates opportunities for participants to make a positive impression on prospective employers throughout the program as well as test for cultural fit at the Industry Networking Event.




Through supporting the program as an Investment Partner, organisations attract top female talent, improve their reputation as diversity leaders, and gain access to a pool of high-potential women with proven dedication to succeeding in their careers.



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PROGRAM OVERVIEW

Dream Big partnerships allow us to offer program participants a diverse range of professional development and networking activities over a three month period, all designed to enhance employability and confidence to succeed in the workplace.

PROGRAM SNAPSHOT		
	3 MONTH	PROGRAM DURATION
	4 HOURS	AVERAGE WEEKLY TIME COMMITMENT
	ONLINE	WEEKLY MODULES, FLEXIBLE LEARNING

PROGRAM ELEMENTS	
Capability Assessments	2
Industry Mentoring Sessions	6
Interactive Discussion Forums	9
Resume & Interview Coaching Sessions	2
Self-Paced Learning Modules	9
Employer Showcase	1
Industry Networking Events	2

DEVELOPMENT, NETWORKING, AND EMPLOYMENT PROGRAM

Participants are empowered to explore the importance of key themes in the workplace.

KEY THEMES		
Diversity & Inclusion	Leadership	Performance

Education		
Individual	Team	Organisation
Module 1 Values, Strengths, & Goals	Module 4 Soft Skills for Career Success	Module 7 Understand Workplace Culture
Module 2 Speak with Confidence	Module 5 Effectively Manage People Conflict	Module 8 Strategy, Operations & Innovation
Module 3 Make Great Decisions	Module 6 Elements of a Successful Team	Module 9 Lead through Adversity

Employment	
Coaching	Employer Showcase
Session 1 Resume Ready	Connecting women with employment Q&A with Industry employers of choice dedicated to DEI
Session 2 Interview Ready	
Networking	
Industry Mentoring 6 x Insightful career planning sessions	Industry Networking Events 2 x networking event opportunities

WORK EXPERIENCE & GRADUATE PROGRAMS

Increasing the diversity of sustainable talent pipelines in STEAM industries is within the best interests of our Industry Partners and program participants alike. With this in mind, Dream Big Australia provides ongoing opportunities to connect your organisation with the right talent.

Throughout the program, Dream Big Australia works with Industry Partners to provide access to successful participants looking to secure work experience and graduate placements. The Employer Showcase and Industry Networking Events provide opportunities for Industry Partners to connect and assess the match between participants' qualities and selection criteria as well as gauge cultural fit with your organisation while showcasing what opportunities await at your organisation.

Accelerate your sustainable talent pipeline of high potential women.

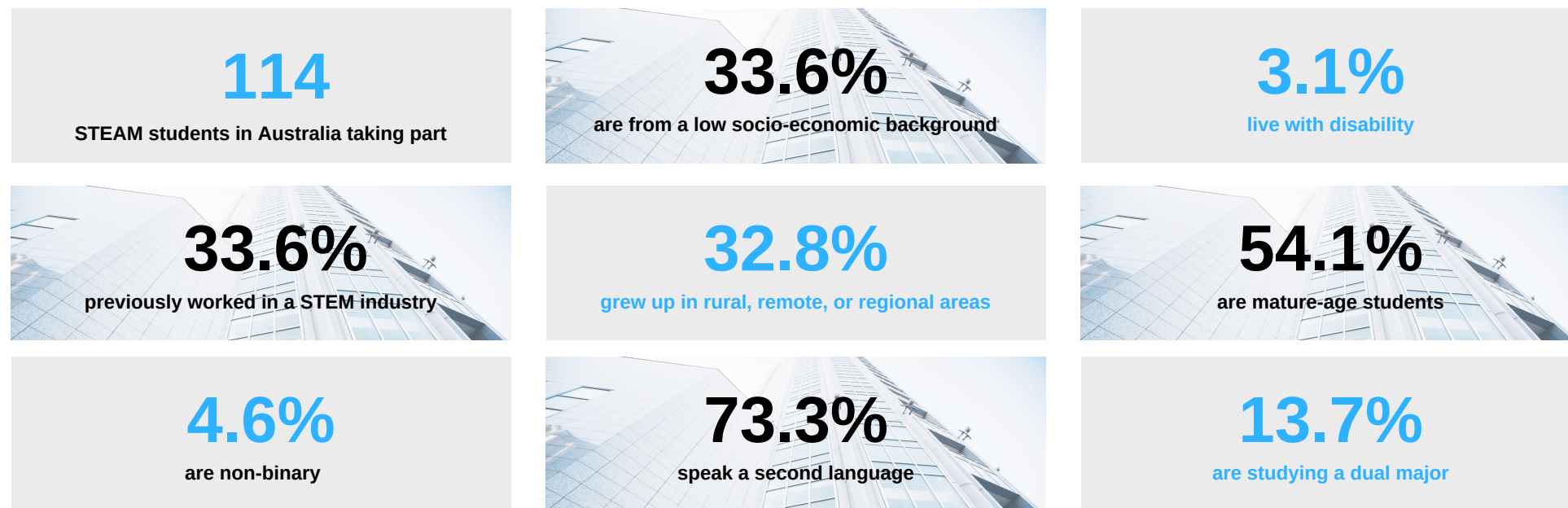
As an Investment Partner, you can narrow down your talent search through accelerated access to our program participants looking for intern and graduate positions. Our participants are women with proven academic achievement in their university studies, as well as proven dedication to excelling in their careers through their engagement in the STEAM Ahead program.



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PARTICIPANT PROFILES

The program attracts women with demonstrated potential, from a wide range of study areas, who are seeking to fast-track their development so that they enter the industry as confident, self-directed, and well-rounded professionals. Applications are open to female and non-binary university students completing a STEAM degree (usually in their second year or above) with a Credit Average or equivalent. With diversity and inclusion key to our success, we particularly encourage applications from candidates who are Aboriginal or Torres Strait Islander; come from a rural, regional, or remote location; who live with a disability; and/or who are from a low socio-economic background to apply. The snapshot below is based on the applicants accepted into the 2023 program.



TESTIMONIALS

Our students, partners, and mentors are our strongest advocates.

Each person who takes part in Dream Big initiatives contributes to our mission to advance women's careers in a different way and also gains something unique from the experience of contributing to gender equality in our STEAM industries.

Read more of their testimonials on our [website](#).

MENTOR

I highly recommend that industry professionals mentor Dream Big participants because you will walk away a better person and professional. I love connecting with the participants. They are ambitious, professional, self-aware, switched on and personable – truly inspiring individuals!

I walk away from every Dream Big mentoring/networking session inspired by the students, excited about the future and eager to learn more.

Caitlin Nicholas
Senior Forecasting Systems Analyst
Energy Queensland



STUDENT

Being part of the STEAM Ahead Program not only helped me to improve my employability but to know myself and my abilities better. I am more confident about what I want to achieve and what my values, capabilities and strengths are. I also made great connections and met amazing, successful people who I'm grateful for. I am very excited to help empower other women to improve their skills and reach their full potential in STEAM careers.

Emma S.
B. Data Science



PARTNER

We have had the privilege of interacting with a diverse group of intelligent and driven aspiring professionals and it has served as a powerful reminder that the future of STEAM is in very capable hands.

Dream Big meticulously selected and invited students from relevant academic disciplines, ensuring that we connected with individuals who possessed the qualifications and skills that we are looking for.

Elizeu Boto
Principal, Sustaining Capital
Aurecon



CONTACT US TODAY

Dream Big Australia is a charity committed to advancing women's development in science, technology, engineering, arts, and mathematics (STEAM). We combine our wealth of cross-industry experience as leaders and change-makers in our fields with our shared commitment to diversity to prepare women for success in STEAM careers.

By connecting high potential women with industry mentors and employers with a vested interest in women's development, we help organisations remain competitive in attracting exceptional female talent.

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**LET'S EMPOWER
WOMEN TO DREAM
AND SUCCEED
TOGETHER**

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