

# Annual Report

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Dream Big Australia

**Financial Year 2020**

6<sup>th</sup> October 2020



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## About Us

Dream Big Australia is committed to enhancing women's participation and capability in STEAM<sup>1</sup> (Science, Technology, Engineering, Arts and Mathematics).

As a not-for-profit, we have dedicated the last 6 years to being a leader in engaging and empowering young women from high school to industry and are well-experienced in presenting information that best prepares women for success in STEAM careers.



Arts

 DREAM BIG

# Vision

To empower women to dream and succeed in STEAM careers.

# Purpose

Dream Big Australia is committed to empowering women's ability to succeed in STEAM careers through world-class development experiences.

STEAM - Science, Technology, Engineering, Arts and Mathematics



# STEAM skills are the future

**Developing Science, Technology, Engineering, Arts and Mathematics (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.**

## Future-ready skill sets

STEAM degrees are highly sought after by employers around the world; the chance to utilise the skill sets acquired during our journey through university will allow students to build multidisciplinary solutions to any issues that society may face in the future.

And the best part is, as a result of bringing in the 'A' for Arts and using language like "creative problem solvers" - it is inclusive language, which is far more likely to resonate with both men and women.

## Why STEAM not STEM?

The STEM acronym which stands for 'Science, Technology, Engineering and Mathematics' was invented 20 years ago by the National Science Foundation. Although the STEM acronym is commonly misused to promote male-dominated industries, it was originally invented with the intention of identifying which skills will best prepare the next generation of leaders for success in the 21st century.

This history helped us establish the perspective of focusing on which future skills are important for developing a talent pipeline, rather than focusing on the coincidence of STEM representing minorities in traditionally male dominated industries.

Fast forward 20 years to this present day, our leadership team at Dream Big Australia reflected on the importance of future-ready skills such as collaboration, creative thinking and problem solving and recognised the valuable role of Arts-based skills as technology becomes evermore prominent in the 21st century. It is our belief that the combination of the Arts and STEM skills will best prepare the next generation of leaders for success in their careers.

By focusing on STEAM skills, we have been successful in delivering events such as Australia's first STEAM Day at The University of Queensland, which attracted 100% female students even though the event was marketed to all genders in the Brisbane Secondary School Catchment.

# Benefits to industry

Our Programs support women's development, you can dramatically improve outcomes for your organisation and women's success in STEAM careers.



If you are an organisation looking to strengthen your diversity pipeline and ability to attract exceptional female talent, we want to partner with you.

## Get guaranteed resumes.

- ✓ Our Program provides Partners with guaranteed CVs to foster a sustainable talent pipeline and access to a diverse talent pool of women with demonstrated potential.

## Enhance your recruitment strategy.

- ✓ Enhance your existing recruitment strategy to specifically identify and engage high potential women who are more likely to contribute the success of your organisation.

## Attract exceptional talent.

- ✓ By increasing engagement with high potential women, your organisation remains competitive in attracting exceptional female talent and creating a sustainable talent pipeline of key skills.

## Strengthen your organisational capability.

- ✓ By investing in a program focused on women's development, you can strengthen your organisational capability and provide ongoing support for women developing in your organisation.

## Recognised for developing women.

- ✓ As a Partner, your Employer Brand will be promoted and recognised for your organisation's participation and contribution to addressing gender equality.

## Accelerate your commitment.

- ✓ Partner with us to accelerate your commitment in achieving the [United Nation's Sustainable Development Goals](#) (SDGs), specifically 4. Quality Education, 5. Gender Equality, and 8. Decent Work & Economic Growth.

# Benefits to Participants

Segmented into three key themes, the STEAM Ahead Program empowers participants to explore the importance of promoting diversity and inclusion, leadership and performance in the workplace.

## Theme 1

### **DIVERSITY & INCLUSION**

Innovative organisations are committed to fostering a diverse workplace. With this lens, participants will explore how diversity and inclusion helps organisations innovate, influence and create value.

## Theme 2

### **LEADERSHIP**

Participants will discover how leadership is instrumental for setting the strategy, connecting with people, reinforcing positive values and habits through behaviour and actions, and ultimately shaping organisational culture.

## Theme 3

### **PERFORMANCE**

Learning the importance of performance in creating meaningful goals and supporting strategic growth will equip participants with an understanding on how to take action on the right insights when it counts.





## Program Outline

From one-on-one mentoring, to self-paced, individual learning to interactive plenary sessions, the STEAM Ahead Program immerses participants in a vibrant, multifaceted learning experience.

STEAM AHEAD PROGRAM			COURSES		
			COURSE 1 INDIVIDUAL DEVELOPMENT	COURSE 2 TEAM BUILDING	COURSE 3 ORGANISATIONAL CONTEXT
KEY THEMES					
DIVERSITY & INCLUSION	LEADERSHIP	PERFORMANCE	<b>MODULE 1</b> Know your strengths  Identify your values and build your strengths	<b>MODULE 4</b> Soft skills for career success  Develop creativity, problem solving and collaboration skills	<b>MODULE 7</b> Understanding workplace culture  Creating a competitive advantage with people
			<b>MODULE 2</b> Speak with confidence  Enhance your speaking, presentation and communication skills	<b>MODULE 5</b> Build strong networks  Create trusted relationships and influence	<b>MODULE 8</b> Gain commercial insight  Achieve meaningful goals, performance and growth
			<b>MODULE 3</b> Make great decisions  Sharpen your critical thinking and judgement	<b>MODULE 6</b> Elements of a successful team  Foster engagement and accountability	<b>MODULE 9</b> Strategy, operations & innovation  Develop a future-ready mindset



 **DREAM BIG**

# The year in Review: Director's Report



**John Searls**  
Non-executive Director



**Sharyn Scriven**  
Non-executive Director

The Directors of Dream Big Australia are delighted to provide our inaugural Directors Report. 2020 will be remembered as a pivotal year for Dream Big Australia as it successfully pivoted to online engagement as COVID-19's global spread accelerated social distance and halted in-person events.

The year began with the delivery of Australia's first STEAM Day, and the appointment of Non-executive Director, Darren Stanley, and Associate Director, Marion Lawie. The year ended with Dream Big Australia continuing to grow a powerful brand awareness through our careers podcast.

We are particularly proud of our growing brand which extended to young people in Queensland and its active promotion on social networks in alignment with Dream Big Australia's vision "To empower women to dream and succeed and STEAM careers."

Importantly, 2020 saw the pivot, development and growth of our careers Podcast, 'STEAM Ahead'. Recognising and responding to the demands and restraints of COVID-19 in early 2020, Dream Big Australia quickly pivoted from providing in-person career experiences to sharing these insights through podcasts. By promoting our Career Chat episodes which share career success secrets from industry leaders in STEAM, we've increased our online presence, engagement and reach to students in Queensland. From our Facebook social media page insights, our podcast promotions consistently reach 1300 accounts and engage with approximately 370 people with each post. This engagement is mirrored on our other socials, LinkedIn and Instagram which have similarly gained momentum. Our LinkedIn page has recently gained 65 followers in a single week from follower engagement and sharing on social platforms.

We are proud to see our online engagements shared by our partners, Energy Queensland and Institute of Public Works Australasia Queensland (IPWEAQ). We extend our sincere gratitude to all our partners as



**Darren Stanley**  
Non-executive Director



**Jessica Kahl**  
Managing Director

without them we would be unable to conduct educational and empowering engagements with students, nor take our message of Dream Big Australia to a broader audience through Round Tables and Conference presentations.

Throughout the year, Dream Big Australia worked with our partners to complete several successful activities including Australia's first STEAM Day at The University of Queensland, our presentation at the World Engineers Convention, the launch of our innovative 'STEAM Ahead' Podcast and our Virtual Career Chat event for students across Queensland.

After a challenging year of operation for most organisations, we are proud to note that we have sufficient funds available to support our continued outreach to Queensland. Our vision is to quickly move to a position where 70% of our partner investment contributes directly to our STEAM engagements with young people, particularly those in regional areas where students and schools have limited access to outreach programs. During this period of operation, we focussed on investing in base systems, processes and online STEAM engagement, enabling a 51% of our total expenditure achieving engagements with young people in Queensland. With a 32% increase from Financial Year 2019, this investment demonstrates the organisational efficiencies we have established.

The Directors are looking forward to 2021 which is shaping up as another growth year with the announcement of our upcoming STEAM Ahead Program focussed on accelerating emerging women's careers by developing their capability and confidence to succeed prior to graduation. With our initial program focus including engagements with CQUniversity Australia and The University of Queensland campuses, we will continue to formalise our connection and establish our brand for supporting women in Queensland.

Finally, we would like to thank all the volunteers and podcast guest features who have played an active part in establishing and executing Dream Big Australia activities through 2020. We are enormously grateful to you for so enthusiastically and generously giving your time to shaping our ambitious strategy.

Our thanks to you all for making the pivot and innovation of our online presence a resounding success.

*"To raise new questions, new possibilities, to regard old problems from a new angle, requires creative imagination and marks real advance in science"*

**Albert Einstein**  
Theoretical physicist

# Technology

## BIG DATA

→ collecting information  
Typically  
about the user, usage,  
destination, surroundings,  
weather conditions, etc.

→ making  
algorithms  
for the car  
to make  
decisions

## IMPROVING PHYSICAL COMPONENTS

→ to

- CO

- ETH



# Our Story

Founded as the Dream Big Project in 2014 by then student and current Managing Director Jessica Kahl, the organisation transformed into Dream Big Australia in 2019 and is now focused on building a strong network of industry and education partnerships for the purpose of creating greater collaboration. Dream Big Australia promotes all types of diversity in STEAM, currently with a specific focus on female school students in Queensland.

2015

**DREAM BIG PROJECT**  
Foundation year

2020

**DREAM BIG AUSTRALIA**  
Operations as a not-for-profit



# Our Logo

Our logo combines the international male and female symbols, representing them together to form a sign of positive growth, inclusiveness and diversity.

We believe it is crucially important to recognise that a gender-equal society benefits everyone as utilising 100% of available talent will grow collaborative, inclusive and innovative teams. Influencing this fundamental change requires men and women to support and empower each other so we can move upwards together (hence the upwards arrow!).



# Our Impact

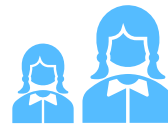
Since our formation in 2015 as the Dream Big Project, to our new status as a not-for-profit as Dream Big Australia, we have had the following impact:



**25+**

**FREE EVENTS**

delivered across Queensland



**400+**

**STUDENTS**

engaged across Queensland



**7+**

**LOCATIONS**

including Rockhampton, Gladstone,  
Bundaberg, Mackay, Cairns and Brisbane



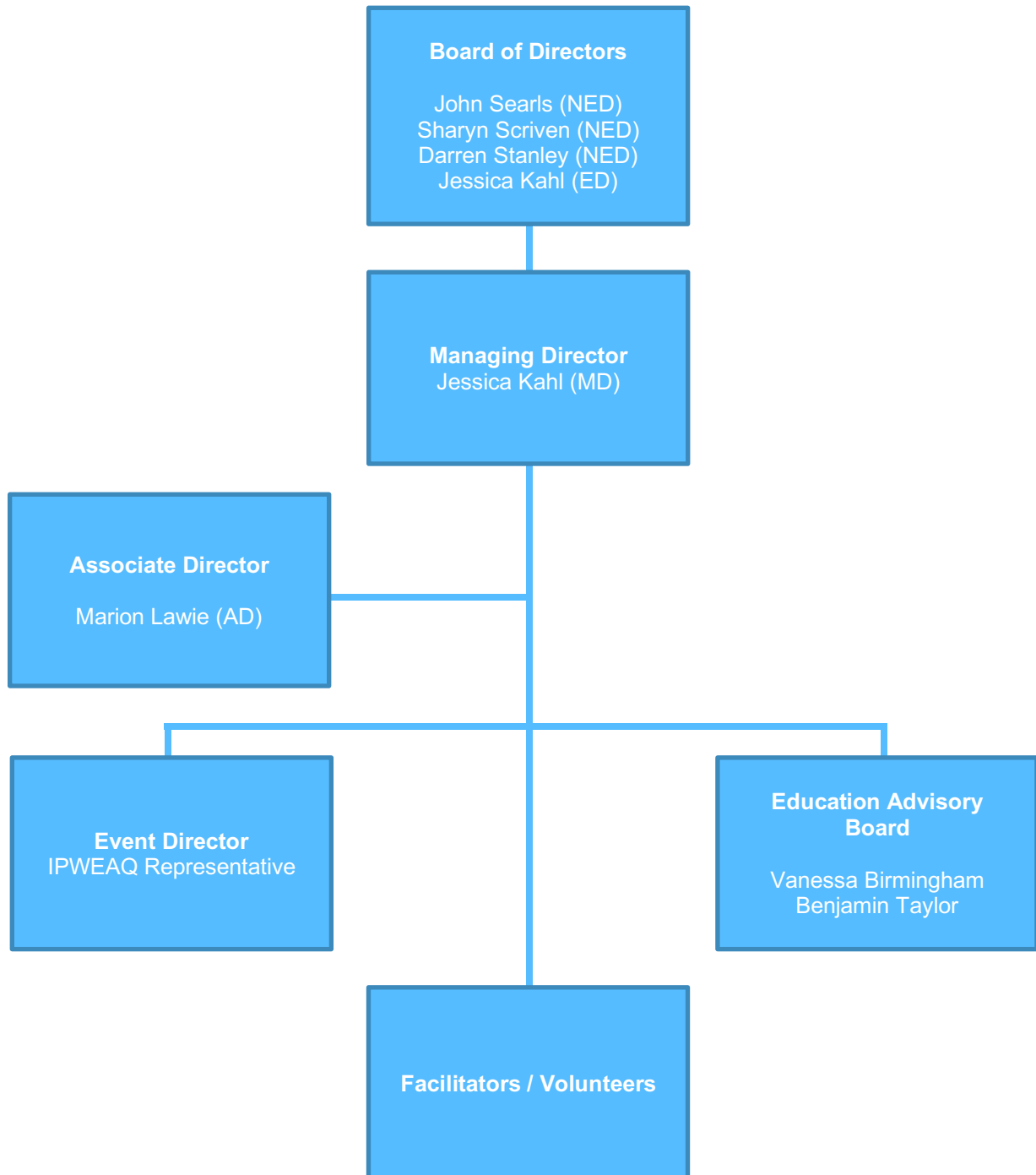
**84%**

**OF STUDENTS**

who attended a Dream Big Event found  
the experience helpful in providing  
information about careers and going to  
university

Thank you to our Partners and Volunteers for continued support. We are privileged to have you involved in giving back to the profession and community. Without you, much of the support we provide would not be possible.

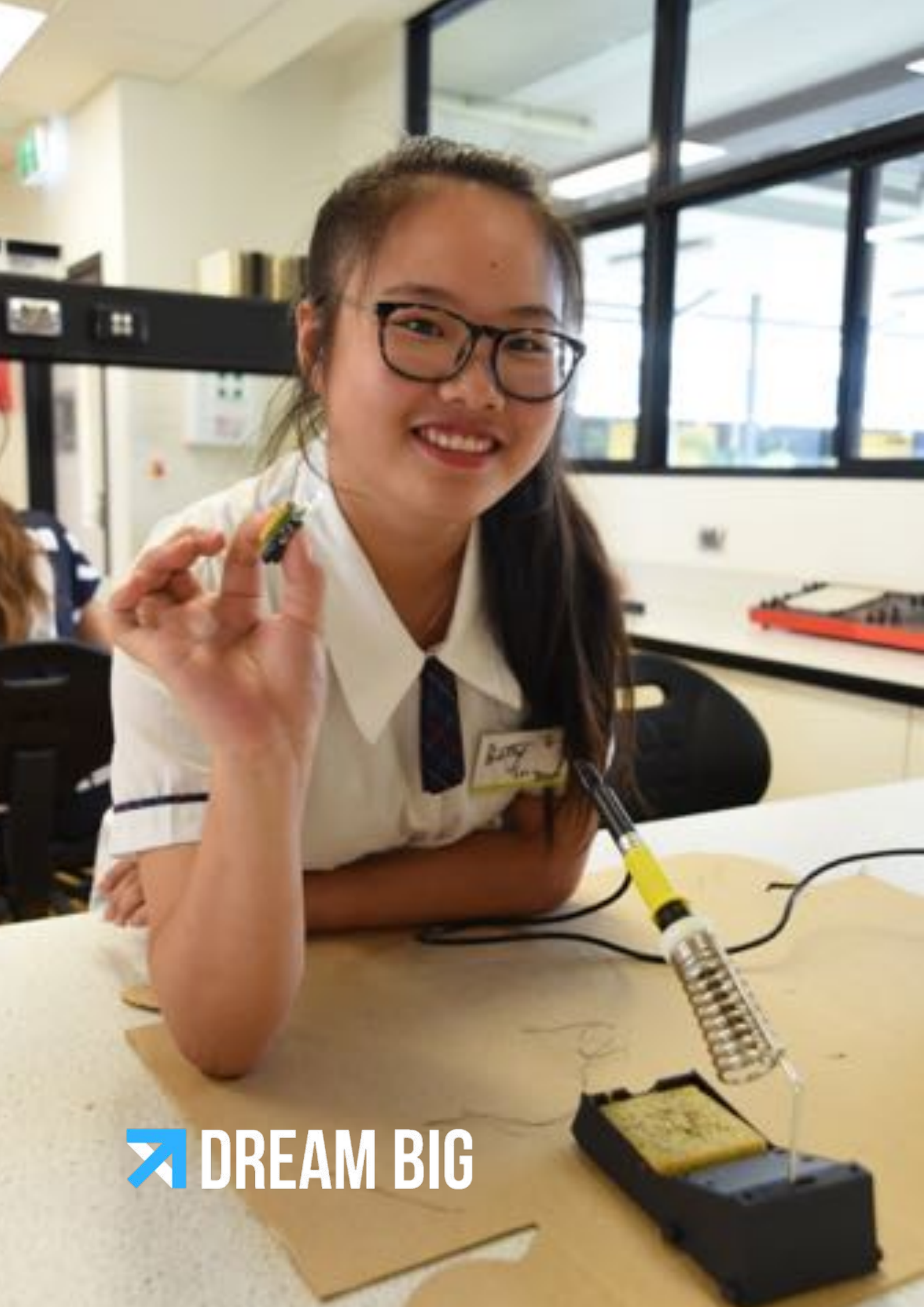
# Governance & Organisation




**Abbreviations:**

- NED** = Non-Executive Director
- ED** = Executive Director
- MD** = Managing Director
- AD** = Associate Director





 **DREAM BIG**

# Leadership Team

Meet the Dream Big Australia leadership team. With a wealth of cross-industry experience, we are established professionals and leaders in our fields – with a shared commitment to supporting and developing women.



## Jessica Kahl

**MANAGING DIRECTOR & FOUNDER, DREAM BIG**

**CIVIL ENGINEER, AURECON**

Jessica Kahl is the Managing Director of Dream Big Australia and a Civil Engineer at Aurecon. Since entering the industry in 2013, Jessica has combined her creative leadership and engineering capabilities to make a difference to society through master planning, resources and infrastructure. Outside of her day job, she is passionate about increasing engagement and growth in STEAM to empower education, industry and innovation. Jessica works closely with investment and collaborative partners, education institutions and students to guide positive outcomes which integrate STEAM learning and storytelling from industry leaders into engaging Dream Big Events.



## Sharyn Scriven

**NON-EXECUTIVE DIRECTOR & CHAIR, DREAM BIG**

**GENERAL MANAGER ASSET PORTFOLIO  
OPTIMISATION, ENERGY QUEENSLAND**

Sharyn Scriven is a Director and Chair of Dream Big Australia and is the General Manager Asset Portfolio Optimisation at Energy Queensland. For the past 25 years Sharyn has worked in large engineering-based utility businesses that have undergone significant evolutionary change. Sharyn has extensive experience in developing strategy, delivering results and managing risk. In leading and embedding transformational change across large teams to build capability and drive efficiency, Sharyn has delivered exceptional business outcomes. Sharyn is MBA qualified, MCIPs accredited and was awarded Asia Pacific Chief Procurement Officer of the Year 2012.



## John Searls

**NON-EXECUTIVE DIRECTOR, DREAM BIG**

**MANAGING PRINCIPAL, ASSET MANAGEMENT & PERFORMANCE ADVISORY, AURECON**

John Searls is a Director of Dream Big Australia and the lead of Aurecon's Asset Management & Performance Advisory business. With more than 25 years of experience leading transformational change at both the strategic and operations levels, he challenges the status quo, specialising initiatives that design and drive fundamental change across the asset intensive industry. He is passionate about supporting business to achieve financially, socially and environmentally sustainable investment outcomes, not only during the formation stages, but right through an assets lifecycle and eventual transformation or closure. He is also an active leader of inclusion and diversity. "Gender diversity is only one form of diversity, but a very important one for me. I have two daughters that deserve the opportunity to pursue any vocation that matches their strengths, without discrimination. And I have a son who deserves to benefit from a world rich in diversity".



## Darren Stanley

**NON-EXECUTIVE DIRECTOR, DREAM BIG**

**EXPERIENCED C-LEVEL EXECUTIVE & COMPANY DIRECTOR**

Darren Stanley has led a number of Australia's preeminent technology and service companies and he continues to invest his time helping with the growth of smaller companies and Not-For-Profit organisations. After a successful career as an officer in the military, Darren transitioned to business where he continued to develop and refine the art of building teams and leading-with-purpose. Darren built long-term, sustainable capability into the companies which he led giving them profitable growth, increased profile and a legacy. Expert at merger and acquisition activities, Darren has a track record of creating positive cultural change and bringing divided stakeholders together with an inspiring vision for change. As a business leader Darren led a number of highly successful graduate programs and fostered the development of programs which supported the development of our youth and diversity in the workplace.

He is passionate about the development of Australian talent and intellectual property.



## Marion Lawie

**ASSOCIATE DIRECTOR, DREAM BIG**

**ASSOCIATE, ENGAGEMENT PLUS**

Marion is an experienced engagement practitioner, strategist and communicator. She is highly innovative and politically savvy and is widely regarded for her ability to create positive project outcomes and strong stakeholder relationships. She has worked in diverse communities in Australia and internationally, in public and private sector roles, with experience in community engagement, education programs, community development programs, biosecurity and disaster management communication. A former primary school teacher, Marion is a sessional academic at the Queensland University of Technology lecturing in stakeholder engagement and is a Global Fellowship Councillor with the Royal Society for the Arts. At Dream Big, Marion's Associate Director role has a focus on relationships and capability.



# Education Advisory Board

Our Education Advisory Board brings together Science and Mathematics school teachers, university lecturers and experienced industry professionals to develop STEAM activities. The activities are designed to align with curriculum including the ACARA and QCAA and current industry practice and promote young people's participation, ability and aspiration in STEAM careers. These STEAM activities are tested with our Partners and delivered at Dream Big Events.

To achieve our vision, we must uphold our commitment to providing the best STEAM experiences to young people in Queensland in all that we do. The collaboration between our Leadership Team and the Education Advisory Board is our declaration of strategic intent to ensure we exemplify our motto of "bringing industry to the classroom".



## Ainslie Walsh

**EDUCATION ADVISORY BOARD MEMBER, DREAM BIG**

**DIRECTOR & SENIOR GEOLOGIST, PETRA CONSULTING**

I am an Exploration Geologist in the oil and gas industry with 13 years' experience in Australia and Internationally. I have a BSc with Honours majoring in Geology and Marine Biology and am currently completing my Master of Business Administration. My job role integrates geology, geophysics and also engineering to help explore for oil and gas reservoirs. Throughout my career I have been a mentor to students and love encouraging youth to study in STEAM. I have also been actively involved in Women in Mining and Resources Queensland (WIMARQ) helping encourage girls to study in STEAM. Since 2018 I have also been a CSIRO volunteer STEM professional in the classroom, actively creating STEAM lessons plans in collaboration with teachers for primary school students. My role in Dream Big Australia is to use my industry experience to create ideas and link Dream Big programs and activities with the current high school curriculum.



## Nadia Marks

**EDUCATION ADVISORY BOARD MEMBER, DREAM BIG**

**DIRECTOR OF PEOPLE & CAPABILITY, IPWEAQ**

My background is in human resource management supporting professionals primarily across the Science, Technology, Engineering and Arts disciplines. As Director, People & Capability at IPWEAQ one of my key focus areas is to encourage a talented and diverse pipeline of professionals to the public works engineering sector, so that all Queensland communities can continue to enjoy a high quality of life.

We have seen firsthand the positive impact that bringing industry to classroom has on students through Dream Big Australia events. It's great to see the students' realisation of the variety of career opportunities they can pursue across multiple disciplines and the legacy they will be able to create in years to come. On the flipside, we learn something new at every event on what students value and their perceptions of the future of our communities.

IPWEAQ supports Dream Big Australia through the coordination of events and through industry contribution to the Education Advisory Board.



## Vanessa Birmingham

**EDUCATION ADVISORY BOARD MEMBER, DREAM BIG**

**SCIENCE / BIOLOGY / PSYCHOLOGY TEACHER, ST PETERS LUTHERAN COLLEGE**

I have been a High School Science teacher for 10 years. Teaching 8-10 Science, Senior Biology, Psychology and Science21. I also teach a subject called Theory of Knowledge which looks at the how knowledge is formed and how we can use it; basically, a critical thinking subject. Prior to teaching I dabbled briefly in research but found my passion in Education. I have a BSc in Biomedical Science and am currently studying towards my Masters in Education focusing on STEM education. I absolutely love helping students find a love for science and finding opportunities outside of the school environment for them to pursue their passions. I have been particularly focused on girls in STEAM and opening up their minds to careers in STEAM. In a school setting I look at embedding STEAM skills into the curriculum in my role as a Curriculum Assistant. My role in Dream Big Australia is to look at linking Dream Big programs and activities with the current curriculum content and skills across 7-12.



## Benjamin Taylor

**EDUCATION ADVISORY BOARD MEMBER, DREAM BIG**

**DISCIPLINE LEADER (FOUNDATION ENGINEERING STUDIES), CQUNIVERSITY AUSTRALIA**

Dr Benjamin Taylor is a Senior Lecturer in Engineering at CQUniversity with a PhD in water resources management. As the Foundation Studies Discipline Leader, Ben oversees the delivery of engineering units for students studying in Cairns, Mackay, Rockhampton, Gladstone, Bundaberg and via Distance. Ben has worked with Engineers Without Borders and encouraged many students to embark on humanitarian engineering trips throughout Australasia. Ben is also the coordinator of the CQUni Youth STEM Academy. The academy cultivates aspirations and support for tertiary education through its community of young STEM leaders comprising high school STEM Ambassadors and undergraduate School Liaison Officers, together with Academics and their associates.

# Volunteers

Our volunteer positions offer university students and industry professionals the opportunity to work with our amazing 'Dream Team', share their passion, and inspire the next generation of STEAM leaders. Our volunteers are involved in the project management of events, facilitation of workshops and industry site tours, and presentations at industry, university and school-based events across Queensland – they are passionate about creating real change!

Our volunteers are also our ambassadors – their ability to talk knowledgeably and passionately about the benefits STEAM careers and of being part of Dream Big Australia makes a huge difference to our future success. We are privileged to have so many university students and industry professionals want to give back to the profession and community as a Dream Big Australia volunteer. Without our volunteers, much of the support we provide would not be possible.



## Brittany Harris

**VOLUNTEER, DREAM BIG**

**CIVIL ENGINEER, AURECON**

Brittany is Civil Engineer professional working at Aurecon with experience in the aviation sector delivering major infrastructure projects across design, construction and project management. As a Dream Big volunteer, Brittany assists in engagement and co-mentoring students in the planning of events as she believes in contributing to the overall vision for greater STEAM involvement. Her key interests include flying her drone, advocating for women in engineering and creative activities.



## Tara Searls

**VOLUNTEER, DREAM BIG**

**DIRECTOR & PHOTOGRAPHER OF APPLUGUM STUDIOS**

Tara Searls is Director/ Photographer of Applegum Studios, a boutique photography studio that specialises in corporate and family imagery. Tara is a passionate multidisciplinary photographer who on one hand works with professional people on creating their personal brand and corporate image, and on the other spends time capturing families and their emotional connection. As a mother of 3 creative and inquisitive teenagers, she is an enthusiastic supporter of Dream Big Australia and its educational initiatives.





## **Matt Soucie**

**VOLUNTEER, DREAM BIG**

**DIRECTOR, FORGE DESIGN**

Matt is an independent consultant providing engineering and management services to companies developing new technologies. His industry experience includes manufacturing, chemical processes, oil & gas, and alternative fuels. As an engineer, Matt has an innate curiosity of the world around him, how things work, why they break, and how to improve them through a combination of systematic and playful design. Matt brings his MBA finance and accounting skills in addition to 16 years of engineering experience to the Dream Big Australia team. He believes that millions of powerful ideas can be unleashed by opening channels to share knowledge.



## **Gabrielle Lee**

**VOLUNTEER, DREAM BIG**

**IT RELATIONSHIPS ADVISOR, QSUPER**

Gabrielle is an IT Relationships Advisor with experience in procurement and supply chain in both Government and Financial Services Industries. She uses her IT and Business Backgrounds to facilitate tenders, manage vendors and negotiate commercial agreements. As a volunteer for Dream Big she assists in reviewing partnership proposals, grant applications and conference presentations. Her key interests include avocado on toast, managing her investment portfolio and pilates.



## Abby Carolan

**VOLUNTEER, DREAM BIG**

**WATER INFRASTRUCTURE TEAM LEAD, AECOM**

Abby Carolan is a Senior Civil Engineer and Water Infrastructure Team Lead at AECOM, Rockhampton. Abby leads teams in the design of a range of civil infrastructure projects including water, sewer, drainage, earthworks and roads that support the growth of local communities. This role enables Abby to work collaboratively, solve problems and be creative everyday. Abby has a passion driving excellence in the next generation of engineers through mentoring and involvement initiatives that focus on diversity in the industry such as Dream Big Australia.



## Jessica Edwards

**VOLUNTEER, DREAM BIG**

**AREA ASSET OFFICER, ERGON ENERGY**

Jessica Edwards is a volunteer with Dream Big Australia and an Area Asset Officer at Energy Queensland. Starting a traineeship in the industry in 2011, She has since completed a Certificate IV in Electricity Supply Industry – Power Systems and a Bachelor of Engineering Science (Power), while holding a range of roles in Electrical Design, Asset Management and Network Planning. Completing her studies while working in the industry has allowed Jessica to develop a diverse range of technical, leadership and communication skills. During her career, she has become increasingly interested in providing support to students interested in STEAM careers to encourage growth and change to the industry.



## **Jessica Dennien**

**VOLUNTEER, DREAM BIG**

**DESIGN ENGINEER, GLADSTONE REGIONAL COUNCIL**

Jessica Dennien is a Civil Design Engineer at Gladstone Regional Council. Jessica has always had a keen eye for how the world works and a passion for making things beautiful whilst also working to their optimum. In grade 12 Jessica's Graphics teacher told her that she would make a fantastic engineer. It was then that she applied for her engineering degree at CQUniversity. During her 7 years with Gladstone Regional Council, her passion for making her region better combined with her creativity and engineering capabilities, has allowed her to make a positive impact on her community through designing various infrastructure from roads and drainage to parks and other public spaces. Jessica has always been passionate about promoting careers in STEAM and is excited to be volunteering to help educate young people.



## **Emma Schmidley**

**VOLUNTEER, DREAM BIG**

**STUDENT, THE UNIVERSITY OF QUEENSLAND**

Emma is student at the University of Queensland studying a Bachelor of Information Technology/Arts dual degree with majors in User Experience Design, Psychology and Communications. She discovered her passion for human-centred design in her high school Information Technology class. Alongside her coursework, Emma studies Chinese Mandarin and develops websites. As a volunteer for Dream Big, Emma brings her passion and enthusiasm to promote higher level education and careers in STEAM.



## Lilly Van Gilst

**VOLUNTEER, DREAM BIG**

**STUDENT, THE UNIVERSITY OF QUEENSLAND**

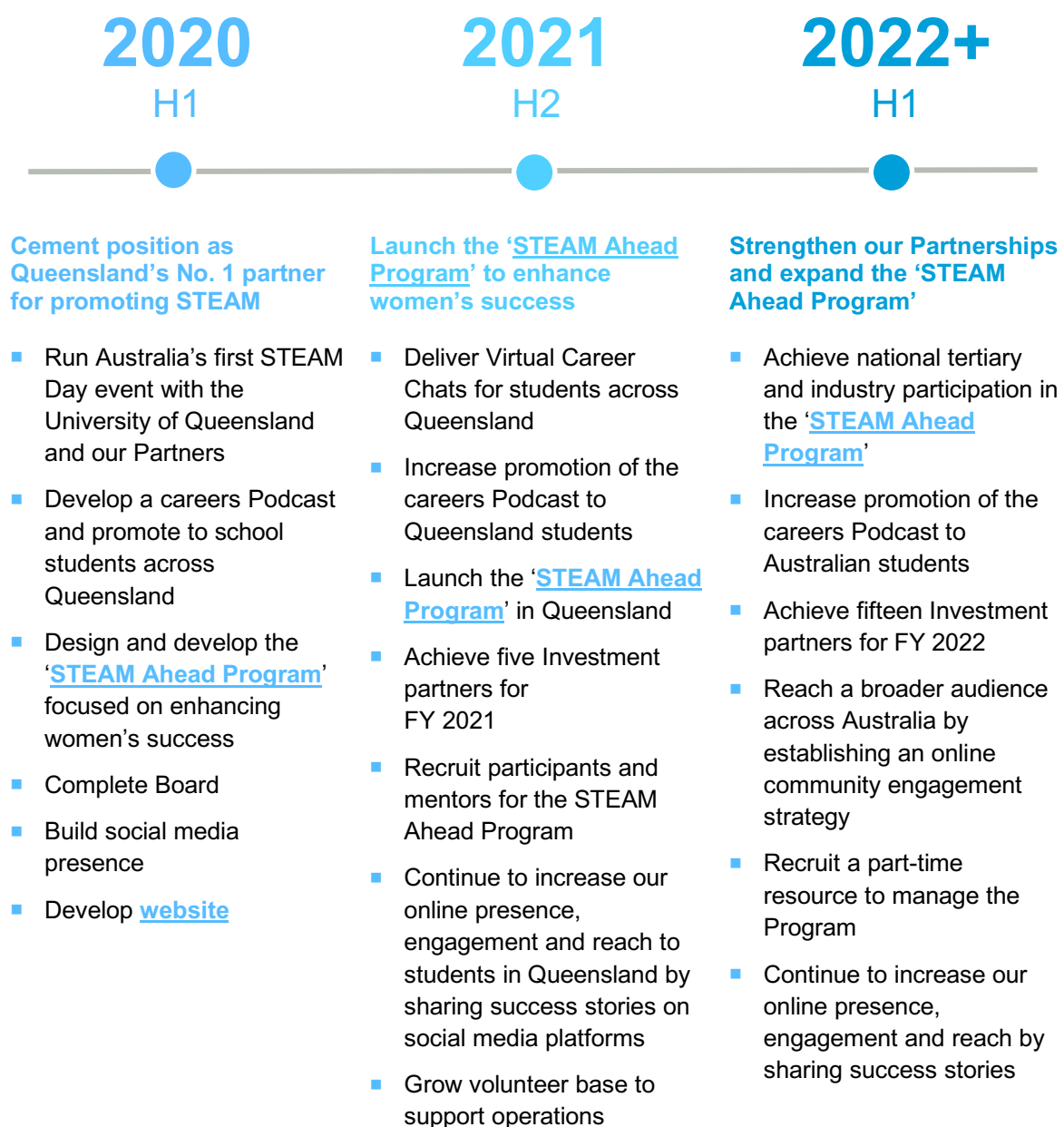
Lilly is studying Engineering and Arts at the University of Queensland, majoring in Chemical Engineering, Economics and International Relations. This combination encapsulates her broad interests and the interdisciplinary work she'd love to do going forward. She is interested in how the development of science and engineering can, on a globalised scale, impact the future of sustainability. She would love to not only develop innovative and sustainable solutions for multiple industries, but also to work in the large-scale communication and advocacy of such technologies, using her love of art to make science more accessible to the general population.



**Rebecca Agius, Phoebe Bickell, Jessica Kahl, Abby Carolan and**

# Our Strategy

Having delivered the foundation of the Dream Big Australia Strategy in FY20, we will quickly move to deliver on our value proposition. A detailed value proposition will be developed and shared with potential investment partners looking to strengthen their diversity pipeline and ability to attract exceptional female talent. Through our careers Podcast and development Program, we will work to support and better prepare women to be more skilled, confident and qualified. This is an ambitious strategy that requires sustained effort - we will achieve our goals through a steady, carefully planned and concentrated process.



# Our Program

The STEAM Ahead Program has been created to address the challenges associated with engagement, development, progression and retention of female talent in the industry. Dream Big Australia achieves this by providing a program experience which supports and better prepares women to be more skilled, confident and qualified compared to peers when entering the workplace.






## Designed for career-ready excellence.

The ‘STEAM Ahead Program’ enhances the futures of our female participants by developing their confidence and capability to succeed in the workplace. By helping women connect with industry mentors and employers, enhance their capabilities and elevate their potential prior to graduation, Dream Big Australia will enable them to differentiate in today’s highly competitive employment market.

Created by recognised executive leaders, the program provides the unique experience of accelerating employment potential and the ability to build valuable industry networks, thus elevating your career progression prior to graduation.

Not only does the program enable real outcomes for high potential women, Dream Big Australia creates an opportunity for you to make a positive impression on prospective employers - and sound them out for a cultural fit at the Industry Presentation and Networking Event.

PROGRAM SNAPSHOT	
 9 WEEKS	Program duration
 4 HOURS	Average weekly time commitment
 ONLINE	Weekly modules, flexible learning

PROGRAM ELEMENTS	
Capability Workshops	2
Industry Mentoring Sessions	6
Interactive Webinars	6
Peer Coaching Sessions	2
Self-Paced Learning Modules	6
Industry Presentation & Networking Event	1

Learn more about the Program [here](#).

## An exceptional program for exceptional women.

The Program supports women who are currently completing studies in STEAM Bachelor degrees and are motivated to enhance their employability, develop future-ready skills and connect with industry organisations prior to graduation. See below for Entry Requirements. In addition to an immersive development experience, the Program provides opportunities for participants to build industry networks and connect with organisations looking to employ work experience students and graduates.



### Women become career-ready.

The STEAM Ahead Program has been created to provide a development experience which supports and better prepares women to be more skilled, confident and qualified. By elevating your potential prior to graduation, you will be well positioned to differentiate in today's highly competitive employment market. Having dedicated over 6 years to supporting and developing women in STEAM careers, we are well-equipped to support your development, aspirations and success.

### Who can apply?

The program is designed to attract women with demonstrated potential who are seeking to fast-track their development and transition from study to career so that they enter the industry as confident, self-directed and well-rounded leaders. Our Program is open to women who have:

- ✓ Demonstrated academic excellence, leadership experience and an eagerness to undertake a development experience with Dream Big Australia.
- ✓ Passionate about enhancing women's success in STEAM industries, addressing gender equality and enabling positive social change.
- ✓ A demonstrated commitment to enhancing career prospects.
- ✓ An interest in expanding professional networks.
- ✓ Possess a desire and potential to lead.
- ✓ Motivated to strengthen your individual, team and organisational capabilities, build networks and collaborate across diverse disciplines.
- ✓ Confident in taking on complex challenges.
- ✓ A desire to be part of and contribute to Dream Big Australia's vision.
- ✓ Our program cohort includes participants from a wide range of study areas, which leads to participants having to a more diverse and inclusive learning experience.



### Women build industry networks.

Throughout the learning experience, you'll connect with a diverse group of world-leading industry experts and thought-leaders in STEAM industries. With our Industry Mentoring Sessions, you will have accelerated access to the most influential and eminent leaders. These sessions will enable you to gain insight into how to enhance your employability, deliver exceptional value in the industry and be supported in achieving your career goals.



 **DREAM BIG**



# Our collaboration with the University of Queensland

The University of Queensland (UQ) and Dream Big Australia teamed up to host Australia's first STEAM Day on 27th November 2019. The collaboration involved university students from UQ completing 12 weeks of work experience with Dream Big Australia to plan and deliver an interactive workshop designed to ignite students' engagement, passion and excitement about Science Technology Engineering, Arts and Mathematics (STEAM) fields.

School students from across Brisbane who participated in the event had the opportunity to connect with industry professionals and current university students which helped them develop their ability and aspirations for the future. The school students also gained an "industry to classroom experience" about STEAM-related fields and what the pathways can offer for their future.

## PROUDLY SPONSORED BY



Part of Energy Queensland



Queensland  
**IPWEA**  
INSTITUTE OF PUBLIC WORK  
ENGINEERING AUSTRALASIA



THE UNIVERSITY  
OF QUEENSLAND  
AUSTRALIA  
CREATE CHANGE



STEAM Day participants at the University of Queensland

## An industry perspective



**Robert Wilson**

Development Manager, Ergon Energy Network



The STEAM concept provides a great opportunity to take real world issues or problems to be illustrated by industry practitioners. Students are able to appreciate how some of the seemingly simplest issues to resolve have broad ramifications that need to be explored, understood and dealt with if they are to be successfully managed. I believe the exposure STEAM gave to students at the event I attended expanded their horizons as to how industries work and inter-relate and how they can shape their futures. It was a pleasure to present at the autonomous vehicle event and get a fresh perspective from a cohort of students as to their views on the impacts of autonomous vehicles. Congratulations to STEAM.



**Craig Moss**


Director, Institute of Public Works Australasia QLD



The 2019 STEAM Day event was an opportunity to put our partnership with Dream Big Australia into action, which is to bring industry to the classroom. The collaboration between Dream Big Australia, The University of Queensland, Energy Queensland and IPWEAQ is significant because it reflects the importance of having synergy between high school education, tertiary studies and real-world application of learning. This collaborative model is one we hope to replicate across many locations in Queensland so that students entering their final years of secondary education can have a greater appreciation of the career opportunities across science, technology, engineering, arts and math.

The purpose of IPWEAQ is to enhance the quality of life for all Queensland communities by advancing the skills, knowledge and resources available to those involved in the planning and provision of public works and services. For individuals, a career in public works is rewarding, varied and impactful. For communities, it is essential to have a talented and diverse pipeline of professionals on the horizon to meet the needs of our changing population and the way we live our lives. For these reasons, we value our contribution towards Dream Big Australia's mission and the positive influence we may have on the next generation of public works professionals.



 **DREAM BIG**

# Careers Podcast

Recognising and responding to the demands and restraints of COVID-19 in early 2020, Dream Big Australia quickly pivoted from providing in-person career experiences to sharing these insights through podcasts. Dream Big MD Jessica Kahl leveraged industry and education connections to launch a brand new series of career interviews with leading STEAM figures.

The STEAM Ahead podcast shares stories from men and women with careers in STEAM fields so that young people can be informed on how to shape their futures. Formatted as career chats, each episode is designed to give young people a greater understanding of their career pathways post-school.

While in-person activities curtailed some opportunities, embracing podcasting opened the career insights to a broader demographic, with regional and remote students no longer hampered by distance. Although our physical gathering for scheduled Dream Big Events were cancelled, the conversations, the connections, the actions and above all, the movement towards empowering STEAM education continued and was extended through the broader reach enabled by the podcast platform.

As Jessica says, our vision is that the podcast enables young people to gain confidence to make informed decisions about subject selection and QTAC – and get motivated to plan their future career in STEAM. While each episode is based around the career specifics of guests, there is a continuing thread focussing on making students aware of their options along with direct advice including helpful tips and tricks for confidently choosing QTAC preferences and keeping long term career objectives in mind through the challenges of completing secondary school.

The podcasts come across as warm chats, but there is significant planning, preparation and post-production that goes on behind the scenes in order to bring the interview to air. In addition to scheduling and editing recordings, developing the interviews themselves has been an enjoyable aspect of the process for Jessica, who is single-handedly responsible for conceiving and delivering the podcast series.

“The best part about the podcast since our launch has been coming up with the relatable questions to make the content engaging, interesting and fun for young people,” says Jessica. And the response to the podcasts demonstrates the effectiveness of the approach.



**KEEPS ME ENGAGED AND CURRENT!  
SUCH AN EDUCATIONAL AND INSPIRATIONAL LISTEN FOR ANYONE  
IN THE STEAM SPACE. JESS HAS A NATURAL ABILITY TO DRAW  
YOU IN AND COMMUNICATE STEAM, PRODUCTIVITY AND  
INNOVATION IDEAS CLEARLY AND EASILY FOR TODAY'S BUSY  
LISTENER. LOVE IT!**

Guests on the podcast have included Dream Big Australia’s John Searls on careers in Asset Management and others including Gladstone Regional Council Engineer Jessica Dennien, on being a female engineer in regional Queensland. Go to Apple Podcasts to listen in.



# International Women in Engineering Day

On Tuesday 23rd of June, Dream Big Australia celebrated International Women in Engineering Day by participating in the [IPWEA Queensland \(IPWEAQ\)](#) Virtual Event along with leading women [Kym Murphy](#), [Marie Gales](#), [Bernie-Anne Freeman](#), [Glenda Kirk](#), [Angela Fry](#) and [Celisa Faulkner](#).

The #ShapeTheWorld event included a panel discussion and presentations on how you define your leadership values, gender diversity and carving your pathway to success.

As a panellist, our Managing Director, Jessica Kahl, had the opportunity to explain why it is important to have women involved in engineering solutions for the public works sector. She highlighted how having both men and women involved in the development of designs is important for creating solutions which improve end-user orientation and that having diverse people to offer new ideas allows organisations to positively differentiate from their competitors and improve the value of their service.



Dream Big Australia is proud to have been involved in such an important discussion on how we can all empower to women to shape the world and make our planet a better, safer, more innovative and exciting place to be.



# UQ Podcast Feature

## [“But seriously, what is Engineering?”](#)

*There’s so much more to engineering than hard hats and building bridges. Engineers use maths and science to find innovative solutions to some of the world’s biggest problems. They tackle global environmental challenges, help to save lives and design new technological advancements that improve the way we live.*

*But Seriously, What Is Engineering? is a 12-part podcast series that explores all corners of engineering, from the mine site to the microscope.*

We’re excited to be involved with this initiative from The University of Queensland. It explores engineering disciplines – and how diversity integrates into the workplace – through a series of recordings with female engineers succeeding in the industry.

After running Australia’s first STEAM Day at UQ last year, we’re looking forward to continuing our collaborations to empower and inspire young women into STEAM fields.

Our Managing Director, Jessica Kahl, spoke about Dream Big Australia’s impacts in Queensland, the journey in establishing a successful not-for-profit and our new STEAM ahead Podcast designed to provide young people with career insights from leading industry professionals. The episode titled, ‘Podcast episode 4: From a Country Gal to an Entrepreneur’ will be released on Friday 18<sup>th</sup> September 2020.

Stay tuned for when the UQ Women in Engineering Podcast featuring Dream Big Australia hits Apple Podcasts and the university community.



# DREAM BIG

INSPIRING STUDENTS TO DREAM BIG BY STEM CAREERS



GO HIGHER IN  
Engineering

 DREAM BIG

# Partner Program

Having dedicated over 6 years to supporting and developing women in STEAM careers, our partnerships are an exciting opportunity for organisations to become industry leaders in developing high potential, female talent.

Our Partners are recognised for enhancing women's participation and capability in Science, Technology, Engineering, Arts and Mathematics (STEAM). By investing in our services, your organisation will directly benefit from supporting and better preparing women to be more skilled, confident and qualified when entering the workplace.

## What Partners invest in.

We have created a program experience which supports and better prepares women to be more skilled, confident and qualified compared to peers when entering the workplace. Industry investment in OUR program is critical for ensuring women entering the workplace are equipped with the necessary skills and knowledge to succeed.



### Development Program.

The STEAM Ahead Program supports and better prepares women to be more skilled, confident and qualified. From one-on-one mentoring, to self-paced, individual learning to interactive plenary sessions, the Program immerses participants in a vibrant, multifaceted learning experience. These experiences afford emerging women opportunities to make a positive impressions on prospective employers, enhance their employability skills and be equipped to deliver exceptional results in the workplace. As a Partner, you'll directly benefit from women's development in this program.

### About our Program

Since 2015, Dream Big Australia has been recognised with the CQUniversity Opal Award for Engaged Service Learning and Excellence and a 'High Commendation' under the Engineers Australia Gender Diversity Awards.

For information about our Partnership Program, refer to our website [here](#).



### Impactful Mentoring.

Having a mentor is said to be one of the most important keys to success. That's why we are passionate about accelerating women's careers with industry mentors like yourself. Our Program provides aspiring women with accelerated access to influential and eminent leaders in the industry to enhance their industry exposure, professional capabilities and confidence - allowing them to achieve success in their career goals and differentiate in today's highly competitive employment market. Be part of developing female leaders by joining us as an industry mentor.

### Mentoring opportunities



## GOLD PARTNERS\*



Part of Energy Queensland

Foundation Partner

## COLLABORATIVE PARTNERS



## SUPPORTERS



Foundation Supporter



\* Dream Big Australia is a registered charity. While that does not automatically make donations to us tax deductible, certain tax payers may nonetheless conclude that they are entitled to a deduction based on expected benefits of giving to their business. Potential business benefits that can arise from giving include: early talent identification, employee engagement and morale, market profile and reputation, positive social media, connections and networking. We encourage our partner organisations to seek its own tax advice.

## Virtual Career Chats

Australia's first STEAM Day event with Year 10-12 students held at The University of Queensland. The event featured:

- A panel discussion between influential industry leaders, discussing the autonomous vehicle opportunities in Science, Technology, Engineering, Arts and Mathematics career
- An engaging STEAM activity to develop students' critical and conceptual thinking skills
- An informative presentation from UQ Student Recruitment about STEAM study pathways



## Careers Podcast

Fortnightly Career Chat episodes with industry professionals. The 'STEAM Ahead' Podcast is promoted to school students in local catchment newsletters and on the STAR Portal (teaching resource).





 **DREAM BIG**

# Overview of Financial Position

In the 2019-20 financial year, Dream Big Australia delivered a broad range of services focused on our strategy of providing the best STEAM education. To preserve the ongoing financial strength of the organisation, expenditure on activities which didn't directly contribute to young people's engagement were prudently managed, resulting in a \$8,228.77 surplus for the 2019 financial year.

On a forward outlook, the company is financially strong with Investment Partners' funds increasing our financial position to above \$11,000 for Financial Year 2021.

Importantly, the group derived in-kind contributions from Collaborative Partners contributing to our increasing ability in event management capability, access to best-practice classrooms for events (prior to the disruption of COVID-19) and advertising in a number of online platforms to enhance brand reputation of Dream Big Australia and our chosen partners.

The organisation pivoted well in response to COVID-19, successfully initiating a podcast series and hosting a virtual career event. This indicates our intentions for the year of becoming more agile, efficient and effective were realised.

After our first two years and two quarters of operation, we have sufficient funds available to support our continued outreach to Queensland. This position is expected to strengthen over the next two quarters as targeting partnering efforts come to fruition. We continue to work towards our vision of 70% partner investment contributing directly to our STEAM engagements with young people.

In this period of operation, we focussed on investing in base systems, processes and online STEAM engagement, enabling a 51% of our total expenditure achieving engagements with young people in Queensland. With a 32% increase from Financial Year 2019, this investment demonstrates the organisational efficiencies we have established. It is our continuing objective to decrease expenditure not directly related to engagement as our company set-up costs decline.

Careful financial management of Dream Big Australia has allowed growth of the company's financial foundations. With strong liquidity, the company has the financial capability to navigate through future challenges that may arise. While the national economy is contracting, with potential impacts on Investment Partner contributions, Dream Big Australia has a financially robust base as it enters its third year of operation.

Refer to Table 1 for the Financial Year 2020 results.

## Financial Year 2020

Table 1

Revenue/Expense	Category	Description	Sum of Transaction Value
Revenue	Donations	Investment Partners	\$5,000.00
	Total		\$5,000.00
<b>Revenue Total</b>			<b>\$5,000.00</b>
Expense	Fees	ASIC Fees	-\$1,508.15
	Platforms	Website hosting and domains	-\$842.70
	Marketing	Advertising	-\$1,579.27
	Accounting	Professional Fees	-\$360.78
	Event(s)	Cost of services provided	-\$1,245.39
	Total		-\$4,290.90
<b>Expense Total</b>			<b>-\$4,290.90</b>
<b>Remaining Funds</b>			<b>\$8,070.62</b>

### Board Remuneration

The Board of Dream Big Australia comprises up to three directors. All positions are voluntary.



## Contact us


**Dream Big Australia**

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