

# Undergraduate Internships for Women in Operations

## Project i

### SEEKING INTERNSHIP PROGRAM PARTNERS



**60%**  
of university graduates  
in Australia are **Women**

**Partner with us to build the female talent pipeline in operations.**

NAWO in conjunction with PATH4 Graduates has developed a project based, paid internship program for female university students. This initiative aims to attract women to our operational careers whilst they are at a critical career decision making phase in their education.

Please contact us to learn how you can get involved as a host employer. This is an excellent opportunity to showcase the wonderful career opportunities available in your operation.

- ✓ Early attraction program
- ✓ Alignment with gender equality targets and initiatives
- ✓ Exposure to bright minds to work on value adding internal projects
- ✓ Creating a pipeline of female talent
- ✓ Targeted selection process to get the right graduate for every project
- ✓ Outsourced managed payroll and HR support



Project i is a joint project between the **National Association of Women in Operations** and **PATH4 Graduates**



**Please contact Louise Weine to register your Expression of Interest:**

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## THE PROGRAM

Project i is a paid project based internship program aimed at attracting female university students into operational roles and industries. Each Host Employer will identify a suitable project within their organisation that a specially selected intern will work on for a defined duration. Each project will be unique with clearly defined outcomes and objectives, and will provide flexibility for the intern to complete their studies in conjunction with the project.

## PATH4 GRADUATES PARTNERSHIP

PATH4 Graduates has developed a Graduate Program specifically designed to support and reinvigorate the Global Logistics industry. NAWO has identified PATH4 Graduates as a suitable partner for the NAWO Intern Program. The role of PATH4 Graduates will be to:

- ✓ Source and promote Project i within the broader undergraduate community.
- ✓ Assessment and Selection (in consultation with the host employer)
- ✓ Manage Host Employer and Intern relations
- ✓ Provide payroll management functions and HR support to the intern

## MEASURING SUCCESS

Success will be measured by assessing the outcomes for each individual project and the outcomes for the individual intern.

Interns will complete a Project Assessment Report detailing their experiences and feedback. The Host Organisation will also be asked to complete a feedback survey regarding their experiences and feedback. The tangible business outcomes will also be a key measure of success.

A stay in touch program will be put in place by NAWO to support the intern with their career decisions and to continue to connect them into our member network.

Path4 Graduates and NAWO will develop case studies of all successful internships that can be used by the host employer and by NAWO in future marketing and communication.

## AIMS & OBJECTIVES

The aim of Project i is to provide the talented female undergraduates with practical workplace experience in industries they may have never previously considered. We believe a positive experience will inform and influence their career choices and improve their prospects of future employment within operational industries.

NAWO Intern's will receive a **FREE INDIVIDUAL NAWO MEMBERSHIP** which will expose them to the NAWO Network and full access to all NAWO Events.

As Host Employers, NAWO corporate members will benefit from having some of the brightest undergraduate minds working on tangible internal projects with set outcomes and deliverables. By providing this opportunity they will be enhancing their employment brand and increasing awareness of the different career paths available to women in operations.

## KEY BENEFITS FOR NAWO MEMBERS

- ✓ Early attraction program aimed at female university students
- ✓ Developing the future pipeline for women in operations
- ✓ Assisting in achieving gender diversity targets in non-traditional roles
- ✓ Innovation and fresh ideas
- ✓ Project has a defined finite goal that delivers measurable business outcomes
- ✓ Support and guidance from NAWO and PATH4 Graduates

## COST

Once Off Engagement Fee \$500 payable to NAWO

Agreed hourly rate will be charged for the duration of the assignment, invoiced through PATH4 on a weekly basis. The hourly rate will be dependent on the skill level of the individual, type of degree, project parameters and duration of the assignment.



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