

Exploring the role of ATSE’s Industry Mentoring Network in STEM (IMNIS) initiative in enhancing sector diversity



10 years of mentoring STEM professionals

IMNIS is an award-winning careers in STEM initiative from ATSE – the Australian Academy of Technological Sciences & Engineering



WHAT IS IMNIS?

IMNIS was established to bridge the gap between industry and academia, by supporting PhD students and ECRs in STEM to gain meaningful insights within the sector.

We achieve this by:

- Connecting them with an industry mentor
- Offering industry-focused professional development
- Facilitating access to sector-wide networks
- Around 350 participants join the program each year.

Since its launch in 2015, the program has supported more than 2,500 emerging STEM leaders nationwide.



IMNIS has become a pathway to professional development and growth.

IMNIS’S GROWING ROLE IN SECTOR DIVERSITY

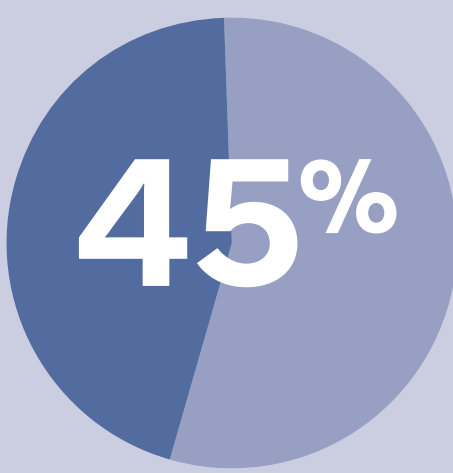
While not originally designed as a diversity initiative, IMNIS now plays a key role in supporting and creating visibility for under-represented groups.

WOMEN IN STEM



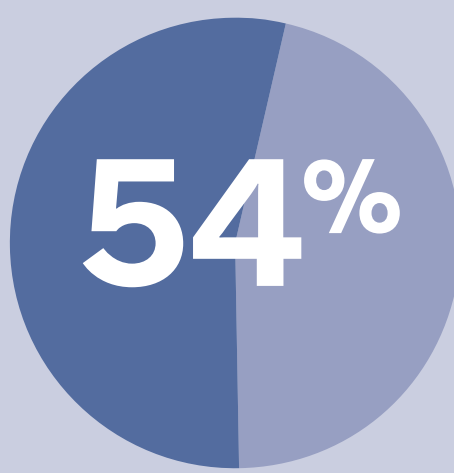
50% of annual participants identify as women.

DIVERSITY



45% of participants identified as culturally and linguistically diverse in 2025.

INTERNATIONAL STUDENTS

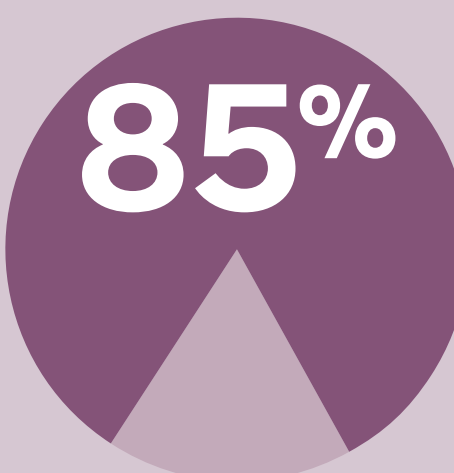


54% of participants were international students in 2025.

LONG-TERM OUTCOMES OF THE PROGRAM

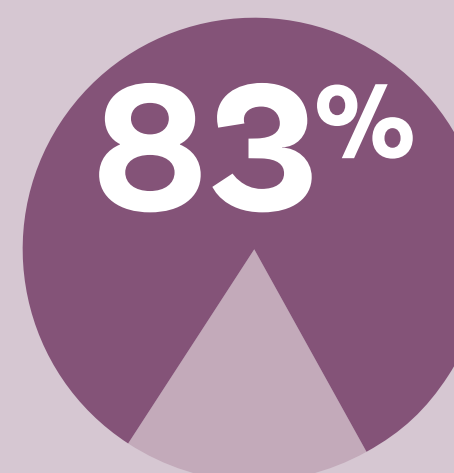
IMNIS enhances career readiness and builds confidence for its participants, with benefits that extend well beyond the program.

CONFIDENCE



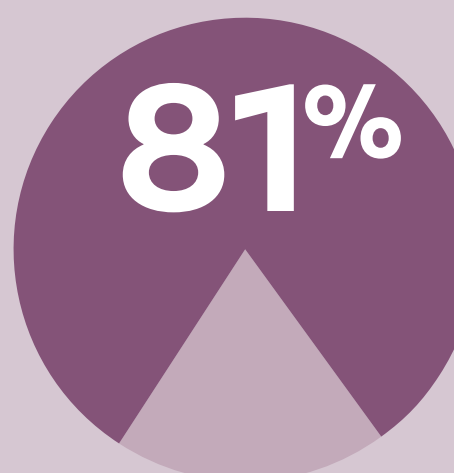
Agree that IMNIS helped them feel more confident about their career opportunities.

POSITIVE IMPACT



Feel that IMNIS has positively impacted how they approach their career or research.

PROFESSIONAL DEVELOPMENT



Agree IMNIS helped them to develop skills which have been beneficial to their professional development or career.



“While starting my chemistry career in Australia, I’ve encountered many insecurities along the way. However, participating in the IMNIS program has bolstered my confidence and provided me with valuable mentorship and support. This journey has taught me resilience, the importance of self-belief and the power of mentorship.”

– Rubia Yano, 2024 IMNIS mentee

KNOWLEDGE AND SKILL DEVELOPMENT

IMNIS equips emerging researchers with the practical skills, self-awareness, and professional networks needed to thrive beyond academia.)



IMNIS provides participants with opportunities to grow professionally that help them:

- Navigate career pathways in STEM
- Communicate and identify relevant transferable skills
- Build and expand professional networks
- Gain deeper self-awareness to understand leadership values
- Develop job effective search and interview strategies

THE IMNIS EFFECT

IMNIS supports Australia’s STEM sector by developing a **future-ready**, inclusive STEM workforce.

IMNIS supports **cross-sector mobility**, preparing researchers for non-academic careers, addressing one of the biggest concerns facing STEM PhDs in Australia.

Mentoring relationships promote opportunities for industry mentors to gain insights into emerging research and increase their **cultural awareness** and understanding of the challenges faced by early-career professionals.

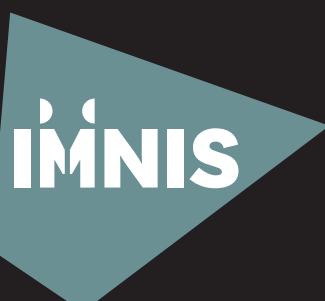
Underrepresented groups gain **access to networks, industry insights**, and **career strategies** that might be difficult to navigate without support.

“I have been fortunate to achieve some career milestones and awards through my work, but it hasn’t always been smooth sailing. Sharing these vulnerabilities has allowed me to grow, learn and support others.”

– IMNIS Mentor

“Being a mentor through IMNIS has been incredibly rewarding. Supporting my mentee’s growth and being part of their evolving journey has been a privilege that deepened my self-awareness, challenged my perspectives, and shaped my development as a leader.”

– IMNIS Mentor



atse.org.au/IMNIS

