

IMNIS IMPACT REPORT

2024



10 years of mentoring STEM professionals

IMNIS is a careers in STEM initiative from the Australian Academy of Technological Sciences & Engineering



IMNIS is an award-winning industry engagement program from ATSE



361
Mentor-Mentee
pairs



5
high-level networking
events



12
industry focused
professional development
workshops



19
participating
organisations across
Australia

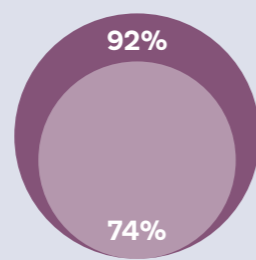


2,300+
Alumni in total
(since 2015)

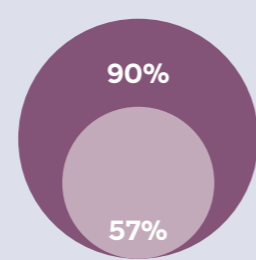
2024 outcomes

IMNIS aims to break down barriers by supporting Australia's future STEM professionals to drive innovation and cross-collaboration across all parts of the sector.

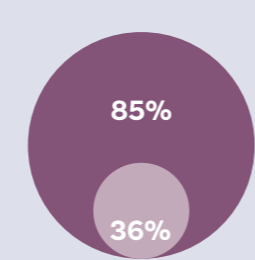
BEFORE and **AFTER** – After completing the program in 2024:



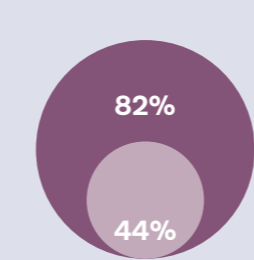
Mentees agree they have an understanding of transferable skills that are relevant beyond academia.



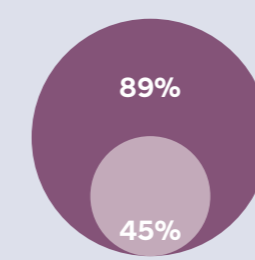
Mentees agree they have an understanding of the careers available beyond academia.



Mentees agree they have an understanding of the broader STEM ecosystem and industry sector.

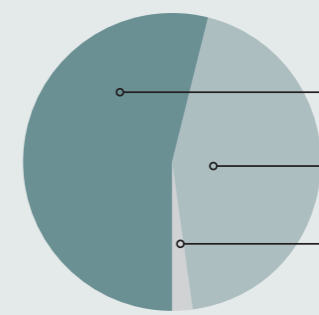


Mentees agree they have an understanding of industry research and development.

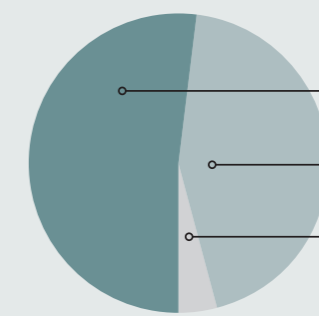


Mentees have a professional network extended beyond academia.

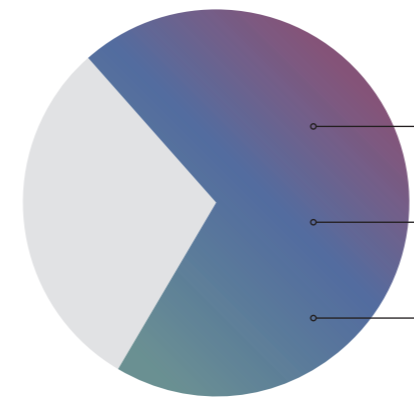
Committed to gender diversity in STEM



MENTEES
54% identify as a woman
44% identify as a man
2% use another term or prefer not to say



MENTORS
52% identify as a woman
44% identify as a man
4% use another term or prefer not to say



70% of IMNIS Mentees

- Made new connections relevant professional development or career
- Feel more confident and positive about networking
- Feel more confident and positive approaching new opportunities for their career



Australian Academy of
Technological Sciences
& Engineering

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Ongoing impact

Now in its 10th year, IMNIS continues to deliver meaningful outcomes. Since 2015, more than 2,300 STEM professionals have completed the program. In the 2024 IMNIS Alumni survey, respondents reflected:



85%

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



83%

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



81%

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



78%

Of Alumni working in industry agree IMNIS influenced them to pursue a career in industry.



66%

Of Alumni working in academia agree IMNIS influenced them to engage more with industry.



58%

Remain in contact with their mentor up to eight years later.

“I’ve been introduced to (for me) a totally paradigm-shifting concept: choosing a career based on what you want out of your personal life. It’s been amazing to plan my career trajectory around personal goals and interests, and it’s been instrumental in picking the companies I intern with, the types of projects I work on, and the various paths I’ve explored within industry. I’m also really loving all the seminars hosted by IMNIS/ ATSE; it’s information that I would have struggled to articulate and summarise myself.”

Olivia Jessop, 2023-24 Mentee

“I was uncertain about my post-PhD direction when I joined IMNIS programme, but my mentor helped me map out a clear, exciting path. Together, we identified promising roles in renewable energy, targeted companies that align with my values, outlined key skills to develop, and opened doors to a network of professionals who share my passion.”

Aravind Poshnath, 2023-24 Mentee

“Mentoring early career professionals, through IMNIS is a privilege – seeing intelligent, committed and aspirational people who want to improve the planet and society is an honour – one learns specific subject matter, optimism and of the challenges of and the opportunities for our emerging leaders.”

Neil Marshman, IMNIS Mentor

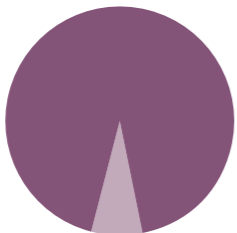
About IMNIS

IMNIS is a prestigious, flagship industry engagement initiative of the Australian Academy of Technological Sciences and Engineering (ATSE) that partners motivated PhD students and early-career researchers (Mentees) in STEM with professionals from across the sector (Mentors) in a one-year mentoring and professional development program.

IMNIS equips future STEM leaders from diverse backgrounds across Australia to excel in all aspects of the STEM ecosystem. It helps Mentees increase their understanding of industry, identify the skills needed to succeed, learn about different career opportunities, and extend their professional network.

Since IMNIS began, over 2300 PhD students and early-career researchers from more than 50 leading research organisations around Australia have been matched with industry leaders. The IMNIS Initiative is in a steady growth trajectory, and it is committed to delivering opportunities that will help create a more inclusive, diverse and connected STEM sector in Australia.

Mentoring experience



93%

Of Mentees agree their mentoring experience was positive and successful.



88%

Of Mentees agree their match was of high or very high quality.