



Empowering Female Diversity in STEMM

Background:

Innovative Young Minds (IYM) inspires young women to pursue careers in science, technology, engineering, mathematics, and high-tech manufacturing (STEMM). Our programmes showcase diverse career pathways and female role models while building students' confidence, problem-solving skills, and teamwork. This transformative experience supports a growing network of alumnae who actively mentor and give back to the next generation of innovators.

“Before IYM, I couldn’t see myself pursuing a career in STEMM, but the programme has completely changed that. The site visits, industry speakers, and innovation challenge opened my eyes to the incredible opportunities in STEMM and showed me how my love for science and maths could translate into real-world careers.”

IYM 2025 Residential Participant

Our surveys confirm that our programmes build STEMM confidence and over 85% of our alumnae are currently training in STEMM, or in the STEMM workforce.

Project Outline:

This project leverages our successful multi-day online programme to create a "Satellite Series" of ten standalone, short format, online sessions for Year 11 and 12 young women (ages 15–16) across New Zealand and the South Pacific. Informed by student and alumnae feedback, each session will showcase different STEMM sectors and career pathways through virtual tours, female role models, career panels, hands-on activities, and live Q&As.

Demand is already proven: a recent pilot session attracted over 400 registrants within 48 hours. While our current multi-day programmes cap capacity at 140 students annually, this new series will scale our reach to over 4,000 participants a year.

After the live event, each edited session will be uploaded to our free, open-source platform, IYM Anytime. This platform builds a permanent global resource that showcases women in STEMM and inspires young people everywhere to pursue STEMM careers.



Project Implementation and Timeline

Stage One: Satellite Series Development

Throughout 2026, we will develop the Satellite Series, ready to launch at the start of the 2027 New Zealand school year. Using feedback from past participants, alumnae, and contributors, we will adapt our pilot format to ensure it translates seamlessly onto our global platform, IYM Anytime. Each monthly session will focus on a specific STEMM theme or sector. To create targeted content, we will survey our student audience for topics of interest and partner with aligned sector organisations.

We will also engage with South Pacific consulates in NZ to co-ordinate and profile the Satellites Series to raise visibility of the STEMM events and resources and support student engagement. Our pilot session has already attracted Pasifika registrants signalling demand for the Satellite Series delivered by this project.

Session development will be staggered to allow for continuous improvements before each new session release.

Stage Two: Satellite Series Rollout

The series will launch monthly sessions throughout the 2027 NZ school year as an after-school activity. This timing is proven to attract high registration numbers. To bridge the digital divide for students in New Zealand and the South Pacific, these sessions are intentionally short. This allows schools to host after-school "watch groups" for students lacking internet access boosting both overall participation and diversity. Following each session, we will gather feedback from students, teachers, and STEMM partners to refine future events.

Stage Three: Global Reach

After live delivery, each Satellite Session will be edited and uploaded to IYM Anytime. These digital resources will be packaged with supporting materials, including FAQs and relevant resource links, to ensure long-term global accessibility.

Stage Four: Analytics and impact

Project surveys and metrics will be collected for analysis and development insights to follow project impact. These will be designed to be scalable to support future scaling of the project.



Future: Scalability

The Satellite Series is built for sustainable growth, expanding far beyond a one-off project. New STEMM sessions hosted on IYM Anytime create a permanent, reusable digital library that continually introduces young women to diverse career pathways. This highly repeatable model will allow us to scale locally, nationally and globally- reaching larger student cohorts, delivering more sessions, and engaging new regions allowing us to multiply our impact year over year.

Ultimately, as more women enter the workforce they will continue to drive systemic change for female representation and leadership in STEMM.

Project Schedule (2026–2027)

Stage	Activity	2026 (Q3–Q4)	2027 (Q1)	2027 (Q2)	2027 (Q3)	2027 (Q4)
Stage 1	Development & Partner Alignment + Pasifika engagement	██████████	██████	██████	██████	██████
	Continuous Improvement		██████	██████	██████	██████
Stage 2	Monthly Session Rollout		██████	██████	██████	██████
Stage 3	Global Reach (IYM Anytime)		██████	██████	██████	██████
Stage 4	Metrics, Evaluation & Impact		██████	██████	██████	██████
Future	Scalability & Regional Expansion					██████████