***Careers That Rock!* Guidelines**

Background

The WAAIME Division of SME launched *Careers That Rock!* in February 2025 after supporting successful concept demonstrations at both Montana Technological University and Pennsylvania State University. *Careers That Rock!* is an initiative aimed at recruiting students into university-offered extractive industry programs by directly reaching out to high school students to showcase the exciting and high-paying career paths available in these fields.

Careers That Rock! provides financial assistance to help universities create or expand their high school outreach programs. WAAIME does NOT participate in the planning or execution of these programs, nor does it dictate what a program looks like or how it is carried out. It is the university's responsibility to tailor their programs to their own internal recruiting goals, introducing students to extractive industry opportunities so that they can make more informed career decisions as they approach college. By declaring relevant majors earlier, students can also benefit from WAAIME scholarships and become part of the industry's' unique community.

Aligned with WAAIME's strategic goal of raising awareness about extractive industry careers, *Careers That Rock!* challenges universities to inspire high school students to become future professionals in the extractive industries. Together, we can elevate interest in the dynamic opportunities our industries have to offer.

Eligible Universities

Universities offering mining, mineral processing, metallurgical, geological, and petroleum engineering degrees are eligible to apply for a *Careers That Rock!* grant. Universities offering other degrees that directly tie into extractive industry careers may also be eligible. Such universities should make clear their ties to the extractive industries if it is not obvious by the naming of their degree programs.

University Applications Due by March 31

An application for a *Careers That Rock!* grant is included at the end of this Guideline. Universities are encouraged to review the application to assess WAAIME's program requirements and determine if it aligns with their recruiting goals. If a university intends to pursue funding, it must complete and return the application by March 31 for programs that are planned for the coming summer and/or academic year.

Careers That Rock! is not intended to fund an entire program. Funding should be a collaborative effort among the university, WAAIME, and university-solicited outside sponsors. Universities should seek to obtain external sponsors to help fund their programs and WAAIME assistance when there is a shortfall. Universities should be sure to detail all financial contributors to their

program in their application so that the shortfall and request for WAAIME assistance is well documented.

Application Evaluation

The WAAIME Executive Committee will evaluate all applications for alignment with its Vision and Strategic Goals. The Committee will also assess the requested grant amounts based on need, adequacy of the university's budget reconciliation, and against WAAIME's SME-approved budget for its *Careers That Rock!* program. While all applications will be considered, preference will be given to those programs that specifically target high school seniors and juniors as they are the ones who will be making career decisions and university program declarations in the nearest term.

Notification

WAAIME will notify each university of the status of their funding application. Such notice is typically made by or before mid-May. Successful applicants will be asked at that time to provide either bank wiring or physical mailing instructions so that SME can transfer the granted funds directly to the university. If funds are required earlier than mid-May, universities should provide justification and make the timing need clear in their application form.

Program Feedback

In return for accepting a WAAIME *Careers That Rock!* grant, each university is asked to:

1. Recognize WAAIME
   WAAIME asks that each grant-receiving university recognize WAAIME as a contributor to their program to the students, their parents, and other program sponsors. Such recognition may look something like:

   This event is sponsored in part by Careers That Rock!, a program of the WAAIME Division of SME (Society for Mining, Metallurgy and Exploration). This program encourages universities to introduce high school students like you to the challenging and high-paying careers in mining, metallurgy, petroleum, geology and similar fields.

   Beyond this program, WAAIME administers the largest scholarship portfolio in the extractive industries. If you decide that a career in mining, metallurgy, petroleum, geology or a related field is right for you, and you declare one of them as your major field of study when you enter the university, you may be eligible to apply for a WAAIME scholarship in your freshman year and potentially be awarded a WAAIME scholarship as early as your sophomore year. See WAAIME Scholarship Application Guidelines for details.

WAAIME encourages you to seriously explore a career in the extractive industries. You can see the world by working in the field, at a mine, in a wellfield, or in a city. The options are many, the pay is excellent, the careers are exciting, and the people are awesome!

2. Provide a Report by January 31

If a university receives a *Careers That Rock!* grant, WAAIME asks that the university prepare a brief report containing the following information/feedback on the program by or before January 31 following completion of the funded program:

- Statistics (we do not need names) enumerating the students that participated in, or were addressed by, your program, including:
    - The total number, broken down by pre-senior, pre-junior, pre-sophomore, and others.
    - The total number of males, females, or other identifications.
- Your assessment of the program effectiveness and its value to participants.
- Examples of student feedback on the value they received from participating in your program (up to three examples with a student photo if the student is willing). Please obtain permission for WAAIME to use each student's name, quote and/or photos in our Newsletter, on our LinkedIn page, and/or in Mining Engineering Magazine.
- Photos of your group and/or in-action shots, with appropriate authorizations in place for WAAIME to use the photo(s) in our Newsletter, on our LinkedIn page, and/or in Mining Engineering Magazine (no more than three photos).
- Information you may have on your program's graduates going on to a university and declaring an extractive industry discipline as their major area of study.

3. Make a Presentation

WAAIME invites you to personally present your program results either in person or via video conference at WAAIME's Annual Meeting. The Meeting is held on Sunday morning of the MINEXCHANGE SME Annual Conference & Exhibit which is typically held the last full week in February. The date of the Conference can be found at Home - SME Annual Conference - MINEXCHANGE.

Careers That Rock!

Funding Application

University Name:
        Department:
        Mailing Address:

Contact Person Name:
        Title:
        Telephone:
        Email:

Description of the Program

Anticipated Program Outcomes and Impacts

Program Budget Breakdown and Identification of Other Funding Sources

Explain How This Program Aligns with WAAIME's Vision and Strategic Goals

Careers That Rock! Grant Amount Requested:

Number of *Careers That Rock!* Grants Received Prior to This Application:

THE WAAIME DIVISION OF SME

OUR VISION
Investing in students of all ages to help solve the workforce challenges of the extractive industries

OUR STRATEGIC GOALS
Elevate awareness by introducing students to extractive industry careers
Provide essential services by offering scholarships and other valuable programs that attract new students into the industry
Grow relationships by partnering with industry, universities, and others while avoiding duplicating efforts in meeting the industry's workforce demands
Operate sustainably by having adequate resources to support our efforts