

Talent Development, Retention & Promotion



Focus On Women's Career Progression

In STEM, there are proven reports that men are 3x more likely to advance in their careers than women. This is not due to the lack of ambition, as women aspire to career progression at a similar rate, however they are not recognized or compensated fairly compared to their male counterparts.

The downward spiral of the loss of female talent along the pipeline is detrimental for research, leadership and innovation purposes. Therefore talent development and retention of women is vital for both employees and businesses to thrive and flourish.

Terramera recognizes the importance of breaking the adverse cycle and investing in their talent, which has paid off with the aid of Locelle's service to help close the gender power gap.

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Ms. Sarah Goble

Employee Sarah Goble, formerly Office Coordinator and now Site Operations Manager at Terramera received her promotion whilst enrolled in [Locelle's program](#). In the midst of growing in her professional journey, she is also simultaneously elevating the company's structure.

By tactically providing the accessibility of reskilling with women's unique needs in mind, the partnership of [Terramera](#) and [Locelle](#) has accomplished palpable wins that have both advanced the company's talent funnel, and foundation.



“I was fortunate enough to get a promotion and a shift to a new job position that was much better aligned with the work I was interested in doing. I really do think my (Locelle) mentor played a big part in that, by encouraging me to advocate for myself, to keep having that conversation around my title and highlighting my strengths to feel confident.”

**Ms. Sarah Goble,
Site Operations Manager at Terramera.**

“Shifting from more operational work to strategic work, I wanted to benefit from a position and in what was good for the company.”

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