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Science Agency

NSW Skills for NetZero Guidelines

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1 Introduction

NSW Skills for Net Zero (the initiative) aims to help NSW transition to a decarbonised economy:

- tertiary students will gain access to decarbonisation-focused career pathways via paid internships
- workplaces contributing to net zero will gain access to a diverse and high-quality pool of tertiary student interns.

The initiative takes a multi-disciplinary approach. Many skills and work areas will be needed to transition to a net zero, decarbonised economy, so a wide range of workplace projects and tertiary student qualifications are considered eligible for the initiative.

In addition to the eligibility requirements, the following factors may also be considered when reviewing and progressing student applications:

- diverse representation across the cohort of interns
- maximising the opportunity for tertiary students who may not have previously considered a career in a decarbonisation-focused workplace
- a strong interest, or extra-curricular involvement, in net zero and decarbonisation-related work.

2 Eligibility requirements

A detailed list of tertiary student intern and host workplace applicant eligibility requirements is listed below.

2.1 Tertiary student intern applicant eligibility

Applying for a NSW Skills for Net Zero internship is free and easy.

To be considered for a placement, tertiary students will need to submit an online application form and current resumé. Students can apply for general opportunities or a specific placement.

Applications will only be considered if students:

- are in their penultimate or final year of study in a relevant qualification (see below) at Certificate IV, Diploma, Advanced Diploma, Bachelor or Honours level with a current credit-average or higher
- are an Australian citizen or permanent resident currently residing in New South Wales* and able to enter an employment contract
- meet general criteria during application stage (communication skills, aptitude, attitude)
- are NOT an existing employee or intern (paid or unpaid) of the host workplace being applied to
- are willing to provide feedback on their placement experience.

Student applications are submitted through our CSIRO education and Outreach online portal [here](#).

For more information about the CSIRO education and Outreach portal, including user guides please visit [CSIRO Education Portal - CSIRO](#) or for assistance with submitting applications, please email: NSWSkillsforNetZero@csiro.au

**Students residing in ACT, Victorian and Queensland cross border communities as defined by the NSW Office of the Cross-Border Commissioner may be considered for positions in close proximity to cross-border communities at the Department's discretion if no suitable NSW-based applicant can be found.*

2.2 Relevant qualifications for student interns

The relevance of student qualification will be determined by the skills and needs required by the host workplace for each decarbonisation-focused project.

This is in acknowledgement of the many skills and work areas needed to achieve net zero and transition to a decarbonised economy.

Examples of relevant qualifications include, **but are not limited to:**

- Finance including carbon accounting
- Climate science
- Project management
- Chemistry
- Behavioural science
- Policy
- Engineering
- Urban planning
- Communications
- Marine science
- Sustainability
- Design and creative arts
- Geography
- Agriculture
- Architecture
- Computer Science
- Economics
- Forestry
- Law.

2.3 Host workplace applicant eligibility

Host workplaces can submit an online application anytime with a proposed placement to participate in the program.

An application may only be accepted if the following eligibility criteria are met. The host workplace must:

- have support from the executive team to host a placement
- hold an active Australian Business Number (ABN), have been operating in NSW for more than 12 months and have a minimum of five employees

- be an Australian entity (excluding government and education institutions)
- not be listed on the Australian Department of Foreign Affairs and Trade sanctions list
- appoint a supervisor within the workplace with relevant skills to provide support and mentoring to the student.
- formally employ the student to work on a relevant NSW-based decarbonisation-focused project (see below) for a minimum of 200 paid hours
- pay the student a minimum hourly wage of \$25 per hour (or the minimum hourly rate required by law, whichever is greater) plus compulsory superannuation contributions
- be willing to provide feedback on their hosting experience.
- ensure they can provide a workplace placement that is safe and appropriate for a student (evidence provided of relevant insurances, safe work environment and other documents as required).

Host workplace applications are submitted through our CSIRO education and Outreach online portal [here](#).

For more information about the CSIRO education and Outreach portal, including user guides please visit [CSIRO Education Portal - CSIRO](#) or for assistance with planning a project and/or submitting applications please email: NSWSkillsforNetZero@csiro.au

2.4 Host workplace applicant eligible projects

Examples of eligible decarbonisation-focused workplace projects include, but are not limited to:

- Sustainable finance
- Future energy systems
- New generation renewable energy and storage
- EV services and e-mobility
- Long-haul transport and non-road machinery
- Embodied carbon for building and infrastructure
- Biomanufacturing and synthetic biology
- Power-to-X
- Carbon dioxide removal
- Sustainable land management
- Agtech and agriculture decarbonisation projects

These project areas have been informed by the [NSW Decarbonisation Innovation 2023 Study](#) (see pp 8-9).

3 Tertiary student intern wage

The student intern will be formally employed by the host workplace to work on a relevant NSW-based decarbonisation-focused project for a minimum of 200 paid hours.

A minimum hourly wage of \$25 per hour (or the minimum hourly rate required by law, whichever is greater) plus compulsory superannuation contributions at the rate payable under the *Superannuation Guarantee (Administration) Act 1992* (Cth) or any related laws will be payable by the host workplace to the student intern.

All student interns employed on a casual basis will be required to be paid an additional 25 per cent casual loading or greater if required by law.

4 Support payment to host workplaces

A support payment of \$2,500 will be paid to the host workplace by CSIRO upon completion of the student intern's 200-hour placement.

This will be upon acceptance by CSIRO that the placement was successfully completed and the student has been paid. This will include:

- participation in post-placement check-in
- evidence from both parties to show that the student intern's wages have been paid.

5 Reporting and feedback

Student interns and host workplace supervisors are required to attend a pre-placement briefing, mid-placement check-in and post-placement check-in as part of the initiative.

They must be willing to provide feedback on their placement and hosting experience respectively via a feedback survey at the end of the placement. Participants may be invited to an interview about their experience with the program for evaluation, improvement and promotional purposes.

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