

Generation STEM Links Insights 2024

Evaluation report highlights

The Role of Industry Partners in 2024

Generation STEM Links is a paid internship program that pairs NSW tertiary students in their final years of undergraduate study with industry organisations.

The program is delivered by CSIRO, combining an education focus with an industry and enterprise focus. Evaluation findings highlight insights from three successful industry partnerships in the Generation STEM Links program and include operational data;

intern and supervisor interview data and a literature review. While not representative of the entire program, these case studies offer valuable lessons on how industry can support students navigating today's STEM workforce.

Key roles of industry partners

Case studies highlighted that these industry partners played a critical role in:



Providing paid, short-term employment experiences for students



Facilitating professional networks for students that supported career opportunities



Bridging classroom learning with real-world application



Increasing diversity in the STEM workforce

← **Broadening career awareness and possibilities** →

Generation STEM is managed by CSIRO and made possible by the NSW Government's \$25 million endowment to the Science and Industry Endowment Fund (SIEF).



SCIENCE AND
INDUSTRY
ENDOWMENT
FUND



Participant voices

'This programme and this placement have made me feel a lot more confident in my skills and my abilities and the direction that I want to go in. So, before this internship I had zero experience I just had time working at university and that was it, so I was a little bit uncertain but after participating in this internship, I've seen that a lot of my skills are transferable.'

– Tertiary student intern

'[Our student] is very adaptable, so it's been great that we can give her different things, there's a lot of knowledge there, so for her to leave and us to get someone else in – let's keep that knowledge.'

– Industry supervisor



Program design

Participants identified several design features that enhanced their placement experience:



Minimum wage guarantee

Reduced financial barriers and valued student contributions



Flexible placements

Tailored to industry needs and student strengths



Capability-based and selection

A capability and skills match was prioritised over academic transcripts



Transparent, independent shortlisting

Built trust and reduced bias in the recruitment process



Support and debriefing

Ensured wellbeing and addressed any placement challenges

Why it matters

The partnership case studies demonstrated how the Generation STEM Links program can:



Broaden and strengthen STEM pathways

for tertiary students with meaningful work experience



Create inclusive pathways into STEM careers



Strengthen tertiary graduate connections with STEM industry that translated to workforce benefits

[Read the full 2024 insights report \(PDF\)](#)

Find out more at csiro.au/generationSTEM

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