



SCIENCE AND
INDUSTRY
ENDOWMENT
FUND



Generation STEM Links

Program guidelines

Version 4 – February 2026

Contents

1	Introduction	2
2	Eligibility and placement requirements.....	2
3	Student wage rate	3
4	Reporting and feedback.....	4
5	Industry partner grant	4
6	Application lodgement	4
7	Assessment process.....	4

About Generation STEM

Generation STEM highlights the different pathways students can take to create their dream STEM careers, helping them get a head start by developing their skills and encouraging curiosity, initiative and critical thinking.

Generation STEM is a 10-year initiative to build a strong and more diverse STEM pipeline in NSW. Managed by CSIRO, the program is made possible by the NSW Government's \$25 million endowment to the Science and Industry Endowment Fund (SIEF).

CSIRO is working with community, industry and the education sector to develop and deliver programs that builds a skilled, work-ready STEM pipeline for NSW.

For more info about Generation STEM, visit [Generation STEM - CSIRO](#).

1 Introduction

Generation STEM Links aims to:

- Provide high-quality internships to help tertiary students gain workplace skills
- Build a pool of STEM-skilled professionals for NSW STEM industries
- Enhance connections and engagement between education institutions, industry, and the community
- Support the transition into STEM based employment
- Increase industry access to a local STEM capable workforce

2 Eligibility and placement requirements

2.1 For industry partners

Industry partners are required to submit an online application with a proposed placement in order to participate in the program. An application may only be accepted if the following eligibility criteria are met. Please contact the Generation STEM Links team at GenSTEMLinks@csiro.au if you are unsure about any of the criteria or wish to discuss.

Eligibility:

- Have support from the CEO, Owner, General Manager, Executive Leadership Team and/or Board to place student.
- Are a registered business or organisation, operating for more than three years.
- Have relevant insurances including work cover and public liability insurance.
- Can provide a safe work environment in line with standard industry Environmental, Health, and Safety (EHS) standards.
- Have a minimum of five employees, with at least one of those employees having the relevant STEM skills to provide guidance and mentorship to the student intern.
- Are operating within New South Wales or have an office in New South Wales.

From 1 January 2026, businesses may host up to two (2) tertiary student interns per calendar year. To discuss hosting additional interns, please contact the Generation STEM Links team at GenSTEMLinks@csiro.au

2.2 For tertiary students

Students are required to submit an online application and attach their current CV in order to be considered for placement opportunities. Applications can be for a specific placement or general opportunities. Applications will only be considered if the following eligibility criteria are met.

Eligibility:

- Be in their penultimate or final year of study in a STEM qualification at Certificate IV, Diploma, Advanced Diploma, Bachelor, or Honours level (masters and PhD students are **ineligible** to apply).
- Do NOT currently have an alternative paid placement opportunity.
- Studying a relevant STEM qualification.
- Be an Australian citizen/resident currently residing in New South Wales.

2.3 Requirements of placements

Industry partner/placement requirements:

- Student will have the opportunity to work collaboratively with the industry partner on a STEM project or activities for a **minimum of 200 hours**.
- The placement is safe and appropriate for a student.
- Location of placement is accessible for student to commute, or suitable accommodation is available nearby.
- A supervisor is assigned to the placement and will provide support and mentoring including weekly (or equivalent if part-time) check-ins with student.

Minimum requirements of employment:

- Student must be employed by industry partner on a casual, part-time or full-time fixed-term contract.
- Student must be covered by all relevant insurances as evident in employment agreement.
- Student to be paid an hourly rate by the industry partner, see Section 3.
- Establish clear workplace goals for student intern and provide regular performance feedback.

Placement guidelines for students and industry partners:

- Neither CSIRO nor the student will be held liable for any loss or damages as part of the placement.
- Student will be responsible for travel and/or accommodation arrangements.
- Student is required to turn up to the placement on time.
- Students will manage their time appropriately to ensure that academic performance is not affected by participation in the placement.
- Supervisor and industry partner staff will treat students with respect and provide mentorship to support on-the-job learning.
- Supervisor will provide guidance and clear direction on project duties and expectations.
- Supervisor and industry partner staff will not expect student to work unpaid overtime.
- Supervisor and industry partner staff will make appropriate accommodations for exams/assessments.

3 Tertiary student intern wage

The student intern will be formally employed by the host workplace to work on a relevant STEM project or activities 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 business 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 Reporting and feedback

Student interns and industry partner supervisors are required to attend a pre-placement briefing, mid-placement check-in and post-placement check-in as part of the program. There is also an optional feedback survey at the end of the placement and participants may be invited to an interview about their experience with the program for evaluation, improvement and promotional purposes.

5 Industry partner grant

A grant of \$2,500 will be paid to the industry partner upon completion of the 200-hour placement. The grant will be paid by CSIRO upon acceptance by Generation STEM 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 at the appropriate rate.

6 Application lodgement

Applications are submitted through our online portals:

- Industry partner application
- Tertiary student application. An up-to-date CV must also be submitted with the application.

For assistance with submitting applications or planning a project, please email: GenSTEMLinks@csiro.au

7 Assessment process

Applications will be assessed by the Generation STEM Links team. Decisions will be based on satisfying the requirements set out in these guidelines. The Generation STEM Links team will match industry partner projects with student applications based on placement preferences, skills, and suitable alignment across STEM disciplines.

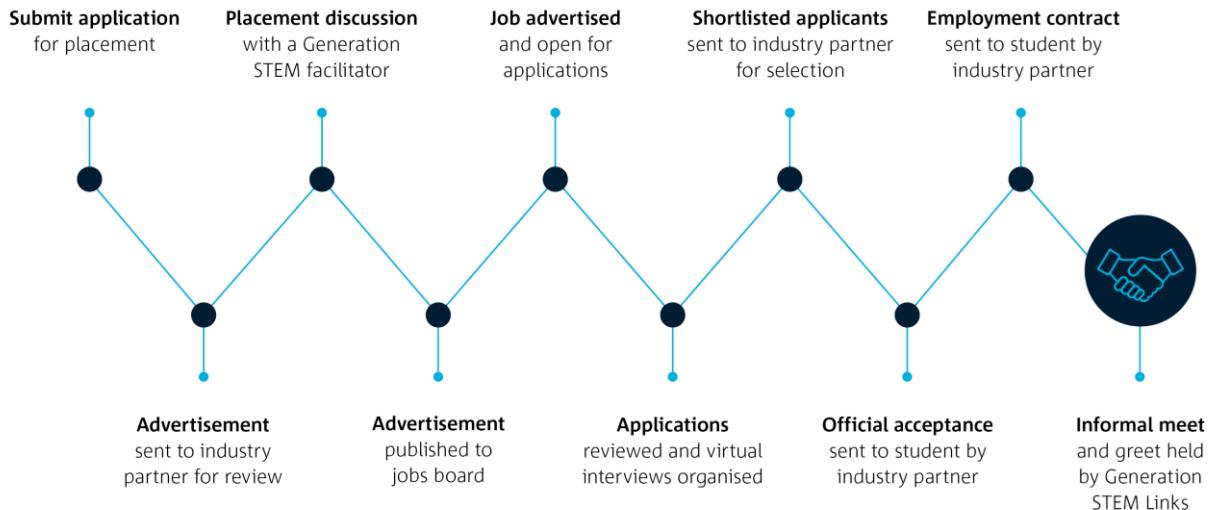
Industry partners can expect the recruitment of a student to take between 4-6 weeks. We endeavour to meet any requested start dates however students may need additional time to commence due to study commitments. As part of the program, Generation STEM Links will:

- Develop an advertisement informed by the industry application and discussion
- Advertise the placement through relevant channels including the Generation STEM Links job board
- Interview candidates and provide industry partners with a shortlist

A step-by-step process is outlined below.

Generation STEM Links application process

Applications will take 4-6 weeks
to assess and recruit



As Australia's national science agency, CSIRO is solving the greatest challenges through innovative science and technology.

CSIRO. Creating a better future for everyone.

For further information

Generation STEM Links
GenSTEMLinks@csiro.au
csiro.au/generationSTEM