



Australia's National
Science Agency

Generation STEM Links Program

Eligibility and Guidelines

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SCIENCE AND
INDUSTRY
ENDOWMENT
FUND

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About Generation STEM

The New South Wales Government, through the Department of Industry (now Education), has provided a \$25 million endowment to the Science and Industry Endowment Fund (SIEF) to establish the Generation STEM initiative to support excellence, diversity and retention in science, technology, engineering, mathematics (STEM); and increase the supply of STEM skilled labour in NSW over 10 years. Generation STEM launched in 2019 and is managed and delivered by CSIRO Education and Outreach. Generation STEM works closely with industry and the education sector to deliver and support programs to attract more diverse, high-potential students into NSW-based STEM educational pathways and retain students and workers in NSW-based STEM employment and/or further education.

Programs within Generation STEM are delivered in New South Wales regions where they can have the greatest impact on growing communities with STEM industries. Regions are selected to take advantage of upcoming industry development and infrastructure investments. These developments pose a huge opportunity for locals to gain STEM employment locally. However, to realise the opportunity, it will be crucial to demonstrate a 'work ready' and skilled workforce pipeline, to support students to develop the skills which meet local industry's needs and to highlight STEM career opportunities in and for existing industry and new developments in the region.

Generation STEM also aims to increase the diversity of students entering the STEM pipeline through the programs and partners with whom it engages. Women, Aboriginal and Torres Strait Islander people, people from low socio-economic areas, and people from regional and remote areas are underrepresented across the entire STEM pipeline and within the STEM workforce in NSW, are more likely to have negative perceptions of STEM disciplines and are less likely to aspire to STEM careers. Addressing these issues of diversity in the STEM pipeline is a way that Generation STEM can both increase the overall size of the NSW STEM pipeline and its quality.

1 Introduction

Generation STEM aims to:

- Provide positive STEM-based activities for students, which increase STEM capabilities and interest in STEM-based study;
- Enhance connections and engagement between education institutions, industry and the community;
- Increase levels of STEM career aspirations and understanding of local STEM careers, pathways and opportunities;
- Increase ease of transition to STEM based employment; and
- Increase industry access to a local STEM capable workforce.

2 Eligibility, selection criteria & placement requirements

An Expression of Interest (EOI) for Generation STEM Links may only be accepted if meeting certain criteria. To be eligible, a proposed Placement must satisfy ALL of the following eligibility criteria:

2.1 For industry partners

Eligibility:

- Have support from the CEO, Owner, General Manager, Executive Leadership Team and/or Board to place student
- Be a solvent, for-profit, non-tax-exempt company that is registered for GST and incorporated and operating in NSW
- Be a company with trading activities that are the majority of its overall activities
- Are a company >3 years old
- Have relevant insurances including work cover and public liability insurance
- Can provide a safe work environment in line with standard industry EHS standards
- have 5 minimum employee numbers to ensure student can learn a range of skills
- Operate in one or more STEM sectors according to [Appendix B of Australia's STEM workforce](#)
- Show a commitment to, and have the skills, capability, or expertise to provide placements to students interested in the specified STEM discipline
- Be operating in one of the following locations in NSW: Western Sydney (13LGAs), Illawarra-Shoalhaven, New England (including Moree special activation precinct (SAP)), North West (including Narrabri SAP), North Coast, Riverina-Murray (including Wagga Wagga SAP), Central West, Orana, Hunter (including Williamstown SAP) and Snowy Region SAP.

2.2 For students

Eligibility:

- Penultimate and final year students studying a STEM qualification (undergraduate or equivalent; honours, masters and PhD students are ineligible to apply)
- Interest in industry partner work or field

- Provide an up-to-date CV
- Do NOT currently have an alternative paid placement opportunity
- Student course relevance to work placement projects or work (to be determined through matching process)
- Student is an Australian citizen/resident

2.3 Requirements of placements

Selection criteria:

- Company placement project/activities align with a tertiary STEM field
- Work placement will be safe and appropriate for a student
- Location of placement is accessible for student to commute or otherwise be accommodated nearby
- Student will have the opportunity to work collaboratively with the industry partner for a **minimum of 200 hours**
- Work placement will provide an opportunity for students to increase their enterprise and/or STEM technical skills
- 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 or part-time contract
- Student must be covered by all relevant insurances as evident in employment agreement
- Neither CSIRO nor the student will be held liable for any loss or damages as part of the placement
- Minimum of 200 hours worked as per arrangement agreed between the student and the industry partner
- Student to be paid an hourly rate by the industry partner, see Section 3.
- Establish clear workplace goals for interns and provide performance feedback at the end of each work placement period

Placement guidelines:

- Student will be responsible for travel/accommodation arrangements that allow them to turn up to the placement on time and will take placement seriously
- Students will manage their time appropriately to ensure that academic performance is not affected by participation in the placement
- Any issues will be addressed early on with the industry partner and/or Generation STEM Links Program Manager
- Supervisor and industry partner staff will treat students with respect
- Supervisor and industry partner staff will not expect student to work unpaid overtime
- Supervisor and industry partner staff will understand study comes first and make appropriate accommodations for exams/assessments
- Supervisor will provide guidance and clear direction on project duties and expectations

3 Student wage rate

A minimum hourly wage of \$25/h will be payable by the business to the placement student unless the relevant industry award mandates a higher amount.

4 Reporting and feedback requirements

Placement students and supervisors are required to complete a post-placement check-list and feedback survey to the Generation STEM Links team. There will also be a requirement for a pre-placement briefing and mid placement progress check-in.

5 Industry partner grant

A grant of \$2,500 is payable to the industry partner upon completion of the project. The grant will be paid via CSIRO upon acceptance by CSIRO that the placement is complete. This will include:

- Receipt of post-placement feedback survey at completion of the placement.
- Evidence from both parties to show that student wages have been paid and received.

6 Expression of interest lodgement

EOIs must be submitted through our online portals:

- Industry Partner EOI
- Student EOI; an up-to-date CV must also be submitted at the end of the form.

If you have any difficulty submitting your EOI, please email: GenSTEMLinks@csiro.au

7 Assessment process

EOIs will be assessed by the Generation STEM Links team. Decisions will be based on satisfying all eligibility and selection criteria and the suitability of the project/activity details (industry partner) and EOI/CV details (students). Once approved, the Generation STEM Links team will match businesses and students together based on placement preferences, suitable alignment with STEM area, experience, and project/activities. Please note that it is not guaranteed that a suitable match will be confirmed.



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For further information, please email:

Generation STEM Links
GenSTEMLinks@csiro.au

www.csiro.au/en/education/Programs/Generation-STEM/Links-program