



**ELEVATE**

ATSE

# Boosting women in STEM

Program Guidelines



Scholarship opening date	Applications for the Elevate program commencing in 2024 opened at 12:01am AEST Saturday 1 October 2022.
Closing date and time	Applications for the Elevate program commencing in 2024 must be submitted by 5:00pm (AEST) on 31 August 2023.  Applications for the Elevate program commencing in 2025 will reopen in early 2024. The date and time will be available on the ATSE website. You can also sign up to the mailing list to be notified when applications reopen.
Administering entity	Australian Academy of Technological Sciences and Engineering
Enquiries	elevate@atse.org.au
Guideline version	2023 Version 1.0



Australian Academy of  
Technological Sciences  
& Engineering

[atse.org.au/elevate](https://atse.org.au/elevate)

Elevate is administered on behalf of the Department of Industry, Science and Resources (DISR) by the Australian Academy of Technological Sciences & Engineering (ATSE).

ATSE acknowledges the following valuable partners





**ELEVATE**

**ATSE**

## Boosting women in STEM

# Elevate Program Guidelines

### Introduction

These guidelines contain information related to:

- (a) the process of selecting Elevate scholars for the 2024 intake of the Elevate: Boosting Women in STEM program ('Elevate')
- (b) the conditions of the award for the Elevate scholarships.

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It is recommended that applicants read these guidelines before filling out an application. The Academy of Technological Sciences and Engineering (ATSE) will ensure the application process is fair, in accordance with these published guidelines. ATSE will update these Guidelines as required. When this happens, the revised Guidelines will be published at: [Elevate | ATSE](#).

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This document sets out:

- (a) the Elevate program and scholarship opportunities
- (b) the eligibility requirements and selection criteria
- (c) the process of and timeline for application consideration
- (d) the expectations of scholars engaging in the program

## The Elevate program and scholarship opportunity

ATSE's Elevate: Boosting women in STEM program ("Elevate") will award up to 500 undergraduate and postgraduate scholarships to women in STEM. The Elevate program provides :

- A scholarship
- Access to events and networking
- Mentoring
- Ongoing support during scholars' university studies

### Strategic objectives

The strategic objectives of Elevate are to:

- Encourage women to pursue education and careers in STEM
- Foster industry-academia collaborations in applied research and business
- Extend qualifications and professional skills in STEM and business
- Propel women into leadership
- Award up to 500 undergraduate and postgraduate scholarships to women in science, technology, engineering and mathematics (STEM) over six (6) years.

The program aims to address gender inequities in STEM by fostering more women-led industry-academia collaborations in applied research and business, growing professional skills of women in STEM and by propelling women into senior leadership.

### Core principles and values of the program

The core principles of the Elevate program will be led by the program objectives set by the Department of Industry, Science and Resources and implementation of the program will incorporate ATSE's values, including:

- Integrity and transparency
- Inclusion
- Collaboration
- Excellence and independence
- Sustainability
- Professional pride

Elevate is funded by DISR through the Australian Government's 7-year \$41.2 million "Boosting the Next Generation of Women in STEM" fund.

### Number of scholarships

The number of scholarships given out each year may vary and is at the discretion of ATSE in consultation with DISR. There will be a total of up to 500 scholarships given out over the six (6) years of the program (2023-2028), across the three scholarship categories. In total over the six years, there will be 80 undergraduate, 370 postgraduate research and 50 leadership scholarships, for study at a university located in Australia to gain, extend, or build on STEM education and qualifications.

50 Elevate Scholarships were awarded to students commencing study in 2023; 15 undergraduate, 30 postgraduate research and five leadership scholars.

Scholars who have received one Elevate Scholarship are not eligible for a second Elevate Scholarship.



## Eligibility requirements and selection criteria

### Eligibility

To be considered for an Elevate program scholarship applicants must meet these three eligibility criteria:

#### 1. Identify as a woman or non-binary person

- All applicants must identify as a woman, non-binary person or may refer to themselves using a different term that does not identify them exclusively as a man or woman.
- The purpose of this grant, provided by DISR is to support individuals who identify as a woman or non-binary person in STEM. It is required that all applicants identify either as a woman or as non-binary to be eligible for the Elevate program.
- While the term non-binary is regularly used to include all people who do not identify as a man or woman, Elevate acknowledges that this term may not describe your own gender identity, and therefore, you are welcome to nominate a different term.

#### 2. Be enrolling as a Domestic student

- To be eligible for the Elevate program, all students must be able to enrol as a domestic student at their university.
- Please check the requirements of the university you are applying for to determine if you are eligible to enrol as a domestic student.
- Generally, domestic students are either an Australian Citizen, a New Zealand Citizen or a person entitled to enter and stay in Australia without any limitation of time (such as Australian permanent resident and Australian permanent humanitarian visa holder).

International students are not eligible to apply for the Elevate program.

#### 3. Be planning to undertake a STEM degree or higher studies to improve business acumen at an Australian university, commencing in 2024

- Applicants must be planning to study at any Australian university.
- Applicants must be commencing a new degree in 2024.
- Applicants must be planning to either:
  - Commence a STEM undergraduate bachelor's degree
  - Commence a postgraduate research degree (Doctor of Philosophy, Master of Philosophy, Master by Research)
  - Commence a higher degree to improve business acumen, having previously obtained a STEM qualification
  - Commence a Master's degree by coursework in a STEM-related discipline of nationally important industry skills gap

Additional criteria apply, dependent on the category of scholarship selected. There will also be respect for and consideration of Indigenous Knowledges in STEM when considering an applicant's STEM background across all three scholarship categories e.g. scholarship categories, provided they meet the eligibility criteria.



## Scholarship categories

### Undergraduate Scholarship

To receive an Undergraduate Scholarship applicants must either have an offer from an Australian university for a STEM course or intention to study a STEM course at an Australian university. If a scholarship applicant is awaiting the outcome of a university application and is selected for an Elevate Scholarship, the scholarship will be awarded on conditional basis of receiving a university offer and the applicant must provide evidence to ATSE. Scholars must commence university in the calendar year their scholarship commences.

STEM degrees include any focusing on science, technology, engineering or mathematics, administered by a STEM School or Faculty, e.g. Faculty of Engineering.

Students planning to undertake degrees administered by non-STEM faculties, such as a Faculty of Arts or who are planning to undertake a degree that qualifies an individual for a specific occupation, e.g. medicine, nursing, speech pathology, etc. are not eligible to apply.

List of ineligible degrees:

- Medicine, Surgery (Bachelor and postgraduate degrees)
- Speech Pathology
- Nursing and Midwifery
- Dentistry, Dental Surgery, Dental Science
- Optometry
- Physiotherapy
- Clinical Audiology
- Clinical Psychology
- Veterinary Medicine, Veterinary Science (Bachelor and postgraduate degrees) that qualifies the graduate to practice as a veterinarian

Please note that this is not an exhaustive list. If you are unsure whether your preferred degree is eligible, please contact ATSE for advice ([elevate@atse.org.au](mailto:elevate@atse.org.au)).

### Postgraduate Scholarship

Postgraduate Research Scholarships are for applicants commencing either a Doctor of Philosophy, Master of Philosophy or Master by Research. If applying for a Postgraduate Research Scholarship, prospective applicants must have identified or plan to identify a research project in an applied domain in a research team at an Australian university.

In line with the objectives of the Elevate program, the assessment panel for the Postgraduate Research Scholarship applications will prioritise students whose research is an industry collaboration or has links with industry. Particularly in the categories of advanced manufacturing, agriculture, digital futures, energy resources and renewables, health, minerals and mining equipment, technology and services, and water resources. Applicants are advised to include any potential translation or commercialisation opportunities that may arise from their project in their Elevate application, as well as any collaborations the research group has or intends to foster.

Applicants planning to commence a postgraduate degree by coursework are not eligible for the Postgraduate Research Scholarship category and are instead encouraged to apply for a Leadership Scholarship.

Applicants must have accepted an offer to study at an Australian university. If a scholarship applicant is awaiting the outcome of a university application and is selected for an Elevate Scholarship, the scholarship will be awarded on the conditional basis of receiving a university offer, and the applicant must provide evidence to ATSE. Scholars must commence studying in the calendar year their scholarship commences.



## Leadership Scholarship

We encourage women and non-binary people who are more than 5 years post-graduation, from either in the STEM sector, or outside of STEM, to apply for leadership scholarships. If applying for a Leadership Scholarship, prospective applicants must plan to undertake postgraduate coursework studies related to start-ups or mature business or areas of high job growth that address nationally important industry STEM skills gaps. Alternatively, an individual may be eligible if they intend to commence a higher degree to improve business acumen e.g. Master of Business Administration, having previously obtained a STEM qualification.

The nationally important industry skills gaps are defined by the National Manufacturing Priorities. These are resources technology and critical minerals processing, food and beverage, medical products, recycling and clean energy, defence and space. Consultation also identified the following areas which will be taken into consideration on application: natural sciences (agriculture, environmental sciences, climate sustainability and adaptation, geology and entomology) and engineering (material engineering, chemical engineering, minerals, energy, transport and circular economy).

A STEM qualification is not required to undertake postgraduate coursework studies in the leadership category.

If a scholarship applicant is awaiting the outcome of a university application and is selected for an Elevate Scholarship, the scholarship will be awarded on conditional basis of receiving a university offer and the applicant must provide evidence to ATSE. Scholars must commence studying in the calendar year in which their scholarship commences.

## Ineligible individuals

Anyone who is currently studying is ineligible for their current degree. If an individual chooses to undertake postgraduate research or study to elevate their leadership skills, ATSE would be delighted to receive their applications in the future.

Staff members of ATSE and their immediate family members are ineligible to apply for an Elevate Scholarship. The leadership teams of Elevate partner organisations are also ineligible to apply.

## University of choice

Scholars will be supported to study at any Australian university that offers a relevant course and commits to the principles of the program. To be eligible for the program, scholars must be studying at an Australian university campus based in Australia. As part of the program, hosting universities must commit to supporting gender equity, diversity and inclusion. Scholarships will be awarded directly to the successful applicant: an individual. No scholarship will be awarded to an organisation.

We encourage applicants to investigate in-person study options where possible, to build a supportive community and study environment. However, we appreciate that some student's circumstances and the nature of the course mean online study is a more viable option.

A list of Australian universities can be found on the [studyaustralia.gov.au](https://studyaustralia.gov.au) website.



## Discipline of study

Certain disciplines were identified in the Elevate program consultation period as priority targets for both undergraduate and postgraduate scholarships due to the underrepresentation of women in these fields.

These disciplines include:

- Advanced manufacturing
- Computer science
- Engineering
- Materials engineering
- Mathematics
- Natural sciences
- Physical sciences
- Physics
- Robotics
- Software development
- Space science
- Spatial science

All applicants are encouraged to email [elevate@atse.org.au](mailto:elevate@atse.org.au) if they are unsure if their course of study is eligible for an Elevate Scholarship.

## Degree structure

### Double degrees

Provided one degree is an eligible STEM degree, applicants who are planning to undertake double degrees are eligible. Scholarship funding will be provided for a maximum of three years (full-time), even if the double degree extends beyond this period. It is expected that the Elevate scholar is enrolled and completing STEM courses throughout the duration of their scholarship. If a scholar defers and does not resume their eligible degree, the Elevate Scholarship will be terminated.

### Combined degrees

Combined degrees, such as vertical double degrees for an undergraduate and postgraduate study combination, are eligible under the Undergraduate Scholarship category, for a maximum of three years (full-time), even if the vertical double degree extends beyond this period.



## Process and timeline for application consideration

The deadline for the Elevate program commencing in 2024 is 5:00pm (AEST) 31 August 2023. Any applications received after this deadline will not be considered for assessment for scholarships commencing in 2024.

ATSE highly encourages applicants to start the application process early. The portal saves progress of the application and applicants can return to their application at any time.

### Timeline for study beginning in 2024

Applications opened	12:01am AEDT 1 October 2022
Deadline for 2024 consideration	5:00pm AEST 31 August 2023
Assessment period	September and October 2023
Scholarships announced	November 2023
Scholarships commence	January 2024

### Assessment of Scholarships

Eligible applications will be assessed by an expert selection committee consisting of STEM leaders with diverse backgrounds and lived experiences who are representative of the STEM ecosystem. The panel will review the applicant's responses and discipline of study and will consider the diversity of applicants.

This selection committee will be responsible for recommending applicants for Elevate scholarships.

## Diversity and inclusion

Diversity and inclusion considerations, and consideration of career disruptions and achievements relative to opportunity, will be embedded into the assessment and selection process. Applicants will be given the option to share how they identify and their individual journey and circumstances. All applicants will be considered for scholarships even if they do not disclose how they identify.

Applicants will be asked if they identify with the following:

- Aboriginal and/or Torres Strait Islander
- From a regional, rural or remote area
- Belonging to the LGBTQIA+ community
- First in their family to attend university
- From a culturally and/or linguistically diverse background
- From a low-socioeconomic background
- Have caring responsibilities (e.g. children, disability, medical, aged care)
- Recent or first-generation migrants to Australia including refugees
- Living with disability
- Neurodiverse
- Person of colour
- Returning to education and/or work after a significant period away

Assessors will be asked to prioritise competitive applications from Aboriginal and Torres Strait Islander applicants, and applicants who identify as being from a regional, rural or remote background.



## Awarding of Scholarships

Scholarships will be awarded in mid-November for study commencing in 2024. The duration of the scholarship will be for the maximum duration of the course, up to three years (full-time) for undergraduate and postgraduate research degrees and two years (full-time) for leadership scholars. This will be offered pro-rata for part-time scholars. Elevate scholars must commence study in the year in which their scholarships commence (i.e. For applicants applying in 2023, successful scholars must commence study prior to 30 September 2024).

Scholarships cannot be deferred to a future year. Scholars who choose to not take up their scholarship can apply for an Elevate scholarship in a future year, however, receiving a scholarship offer one year does not guarantee a scholar will be found suitable in a subsequent year.

If an applicant is unsuccessful, they are welcome to apply in a subsequent year, provided they continue to meet the eligibility criteria. Applicants will be able to access their previous applications in the system, but they will not be automatically considered for subsequent years as unsuccessful applications will be archived following the outcome notification.

Due to the anticipated high volume of applications, individual feedback for unsuccessful applicants will not be provided. An overview of aspects of successful applications will be available on the ATSE website.

## Expectations of Scholars

- Be enrolled in a STEM degree as a domestic student at an Australian university
- Provide proof of university enrolment
- Remain in good academic standing throughout the scholarship
- Provide evidence of enrolment in a STEM degree annually or upon request
- Permit ATSE to make inquiries directly to universities pertaining to eligibility for this scholarship
- Complete all program surveys
- Promptly inform ATSE of changes or deferrals of enrolment
- Promptly inform ATSE of variations in commencement date
- Attest there has been no serious disciplinary action taken against you in response to a substantiated finding of workplace harassment (including sexual harassment), discrimination and/or bullying
- Read and adhere to the ATSE Code of Conduct

### Study load

Scholars are expected to commence a full-time study load. ATSE understands that not everyone will be able to undertake a full-time load. Part time, work/study arrangements will be considered on a case-by-case basis.

For the purposes of the scholarship, the recognition of a part-time or full-time load will be determined by the eligible provider of the eligible course of study (the university). Students who are considered eligible for part-time scholarships will receive 50% of the payment each quarter for up to six years. The amount of the scholarship will not exceed the total amount allowable for any scholarship: \$30,000 for an undergraduate scholarship, \$82,000 for a postgraduate research scholarship and \$70,000 for a leadership scholarship. Students will receive payments each quarter for the time their course of study would have taken at the commencement of the program (up to a maximum of three years), even if their period of study surpasses this time frame.



Scholars wishing to make amendments to their study patterns must provide a written request of study pattern alteration in advance of any changes to study load. Part-time scholars considering a transition to full-time studies will be permitted (confirmation is required from the university in writing prior to adjusting a payment schedule) and full-time scholars looking to transfer to part-time will be considered on a case-by-case basis. If a scholar commences part-time study without prior agreement, their scholarship may be revoked, at the discretion of ATSE.

#### **Change of degree**

If the scholar changes course of study without notice to ATSE, or if a scholar changes to a course that is not aligned with the eligibility criteria for the scholarship, the scholar will become ineligible for their scholarship, starting from the semester in which the change of course is made.

If a scholar discontinues the course(s) that make them eligible during a semester, they will not be eligible for scholarship funding for that semester. If a scholar's course of study changes but still meets the scholarship eligibility criteria, they will be required to provide written evidence of continuing eligibility, to continue to receive scholarship payments. The maximum three years of scholarship funding will not be extended.

#### **Failure to complete courses**

If a scholar does not successfully complete all their courses within the usual anticipated time-frame, scholars will have the opportunity to extend their degree. However, the duration of the scholarship will not be extended to account for additional periods of study. Scholars will be supported with mentoring and encouraged to access their institution's support pathways.

Scholars who do not meet the basic completion requirements of their courses for a second semester in a row may have their scholarship revoked unless evidence of extenuating circumstances can be provided. Scholars who provide evidence of extenuating circumstances and wish to continue their studies, may be supported for part-time study. This will be considered on a case-by-case basis.

#### **Withdrawal from study**

Scholars will be supported to continue their studies. Scholars who wish to withdraw from their studies, without the intent to continue after a defined period, will be assessed on a case-by-case basis.

Scholars who withdraw from their studies may be required to repay part of their scholarship, at the discretion of ATSE.

#### **Leave of absence**

Scholars wishing to suspend study for up to six months will be invited to submit a compelling case providing their intention to continue their studies and will be considered on a case-by-case basis. Further extensions to an existing leave of absence will be considered on a case-by-case basis. Examples could include caring responsibilities, health requirements or cultural commitments. Information regarding Leave of Absence will be held in confidence.

The scholarship will be withheld while the study suspension is in place as no scholarship payments are made while leave of absence arrangements are in place. If the scholar does not resume their studies after a period of suspension, the scholarship may be revoked and the withdrawal from study advice will apply.

No Elevate Scholarship can be suspended in the first semester of study of the Scholarship period.



### Program engagement

Scholars are expected to engage with some of the programmatic aspects of the scholarship program that are in addition to the funding, such as mentoring, internships and workshops. The Elevate program will include opportunities for networking with other scholars and Elevate partner contacts, events delivered by the program's partner organisations, internal training opportunities and ad hoc engagements for relevant groups of scholars.

Scholars will be asked if they consent to share their photograph, biography, and social media handles as part of their participation in the program, to assist with the promotion of the scholarships. Scholars will also be asked to provide ATSE their previous organisational affiliations, media training completed, and media experience, as well as videos, podcasts or information scholars wish to provide about their previous work or experience. This section is not compulsory, and prior experience is not a criterion for selection. Scholars will also be asked to commit to being a champion of the program and available for contact for two years after the conclusion of their scholarship. This information and commitments will be requested of the successful applicants on award of their scholarship.

### Reporting

It is a requirement that scholars complete all surveys and reports as part of the Elevate program's evaluation and reporting. This will include a minimum of four surveys per year, once per quarter. These surveys will include questions on scholar's study progress, well-being and sense of belonging, and the wins and goals of scholars.

Submitting quarterly reports is a requirement to receive the next quarterly allocation of scholarship funding.

### Interaction with other scholarships

Scholars may hold more than one scholarship in addition to the Elevate Scholarship. However, it is the responsibility of an Elevate scholar to ensure that they are eligible for any other scholarship they hold concurrently, and that the Elevate Scholarship will not impact on or contradict eligibility for another scholarship. Applicants with existing scholarships are advised to contact their university's scholarships office to understand the implications of holding another scholarship in addition to the Elevate Scholarship.

## Scholarship payment structure

	Leadership Scholar	Postgraduate Research Scholar	Undergraduate Scholar
Maximum total amount paid	\$70,000	\$82,000	\$30,000
Upfront payment	\$5,000	\$5,000	\$5,000
Quarterly payments (full time rate)	\$8,125.00	\$6,416.67	\$2,083.33
Maximum length of scholarship	2 years or minimum length of degree at full time rate	3 years or minimum length of degree at full time rate	3 years or minimum length of degree at full time rate



Scholars will receive a \$5,000 payment in advance of the commencement of their first semester of study, after all required documentation and proof of enrolment has been received by ATSE. This payment is designed to help with relocation and initial study costs.

Subsequent payments will be made quarterly, following receipt of the previous quarter's reporting requirements and provided the scholar remains eligible for the scholarship.

Eligible expenditure for the Elevate Scholarship includes living, study and travel-related expenses. Examples could include university fees, course fees, textbooks, living expenses, relocation expenses and other expenses the scholar feels are necessary to assist them with their studies (for example, healthcare, childcare, digital technologies, or transportation). Scholars will not be asked to acquire receipts for their spending; however, they will be requested to provide a written overview of how the funding has assisted with their studies.

It is the sole responsibility of the scholar to self assess their own tax position and seek tax advice in relation to the scholarship agreement. It is recommended scholars visit the Australian Taxation Office website to find out more: Scholarship payments and tax | Australian Taxation Office ([ato.gov.au](http://ato.gov.au)).

## Probity, privacy, confidential information

The Australian Academy of Technological Sciences and Engineering Ltd is committed to protecting the privacy of applicants' personal information.

ATSE is required by the Privacy Act 1988 (Cth) (Privacy Act) to comply with the Australian Privacy Principles (APP) (subject to other provisions of the Privacy Act). The APPs regulate the way personal information is handled throughout its life cycle, from collection to use and disclosure, storage, accessibility, and disposal.

ATSE has its privacy policy available on its website and can also provide a hard copy version upon request. If applicants would like more information or a hard copy of the privacy policy, please contact ATSE's Privacy Officer on 02 6285 3240 or [info@atse.org.au](mailto:info@atse.org.au)

Or write to:

The Privacy Officer, ATSE, Level 2, 28 National Circuit, Forrest ACT 2603

ATSE's privacy policy: [ATSE Privacy Policy](#)

## ATSE Code of Conduct

The Australian Academy of Technological Sciences and Engineering (ATSE) is committed to leading a positive and ethical culture in which all persons treat each other with respect.

ATSE's Fellows, employees, workers and participants agree to conduct themselves with respect, integrity, transparency, inclusion, collaboration, excellence and independence. We agree to treat each other respectfully, responsibly and ethically, and are guided in all our activities by the highest standards of honesty and integrity. When acting in relation to ATSE, Fellows, employees, workers and participants are expected to behave as exemplars for the applied science, engineering and technology sectors.

ATSE's Code of Conduct: [ATSE Code of Conduct](#)



## Questions during the application process

Please direct any questions during the application period to ATSE and we will endeavour to respond to all questions within three working days.

ATSE will not respond to enquires submitted after 5:00pm (AEST) on 30 August 2023. We recommend anyone seeking guidance or advice for their applications submit their questions in advance of the deadline.

[elevate@atse.org.au](mailto:elevate@atse.org.au)

## Glossary

### **Academic transcript**

The list of subjects and academic results provided by institutions.

### **Applicant**

The person applying for an Elevate Scholarship.

### **Scholar**

A person who has been awarded an Elevate Scholarship.

### **Australian university**

A registered higher education provider for the purposes of the Tertiary Education Quality and Standards Agency Act 2011 (Cth) that is registered in an 'Australian University' category.

### **Conflict of interest**

Refers to real, apparent, or potential private or personal associations or interests (financial or non-financial) which improperly influence, or may improperly influence, a person's performance of their role and responsibilities in relation to the Elevate: Boosting women in STEM program.

### **Internship**

The position of a student or trainee who works in an organisation to gain work experience or satisfy requirements for a qualification.

### **Mentorship**

The relationship between a Mentor and a Mentee, with guidance provided by a Mentor, especially an experienced person in a company or educational institution.

### **Low socio-economic status**

Students who are from a low socio-economic background, as measured by the lowest quartile of the ABS Socio-Economic Index for Areas (SEIFA) Index of Education and Occupation (IEO) measured at Statistical Area 1 (SA1) level.

### **Scholarship**

A grant or payment made to support a student's education .





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[atse.org.au/elevate](http://atse.org.au/elevate)

Elevate is administered on behalf of DISR by ATSE, the  
Australian Academy of Technological Sciences & Engineering



**Australian Government**  
**Department of Industry,  
Science and Resources**

ATSE acknowledges the following valuable partners





Elevate is an initiative of the Australian Academy  
of Technological Sciences & Engineering

[atse.org.au/elevate](https://atse.org.au/elevate)