



ELEVATE

ATSE

Boosting women in STEM

Program Guidelines



Scholarship opening date	Applications for the Elevate Program commencing in 2025 opened on 1 May 2024.
Closing date and time	<p>Applications for the Elevate Program commencing in 2025 must be submitted by 5:00pm (AEST) on 30 August 2024.</p> <p>ATSE will not respond to enquiries submitted after 5:00pm (AEST) on 29 August 2024. We recommend anyone seeking guidance or advice for their application submit their questions in advance of the deadline.</p> <p>Applications for the Elevate Program commencing in 2026 will reopen in mid 2025. 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</p>
Administering entity	Australian Academy of Technological Sciences & Engineering (ATSE)
Enquiries	elevate@atse.org.au
Guideline version	2024 Version 1.0



Australian Academy of
Technological Sciences
& Engineering

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





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Boosting women in STEM

Scholarship Guidelines

Introduction

These guidelines contain information related to:

- (a) the process of selecting Elevate scholars for the 2025 round for Elevate: Boosting women in STEM program ('Elevate')
- (b) the conditions of the award for the Elevate program.

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: atse.org.au/career-pathways/elevate

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 and non-binary people 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 and non-binary people 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 and non-binary people into leadership
- Award up to 500 undergraduate and postgraduate scholarships to women and non-binary people in science, technology, engineering and mathematics (STEM) over six (6) years.

Core principles and values of the program

The core principles of the Elevate program are led by the program objectives set by the Department of Industry, Science and Resources (DISR). Implementation of the program incorporate's 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, with additional scholarship funding available through the Department of Defence.

Number of Scholarships

The number of scholarships awarded 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 awarded during the program across the three scholarship categories for study at an Australian university to gain, extend, or build on STEM education and qualifications.

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, ATSE 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 at an Australian university

- Applicants must be planning to study at any [Australian university](#).
- 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 residents, or Australian permanent humanitarian visa holders)
- 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.

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

3. Be planning to undertake a STEM degree or a higher degree to improve business acumen (Leadership category only), commencing in 2025

- Applicants must be commencing a new degree in 2025
- Applicants must be planning to either:
 - Commence a STEM undergraduate Bachelor 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 Masters 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.



Scholarship categories and eligibility

Undergraduate Scholarship

To receive an Undergraduate Scholarship applicants must have an intention to study an undergraduate STEM degree at an Australian university. STEM degrees include any degree 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.

Examples of ineligible degrees:

- Clinical Audiology
- Clinical Psychology
- Dentistry, Dental Surgery, Dental Science
- Medicine, Surgery (Bachelor and postgraduate degrees)
- Nursing and Midwifery
- Optometry
- Physiotherapy
- Radiography, Sonography, Medical imaging
- Speech Pathology
- 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.](#)

Postgraduate Research 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 will prioritise students whose research is an industry collaboration or has links with industry. Priority disciplines or areas of research are in the categories of advanced manufacturing, agriculture, digital futures, energy resources and renewables, health technology, minerals and METS (mining equipment, technology and services), and water resources.

Research that aligns with the priorities identified through the [National Reconstruction Fund](#) – including Resources; Transport; Medical Science; Defence capability; Renewables and low emission technologies; Agriculture, forestry and fisheries; and Enabling capabilities will also be favourably considered. 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, provided they meet any additional eligibility requirements.

Leadership Scholarship

We encourage women and non-binary people who are more than 5 years post-graduation, either in STEM, or outside the STEM sector, to apply for a Leadership scholarship. 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 industry priority areas of national importance, targeted through the [National Reconstruction Fund](#), are Resources; Transport; Medical Science; Defence capability; Renewables and low emission technologies; Agriculture, forestry and fisheries; and Enabling capabilities. Consultation also identified the following areas which will be taken into consideration on application: natural sciences (agriculture, environmental sciences, climate sustainability and adaption, geology and entomology) and engineering (material engineering, chemical engineering, minerals, energy, transport and circular economy).

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

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 students' circumstances and the nature of the course means online study is a more viable option.

A list of Australian universities can be found on the 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 and diversity 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 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 degree, applicants who are planning to undertake double degrees are eligible. Scholarship funding will be provided for the maximum duration for the scholarship category, even if the length of study 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. Scholarship funding will be provided for a maximum of three years (full-time), even if the vertical double degree extends beyond this period.

Single-year Honours degrees

Single-year Honours degrees are eligible under the Undergraduate category, provided it is a new enrolment and not a continuation of your bachelor degree. Scholarship funding will be provided for the maximum duration of the degree at a full-time rate.



Process and timeline for application consideration

The deadline for the Elevate Program commencing in 2025 is 5:00pm (AEST) 30 August 2024. Any applications received after this deadline will not be considered for assessment for scholarships commencing in 2025.

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

ATSE will not respond to enquiries submitted after 5:00pm (AEST) on 29 August 2024. We recommend anyone seeking guidance or advice for their applications submit their questions in advance of the deadline.

Timeline for study beginning in 2025

Applications opened	12:01am AEST, 1 May 2024
Deadline for 2025 consideration	5:00pm AEST, 30 August 2024
Assessment period	September & October 2024
Scholarships announced	November 2024
Scholarships commence	January 2025

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 culturally and/or racially marginalised background
- From a low-socioeconomic background
- Have caring responsibilities (e.g. children, special needs, 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

Successful applicants will be notified in mid-November for study commencing in 2025. The duration of the scholarship will be for the maximum duration of the course, or for up to three years (full-time) for undergraduate, three and a half years (full-time) for postgraduate research degrees and two years (full-time) for leadership scholars, whichever is shorter. This will be offered pro-rata for part-time scholars. Elevate scholars must commence study prior to 31 July 2025.

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, 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 the unsuccessful applicants will not be provided. A summary of the [common elements of successful applications](#) is available on the ATSE website.

Permission will be sought to contact all applicants within 12 months of the application closing date, to participate in an evaluation and for ATSE to advise when the next round of applications will open.

Expectations of Scholars

- Be enrolled in a STEM degree or degree to improve business acumen (Leadership category only) as a domestic student at an Australian university.
- Identify as a woman or non-binary person.
- Provide a university letter of offer or proof of application to study at your preferred university by 30 January.
- Provide proof of university enrolment in order to commence payments.
- Commence studying prior to 31 July. Scholarships cannot be deferred to a later year.
- Remain in good standing in terms of your academic record for the duration of your scholarship.
- Provide evidence of enrolment in an eligible degree annually or upon request
- Permit ATSE to make inquiries directly to universities pertaining to eligibility for this scholarship.
- Complete all surveys and reflection reports.
- Promptly inform ATSE if you wish to change or defer your enrolment, e.g. changing your enrolment such that it reduces or extends your degree or transferring to a new degree.
- Acknowledge your Elevate Scholarship when presenting or publishing your work (if applicable).
- Commit to engage in offerings made available to you as part of the Elevate program 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](#)
- Where applicable, you will be responsible for your own travel and accommodation arrangements.



Study load

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 double the length of the scholarship category duration. The amount of the scholarship will not exceed the total amount allowable for any scholarship: \$30 000 for an undergraduate scholarship, \$130 224.50 for a postgraduate research scholarship and \$70 000 for a leadership scholarship. Students will receive payments each quarter while they are enrolled in an eligible degree, up to the maximum duration of their scholarship, even if their period of study surpasses that timeframe.

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 timeframe, 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.

Termination of scholarship

Scholars may terminate their scholarship with written notice to ATSE. Scholars who become ineligible during their scholarship by withdrawing from their degree or transferring into an ineligible degree will have their scholarship terminated. Scholars who withdraw from their studies may be required to repay part of their scholarship, at the discretion of ATSE. Upon withdrawal, scholars will need to sign a Termination of Agreement acknowledging the withdrawal of their scholarship.



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 following the leave of absence; these will be considered on a case-by-case basis. Further extensions to the existing leave of absence will be considered on a case-by-case basis. Examples could include caring responsibilities, health considerations 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 current. 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 the programmatic aspects of the scholarship program that are offered in addition to the funding, such as mentoring, networking, 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 and to raise the profile of scholars. Providing this information 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 be 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

Scholars are required to complete all surveys and reports as a condition of their participation in the Elevate Program to support reporting and to ensure the program continues to meet scholars' needs. 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 strongly encouraged 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	\$130,224.50	\$30,000
Upfront payment	\$5,000	\$5,000	\$5,000
Quarterly payments (full time rate)	\$8,125.00	\$8,944.61	\$2,083.33
Maximum length of scholarship	2 years or minimum length of degree at full time rate	3.5 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 \$5,000.00 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 acquit 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 scholar's sole responsibility to self-assess their own tax position and seek tax advice in relation to the scholarship agreement. The Elevate Program team and ATSE are unable to provide tax advice for scholars and cannot withhold tax from scholarships. ATSE strongly recommends that scholars seek professional advice as to whether they should declare their scholarship as taxable income. It is recommended scholars visit the [Australian Taxation Office website](#) to find out whether their scholarship is taxable here. Additionally, some universities offer free tax advice through the [National Tax Clinic program](#).

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 our 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.

Or write to us: Privacy Officer, Australian Academy of Technological Sciences and Engineering
Level 2, 28 National Circuit Forrest ACT 2603



ATSE Code of Conduct

The Australian Academy of Technological Sciences and Engineering (ATSE) Code of Conduct is foundational to our commitment 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.

Questions during the application process

Please direct any questions during the application period to ATSE and we will endeavour to respond within three working days. ATSE will not respond to enquiries submitted after 5:00pm (AEST) on 29 August 2024. We recommend anyone seeking guidance or advice for their applications submit their questions in advance of the deadline.

elevate@atse.org.au





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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
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atse.org.au/elevate