

2011/12

Industry Scholarships Program



Do you want talented, focused and motivated students in your organisation?

SMART CHOICE



Industry Scholarships



Industry Scholarships

Dear Potential New Sponsor

The University of Newcastle **Industry Scholarships** program is designed to create a strategic partnership between industry and students. Our Industry Sponsors are demanding graduates with workplace-ready skills and a willingness to learn, and this program enables that partnership to develop.

Our sponsors play a vital role in developing the workforce of the future, and since 1998 industry sponsors have provided opportunities for students to undertake work placements and gain real world experience.

The Industry Scholarships program is dynamic, adaptable and receptive to industry feedback. This innovative industry based scholarship program provides industry with an opportunity to engage with students in a variety of ways, including a student undertaking industry placements with their sponsor. Students gain experience, understand the workplace, become more practically skilled and work ready.

Many of our industry sponsors utilise the program as part of a broader workforce planning tool and find it offers them the opportunity to develop strong links with our undergraduate students. Some Industry sponsors see it as an opportunity to provide an enthusiastic student with a specific project and perhaps gain the benefit of a fresh perspective.

A key feature of the program is that sponsors establish a professional relationship and rapport with their scholars. Sponsors are actively involved in the selection process and maintain regular contact with their chosen scholar. The sponsor and scholar relationship is not as an employer/employee so there are no employment on-costs to the sponsor i.e.; Leave, Workers compensation. The Industry Scholarship office coordinates all the administration so there is minimal disruption to the sponsor.

As an industry partner operating in a global environment and in preparation for the future, I invite you to consider Industry Scholarships as part of your long term vision. If you would like to discuss how you can become part of the growing number of forward thinking industry sponsors, please contact The Industry Scholarships team on 4921 6155 and we can assist your industry to establish scholarships across any area of undergraduate study.

Angela Samuels
Manager Industry Scholarships

Industry Scholarships Models

There are currently five main models within the Industry Scholarships program. Examples of how each of the models relate to the year of study, study program and placement periods are outlined below. There is flexibility in the models with placement duration and the financial contribution from sponsors varying depending on the industry and preferred model.

The Industry Alliance Model

This is currently the most popular model. The structure and timing of placements is negotiated between the sponsor and the scholar. The scholarship is available with or without a Full Year placement period.

Study Year	Study Program	Placement Period
1 st year	Full-time	10 weeks/50 days
2 nd year	Full-time	10 weeks/50 days
3 rd year	Full-time	10 weeks/50 days
4 th year	n/a	48 weeks/240 days
5 th year	Full-time	Final year project*

*Where applicable a scholar undertakes a Final Year project with the sponsor.

IBIS Model

Launched in March 2011, the Industry Based Indigenous Scholarship (IBIS) model is targeted towards engaging with our Indigenous students. It is a flexible model based on the Industry Alliance Model. The structure and timing of placements is negotiated between the sponsor and the scholar. Industry Scholarships office provides targeted support to assist Sponsors and Scholars.

Study Year	Study Program	Placement Period
1 st year	Full-time	12 weeks/60 days
2 nd year	Full-time	12 weeks/60 days
3 rd year	Full-time	12 weeks/60 days

The UNIGRAD scholarship model

The UNIGRAD scholarship program has been developed to assist sponsors make a strong connection with students in their final one or two years of study. The days of placement are negotiated between the scholar and the sponsor.

Study Year	Study Program	Placement Period
Penultimate Year	Full-Time	20 weeks/100 days
Final Year	Full-Time	20 weeks/100 days

The Industry Connect Model

This model provides companies with a short term student engagement model for scholarships of less than one year with placement periods of 12 weeks or less.

Study Year	Study Program	Placement Period
Any 1 Year of Study	34 weeks	6-12 weeks

“T.A.P” (Talent Acquisition Program) model

This innovative model launched in May 2011 has been developed and tailored to suit the emerging needs of industry, specifically the labour market shortage in a number of key areas.

The concept originates as a result of industry wanting to engage students in a “Cadetship” type of model. The difference with the “T.A.P” model is that students maintain their full-time study status but still complete the equivalent of 1 or 2 days a week on placement with the sponsor.

The duration of the scholarship is determined by the sponsor, but the intent is to connect with a student and grow the skills and talent of a student over a longer period. The advantage for a sponsor is that they choose their scholar and negotiate the placement but the Industry Scholarships office facilitates the ‘recruitment and selection’ process, administers the finances and provides support to student and sponsor.

One example of how this model has been used (shown below) is where the sponsor selects a number of scholars studying in their 1st year to complete a block placement over the Summer vacation period. At the conclusion of this time, a competitive selection process results in the sponsor choosing one scholar to complete the next phase of the scholarship.

A sponsor may opt to select more than 1 scholar to be a recipient of the longer term scholarship.

Year	Scholarship Phase	University Enrolment	Placement Period
1 st Year	Phase 1	Full time	<ul style="list-style-type: none"> Multiple scholars chosen. Each scholar completes 6 -10 weeks of Industry placement during the summer holidays
2 nd Year	Phase 2	Full Time (on campus 3 – 4 days per week)	<ul style="list-style-type: none"> A preferred scholar or scholars are recruited to complete phase 2 of the scholarship. The industry placement period is negotiated. May comprise 1-2 days a week and/or a series of placement blocks. May continue throughout the length of the scholar’s degree or be for a predetermined length (e.g. 1, 2 or 3 years depending on the degree).
3 rd Year			
4 th Year			



How do Industry Scholarships work?

- The program can be tailored to suit specific needs and is in direct response to what each sponsor company is seeking.
- The program does not involve any obligation on behalf of the organisation to employ the student after graduation, neither is the student under any obligation to join the organisation.
- Students are selected to be part of the Industry Scholarships program on the strength of academic achievement, personal qualities and organisational fit.

Significant sponsor benefits

The benefits that flow to our sponsors are considerable.

- Our sponsors take part in the selection process with support from University staff
- Students are able to actively contribute to their sponsor throughout their degree program by undertaking industry placements in the sponsor's workplace.
- There are no employment on-costs to the sponsor such as long service leave and workers compensation.
- During industry placement the student is covered by the University's professional indemnity, public liability and personal injury insurance policies.
- Students undertaking industrial placement have no university commitments during those periods.
- A final year student may undertake a project in conjunction with a sponsor. Projects of commercial relevance will provide the maximum educational benefit for the student and the sponsor.
- Your company develops a link with the University of Newcastle, allowing the sharing of new ideas and industry developments.
- Contribute to your company's workforce management strategy.
- Your company will contribute to your industry as a whole and contribute to the current skills shortage.
- The scholarship will result in an improved, work ready graduate which will benefit the industry.
- Access to an enthusiastic and innovative scholar which will bring new technologies, perspectives and ideas to your workplace.



Industry Scholarship Points of Difference

The key points of difference that the University of Newcastle Industry Scholarship Program provide in comparison to other scholarship programs and models are:

- the scholarship is tailored to meet the needs of the sponsor organisation;
- the successful scholar undertakes industry placement/s with the sponsor organisation contributing to the outcomes of your company;
- the sponsor organisation selects their scholar;
- the Industry Scholarship team facilitates the process, supporting both the sponsor and mentors the scholar throughout the scholarship; and
- The program provides a wholistic approach adding value to the placement process and developing workforce ready graduates.

Steps in the Industry Scholarship Process

1. The Industry Scholarships team meet with you to discuss your organisation's requirements and tailor a scholarship to meet your needs.
2. A draft contract is developed for your review and approval.
3. Advertising and recruitment takes place with your organisation on the selection panel.
4. Attend the Welcome Reception and meet with your scholar.
5. Scholar placement to occur as determined via the contract and negotiation between the Sponsor and successful Scholar.
6. Placement visits conducted by Industry Scholarships Team.
7. Placement Review Report written by the Sponsor and the Scholar.
8. Industry Scholarships Dinner to thank the sponsor organisations, congratulate the scholars and allow all members of the Industry Scholarships community to share their experiences.

Contact Us

Please contact us if you would like more information on the opportunities Industry Scholarships could provide your organisation.

Industry Liaison Officers:

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