**GHD FOUNDATION STEAM EDUCATION
INNOVATION GRANTING GUIDELINES - AUSTRALIA**

Giving directives

GHD Foundation helps diverse young people (8 to 26 years) to access what they need to successfully navigate the STEAM education and employment systems. The Foundation does this by identifying, funding, and supporting organisations that deliver impactful support to young people at critical points in their education and employment journey, or that work to remove systemic barrier/s to inclusion. The Foundation targets initiatives that address **equitable access + quality education + STEAM education and employment**. It is also eager to embrace risk and investigate innovative, unproven methods to address this complex challenge.

Innovation is key to addressing persistent challenges, improving inclusion, and strengthening pathways from education to employment. This **Innovation Grant Round** aims to support grant recipients to develop and test new project ideas that balance creativity with achieving measurable progress in STEAM education. This round welcomes grants supporting early, mid, and late-stage innovation concepts, fostering fresh approaches that have the potential to create lasting impact.

Focus Areas

The Foundation will support innovative research, programs and projects including near-term impact projects through to system level interventions across the following three focus areas:

- **Tertiary Scholarships:** Granting to provide undergraduate scholarships and/or bursaries for students from under-represented groups to pursue STEAM-based credentials and qualifications, allowing this focus on supporting the transition from school to employment

- **Teacher Capacity:** Granting to support teacher recruitment, professional development, and upskilling to better equip STEAM educators in primary and secondary schools working with under-represented students or in rural and remote settings. By empowering these teachers, we help foster a more inclusive and impactful STEAM education experience for all students.

- **In-School Early Education STEAM Programs (Ages 8-13):** Granting to support programs that engage students early in STEAM subjects (ages 8-13) to build foundational skills and inspire long-term interest in STEAM careers.

Innovation Stage Definitions

The Foundation acknowledges that innovation comes in many different shapes and forms and welcome grant applications at all stages of innovation taking note of the guidance below:

- **Early-Stage Innovation** – Concepts in the initial stages of development, typically involving new ideas to solve emerging, persistent or complex challenges.
  This stage may include:
  - **Discovery:** gathering insights, research, data analysis, stakeholder interviews and workshops
  - **Problem-framing:** problem statement definition, persona mapping, jobs-to-be-done analysis, root cause analysis, risk and opportunity mapping
  - **Ideation:** generating new ideas and developing concepts
  - **Prototyping and Testing:** Testing new ideas and concepts with end-users through rapid prototyping and sprints
- **Mid-Stage Innovation** – This is typically for well-formed solutions to complex challenges that have successfully passed small-scale prototyping and testing and can now move to a pilot program.
- **Late-Stage Innovation** – This is for established projects that have been successfully piloted and are now ready for deployment so they can achieve scale, optimisation and achieve long-term impact.

Priorities—Outcomes for Young People

Projects should aim to produce one or more of the following outcomes for young people:

- A more diverse and equipped STEAM teacher workforce
- Advancing students' grasp of STEAM concepts
- Refined teaching approaches and practices
- Supporting bursary or scholarship recipients to inspire others.
- Encouraging students to remain engaged and pursue a STEAM pathway
- Growth in the early career talent pool in STEAM

Principles

We encourage projects that align with the following principles, which guide our approach to fostering impactful and inclusive STEAM initiatives, including collaboration where possible.

- **Diversity, Equity, and Inclusion (DEI):** Support for projects committed to DEI in design and delivery, ensuring accessibility for under-represented groups.
- **Innovation:** Encouraging bold, creative solutions to tackle complex STEAM education and workforce challenges.
- **Learning and Capacity Development:** Fostering projects with measurable outcomes and opportunities for continuous learning and growth.
- **Collaborative Partnerships:** Promoting sector-wide collaboration through not-for-profit partnerships and collective impact.
- **Sustainability & Resilience:** Focused on sustainable, long-term solutions that strengthen community resilience and adaptability.

- **Monitoring & Evaluation:** Commitment to tracking impact, learning from results, and adapting approaches to maximise effectiveness.

Target Populations

We support projects that service disadvantaged and under-represented communities, with particular attention to intersectionality, as these groups often face compounded barriers in accessing STEAM education and employment.

These communities include:

- Individuals who face socioeconomic disadvantage
- Aboriginal and Torres Strait Islander peoples
- Regional, rural and remote communities where access to STEAM education and employment opportunities may be limited
- LGBTIQ+ communities
- Individuals with disabilities and neurodivergence
- Culturally and linguistically diverse (CALD) communities
- Women and girls

Geography

We support grant concepts from local to national reach, with a focus on addressing the unique needs of communities whether local, regional or national within Australia.

Use of funds

Funding aligning to the above guidelines, can be used for:

- Establishment and/or delivery of programs supporting the engagement, skill-building and training in STEAM
- Research for new solutions, including think tanks and the development of new models or strategies to improve STEAM education outcomes

Funding cannot be used for:

- Environmental projects
- General fundraising appeals
- Projects or organisations that are partisan in nature
- Retrospective activities
- Non-charitable activities

Eligibility

Eligible organisations must be registered as a charity and have Deductible Gift Recipient (DGR) Item 1 endorsement or be registered as a charity working under an auspice agreement with an organisation that has DGR Item 1 endorsement.

Grant value and timeframes

Five, one-off grants of $75,000 will be offered (if you have lower delivery capacity, smaller grant applications are welcome).

Grants will typically be awarded for a one-year project period, with a closure report required including financial reconciliation. If the period exceeds one year, an annual grant report will be required.

Contact

Contact Name: Claudia Lang
Email address: grants@communityfoundation.org.au
Phone Number: (03) 9412 0412

This grant round will follow a two-stage process between March and July: an initial Expression of Interest (EOI) stage, followed by invitations for shortlisted organisations to submit a full proposal. Proposals will undergo panel assessment, with final selections voted on by GHD staff. If your project aligns with our focus areas and innovation stages, we encourage you to apply. Please review the guidelines carefully and ensure your application is complete before submission.

Assessment Criteria

The following criteria will be used to assess applications:

1. **Alignment:** Does the project align with GHD Foundation's giving directive and grant guidelines? Yes/No for qualification
2. **Solution:** Is the solution practical, tangible, and effective in addressing the challenge?
3. **Outcomes:** Are measurable outcomes outlined, and which priorities will the project address?
4. **Capacity:** Does the organisation have the internal resources and expertise to effectively deliver the project and achieve outcomes?
5. **Governance:** Does the organisation have robust governance, leadership, and financial management in place?
6. **DEI:** Is there a demonstrated commitment to diversity, equity, and inclusion in design and implementation?
7. **Learning Organisation:** Does the organisation demonstrate a commitment to continuous improvement through reflection, feedback integration, and adaptive practices?
8. **Sustainability Potential:** Does the project demonstrate potential for long-term impact or scalability if successful, even if not fully defined at this stage?
9. **Collaboration:** Does the project leverage strategic partnerships or collaborations to maximise impact and resource efficiency?