

Scholarships

**Outstanding career opportunities
for talented students**

EARN & LEARN PROGRAM | TEACHER & PARENT GUIDE



The future is in tech

Did you know that 1 in 16 Australians work in the technology sector, and there are more software engineers and developers in Australia than solicitors, police, plumbers, and hairdressers?¹

These in-demand tech jobs provide a well-paid, rewarding, creative and flexible career.

And while tech is a growing sector, we still need more tech-skilled people to help build Australia's digital future. It's predicted that by 2025, one in four jobs in Australia will be for digital technology workers.²

The Australian Government and the Australian tech sector share a commitment to achieve 1.2 million tech jobs in Australia by 2030. According to the Tech Council of Australia, Australia will need to employ an additional 653,000 tech workers to meet this goal.³

Importantly, tech careers give people the opportunity to bring together their curiosity and problem-solving skills to make real, positive change in the world.

A diverse and inclusive career choice

We're passionate about encouraging a diverse range of students to study technology. Proactively increasing the diversity of people who choose technology careers helps create teams that are inclusive and can solve problems more effectively; expands the number of professionals available to support Australia's digital future; and makes exciting career pathways accessible to more people.



Sources

- ¹ Tech Council of Australia & Accenture report: The Economic Contribution of Australia's Tech Sector
- ² Australian Academy of Technological Sciences and Engineering (ATSE): Our STEM skilled future – An education roadmap for an innovative workforce, October 2022
- ³ Tech Council of Australia report: Getting to 1.2 million Our roadmap to create a thriving Australian tech workforce

Through WiseTech Global's Earn & Learn Program, your students can access scholarship opportunities to supercharge their career in technology while gaining access to world-leading education coursework, technology experts, and a university degree.

We're dedicated to building Australia's tech future and that means taking action to ensure Australian students get access to opportunities that will help them build the skills they need to be active and contributing members in our society.

We're supporting tech education in Australia through:

- **Our sponsorship of Grok Academy**
Making digital literacy resources through the Grok Learning Platform free for all Australian schools, students, teachers and parents.
- **The Earn & Learn Program**
Provides undergraduate students a comprehensive package to undertake their studies and gain real world experience at one of Australia's most successful tech companies.
- **WiseTech Academy**
An Australian Registered Training Organisation that trains, upskills and cross-trains graduate and mid-career individuals in valuable and in-demand industry skills.

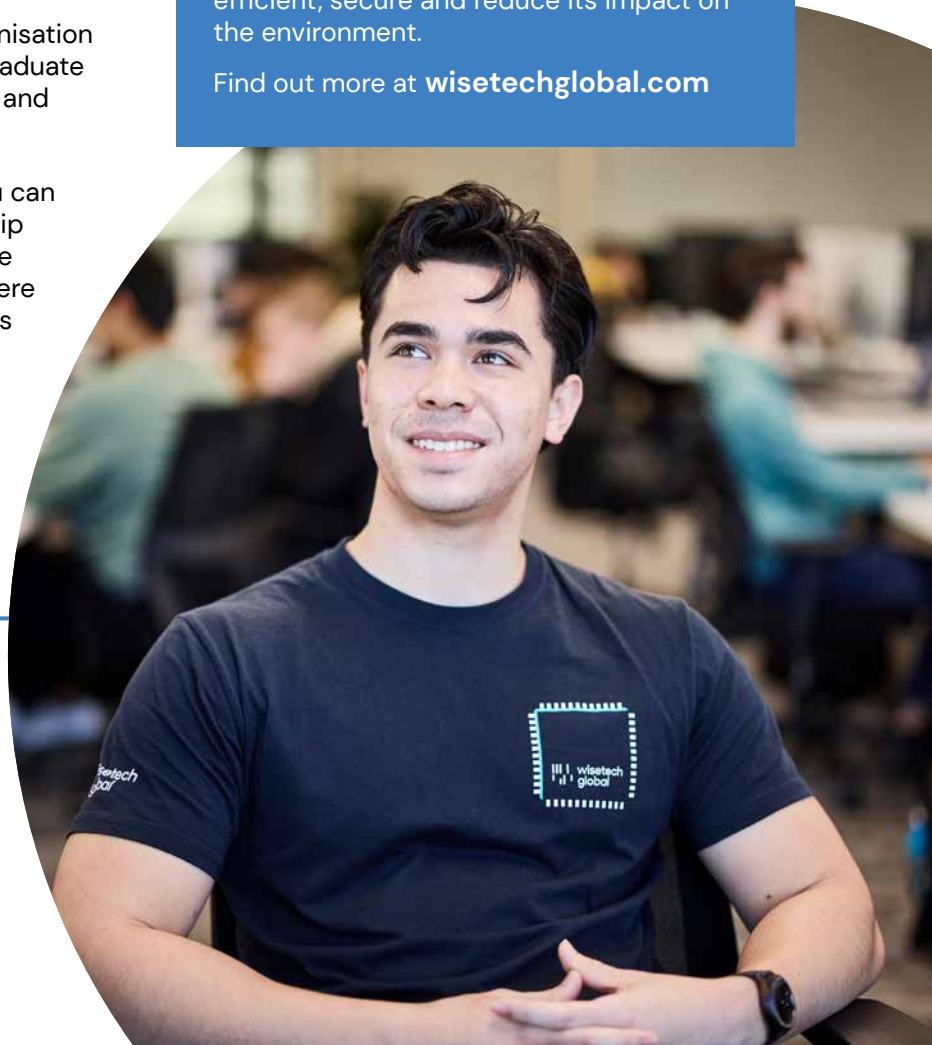
In this brochure, you'll learn about how you can help your students apply for our scholarship program and why it presents such a unique opportunity to build an exciting career where they can push boundaries, break the status quo, and change the world, one innovation at a time.

About WiseTech Global

WiseTech is one of Australia's most successful global tech companies. A pure tech company, we're engineer founded and led with research and development at the core of what we do.

We are a world-leading developer and provider of software solutions to the global logistics industry. Our team of more than 3,000 people across 35 countries is united in our goal to transform the world of logistics one innovation at a time. This means helping goods move around the world as quickly and efficiently as possible to make the supply chain faster, more efficient, secure and reduce its impact on the environment.

Find out more at [wisetechglobal.com](https://www.wisetechglobal.com)





About our scholarships

Completing a university degree through WiseTech's Earn & Learn Program combines university recognised coursework, real-world experience, and university scholarship funding to give students an unparalleled start on their career.



Get paid to work and study

Students will receive a potential comprehensive remuneration and scholarship package of ~\$300,000 over their four-year degree, including university course payments and share rights.¹



Access to a structured education program giving them an advantage

Learning from the best and brightest, WiseTech's structured education program not only exposes students to different technology, platforms, and learning opportunities – they will also be mentored by the industry's best.



On the job training means they'll be one step ahead

Students will accelerate their professional capabilities by applying what they learn in their coursework immediately on the job. Setting themselves ahead of their peers, they'll work across different teams that focus on a variety of complex problems.

¹ Salary is on a full-time equivalent basis with actual salary based on days worked at WiseTech Global. Reimbursement of course costs is based on level of academic performance for each subject, in line with our Further Education Assistance Scheme as amended from time to time, which includes an obligation for repayment if the individual resigns within two years of reimbursement. Share rights are a right to acquire WiseTech Global shares and are subject to our Equity Incentive Plan Rules and the relevant offer document for each grant.



Why WiseTech is the right choice

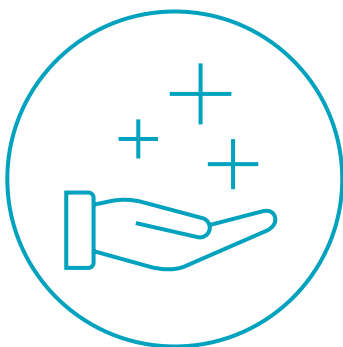
Not only will students work with a team of like-minded people, they will also get to work with some of the smartest mentors in Australia, helping them accelerate their career in tech.

WiseTech is different to other tech companies because of our wide range of teams and skill areas – from machine learning, cybersecurity, and cloud to ecommerce, digital documents, and data science. Students will get the opportunity to experience different teams through our unique rotation program and work on a wide range of specialisations they're interested in. Each day at WiseTech brings new ideas and opportunities!



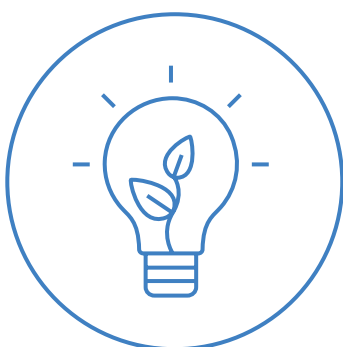
Part of a true success story

WiseTech is a true Australian success story. Founded in 1994 in a basement in Newtown, years later we're a ~\$25B software giant taking on the world. We're proud to be one of Australia's largest and most successful tech firms. Our people are the heart and soul of WiseTech and the driving force of our strategy.



Access to company benefits

As part of the WiseTech team, students will get access to a huge range of benefits to support their health and wellbeing and grow their skills and career with our development programs like learning platforms, flexible work, wellness tools, employee assistance program, expert financial advice, as well as many social activities.



Positive change for the world

Technology should be a catalyst for positive change on a global scale – for the people and environment around us. We're digitising one of the world's oldest industries – international trade. We pride ourselves on our culture of learning, collaboration, and continuous development. We care about the environment and have offset 100% of our carbon emissions in 2022. We're making an incredible difference to the world around us.

The program

The WiseTech Earn & Learn program is run in collaboration with the University of Technology Sydney (UTS) Bachelor of Computing Science – IDeA.

What does it mean for applicants?

As part of the program students will:

- complete subjects delivered by the university
- complete accelerated coursework delivered by WiseTech
- work at WiseTech 4–5 days per week
- participate in our unique rotation program
- undertake their degree on a part-time basis over four years

Who should apply?

Our aim is to develop amazingly talented software engineers. We are a highly inclusive business with a team that is diverse across cultures, gender identities, and neurodivergence.

We're interested in talking to a wide variety of people. Here are some of the traits we're looking for in scholarship candidates:

- Highly curious
- Either love coding (especially those who have undertaken personal projects beyond the scope of what has been covered in class), or have no coding experience but think analytically and logically, and coding sounds interesting to them
- Challenge the status quo
- Thrive when faced with new and different problems every day
- Work well with other like-minded people



How to apply

We know how important teachers are in their students' lives. You have the ability to encourage and motivate them to do and be their best. That's why we know you're a very important person in the application process.

Step 1: Submit an application

Encourage your students to submit a scholarship application – it could change their lives! This is an exclusive program for the curious, the creative, and the coding geniuses.

Students should submit their application on our website. This includes a short form, their latest school report or academic transcript and a recommendation letter from a teacher (optional).

Step 2: Introduction call and testing

An informal and explorative call to help us get to know applicants and help them get to know us.

We also want to understand their unique skills set and career objectives, so students will be asked to complete a variety of cognitive and behavioural testing. If the applicant has substantial prior coding experience, we'll also give them the opportunity to demonstrate these skills in a technical test.

Step 3: Interview and offer

Students will get to meet some of our team and ask any questions about WiseTech they may have. After this students will find out if they're joining our scholarship program.

Important dates

Applications open:
1 August 2023

Applications close:
20 November 2023

Offers sent:
Applications will be assessed
as they are submitted and
offers made soon after

Program start date:
Early January 2024
(we'll share dates in December)

Students can submit their
application on our website:
[wisetechglobal.com/careers/
students-and-graduates](https://wisetechglobal.com/careers/students-and-graduates)

Tips you can share to help your students prepare for their application

- ✓ It's important that students research, explore and discover the things that are important to them at every stage of application process. It's their opportunity to engage and highlight their strong points, but also to learn and grow through the process.
- ✓ If students have programming experience beyond what is part of typical classroom activity, we recommend they describe their projects in their applications, with a focus on the parts that are self-directed and most difficult.
- ✓ Where students have no programming experience, encourage them to do some research and give it a go. We won't give a technical test to these students, and expect at least half of our successful applicants will have limited or no prior experience, but some exposure will be helpful.
- ✓ We want students to engage and build confidence, this includes not being afraid to ask questions, try new things and meet new people.
- ✓ Most importantly, we want them to just be themselves! Making sure they'll fit in to our culture and program is critical for everyone to get the best outcome.



What you learn at university versus what you learn here, in the workplace, is so incredibly different. At WiseTech, I'm learning entirely new programming, at a much larger scale and at a much faster pace. I feel like I'm learning so much more.

Will Crossley
Associate Software Engineer, WiseTech Earn & Learn Program

Ensuring **all students**, regardless of gender, economic circumstance, or geography, have a positive STEM and technology skills experience at an early age, will inspire more students to embark on further technology studies and careers.

In a future where digital literacy is no longer separate from general literacy, there is a responsibility for all of us to take action now to ensure the **future prosperity and productivity** of our country and people.

Richard White
CEO and Founder



Other resources

Resources for your female students

Girls Programming Network

Coding workshops for high school girls and gender minorities.
girlsprogramming.network

Girl Geek Academy

A social enterprise dedicated to achieving gender equality in the technology industry.
girlgeekacademy.com

We know making a decision about a career is tricky – there are so many things to consider.

To help you support your students, we've pulled together some resources that can help you understand what their choices are and help them choose the right career path.

If you have any questions you'd like to ask us, feel free to contact us at studentengagement@wisetechglobal.com

Grok Academy

Build your digital literacy and coding skills for free through the Grok Learning Platform

grokacademy.org/wisetech-global

NCSS Challenge

Network with like-minded people and take part in the NCSS coding challenge

grokacademy.org/ncss

Explore Careers

A careers and employment program designed to bring students and their future employers together

explorecareers.com.au

WiseTech Global

Find out what it's like to be a team member at WiseTech Global

wisetechglobal.com/news/people-and-culture



[wisetechglobal.com](https://www.wisetechglobal.com)