GHD FOUNDATION STEAM EDUCATION
INNOVATION GRANTING GUIDELINES - US

GHD Foundation helps 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 barriers that limit access to STEAM education and employment opportunities. The Foundation targets initiatives that incorporate **fair access + quality education + STEAM education and employment**.

Innovation is key to addressing complex and emerging challenges. It helps enhance collaboration and strengthens pathways from education to employment in an environment characterised by rapid change and uncertainty. This funding aims to support grant recipients to develop and test new project ideas. We welcome projects supporting early to late-stage innovation activities, fostering fresh approaches that have the potential to create lasting impact.

The GHD Foundation recognises that organisations vary in size, maturity, resourcing, and stage of development.

Throughout our application and reporting processes, we encourage responses that are proportionate to your organisation's scale and the stage of innovation of the project. We encourage you to apply if you have a clear idea that is <u>not</u> part of your business-as-usual delivery, a strong understanding of the challenge you are addressing, and a thoughtful approach to learning and impact.

Minimum Eligibility Requirements

Applications must meet all minimum eligibility requirements to be considered. Eligible applications will then be assessed against the priorities and assessment criteria outlined below.

- Align to at least one GHD Foundation focus area
- Demonstrate genuine innovation (not business-as-usual delivery)
- Address fair access to STEAM education/employment
- Be delivered in US
- Be submitted by an eligible charitable organisation (or via approved auspice/fiscal sponsor) and do not hold an active grant with the GHD Foundation for STEAM Education
- Request funding for permitted activities only

Focus Areas

GHD Foundation project funding applications are required to fall within the following focus areas:

1. **Undergraduate Tertiary Scholarships and Bursaries: Innovative new approaches to** undergraduate tertiary scholarships and/or bursaries to address financial, geographic and other access barriers for students and to build powerful, supported pathways from education into meaningful, long-term STEAM careers.

2. **STEAM Education Programs for 8–13-year-olds:**
Early STEAM programs to ignite confidence, curiosity and core skills at the most formative stage of learning, laying the foundations for future study, participation and fair access to STEAM careers.

3. **Educator Capacity:** Enhanced educator capacity because investing in those who teach, mentor and deliver STEAM learning multiplies impact for students, strengthens program quality, and drives lasting, system-wide change.

Innovation Activities

The GHD Foundation's STEAM Innovation Grants fund new ideas or reimagined concepts to complex and emerging challenges within our areas of focus. **This excludes 'business as usual' or the continuation or routine scaling of established programs.** If building an innovation project into existing programs, the project is requested to clearly articulate the need for significant program adaptation, and how expansion of an existing program will achieve outcomes that would otherwise not be achieved.

Applications must clearly demonstrate innovation in the form of:

- A new program, project, technology or tool
- A new delivery model or methodology
- Reimagining an existing program or project for a new target population/focus area
- A new or reimagined system-level intervention

The GHD Foundation welcomes grant applications at the following stages of innovation:

Early-Stage Innovation

Early-stage innovation typically involves the development and testing of new ideas and reimagined concepts to solve emerging, persistent or complex challenges in the space of fair access to STEAM Education and its applicable focus area.

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

Early-stage innovation projects are not expected to demonstrate direct participant outcomes, but should articulate learning objectives, assumptions being tested, and how insights will inform next steps.

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:

Late-stage innovation projects typically involve programs and projects that have completed a successful pilot and are ready for broader deployment or commercialisation.

Priorities—Outcomes for Young People and Educators

For **early-stage** innovation projects, outcomes may focus on learning, feasibility, and proof-of-concept rather than direct participant outcomes directly mentioned within the below.

For **mid- and late-stage innovation** projects which incorporate Undergraduate Tertiary Scholarships and Bursaries or STEAM Education programs [for] 8-13 year olds, they should demonstrate outcomes for young people, applicable to the GHD Foundation Theory of Change:

- Participation in STEAM programs/tertiary education (numbers of people supported)
- Completion of tertiary STEAM education (numbers of people supported, as applicable)
- Increased understanding of STEAM concepts and/or increased interest in pursuing STEAM education/employment pathways.

For mid- and late-stage innovation projects which incorporate Educator Capacity, they should demonstrate outcomes for educators, applicable to the GHD Foundation Theory of Change:

- Participation of educators in STEAM professional development (numbers of people supported)
- Increased ability and confidence to teach STEAM concepts and/or increased ability and confidence to guide young people in STEAM pathways.

Principles

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

- **Innovation:** Encouraging bold, creative solutions to tackle complex STEAM education and workforce challenges.
- **Monitoring & Evaluation:** Commitment to tracking impact, learning from results, and adapting approaches to maximise effectiveness.
- **Fairness:** Support for projects committed to fairness in designing and delivery, ensuring accessibility for our target populations.
- **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.

Target Populations

The GHD Foundation supports STEAM education initiatives that provide direct support to individuals and communities experiencing barriers that materially limit access to STEAM education and employment opportunities. This funding is directed to projects that respond to existing challenges arising from socioeconomic hardship, disability, geographic isolation, or other forms of disadvantage, where targeted educational support can meaningfully improve access, participation, and long-term outcomes.

Within this impact theme, communities are supported where individuals experience barriers relevant to the Foundation's charitable purpose.

These communities include:

- Individuals who face socioeconomic disadvantage
- Regional, rural and remote communities
- Individuals with disabilities and neurodivergence

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 the country of delivery.

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, organisations or activities that are partisan in nature
- Retrospective activities
- Non-charitable activities
- Event, conference or corporate sponsorships
- Industry association memberships
- Organisations who have received GHD Foundation funding within the last 12 months
- Expanding existing 'business as usual' programs or projects unless there is a clear need for significant program adaptation, and expansion will achieve outcomes that would otherwise not be achieved

Organisational Eligibility

- US: Eligible organisations must be recognised as charitable organisations. Where an organisation does not hold 501(c)(3) status, it may apply in partnership with another charitable organisation that holds 501(c)(3) status and will act as the fiscal sponsor.

Grant values and timeframes

Grant values will be communicated by GHD Foundation within the applicable region. If you have lower delivery capacity, smaller grant applications are welcome.

Grants are 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.

Assessment Criteria

1.   Confirmation that the grant meets the requirements of geography, organisation type, eligibility and use of funds as outlined within the Granting Guidelines

2.   **A. Alignment to all of GHD Foundation's requirements for granting in this portfolio:**
   - Quality education
   - STEAM education and employment
   - Fair access for under-represented communities

   B. Alignment to one or more focus areas:

   - STEAM Education Programs for 8-13 year olds
   - Undergraduate tertiary scholarships and bursaries
   - Educator capacity

   C. Alignment - Innovation:

   The organisation has effectively and clearly identified how the project fits with the perceived stage and description of innovation.

3.   **Governance:** Adequate governance, leadership, and financial management in place including policy and approach to safety of children/vulnerable people.

4.   **Efficacy:** Demonstrated understanding of the problem and evidence or hypotheses that the proposed approach has potential to address the challenge

5.   **Outcome Measurement:** Outcomes or learning objectives are defined and measured in proportion to the stage of innovation, including alignment to GHD Foundation's Theory of Change outcomes where applicable.

6.   **Fairness:** Support for projects committed to fairness in designing and delivery, ensuring accessibility for our target populations.

7.   **Organisational Capacity:** Demonstrated evidence that the organisation has the resources and expertise to effectively deliver the project and achieve outcomes.

8.   **Collaboration:** The project leverages strategic partnerships or collaborations to maximise impact and resource efficiency including engagement with GHD Foundation's expertise, networks, and skills beyond financial support.

9.   **Learning Organisation:** The organisation demonstrates a commitment to continuous improvement through reflection, feedback integration, and adaptive practices at a level proportionate to the size, scale, and maturity of the organisation

10.   **Sustainability:** The project demonstrates potential for long-term impact or scalability if successful, or provides learning that informs future pathways.