

BAKARU WAYAPARRANGU SCHOLARSHIP

Academic Support Scholarship

About the Scholarship

This scholarship is delivered through the Bakaru wayaparrangu Agreement, a long-term partnership between DJAARA and Agnico Eagle's Fosterville Gold Mine (FGM). The Agreement outlines a shared commitment to increase Djaara participation across all aspects of the mining operation — from land and water management to employment, training, and business development. Central to the Agreement is a focus on self-determination, cultural strength, and delivering lasting social and economic outcomes for Djaara people.

Named Bakaru wayaparrangu, meaning “In the middle, we all meet” in Djali, Dja Dja Wurrung language, the Agreement is grounded in respect, recognition, and working in genuine partnership. It provides a framework to embed Djaara values and perspectives into decision-making and create pathways that empower Djaara people through skills, education and opportunities.

The Bakaru wayaparrangu Scholarship program supports this vision by helping students pursue studies in fields related to the mining and resources industry. It recognises that academic achievement takes many forms and aims to encourage persistence, build skills, and enables opportunities for students to shape the future of the industry and their communities.

Purpose

To provide financial support to Djaara post-secondary students who are studying in areas related to the mining and resources industry. The scholarship aims to:

- Encourage continued participation in vocational and higher education.
- Foster future careers in mining, land management, and resource development.
- Support students who are passionate about contributing to Country and community through industry-related work.

Funding

- A set amount of \$5,000 is awarded each financial year for this program. The committee will decide whether the funding can be divided among multiple participants or awarded as a single amount, with a maximum limit of \$5,000.
- The funds will be used for education-related expenses, including textbooks, study equipment, and materials that will benefit the participants' studies.

This is a one-off annual payment

- Students may reapply each year if they continue to meet the eligibility criteria.

Scholarship Eligibility

Applicants must:

- **Identify as being of Dja Dja Wurrung heritage, with DJAARA membership or as determined to be eligible as confirmed through DJAARA.**
- Be enrolled or accepted into a recognised tertiary education program (University, TAFE, or equivalent) relevant to the mining or resources industry (e.g., engineering, environmental science, environmental science, geology, Work Health and Safety, Finance, Human Resources, Project Management and Administration, Logistics etc.).
- Exhibit a genuine interest in contributing to the mining/resources industry or to Country and Community through this pathway.

Application Requirements

Applicants must submit:

- Evidence of current enrolment or acceptance in a tertiary education program relevant to the mining sector or a relevant supporting function within the industry.
- Most recent academic transcript or progress report (if applicable)
- Personal statement (up to 500 words) addressing:
 - Academic journey and perseverance.
 - Connection to community and cultural background.
 - Future career goals in the mining and resource sector.
- At least one letter of reference from an academic, employer, mentor, or community Elder.
- Optional statement outlining any personal or financial challenges impacting education.

Evaluation Criteria

Applicants will be assessed on:

1. **Academic Perseverance** – Effort and resilience demonstrated in education.
2. **Academic Excellence** – Academic achievements or improvements.
3. **Relevance of Study** – Connection of study program to mining or resources sector.
4. **Community Engagement** – Contribution or connection to community and culture.
5. **Future Goals** – Clarity of career aspirations and industry contribution.
6. **Personal Circumstances** – Consideration of barriers affecting study (optional).

Assessment & Selection Process

DJAARA will present the Bakaru wayaparrangu Implementation Committee with a summarised and shortlisted list of students applying for the scholarship (see *Appendix B: Selection Criteria Process for the flowchart of the steps*).

- The Bakaru wayaparrangu Implementation Committee (IC) will score applications against the criteria.

Applicants will be assessed against clearly defined selection criteria. A Selection Assessment Grid will be used to ensure all applications are evaluated fairly and consistently (see *Appendix A: Selection Assessment Grid for the detailed criteria and scoring framework*).

Shortlisted applicants may be invited for an interview or additional discussion (see *Appendix C: Interview Assessment Grid for the detailed criteria and scoring framework*).

- Final selection will consider overall merit, alignment with program goals, and equitable opportunity.
- Successful applicants will be notified and publicly acknowledged.

Submission Details

- Applications open: Monday, 22 September
- Applications close: Friday, October 31
- Outcomes shared by: Wednesday, 26 November
- Submit your application to: bw@djadjawurrung.com.au

Contact Information

For further information or assistance with the application process, please contact:

- **Email:** bw@djadjawurrung.com.au
- **Phone:** 0484 529 952 – Cass Hayes, Bakaru wayaparrangu Acting Implementation Coordinator

Appendix A – Selection Assessment Grid

Use this assessment grid to evaluate applicants for the Bakaru wayaparrangu Scholarship. Each criterion is scored on a 0–5 scale.

Criteria	Description
Academic Progress & Effort	Demonstrated willingness to engage with study or professional growth.
Commitment to Learning	Evident passion for their field of study and personal growth through education. Reflects a growth mindset and strong work ethic.
Connection to Community & Culture	Shows meaningful connection to culture and/or demonstrates ways they support or aspire to support community (especially relevant for Djaara).
Interest in Mining/Resources Industry	Clearly articulates how their studies relate to or will contribute to the mining/resources sector or environmental/resource management.
Future Goals & Community Impact	Applicant has realistic and meaningful goals, including how they plan to give back to their community, industry, or Country.
Resilience & Personal Story	Demonstrates ability to overcome challenges and shows personal strength, adaptability, and grit in the face of barriers.
Quality of Application	Overall quality, effort, and completeness of the application. Clear writing or presentation, inclusion of all documents, and attention to detail.

APPENDIX A - SELECTION CRITERIA ASSESSMENT GRID

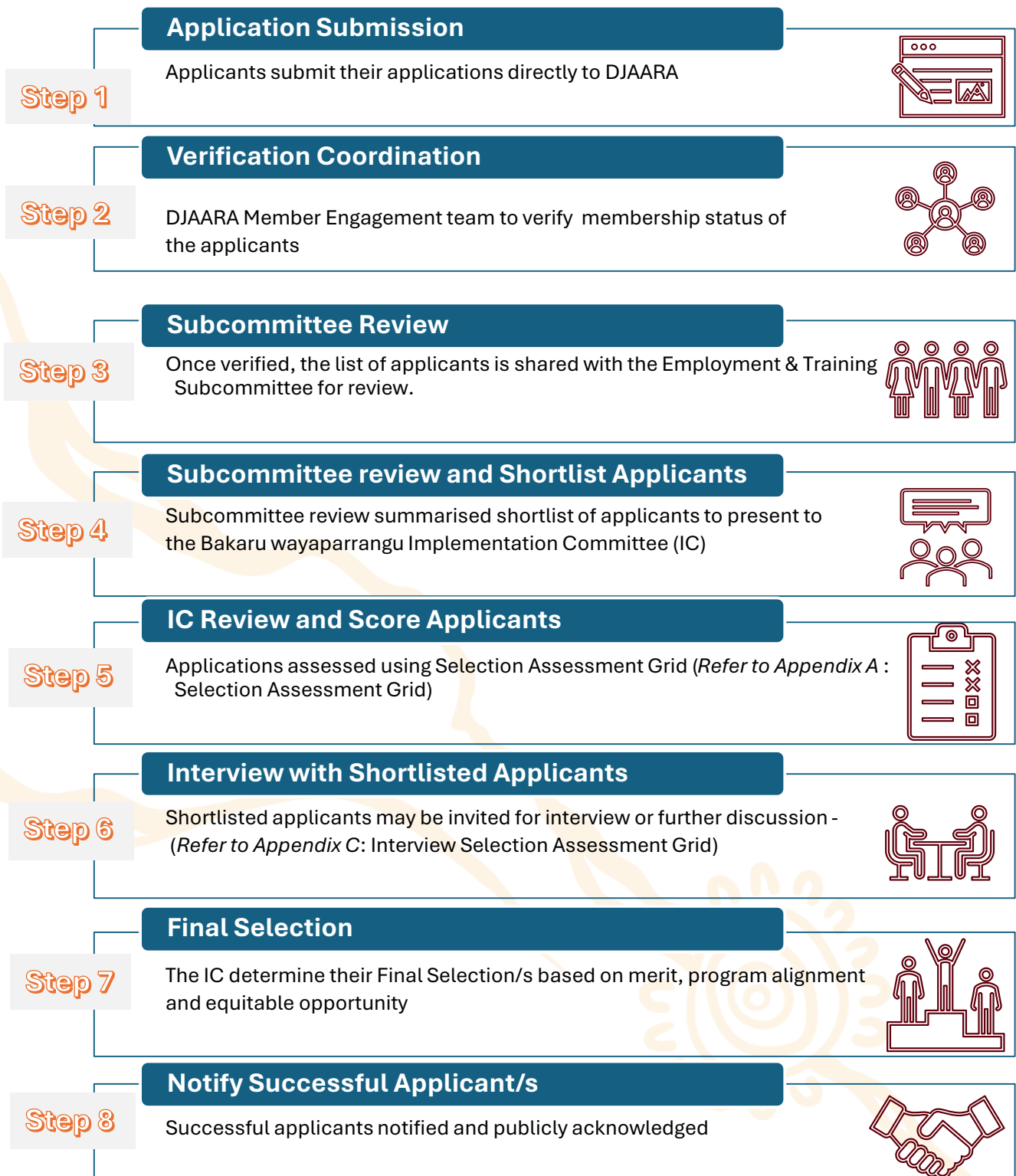
Use this assessment grid to evaluate applicants for the Bakaru wayaparrangu Scholarship. Each criterion is scored on a 0–5 scale.

Criteria	Description	Score (0–5)	Comments
Academic Progress & Effort	Demonstrates consistent engagement with study, perseverance in academic achievement, and is currently passing or progressing in their course.		
Commitment to Learning	Evident passion for their field of study and personal growth through education. Reflects a growth mindset and strong work ethic.		
Connection to Community & Culture	Shows meaningful connection to culture and/or demonstrates ways they support or aspire to support community (especially relevant for Djaara/First Nations).		
Interest in Mining/Resources Industry	Clearly articulates how their studies relate to or will contribute to the mining/resources sector or environmental/resource management.		
Future Goals & Community Impact	Applicant has realistic and meaningful goals, including how they plan to give back to their community, industry, or Country.		
Resilience & Personal Story	Demonstrates ability to overcome challenges and shows personal strength, adaptability, and grit in the face of barriers.		
Quality of Application	Overall quality, effort, and completeness of the application. Clear writing or presentation, inclusion of all documents, and attention to detail.		
Total Score		/35	

Scoring Guide (0–5 scale for each criterion):

- 0 – Not addressed or missing
- 1 – Poor; minimal relevance or effort shown
- 2 – Fair; some attempt but lacks depth or clarity
- 3 – Good; meets expectations
- 4 – Very good; strong evidence and relevance
- 5 – Excellent; outstanding and compelling

APPENDIX B – SELECTION CRITERIA PROCESS – FLOWCHART



APPENDIX C – INTERVIEW SELECTION CRITERIA ASSESSMENT GRID

Use this assessment grid to evaluate applicants during their interview for the Bakaru wayaparrangu Scholarship.

Each criterion is scored on a 0–5 scale.

Criteria	Description	Score (0–5)	Comments
Reason for Applying	Clearly explains why they applied, how it connects to their goals or situation, and what the scholarship means to them		
Personal Journey and Readiness	Shares their journey, including any time away from education or work, and why they're ready to take this next step.		
Cultural Identity and Connection	Speaks about their identity and connection to Djaara culture, Country, community, or family.		
Communication and Engagement	Engages respectfully and communicates with honesty, clarity, and comfort.		
Future Goals	Outlines what they want to do next, their goals, and how the scholarship will support their future path		
Total Score		/25	

Scoring Guide (0–5 scale for each criterion):

- 0 – Not addressed or missing
- 1 – Poor; minimal relevance or effort shown
- 2 – Fair; some attempt but lacks depth or clarity
- 3 – Satisfactory; meets expectations, some prompting
- 4 – Strong- Confident and relevant, with depth
- 5 – Outstanding – Clear, compelling, well-articulated