

2020 Ørsted Green Energy Scholarship in Taiwan – Trust Document

1. Executive Summary

As a part of its Local Stakeholder Engagement Programme and plan to promote Offshore Wind in Taiwan, Ørsted committed to launching a **Green Energy Scholarship Program (GESP)** to support **eight Taiwanese students who are enlisted in Taiwanese universities or foreign colleges and universities recognized by the Ministry of Education, Taiwan**, on their ways to becoming professionals in Taiwan's offshore wind energy industry each year. The scholarship will be awarded once per year for at least 4 years (2019 – 2023).

The scholarship amount, will depend on the academic grade of the applicant:

NT\$ 350.000 for PhD students

NT\$ 300.000 for Graduate students

NT\$ 250.000 for Undergraduate students

Applicants can only receive the scholarship once. The best research topic within the awarded scholarships receives **additional NT\$ 50,000**, which can be used to support the research. The scholarships will be focused on the following educational degrees:

- **Four** Science, Technology, Engineering, and Mathematics (STEM) scholarships per annum
- **Two** environmental studies scholarships per annum
- **Two** social science scholarships per annum

Whilst **50% of the Scholarships are reserved for Changhua Citizens or former Changhua citizens now studying elsewhere in Taiwan, 50% thereof are reserved for descendants of Changhua Fishermen**. If not enough eligible candidates can be found / apply in this pool, the remaining scholarships will be distributed without geographic restriction.

Scholars are required to submit the **required documents online via the orsted.tw website**, where the different criteria (English proficiency, grade average, etc.) are listed. The online application process is administered by the Trade Council of Denmark, Taipei (TCD Taipei), who will also do an initial screening and classification of the candidates.

After this first step, a **review panel**, consisting of employees of Ørsted and the TCD Taipei, and at least one independent panel member will screen the candidates and decide on a short-list for the interviews.

These **candidates will be interviewed and after the interviews, awardees will be selected by Ørsted**. The awardees and their families will be invited to an award ceremony.

After one year, the awardees will give a **final presentation** outlining the success of their research as well as their personal development. An Ørsted Green Energy Alumni Club will be established to keep contact with the talents once per year and enable them to network across disciplines whilst staying connected to Ørsted.

The GESP will be **marketed via multiple channels**, such as press releases, Ørsted.tw-website, the website of the TCD Taipei, the website of the Changhua County Government, our university partners, Facebook, LinkedIn, etc.

2. Introduction

As a part of its Local Stakeholder Engagement Programme and plan to promote Offshore Wind in Taiwan, Ørsted committed to launching a Green Energy Scholarship Program (GESP) to support **eight Taiwanese students who are enlisted in Taiwanese universities or foreign colleges and universities recognized by the Ministry of Education**, Taiwan, on their ways to becoming professionals in Taiwan's offshore wind energy industry each year.

In its mission to create intercultural opportunities for the next generation of offshore wind professionals, the GESP offers an opportunity, where full-time scholars are welcome to pursue their choice of an undergraduate, master's, or doctoral degree. The scholarship offers each student **up to NT\$400,000**, which may be used towards university tuition, accommodation costs, and personal living expenses.

The scholarship amount will depend on the academic grade of the applicant:

NT\$ 350.000 for PhD students

NT\$ 300.000 for Graduate students

NT\$ 250.000 for Undergraduate students

The best research topic within the awarded scholarships receives **additional NT\$ 50,000**, which can be used to support the research.

The scholarships will be focused on the following educational degrees:

- **Four** Science, Technology, Engineering, and Mathematics (STEM) scholarships per annum
- **Two** environmental studies scholarships per annum
- **Two** social science scholarships per annum

Scholars are required to submit the required documents online via the orsted.tw website, fulfilling all requirements as outlined further below. A student can only be awarded a scholarship via the GESP once.

Ørsted Green Energy Scholarship Alumni are also invited to take part in the Ørsted Green Energy Alumni Club, an exclusive network, which encourages former and current scholars to network across campuses and borders to exchange know-how, present and discuss current topics of interest and develop socially responsible action plans that address critical challenges faced by the Offshore Wind community, environments, and economies today. The Alumni Club Meetings will be held at least once per year and organized by Ørsted.

Whilst 50% of the Scholarships are reserved for Changhua Citizens, 50% thereof are reserved for descendants of Changhua Fishermen. If not enough eligible candidates can be found / apply, the remaining scholarships will be distributed without geographic restriction.

When the scholarship program is ready for application, the scholarships will be available through the [Ørsted.tw](https://orsted.tw) website. To guarantee the highest possible standards in the selection process as well

as to guarantee maximum transparency, we will work together with the Trade Council of Denmark, Taipei (TCD Taipei) and at least one independent expert from the university or offshore wind economy sector which will be part of the panel reviewing the applications.

3. Candidate Evaluation Criteria

In appointing Scholars, the review panel will look for candidates who have the potential to excel as scholars, as leaders and as contributors to the Offshore Wind Industry. The assessment will be based on academic merit, leadership potential/potential for the community and potential in the Offshore Wind Industry.

Next to a proficiency in English (TOEIC Score 785, TOFEL Score, IELTS 6.5 or above) as well as an enrolment in a university, the selection criteria are divided into three categories:

- Academic Merit
- Leadership Potential / Potential for the Community
- Potential in the Offshore Wind Industry

The Green Energy Scholarship is designed to support high-potential candidates which share the same value basis as Ørsted.

Ørsted's guiding principles are:

- **INTEGRITY:** We're open and trustworthy and uphold high ethical standards
- **PASSION:** We're passionate about what we do and proud of what we achieve
- **TEAM:** We value diversity and collaborate in a non-hierarchical, respectful and trusting way
- **RESULTS:** We set the bar high, take ownership and get the right things done
- **SAFETY:** We never compromise on health and safety standards

and their application and focus is highlighted in the evaluation criteria

The evaluation criteria will be assessed by various means. The primary source of information will be the submitted documents as described in 4.1, such as academic transcripts, letters of reference and the essay. In the interview, special emphasis will be put on "soft skills" and the candidate's ability to support his or her application with further examples.

Candidates with a current research topic (e.g. a bachelor/master/PhD thesis, student project, etc.) will have an advantage over candidates without such.

3.1 Academic Merit

The evaluation criteria “Academic Merit” weighs 50% of the entire evaluation.

1. Evidence of Academic Background that is Strong and Relevant (50%)

- *Passion, Results, Integrity*

The average score on the transcript shall be above 85 and the applicant needs to rank amongst the top 20% in the same class and without any bad reputation record.

Evidence of high-level performance (e.g. merit scholarships, academic prizes, research results, artistic creations, publications) and achieved results will be considered positively in the evaluation.

2. Quality and Breadth of Recommendations (35%)

- *Integrity, Results, Passion*

The review panel will put high focus on whether the recommendations are excellent and from people who know the candidate and can make informed comparisons with many other students. The recommendation letters shall, taken together, provide specific and well-documented details about leadership and ambassadorial potential as well as academic excellence and potential to excel in a career in the Offshore Wind industry.

Recommendations from leading industry professionals or researchers will be considered positively in the evaluation.

3. Knowledge of Proposed Courses and Supervisors (15%)

- *Passion, Integrity*

The review panel will evaluate whether the candidate could document the relevance of the proposed academic programme to his or her scholarly and career plans and, in the case of a research proposal, provided evidence of substantive engagement with the proposed supervisor(s).

The provision of a compelling (academic) rationale for doing the work at a Taiwanese university with Ørsted support will be considered positively in the evaluation.

3.2 Leadership Potential / Potential for the Community

The evaluation criteria “Leadership Potential / Potential for the Community” weighs 20% of the entire evaluation.

1. Ability to create an impact and inspiration (40%)

- *Team, Results, Passion, Integrity*

The candidate should demonstrate how he or she delivered results from a position of leadership - whether by organizing, mobilizing or inspiring others in a team. This may have been through his/her intellectual or artistic contributions or in other ways.

The panel will put emphasis on evidence, that the candidate initiated something and carried it through to an outcome and demonstrated passion. The panel will also consider the likelihood of the candidate to attain a position of influence in his/her field of expertise when deciding on the Green Energy Scholarship.

2. Creativity, Innovation (35%)

- *Team, Passion, Results*

Extra-curricular activities prove to the panel, that the applicant has demonstrated courage of conviction, persistence, and determination in the pursuit of his or her goals. It will be evaluated whether the candidate appreciate the needs, motives and concerns of others.

Evidence of creativity and innovation in the candidate’s approach to answering questions or solving problems will be assessed. The review panel will weigh whether the candidate thinks outside the box or follows sturdy, old patterns.

Evidence of the candidate’s research indicating or aiming for innovative solutions will be considered positively in the evaluation.

3. Contribution to Society (25%)

- *Integrity, Team, Safety, Passion*

The candidate should show a strong desire to contribute to society and be aware of his or her role activities and impact on other people. The review panel will focus on whether the candidate can explain what changed as a result of his or her involvement in something.

Proof of the candidate’s engagement in activities, groups or projects that strengthen communities / society will be considered positively in the evaluation.

3.3 Potential in the Offshore Wind Industry

The evaluation criteria “Potential in the Offshore Wind Industry” weighs 30% of the entire evaluation.

1. Knowledge of the Offshore Wind Industry (25%)

- *Passion, Results, Safety*

The candidate will be evaluated on whether he or she understands the Offshore Wind Industry, as well as specific aspects of this industry that are pertinent to his or her field of study. The candidate shall be able to proof his or her awareness of opportunities for on-going projects / developments in the Offshore Wind Industry.

2. Connection to the Offshore Wind Industry and previous engagements (50%)

- *Passion, Team, Safety, Results, Integrity*

The candidate shall demonstrate whether he or she has a track record of proactively and enthusiastically building productive relationships with people outside his or her peer group, particularly when engaging with them in his/her field of expertise.

The panel will assess whether the candidate could establish a relation between his or her extracurricular and the Offshore Wind Industry to meet the Green Energy Scholarships' objective of supporting university students on their ways to becoming professionals in Taiwan's Offshore Wind Industry.

The candidate will have to demonstrate on whether and how he or she can imagine him- / or herself in the Offshore Wind Industry

Proof of an already established network in the Offshore Wind Industry through former engagements or extra-curricular activities will be considered positively in the evaluation.

3. Self-confidence and ability to Seize Opportunities (25%)

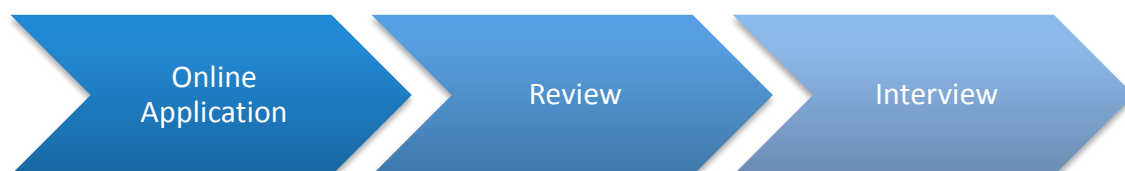
- *Passion, Integrity, Results, Team*

The review panel will assess how the candidate has responded to opportunities and which outcome he or she has produced.

Proof of the candidate pro-actively having pursued opportunities in the Offshore Wind Industry already will be considered positively in the evaluation.

4. Selection Process

The Selection Process is carefully designed to ensure the success and perpetuity of the program. Administration itself will be the most time-consuming part of the program. The selection process comprises of three stages



The timeline for the selection process will be the following:

October2019 – January2020	Eligible applicants must register their interest and complete the GESP online application on our website. GESP online applications will close on January 17, 2020
February	Pre-screen the applications for their eligibility and potential to decide a shortlist of candidates.
March	Interviews are conducted with the short-listed candidates and Ørsted, TCD Taipei and independent expert(s) .
April	The Green Energy Scholarships are awarded.

4.1 Online Application

In order to allow the Panel to check a candidate's eligibility for the Green Energy Scholarship, eligible applicants must register their interest and submit the required documents online via the Ørsted.tw website.

Required documents are

- Copy of the applicant's passport or valid Taiwanese ID Card (front side and down side)
- Certificate of residence (to determine, whether the candidate is eligible for one of the Changhua-reserved scholarships)
- Proof of TOEIC Score 785(TOFEL Score 78, IELTS 6) or above
- Letter of acceptance from the educational program director / university dean or an official document to proof university enrolment
- High school or college transcripts with an average score of above 80
- At least two Letters of reference
- English written student essay (max. 500 words) as outlined on the Ørsted.tw-homepage with the topic "How will Taiwan realize the green transformation using Offshore Wind Energy and where I see my role".

Optional documents with positive effect on the evaluation are:

- Current or past Research Topics (e.g. a bachelor/master/PhD thesis, student project, etc.)
- Proof of Academic achievement, including grades, rank in class, standardized test scores and achievement test scores
- Proof of Community/extracurricular involvement
- Awards and recognition
- Proof of involvement in the Offshore Wind Industry
- Any other document which would support the application

Each of the documents must be handed in complete and truthful. Any false or incomplete documents lead to a disqualification of the candidate in the selection process.

If a candidate is found to have handed in false documents or the essay is found to be plagiarism, but has been granted a Green Energy Scholarship, such candidate shall have to pay back the entire sum of the awarded Green Energy Scholarship.

4.2 Review

To ensure a maximum of transparency and equal chances, TCD Taipei has been assigned the task to review the applications and select the students, which will be eligible for the scholarship. Moreover, the students will be classified based on their field of study and assigned to one of the following categories:

- Science, Technology, Engineering, and Mathematics (STEM)
- Environmental studies
- Social science

To select the eight students, which will receive a scholarship under the GESP, the eligible candidates will be evaluated by a Review Panel, which will consist of:

- 2 representatives of Ørsted Taiwan
- 2 representatives of The Danish Trade Council in Taiwan
- *min. 1 independent representative*

The panel Members will review the applications based on the criteria outlined in Chapter 3 and in a joint meeting create a shortlist of candidates, which will be invited for an interview.

4.3 Interview

In order to further assess an eligible candidate's potential as well as to give each short-listed candidate the opportunity to answer the review panel's questions, an interview will be conducted, in which the candidate will have the chance to present him-/herself to the review panel mentioned in 4.2.

The interview will consist of the following:

- Presentation of the Candidate
- Discussion on the Essay
- The candidate's vision for the industry and his/her future
- Questions by the panel
- Answers by the candidates

The interviews are scheduled for around 30min per person and will be conducted entirely in English.

Ørsted will organize for the venue and catering for the interviews. The candidates are to arrange their own travel.

If the number of qualified applicants are less than 8, Ørsted reserves the right to adjust the number of the final **awardees** for the year.

5. The award

Each candidate who has been interviewed will receive personal feedback from the review panel about his/her performance as well as suggestions for personal development. Unfortunately, it will not be possible to provide feedback to all other candidates due to the expected magnitude of applications.

The awarding of the GESP scholarships is conditional upon each candidate's acceptance.

The successful applicants as well as their families will be invited for an award ceremony. A dinner and networking event will end the ceremony.

It is highly recommended, that Ørsted HR also attends this ceremony in order to assess potential candidates for Internship and Graduate Programmes or vacancies.

Each awardee, that accepts a scholarship offer must sign a commitment letter confirming his/her participation at the GESP and acknowledgement of the program commitments before receiving any benefits from the GESP.

Those commitments will be:

- Remain enrolled at the relevant University and degree program as a full-time student for the duration of their studies under the GESP.
- Give a presentation to Ørsted at the end of the university year in which the Scholarship has been granted in order to inform about the progress made in the scholar's research and personal development.

The final selection results will be publicly announced on our website after the award ceremony.

Around a year after the award, all awardees will be invited to an evening session, in which they get the chance to present their last year, their research as well as their personal development to Ørsted Senior Management and Human Resources.

This gives the awardees the unique opportunity to network within the Offshore Wind Industry and with their peers.