



Scholarship Programme Management

Course: Selection, Scholar Monitoring and ROI



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Introduction:

Scholarship programme management, from selection and scholar monitoring to ROI, is the subject of this 5-day course for HR, learning and scholarship-office staff who run sponsored degree schemes, ending with a Sponsored Study Programme Plan and scholar scorecard for a case organisation. Many sponsors fund degree places without linking awards to vacancies, lose track of scholars whose grades slip abroad, and see returnees resign once the service bond ends. Nominees already administer or oversee sponsored students and work through case studies on scholar files, bond agreements and cohort data. CoreConcept Training Center delivers this scholarship programme management course.

Course Objectives:

- Derive the number, disciplines and degree levels of sponsored places from the workforce plan and critical vacancy forecasts
- Set eligibility rules, merit and need weighting and a scored selection panel process for scholarship candidates
- Draft sponsorship and service-bond agreements covering stipends, allowances, service periods, clawback and default handling
- Monitor scholar academic progress, probation, extensions and welfare abroad through a case file and escalation routine
- Plan returnee placement, reintegration and bond-period retention so sponsored graduates fill the roles they were funded for
- Report a scholar scorecard covering completion, time to degree, return, retention, cost per graduate and discounted ROI

Target Audience:

- Scholarship and sponsored study office staff responsible for scholar files, agreements and stipend administration
 - HR staff responsible for linking sponsored degree intake to workforce plans and critical vacancies
 - Learning and development staff responsible for postgraduate and undergraduate sponsorship budgets
 - Student affairs and scholar welfare staff responsible for contact with sponsored students studying away from home
 - HR business partners responsible for placing and retaining returning scholars in host departments
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Course Outline:

Day 1: Sponsored Study Landscape, Award Types and Workforce Demand

- Merit, Need and Career-Specific Scholarship Award Types Compared
- Sponsor Models Across Employers, Public Bodies and Foundations
- Workforce Plan Gap Analysis Driving Sponsored Place Numbers
- Discipline and Degree Level Priority List for Critical Roles
- Scholarship Office Current-State Audit Using Cohort Records

Day 2: Selection Frameworks, Placement Rules and Bonded Agreements

- Eligibility Rules and Weighted Selection Scoring Matrix Design
- Selection Panel Interview Guide and Moderation Record
- Accredited Institution and Programme Placement Shortlist Criteria
- Bonded Scholarship Service Period and Clawback Clause Drafting
- Stipend, Tuition, Travel and Family Allowance Policy Schedule

Day 3: Scholar Case Management, Academic Monitoring and Welfare Abroad

- Scholar Case File and Term-by-Term Progress Report Template
- Minimum GPA Thresholds, Academic Probation and Warning Letters
- Extension, Programme Change and Deferral Request Decision Rules
- Duty of Care Plan for Health, Housing and Emergencies Abroad
- Scholar Contact Calendar With Advisor and Supervisor Check-Ins

Day 4: Defaults, Return Placement and Programme Value Analysis

- Withdrawal, Failure and Bond Default Recovery Procedure
- Returnee Placement Matrix Matching Degrees to Vacant Posts
- Reintegration Plan With Host Manager and First-Year Objectives
- Bond-End Resignation Risk Signals and Retention Actions
- Discounted ROI and Cost per Sponsored Graduate Calculation

Day 5: Case Study Capstone and the Sponsored Study Programme Plan

- Case Organisation Briefing With Vacancy and Cohort Data
 - Award Allocation and Selection Calendar for the Case Intake
 - Agreement Terms and Monitoring Routine Set for Case Scholars
 - Scholar Scorecard Targets for Completion, Return and Retention
 - Sponsored Study Programme Plan Completion and Panel Defence
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Skills You Will Gain:

- Sponsored Place Demand Planning
- Scholarship Candidate Selection
- Service Bond Agreement Drafting
- Scholar Case Management
- Academic Progress Monitoring
- Duty of Care Coordination
- Returnee Reintegration
- Scholarship Value Reporting

Why Attend This Course:

- Present a Sponsored Study Programme Plan with a scholar scorecard to the HR director and the scholarship committee
- Decide which candidates receive awards, which extensions to grant and when to invoke clawback, using written rules and case evidence
- Avoid funding degrees for roles that no longer exist, unnoticed academic failure abroad and returnees resigning once their bond ends
- Equip scholarship office colleagues with the selection matrix, agreement clauses, case file template and default procedure

Conclusion:

Back at work, the participant hands the Sponsored Study Programme Plan to the HR director and the scholarship committee, who use it to approve the next award round, the agreement terms and the monitoring routine for current scholars. Host managers receive the returnee placement matrix for graduates due home. After the first academic term under the plan, the office should compare scholar progress, extension requests and spending against the scorecard targets, then adjust selection weights, allowance levels or contact frequency where the figures diverge.

Frequently Asked Questions FAQ:

What should participants know before the scholarship programme management course?

Participants should already administer, fund or oversee sponsored students, or be preparing to launch a scholarship scheme. Bringing anonymised scholar records, an existing sponsorship agreement or cohort figures from their own organisation helps them apply the case work and the final plan.

How does scholarship programme management differ from graduate development or training evaluation courses?

It covers employees and candidates funded through full degrees away from work, from award planning to bonded return. Graduate development courses run rotations for new hires already at work, and training evaluation courses measure short programmes rather than multi-year sponsored study.

Why do scholarship programmes use service bonds with sponsored scholars?

Service bonds protect the sponsor's investment by requiring the scholar to work for the sponsor for a set period after graduation or repay part of the support. Clear clawback, deferral and default terms reduce disputes and early resignations.

What do participants take back from the scholarship programme management course?

Participants take back a Sponsored Study Programme Plan with a scholar scorecard, a weighted selection matrix, agreement clause checklist, scholar case file template, default procedure and returnee placement matrix for use with their next intake.
