



ANNOUNCING the Re-launch of the Women in Renewable Energy (WiRE) Professional and Technical Development Scholarship, Funding Provided by the Frost Family Foundation!

APPLICATIONS ACCEPTED ON A ROLLING BASIS UNTIL FUNDING RUNS OUT

Description

Forbes indicates that women are more risk averse than men in a professional setting. Men apply for jobs when they are 60% qualified, while women only apply if they believe they are 100% qualified.¹ Similarly, *Women Don't Ask: Negotiation and the Gender Divide* highlights how women ask for far less and negotiate less frequently than men, leading to significant devaluation over time in the workplace.²

WiRE is pleased to announce the re-launch of the **Professional and Technical Development Scholarship** courtesy of funding from the Frost Family Foundation to support WiRE member's professional development and to empower them in the asking and negotiating for financial support from their employers for professional development opportunities. Starting December 17, 2019, WiRE will be providing members up to **50% financial support (up to \$1,000)** in the form of a grant for professional/technical development costs on a rolling basis until funds are fully disbursed.

This funding serves three main purposes:

1. Empowers WiRE members by providing them access to professional training that they would not otherwise have;
2. Allows WiRE members to demonstrate their ability to leverage outside funds when requesting support from their own employers or institutions; and
3. Directly addresses the out of pocket costs associated with WiRE members' efforts to advance to the next level of their careers.

Scholarship requirements are:

¹ WomensMedia. "Why Some Women Fear Taking Risks -- And What We're NOT Doing About It." Forbes, Forbes Magazine, 14 June 2018, www.forbes.com/sites/womensmedia/2018/06/14/why-some-women-fear-taking-risks-and-what-were-not-doing-about-it/#16c54c0767da.

² Babcock, Linda, and Sara Laschever. *Women Don't Ask: Negotiation and the Gender Divide*. Princeton, N.J: Princeton University Press, 2003. Print.

- Submit application (see below) to WiRE at wire@hawaiiwire.org (cc: aki@elementalexcelerator.com and brenda@elementalexcelerator.com) in advance of professional or technical development start. Note: Applications will be handled on a first come, first served basis.
- Upon application acceptance and grant amount approval from WiRE, submit reimbursement request (see below)* within 30 days of professional or technical development completion to wire@hawaiiwire.org (cc: aki@elementalexcelerator.com and brenda@elementalexcelerator.com) ***Receipt(s) must be included in this request in order to receive reimbursement.**
- Only current WiRE members³ may apply.
- Allowed professional or technical development must relate to WiRE member's current work or efforts to advance to the next level of their career.
- If a desired professional or technical development opportunity is not readily available by a third party, applicant may design her own training experience. In this case, applicant is to attach to the application (see below) a detailed proposal inclusive of learning goals (desired result) and objectives (specifically how will applicant meet the goal), budget, proposed curriculum and/or learning experienc(es), budget and timeline (including completion date). Within 30 days of completion date and as part of the reimbursement request, submit a 1-2 page report summarizing if and how you met your goals and objectives, and key learnings from the training experience.
- Allowed professional or technical development reimbursement includes registration/participant fees for courses, seminars, conferences, workshops, and related travel and lodging expenses.
- WiRE member must demonstrate asking and negotiating for financial support from their employers for professional or technical development. This requirement is not applicable for self-employed WiRE members.
- WiRE members are only able to apply once per calendar year for this scholarship.
- If asked by WiRE, recipients agree to participate in a WiRE panel, survey or discussion groups to share about their experience with this program and/or learning from their chosen professional or technical development training.

For any questions on the **Women in Renewable Energy (WiRE) Professional and Technical Training Scholarship**, please contact us at wire@hawaiiwire.org.

We look forward to receiving your application!

Sincerely,

WiRE President and Executive Board

³ Current WiRE members are those that have paid membership fees for the calendar year in which professional or technical development completion has taken place.



APPLICATION:

**Women in Renewable Energy (WiRE) Professional and Technical Development
Scholarship, Funding Provided by the Frost Family Foundation**

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Please submit this application to wire@hawaiiwire.org (cc: aki@elementalexcelerator.com and brenda@elementalexcelerator.com).

Date	
Full Name (First and Last Name)	
Contact Information (Mailing Address, Email, Phone Number)	
Type of Professional / Technical Development (e.g. course, seminar, conference, workshop)	
Title of Professional or Technical Development	
Cost of Professional or Technical Development	
Reimbursement Amount Requested (50% of the Cost of Professional or Technical Development OR \$1,000.00, whichever is less)	
How does this Professional or Technical Development relate to your current work or efforts to advance to the next level of your career?	

<p>You must demonstrate asking and negotiating for financial support from your employer for professional or technical development (e.g., email communication, letter, purchase authorization request form, or other similar type of approval document).</p>	<p>(Appropriate documentation must be attached)</p>
<p>If a desired professional or technical development opportunity is not readily available by a third party, then you may design your own training experience. In this case, please attach to this application a detailed proposal inclusive of your learning goals (desired result) and objectives (specifically how will you meet the goals), budget, proposed curriculum and/or learning experienc(es), budget and timeline (including completion date)</p>	<p>(Appropriate documentation must be attached)</p>

FOR WiRE's Use Only:

WiRE to check one of the following options and complete the respective blanks.

	<p>Application has been APPROVED for a grant/reimbursement of \$ ____ for \$ <u>[Title of Professional or Technical Development]</u></p>
	<p>Application has been DENIED for a grant request of \$ ____ for \$ <u>[Title of Professional or Technical Development]</u></p>



REIMBURSEMENT REQUEST:

**Women in Renewable Energy (WiRE) Professional and Technical Development
Scholarship, Funding Provided by the Frost Family Foundation**

**REIMBURSEMENT REQUESTS ACCEPTED ON A ROLLING BASIS
UNTIL FUNDING RUNS OUT**

Upon application acceptance and grant amount approval from WiRE, submit this reimbursement request* within 30 days of professional or technical development completion to wire@hawaiiwire.org (cc: aki@elementalexcelerator.com and brenda@elementalexcelerator.com). ***Receipt(s) must be included in this request and proof of professional and technical development completion (e.g. certificate of completion, photo or other proof) in order to receive reimbursement.**

Date	
Full Name (First and Last Name)	
Contact Information (Mailing Address, Email, Phone Number)	
Title of Professional or Technical Development	
WiRE-Approved Grant/Reimbursement Amount Requested* (50% of the Cost of Professional or Technical Development OR \$1,000.00, whichever is less) *Receipt(s) must be included in this request in order to receive reimbursement.	
ONLY IF you designed your own training experience, then submit a 1-2 page report summarizing if and how you met your goals and objectives and key learnings from the training experience.	

