

## STEPS Program Application Scoring Rubric

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### Scoring Criteria

Each application will be evaluated on the following weighted categories, with a total possible score of 100 points. Applicants must achieve a minimum total score of 70 to be considered for admission.

Criteria	Description	Weight (%)	Points
<b>Commitment &amp; Motivation</b>	Demonstrates a strong motivation to complete the program, including clear dedication to career development and meeting program KPIs.	<b>30%</b>	<b>0-30</b>
<b>Clarity &amp; Completeness of Application</b>	Application is fully completed with all required documents and responses provided.	<b>20%</b>	<b>0-20</b>
<b>English Proficiency</b>	Submitted proof of English proficiency test completion and demonstrates sufficient language skills in written responses.	<b>10%</b>	<b>0-10</b>

<b>Video Submission (optional)</b>	Uploaded video clearly articulates applicant's motivation, career aspirations, and commitment to completing all KPIs.	<b>15%</b>	<b>0-25</b>
<b>Professionalism &amp; Readiness</b>	Resume, LinkedIn profile, and other documents demonstrate a serious approach to professional development.	<b>25%</b>	<b>0-15</b>
<b>Bonus Considerations</b>	Extra points for applicants with exceptional prior experience or coursework relevant to the program.	<b>Up to 5%</b>	<b>0-5</b>

## Scoring Guide

Each category will be scored based on the following criteria:

### Commitment & Motivation (0-30 points)

- **30 Points:** Applicant provides a compelling statement with specific examples of commitment to completing the program and fulfilling all KPIs.
- **20-29 Points:** Applicant demonstrates a clear interest but lacks specific examples of KPI commitment.
- **10-19 Points:** Applicant expresses motivation but does not address commitment to completing KPIs.
- **0-9 Points:** No motivation or commitment demonstrated.

### Clarity & Completeness of Application (0-20 points)

- **20 Points:** All required fields, documents, and responses are provided with clear and thorough answers.
- **15-19 Points:** Minor missing details but overall application is strong.

- **5-14 Points:** Several incomplete fields or missing documents.
- **0-4 Points:** Application is largely incomplete or missing key information.

#### **English Proficiency (0-10 points)**

- **10 Points:** Applicant provides test proof and demonstrates strong written communication skills.
- **7-9 Points:** Applicant provides test proof but has some minor language issues.
- **4-6 Points:** Applicant provides test proof but has significant language issues.
- **0-3 Points:** No proof of English test completion provided.

#### **Video Submission (0-15 points)**

- **25 Points:** Video is clear, well-structured, and strongly conveys motivation and KPI commitment.
- **18-24 Points:** Video is clear but lacks depth in motivation or KPI discussion.
- **10-17 Points:** Video is unclear or lacks structure but conveys basic motivation.
- **5-9 Points:** Video is difficult to understand or does not address motivation.
- **0-4 Points:** No video submitted.

#### **Professionalism & Readiness (0-25 points)**

- **25 Points:** Resume and LinkedIn profile are strong, well-organized, and align with career goals.
- **15-24 Points:** Resume and LinkedIn profile are adequate but could be improved.
- **5-14 Points:** Documents are present but not well-prepared or professional.
- **0-4 Points:** No resume or LinkedIn profile provided.

#### **Bonus Considerations (0-5 points)**

- **5 Points:** Applicant has significant prior coursework or experience directly related to the program.
- **3-4 Points:** Applicant has some prior relevant experience but not extensive.
- **1-2 Points:** Applicant shows slight additional merit but does not have strong experience.
- **0 Points:** No additional relevant experience.

#### **Final Score Calculation**

Total possible points: **100**

- **70+ Points:** Recommended for admission
- **50-69 Points:** Consider for admission if space allows
- **Below 50 Points:** Not recommended for admission