

2022

OVERARCHING FOCUS: STRENGTHEN THE FOUNDATION FOR AN ENGAGING INTERNSHIP EXPERIENCE

	MUST HAVE	SHOULD HAVE	COULD HAVE
THE COHORT	<ul style="list-style-type: none"> Place 150 Students Priority is to serve students who are: low-income, underrepresented in industry (Black/LatinX), first generation to college, attending MA schools or are MA residents 		
THE PROGRAM: Student Facing	<ul style="list-style-type: none"> Continue to build & improve Summer Sessions (in-person and virtual) Provide students focused support on professional communication (including templates for writing key emails) 		<ul style="list-style-type: none"> July mentorship speed rounds
THE PROGRAM: Company Facing	<ul style="list-style-type: none"> Require a company “pledge” or agreement to reserve internship seats and/or prioritize PO students for existing internships Encourage flexibility for hybrid and fully remote work and option for travel stipends Create and share materials/fact sheets about best practices, challenges to anticipate, student needs, and impact of PO Explore segmenting out internship application cycles so student partners can better manage workflow 	<ul style="list-style-type: none"> Provide companies with resources and training around inclusive hiring Solicit more opportunities for non-STEM majors and non-STEM internship roles 	
ALUMNI			<ul style="list-style-type: none"> Provide PO alumni access to One-to-One Recruit PO alumni to mentor current PO students Run focus groups with alumni to gauge their needs and interest in continued connection with PO
THE PROGRAM: Marketing & Recruitment	<ul style="list-style-type: none"> Set timeline for recruiting companies, interviewing students, making offers, etc, Engage student partners to build awareness earlier (fall 2021) to ensure steady pipeline of interest Continue partnerships with MLSC to ensure participation from companies eligible for reimbursement 		
MEASUREMENT	<ul style="list-style-type: none"> Set student demographic and diversity targets Collect success stories and anecdotal measures of impact 		
RESOURCES REQUIRED	<ul style="list-style-type: none"> .5 FTE (remaining .5 FTE to support other LSC workforce initiatives) Corporate sponsorship commitments Continued funding to support student partners 	<ul style="list-style-type: none"> Contract communications and design support 	<ul style="list-style-type: none"> Business process consulting support

2023

OVERARCHING FOCUS: LEVERAGE SUCCESS STORIES TO EXPAND REACH AND COMMITMENT

ACTIVITIES	MUST HAVE	SHOULD HAVE	COULD HAVE
THE COHORT	<ul style="list-style-type: none"> Place 175 students 		
THE PROGRAM: Student Facing	<ul style="list-style-type: none"> Training/practice with interviews (pre/during/post interview best practices) Educating students and student support partners about industry, careers, and roles 	<ul style="list-style-type: none"> Integrate other engaging learning opportunities during PO summer sessions (e.g. virtual company tours) 	<ul style="list-style-type: none"> Lunch & Learns between companies and student support partners
THE PROGRAM: Company Facing	<ul style="list-style-type: none"> Create Industry Advisory Board to inform program & material development or directly support with creating materials Review company pledge to raise company expectations and commitment to supporting students' growth 	<ul style="list-style-type: none"> Formalize a structure for companies to train each other 	<ul style="list-style-type: none"> Offer a channel for companies to pitch or "sell" their internship opportunities to student support partners who can help advertise to students
ALUMNI	<ul style="list-style-type: none"> Offer value-add services to alumni network and leverage their experience to support current PO students and PO broader marketing efforts (these services included in the "Could Have" section of 2022) 		
THE PROGRAM: Marketing & Recruitment	<ul style="list-style-type: none"> Identify best-in-class internships, supervisors, companies and leverage success stories/learnings to share best practices Develop impact report (annual, as a start) 		<ul style="list-style-type: none"> Consider an additional cohort outside of Boston (Waltham? Lexington? Burlington?)
MEASUREMENT	<ul style="list-style-type: none"> Measure students staying in life sciences industry longer term Deeper quantitative analysis of impact 		<ul style="list-style-type: none"> Measure extent to which PO help students secure future jobs or support with next step outcomes
RESOURCES	<ul style="list-style-type: none"> Technology/automation to make communication more efficient 	<ul style="list-style-type: none"> Additional staff support for recruiting more companies and matching them with students Direct support training companies 	

2024

OVERARCHING FOCUS: SUSTAINABILITY

ACTIVITIES	MUST HAVE	SHOULD HAVE	COULD HAVE
THE COHORT	<ul style="list-style-type: none"> Place 200 students 		<ul style="list-style-type: none"> Consider expanding to source internships for community college students, high school students
THE PROGRAM: Student Facing			<ul style="list-style-type: none"> Explore additional career experiences (job shadows, micro internships, externships) and their value-add to core PO program
THE PROGRAM: Company Facing	<ul style="list-style-type: none"> Continue to review & update company pledge and commitment to support students 		
ALUMNI	<ul style="list-style-type: none"> Identify and formalize job search support for alumni 	<ul style="list-style-type: none"> Offer more niche support like resume review and interview support 	<ul style="list-style-type: none"> Leverage alumni for hands-on recruitment (campus brand ambassadors)
THE PROGRAM: Marketing & Recruitment			<ul style="list-style-type: none"> Create tools with messaging for recruiting managers at companies
MEASUREMENT			
RESOURCES		<ul style="list-style-type: none"> Additional .5 FTE or reorganization of program staffing within LSC 	