

Conducting a Successful Internship Program

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DOCKSIDE CONSULTANTS, INC.

Summer Internship: A Personal Experience

- AMGEN's intern program, 1987
 - Made a dramatic and everlasting impact on my career
- I wanted to make the type of experience I encountered available to future students



Why would your company NOT want an internship program?

- Not supported internally or by management
- Too costly
- Too time-consuming
 - Time to train students is not worth the results of their contributions
- Legal concerns
- College students are too inexperienced
- Company too small to benefit
- Other options available



Intern programs bring VALUE to a company!

- Public relations and positive “word-of-mouth” advertising
- Recruitment opportunities
 - Work force training
- Community outreach
 - Students of lower socioeconomic status
- Leadership and managerial training for employees
 - The cost is minimal; experience is priceless
- Meet short-term hiring needs
 - Low cost for small budgets
- Sense of comradery and pride
 - Many unexpected employee rewards
 - Employees want to help the students succeed



How can companies take advantage of internship programs in the current state of the economy?

➤ Low cost labor

partnering with neighboring colleges to subsidize costs (mutual benefit)

➤ Short-term and long-term recruitment

➤ Low cost, hands-on leadership training



Internships help build the workforce

- College graduates with work force experience are much more valuable to corporations
 - Typically students hit the work place with zero practical experience
 - Internships give students exposure to the field and hands-on training
- Shaping student career trajectory
 - Become better students, aim higher, better understand our business, apply education to real world concepts
- Mannkind Corporation has created an innovative summer internship program designed to offer undergraduates advanced biotechnology workforce training
 - With the long-term objective of hiring students back as FTEs

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Steps for a Successful Internship Program

- **Must be sincere interest within the company**
Support from management
- **Partner with a local college or university**
Los Angeles Mission College
Students are pre-screened
- **Select champions of the program**
Scientist and HR person as co-directors
- **Conduct Formal Interviews**
Setting up a formal intern interview process benefits the company, the mentor, and the student.
- **Pay Your Interns a Salary**
A small investment (\$10 – 12 / hour) per intern will go all long way to gain their enthusiasm, motivation, and productivity.
If you have designed projects that fit within the critical path of your corporate objectives then this is an investment well spent.



Steps for a Successful Internship Program

- **Carefully select projects and dedicated mentors—the “win-win” internship**
The longevity and rewards of your program are linked to this and will reflect positively on the company.
- **Projects should explore legitimate scientific questions aligned with your corporate objectives, and provide cutting edge and relevant career training to the individual.**
It is critical that the projects can be completed in a 10-12 week timeframe
- **Projects and mentors should be lined up in advance**
Project proposals submitted to the scientific co-director (champion) for peer review before interviews of candidates are scheduled.
- **Employee’s career development**
Summer intern mentorship added as a stretch goal, adding incentive for leadership skill development.
- **Evaluate student progress**
Set up bi-monthly meetings
- **Final presentations and reports**
The culmination of the intern experience, resulting in a profound professional transformation of the student, is a rewarding process to witness.



cost break down

$\$10/\text{hr} + 12.53\% \text{ taxes} = \$11.25/\text{hr} \times 350 \text{ hrs (35hrs/week} \times 10 \text{ weeks)}$

= \$3,937.50 / student

- 10 weeks of service
- Custom-trained employee, likely to return
- Project results
- Great PR



2008 Interns



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Conclusions

- To build a sustainable and growing biotechnology workforce it will be imperative to strengthen linkages between life science industries and academic and training institutions.
- Establishing internship opportunities for undergraduates will help better prepare them for their career direction and entry into the workforce.
- A good internship will impart many benefits upon your organization

The rewards will be many and the experience will be everlasting.

And remember...the great students will want to come back every year!



Success Stories

Melanie Bocanegra: B.S. from UCSD; in Ph.D. program in Cancer Biology at Stanford University

Mayra Carrillo: working on B.S. at UCI; plans for graduate program

Francisco Gallardo: B.S. UCLA, attending dental school at USC

Jennifer Herrera: working on B.S. at UCR; plans on MD program

Rachel Lopez: working on B.S. at UCSB; plans on graduate program

Karen Peraza: B.S. from UCLA

Angeline Quach: B.S. from UCLA, Fulltime Employee @ Mannkind Corp.

Mario Roldan: working on B.S. at UCD; plans on MD/PhD program

Tamara Desso: working on B.S. at UCLA; plans on PhD program

