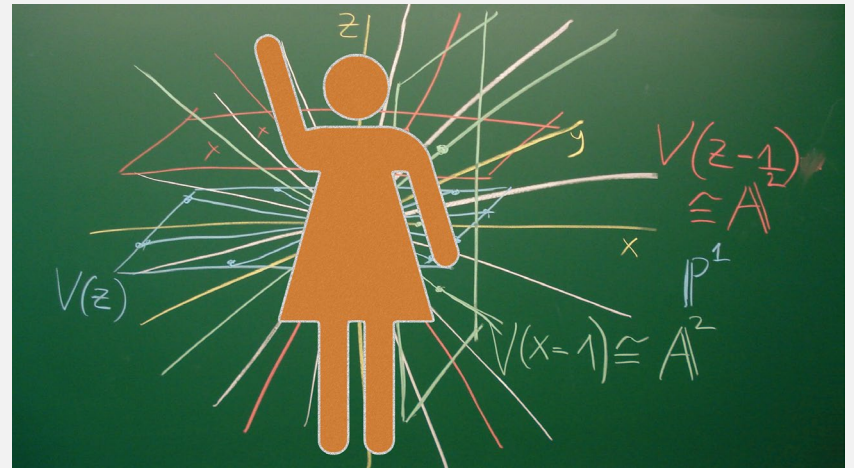


# Leveraging Mentorships, Sponsorships, and Internships for STEM Career Success

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UW WiSE Conference  
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# IT'S TIME TO REIMAGINE AND REVITALIZE STEM EDUCATION IN WASHINGTON

# #1

*Our state's STEM economy is strong and will only grow stronger. Washington ranks #1 in the concentration of STEM jobs.*

# 24%

*By 2018, we'll see a 24% increase in STEM jobs – seven points above the national average.*



*In Washington, the mismatch between the skills required for available jobs and individuals with those skills is growing faster than in every state but one: Delaware.*

# 49<sup>th</sup> OUT OF 50

# 45,000

## JOBS IN WASHINGTON WILL GO UNFILLED

*There are 23,200 unfilled STEM jobs in Washington as a result of the job skills gap. This gap is growing and will be 45,000 by 2017.*

# 4<sup>th</sup> VS. 46<sup>th</sup>

*Washington ranks 4<sup>th</sup> in the country for technology-based corporations. And 46<sup>th</sup> for participation in science and engineering graduate programs.*



# 2 HOURS



*Almost half of Washington's 4th grade teachers report teaching science less than two hours per week. Only four states*

# WE CAN DO BETTER

*Washington's achievement gap ranks in the top 10 nationally.*



# 2016 TOP INTERNSHIPS BY JOB POSTS

1. BUSINESS OPERATIONS
2. MARKETING
3. ENGINEERING
4. SALES AND BUSINESS DEVELOPMENT
5. MEDIA, COMMUNICATIONS, AND PR
6. DATA ANALYTICS



Skills such as

**PROJECT MANAGEMENT & SCHEDULING**



are useful for any intern

1



## BUSINESS OPERATIONS

Top internship with **58,949** postings

### TOP SKILLS

1. Project Management
2. Business Administration
3. Scheduling

**27%** of internship postings require business skills



■ Business Op Skills (27%) ■ Specific Skills (73%)



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## **AEA Graduate Education Diversity Internship Program (GEDI)**

The American Evaluation Association welcomes applications for its Graduate Education Diversity Internship Program that provides paid internship and training opportunities during the academic year. The GEDI program works to engage and support students from groups traditionally under-represented in the field of evaluation. The goals of the GEDI Program are to:

- Expand the pool of graduate students of color and from other under-represented groups who have extended their research capacities to evaluation.
- Stimulate evaluation thinking concerning under-represented communities and culturally responsive evaluation.
- Deepen the evaluation profession's capacity to work in racially, ethnically and culturally diverse settings.

Interns may come from a variety of disciplines, including public health, education, political science, anthropology, psychology, sociology, social work, and the natural sciences. Their commonality is a strong background in research skills, an interest in extending their capacities to the field of evaluation, and a commitment to thinking deeply about culturally responsive evaluation practice.

**The Internship:** Building on the training content described below, the interns work the equivalent of approximately two days per week at an internship site near their home institutions from approximately September 1 to July 1. The interns may work on a single evaluation project or multiple projects at the site, but all internship work is focused on building skills and confidence in real-world evaluation practices. Interns receive a stipend of \$8,000 in recognition of their internship work based on completion of the internship and satisfactory finalization of program

# Mentoring



- ✓ Guidance
- ✓ Training
- ✓ Consultation



of Fortune 500 companies offer their employees mentoring programs

\* ATD

Managers and employees who participated in the mentoring program, were promoted 6 times more often than the managers and employees who did not participate in the program.

×6

\* Research done in Sun Microsystems



Retention rate for managers and employees who participated in mentoring programs were 70% higher than for those who did not participate.

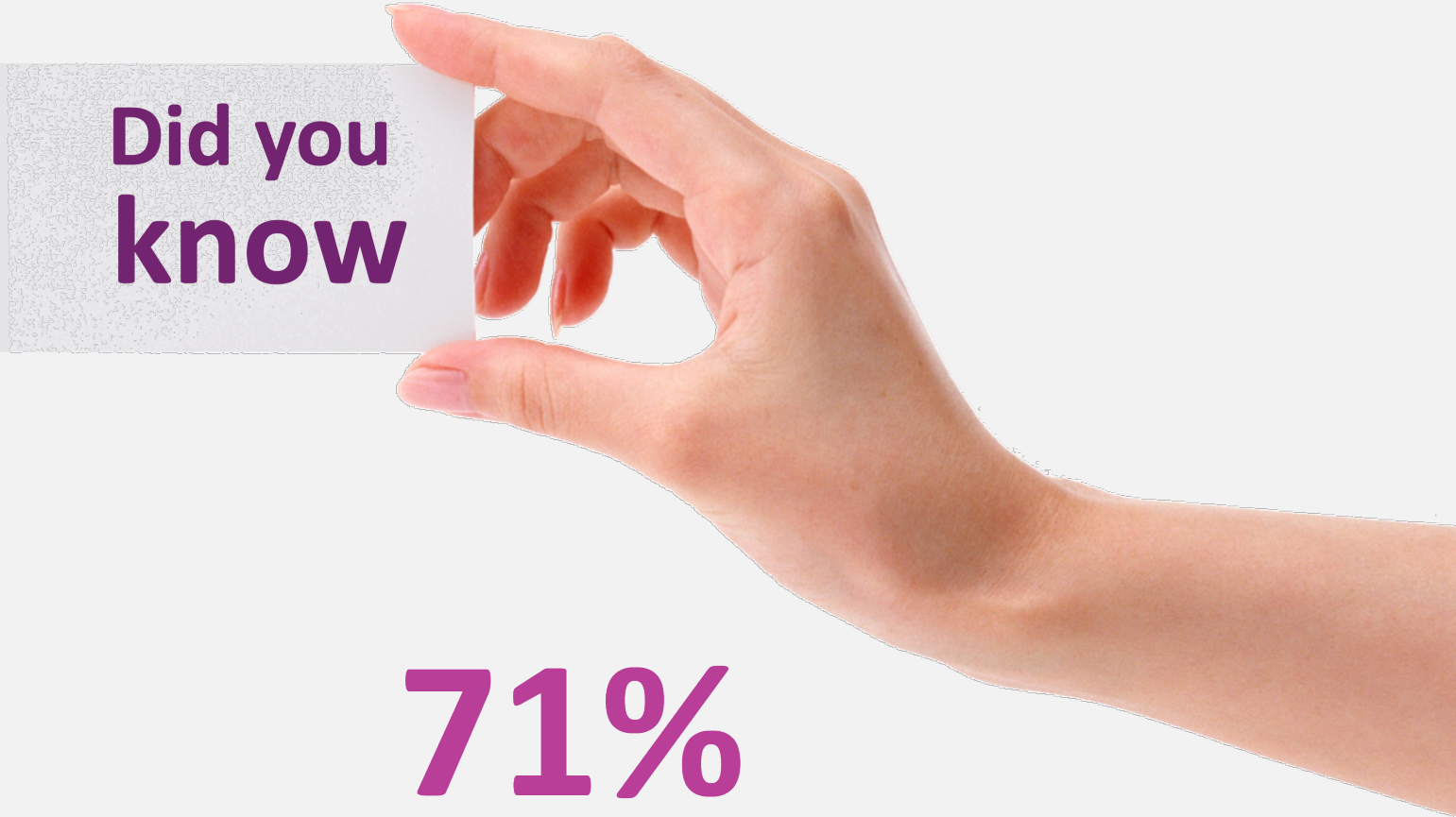
The percentage conservation of managers and employees who participated in the mentoring program, higher by 70% - from executives and employees who did not participate

\* Research done in Sun Microsystems

University students who participated in mentoring programs were 14% more likely to complete their college degree. Participating in mentoring programs in US universities increases the likelihood of completion of studies by approximately - 14%  
And for BA approximately - 13%.

\* NATIONAL BUREAU OF ECONOMIC RESEARCH, 2011





**Did you  
know**

**71%**

**of American Jobs in 2018**

**will require STEM Skills**



# The Mentoring

5

Pathways  
to Mentor

20hrs Minimum Per Year  
(just 2 hrs/month)

Face to face mentoring

Online mentoring

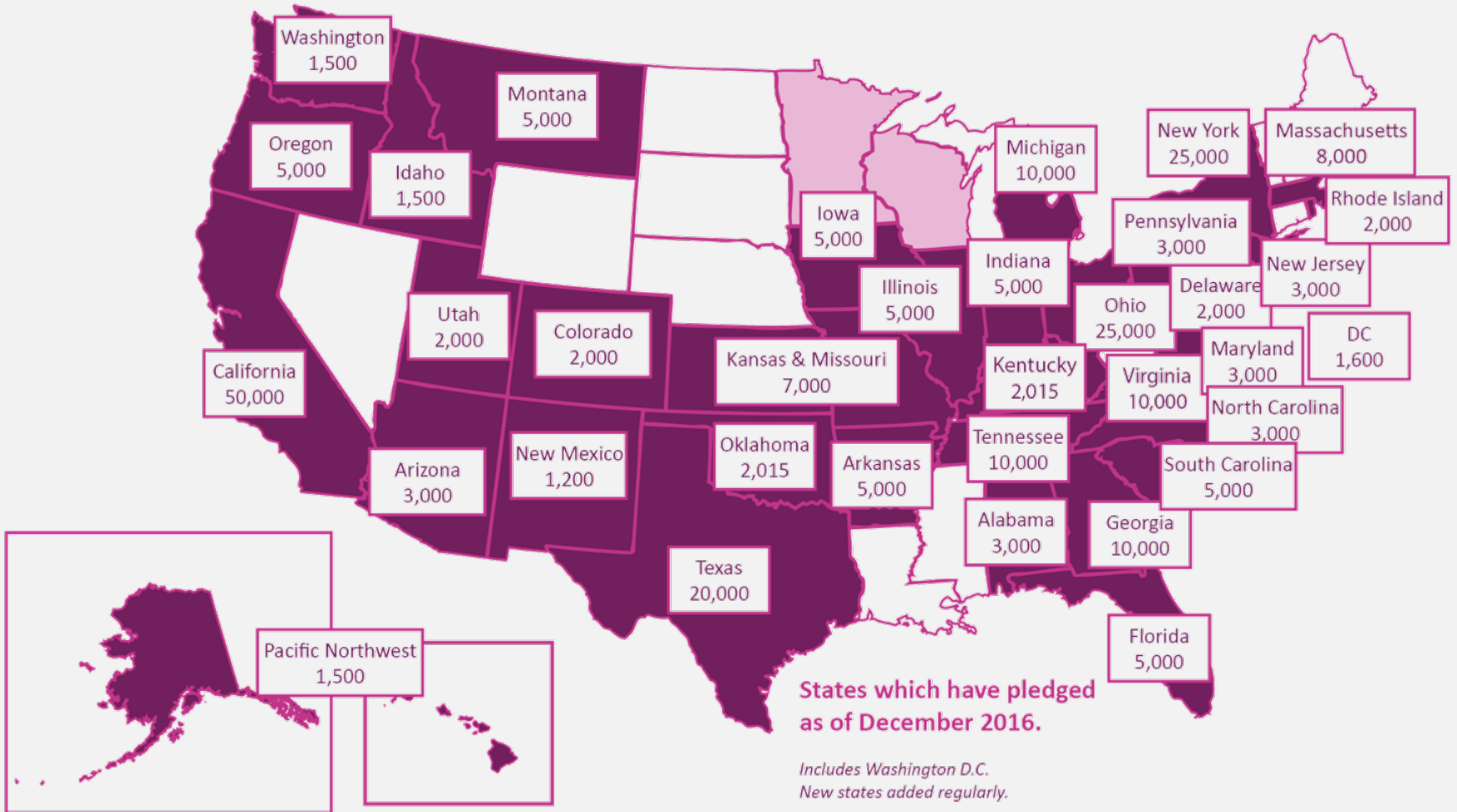
Paid internships or apprenticeships

Workplace mentoring  
at your company

Sponsorship (and Hire)

# STATE PLEDGE MAP

Over 245,000 Pledges from 37 States\*





# OUR GOALS

Increase the percentage of U.S. **high school girls** planning to **pursue** STEM careers

Increase the percentage of U.S. young women pursuing **undergraduate degrees** in STEM fields

Increase the percentage of U.S. women **staying and advancing** in STEM careers



Search for mentoring opportunities, organizations, content...

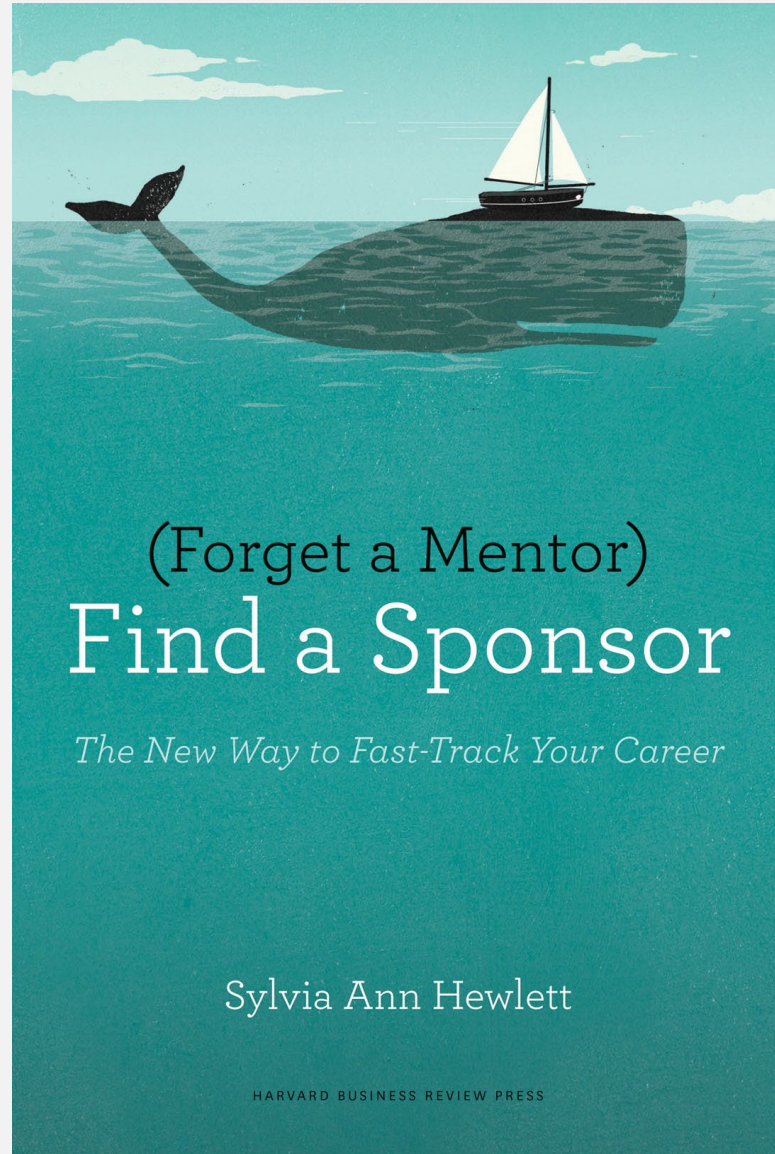


## FIND A MENTORING OPPORTUNITY

Search within your zip or city, state or look for an organization



[BROWSE MENTORING OPPORTUNITIES BY STATE](#)



# SPONSOR

- Believes in your potential and is willing to take a bet on you
- Vested in future progression
- Encourages you to take risks and has your back
- Expects a great deal from you (performance and loyalty)
- Delivers critical feedback

# MENTOR

- Advice
- Guidance
- Makes Introductions
- Gives Feedback
- Experienced person who is willing to help and support you
- Builds your confidence and provides a sounding board
- Offers empathy and a shoulder to cry on
- Expects very little in return

# Steps to find a sponsor

- 1) Embrace your dream and assess your strengths**
- 2) Scan the horizon for potential sponsors**
- 3) Distribute your risk**

# You are the predominant creative force in your own life!



**How do you want to leverage an internship, mentorship, or sponsorship to advance your career?**

**What commitment will you  
make to yourself over the next  
30 days to advance your  
career?**



# Resources

## Handout +

- Financial Aid for STEM Students -  
<https://www.affordablecollegesonline.org/college-resource-center/financial-aid-for-stem/>
- College Success for Women in STEM -  
<https://www.affordablecollegesonline.org/women-in-stem/>

**Invest time in your academic and professional career!**

**Thank you.**



## New features available



**I Change the World. I am an Engineer.**



IEEE Women in Engineering is proud to announce that our website has been enhanced with our members in mind. The improvements focus on simplifying navigation, highlighting member resources, and creating a responsive layout for all platforms.

New features include:

- [Events map](#) - highlights IEEE WIE global events
- [Affinity Group locator map](#) – helps to discover IEEE WIE Affinity Groups around the world
- [Member testimonials](#) now featured

Please visit and explore the website at [wie.ieee.org](http://wie.ieee.org).