



LIFE SCIENCES INTERNSHIP CHALLENGE

GENERAL INFORMATION

What is the Life Sciences Internship Challenge?

*The Internship Challenge is a workforce development program focused on enhancing the talent pipeline for Massachusetts life sciences companies. **The program will provide summer 2010 internships for up to 150 students or recent graduates who are considering career opportunities in the life sciences.** Host companies will commit to providing a dedicated mentor and meaningful internship opportunity that relates to the academic focus of eligible students.*

What are the objectives of the Life Sciences Internship Challenge?

The objectives of the Internship Challenge are to:

- ... Provide the life sciences community with a talented pool of young scientists*
- ... Enable more students to explore career opportunities in a challenging economic environment*
- ... Enable more life science companies to mentor students and provide internship opportunities across a broader spectrum*
- ... Increase awareness and meet a need identified by multiple talent reports*
- ... Recognize and support the need for greater diversity in our life sciences workforce*
- ... Provide a peer network of young scientists and students interested in working in the life sciences through educational and networking events.*
- ... Minimize the administrative burden on participating companies*

Why is there a need for an Internship Challenge and how does the design address the need?

The importance of providing internship opportunities has been documented extensively in multiple talent reports, and reinforced through discussions with members of the Life Sciences Talent Initiative Steering Committee, the Human Capital Taskforce of the Life Sciences Collaborative, the Massachusetts Life Sciences Education Consortium, and expert participants in workforce development roundtables hosted by the Center.

Five talent reports prepared within the past year have recommended internships for undergraduate and graduate students including the LSTI study, the McKinsey report, a comprehensive state-wide study conducted for CommCorp by Northeastern University's Center for Urban and Regional Policy, the Massachusetts Business Alliance for Education, and a report prepared by MIT's Industrial Performance Center on bio-manufacturing in Massachusetts.

Consistent with the Center's role as a catalyst in growing the talent needed by the life sciences super cluster, the Internship Challenge is designed to provide students and companies with the tools to connect. This means that the Center conducts an extensive outreach campaign to students and companies to participate in the Internship Challenge, and then gets out of the way for companies to find the best match of skills for their needs.

Based on our consultations with members of the Scientific Advisory Board and human resource managers at life sciences companies, the Center decided to limit the eligibility of students to upper classmen who would have more specialized knowledge and therefore provide greater value to institutions. The Center also learned that smaller life sciences companies often did not have the financial resources or capacity to launch an internship program, but would be eager to mentor an intern if the administrative burdens to the host institution were minimal.

How does the 2010 Internship Challenge program differ from the 2009 program?

Last year's MLSC Internship Challenge met with extraordinary success, receiving over 500 applications and placing 104 interns at 59 companies and research institutions throughout Massachusetts. Based on feedback received from a survey of participants and our stakeholders, the MLSC has refined the program to enhance its impact.

***This year, only smaller life sciences companies with 100 or less employees will be eligible to receive reimbursement of student stipends.** Eighty percent (80%) of last year's intern sponsors were small businesses and the Center determined that supporting the growth of smaller life sciences companies by subsidizing human capital created the most value. Life sciences companies with more than 100 employees or research institutions are welcome to recruit students from the MLSC's database, but will be provided no subsidy to hire interns.*

*In addition, feedback overwhelmingly supported a longer time period for the internships. As a result, **the MLSC has extended the period of subsidy from 8 weeks to up to 12 weeks.** This should provide a more valuable experience both for companies and interns. There was also considerable support to expand the eligibility requirements to permit graduate students to participate and students studying business and other majors that are relevant to life sciences companies. Of course, students studying STEM subjects (Science, Technology, Engineering, or Math) are likely to be in high demand.*

When will the Internship Challenge be launched, and what are the application deadlines?

The MLSC will launch the Internship Challenge in January 2010. There is no formal deadline for applications, but students are encouraged to apply as soon as possible to maximize their chances of finding a match with a host company. Once all internship positions have been filled, the MLSC will post a notice on its website indicating that the program is closed.

How will the Internship Challenge be broadcast?

Once formally launched, the MLSC will send out a press release and broadcast the announcement on the Center's website. The Center will also send out an email "blast" to the Career Offices, Deans, Provosts, Chairs of STEM-related Departments, etc. of all Massachusetts colleges, community colleges and universities notifying them of the program and asking them to inform students. A similar email announcement will be sent to life sciences companies inviting them to participate in the opportunity.

ELIGIBILITY

What are the eligibility requirements for companies to participate in the Internship Challenge?

Any Massachusetts-based life sciences company with 100 employees or less that embraces the goal of providing a meaningful internship opportunity and commits to providing a mentor for each intern is eligible to seek reimbursement for internship stipends. Larger-size companies, as well as research institutions, are welcome to access the database of student candidates, however will be provided no subsidy to hire interns.

What are the eligibility requirements for the student?

Students will be required to meet the following eligibility requirements:

- 1. The college or university you attend(ed) must be located in Massachusetts. Or, if you attended a college or university outside of Massachusetts, you must be a Massachusetts resident and be able to present proof of residency; and*
- 2. You must meet one of the following:*
 - (a) If you attend(ed) a 4-year college or university, you must have completed at least your junior year of study or have graduated within the past year. Your year of graduation must be 2009, 2010, or 2011; or*
 - (b) If you attend(ed) a community college (or 2-year Associate program), you must have or will complete(d) your Associate's Degree or Certificate or the equivalent of one year's course work related to the internship placement in 2009 or 2010. In recognition of the importance of encouraging an increase in the number of community college students participating in the program, the Center is reserving 10% of its resources at the outset of the program to subsidize internships for community college students. The Center will use its best efforts to conduct extensive outreach to community colleges and potential employers to encourage these internship opportunities for community college students; or*
 - (c) If you are a graduate student, you must have or will complete(d) your Master's degree in 2009, 2010, or 2011.*

HOW THE PROGRAM WORKS

How can students apply for an internship?

Prospective interns can only apply for an internship by completing an online application available through the MLSC website (direct link: <https://forms.masslifesciences.com/ic>). This application requires students to upload their resume and a one-page cover letter.

What is the process for reviewing applications?

Each company desiring to participate will be assigned a password that allows them access to the database of applications. The review of candidates for internships is done exclusively by the hosting companies and they will proceed to reach out to candidates with the qualifications that are most suited to their needs. They will conduct interviews and notify the MLSC if they are interested in hiring an intern. The MLSC will provide final approval to extend an offer to the intern, contingent upon verification of eligibility.

How many interns will be selected?

It is anticipated that up to 150 interns will be selected. The final number of interns will be determined by successful matches between the host companies and applicants, and will depend on the length of internship periods. Stipend subsidies are available on a first come, first serve basis until the MLSC has committed the funds allocated to the program by its Board of Directors. After total allocation of the Center's funds, eligible companies may still access the database of student candidates and offer paid or unpaid internships at the company's discretion.

How does a company sign up to participate?

To become a participating host company Contact Ryan Mudawar at internship@masslifesciences.com or 781-373-7719.

CONTRACTUAL OBLIGATIONS

What are the intern's contractual obligations?

Interns will be required to execute an Agreement and Release form with the MLSC. Interns that attend(ed) a Massachusetts college or university will be required to submit to the MLSC documentation that verifies enrollment. Interns that attend(ed) out-of-state institutions must submit a copy of their driver's license (or other valid ID) as verification of Massachusetts residency.

What are the company's contractual obligations?

Companies hosting interns will be required to execute an Intern Sponsorship Agreement with the MLSC that sets forth funding requirements. There is no explicit or implicit commitment on the part of any host institution to provide future employment for any intern.

REIMBURSEMENT

*Upon completion of the internship(s), companies must submit a Reimbursement Certification form. **This request must be supported with adequate proof of payment and signed timesheets that reflect hours worked per week.** The MLSC will reimburse funds within 15 business days of receipt of the Reimbursement Certification form and all supporting documentation.*