

ENGINEERING 23

Finding an Industry Internship Seminar

William Herrera, M.Ed.
Director of Undergraduate Internship Program

November 16, 2021
Week 8: Content Slides

Evaluating Offers

Week 8 Agenda

Content Videos

1. Evaluating Offers (40 min)
2. FOrage and Parker Dewey Tutorial

Class Activities

1. Week 7 HW: Reflection
2. Content Video Reflection: Evaluating Offers
3. Sample Career Action Plan Overview
4. Preview Week 8 HW Assignments

Week 7 HW

1. **Read: Career Guide: “Evaluating Job Offers” section**
2. **Begin first draft of Career Action Plan (will spend some time reviewing drafts in class next week)**
3. **Use the Technical Skills resources provided to gain new skill(s)**
4. **Fill out the Technical Skills Questionnaire on CCLE**

(DUE Week 8)

Evaluating Offers

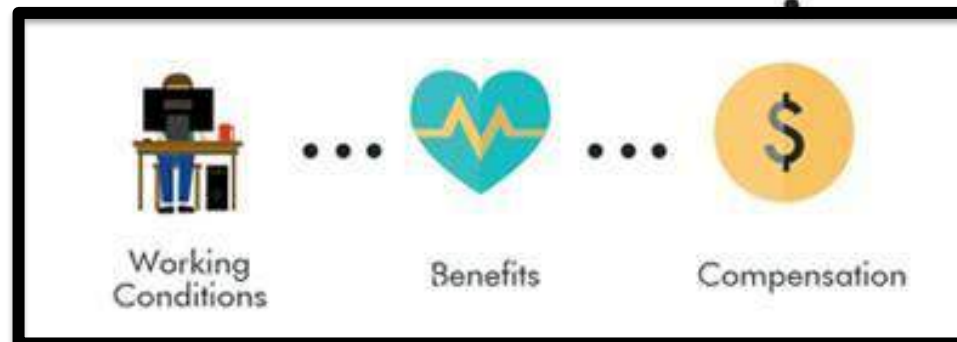


Going Against Your Instinct

..... and just
accepting the 1st
offer



Already Explored
in your Career Plan
BEFORE applying!



.... Must Consider
after Job Offer!

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Working Conditions

1. Evaluate what kind of supervisor/director will you be reporting to

- Someone who is indifferent?
- Someone who is willing to help/guide you along the way?

..... Must match your ideal working style!

2. Is your team good for you?



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Compensation = Aligning Your Self Worth

MY SELF
WORTH ISN'T
DETERMINED
BY OTHERS.

HEARTSANDSOULS.COM

- Your goal is to have your job, boss, and company have an aligned perception of your VALUE!

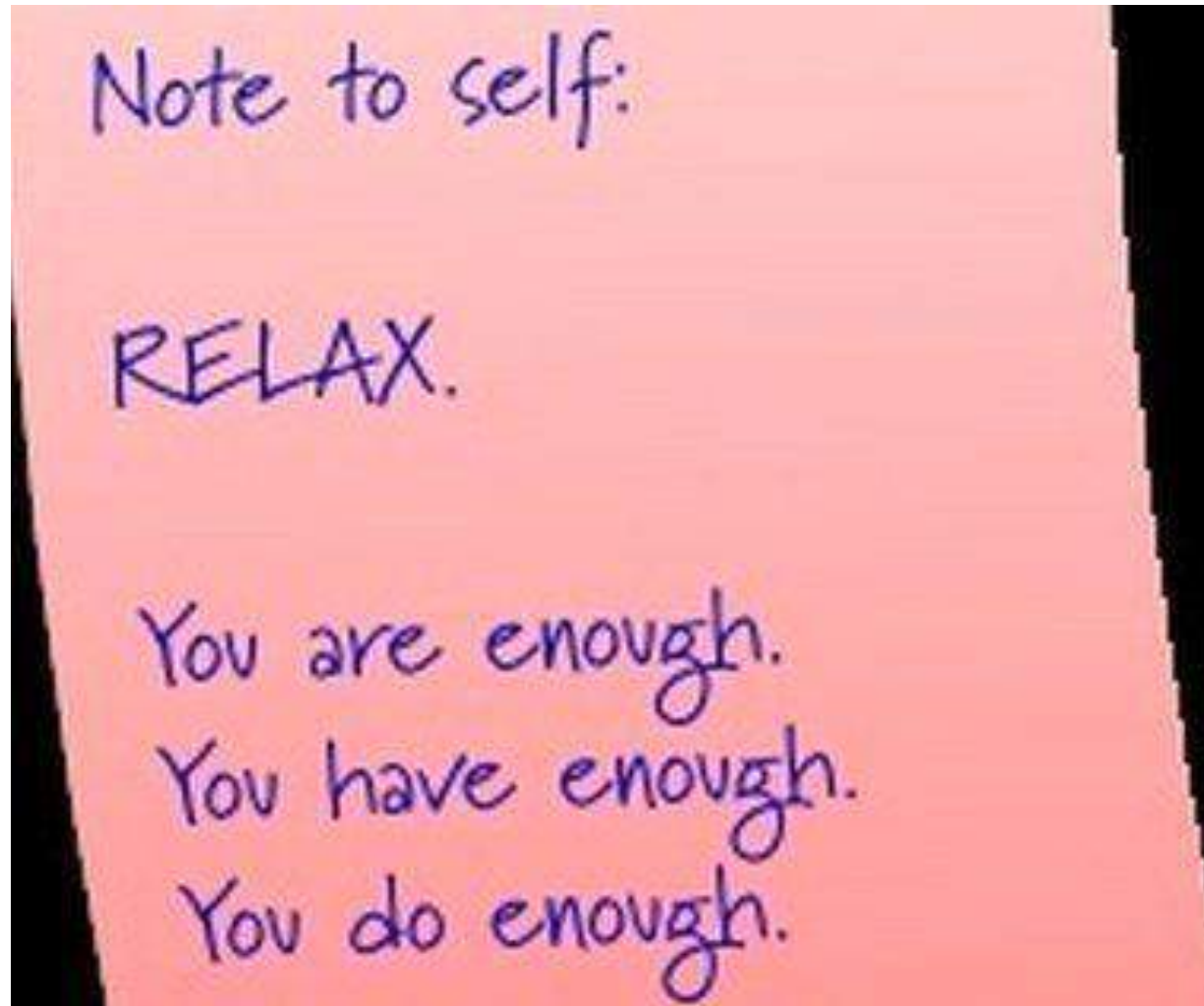
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Evaluating Pay, Role/Team, & Upward Mobility

- Evaluate whether or not the pay is suitable for your assets and/or your self worth?
- Are there bonuses? How are bonuses distributed?
- Is the scope of job suitable for you? What is your title? How do you fit into the team?
- Policy regarding promotions. How can you move up?



Only You Can Define What is Enough for You



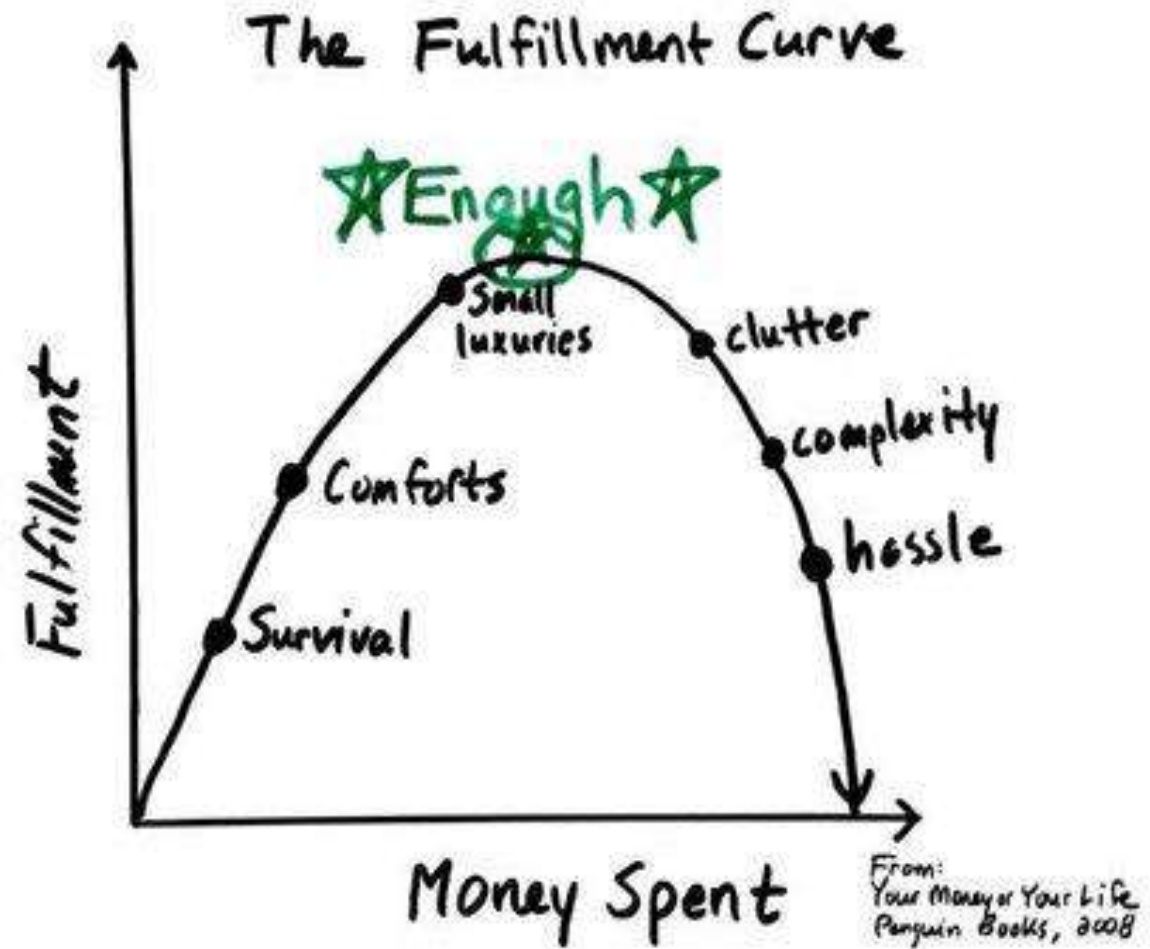
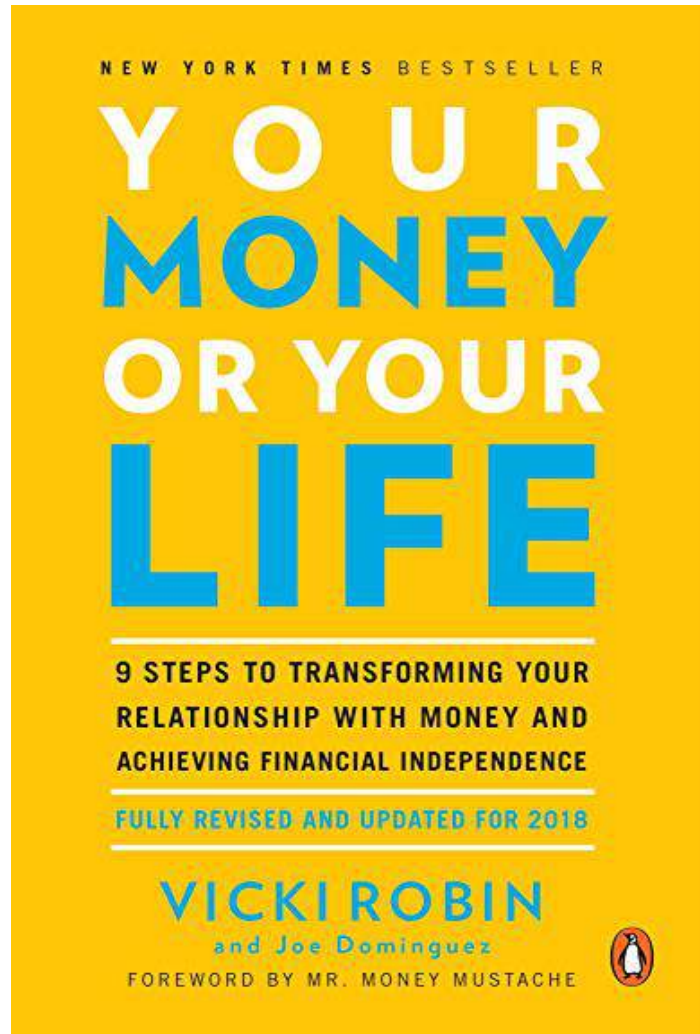
- Is a bike enough for you?
- Is a used Prius enough?
- Is a Tesla enough?
- Is a BMW i-8 enough?
- Is a private helicopter enough?
- Is a private jet enough?

I think you get the point.....
Enough can BE INSATIABLE!

Go Back to YOUR IKAGAI. Only
you can define what is ENOUGH
for YOU!

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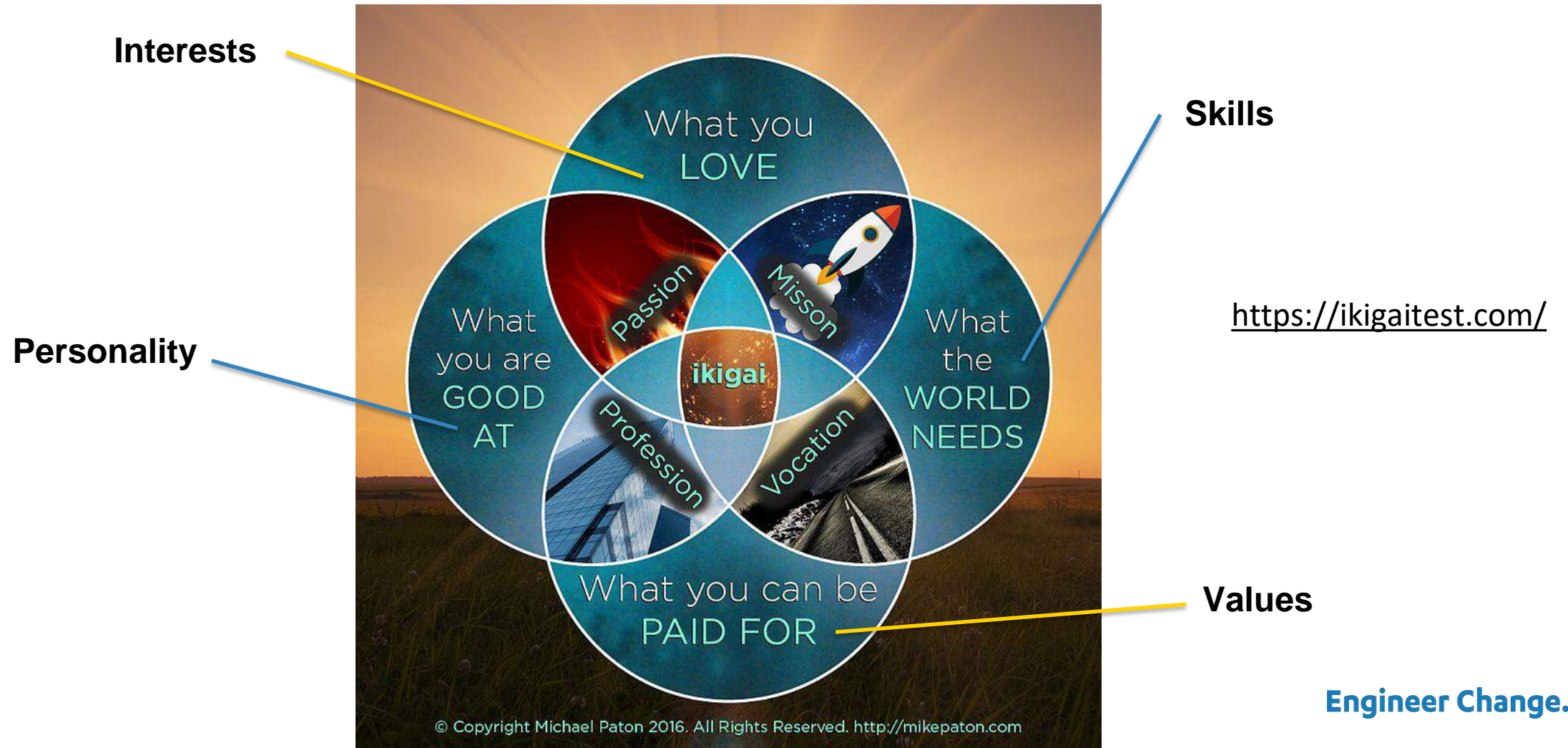
Recommended Meeting



Engineer Change.

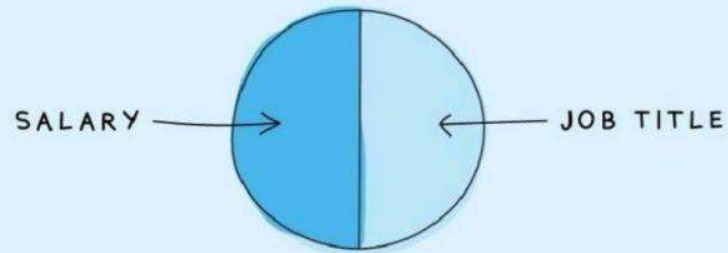
Is the Work Fulfilling?

Aligning Personality, Interest, Skills, Values to find the right Career for you

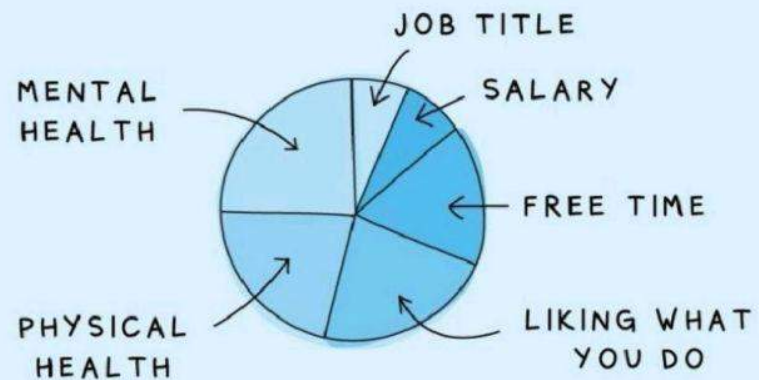


Things I Wish I Knew

HOW WE'RE TAUGHT TO MEASURE SUCCESS

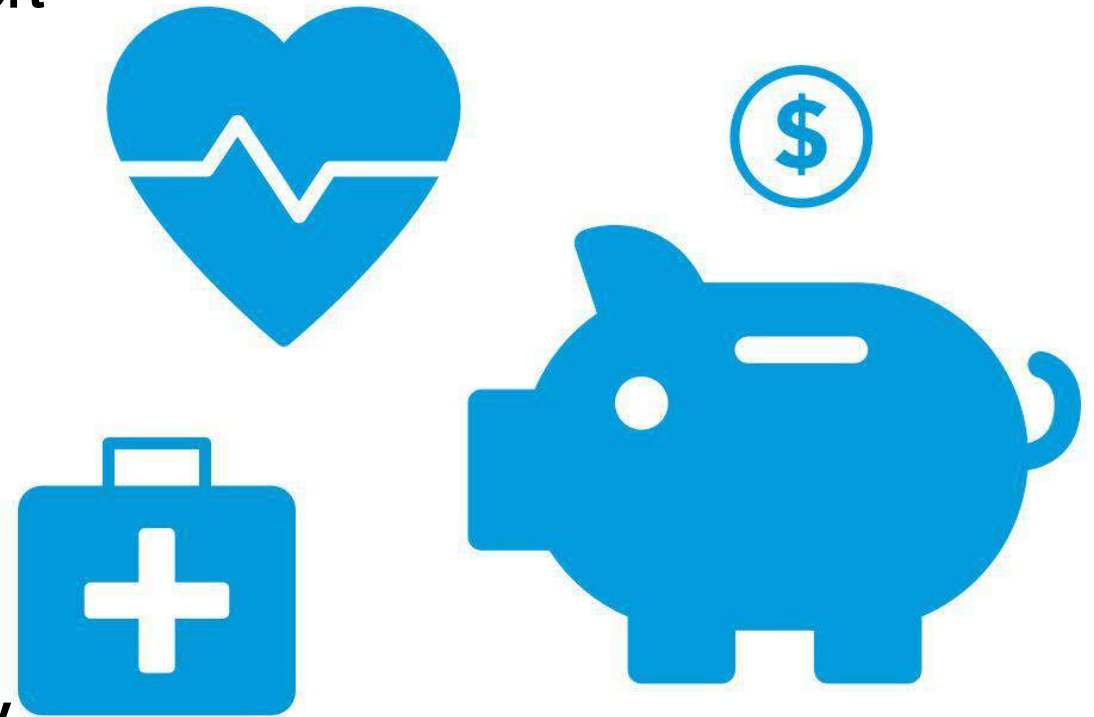


A BETTER MEASURE



Evaluating Other Benefits

- **Healthcare**
 - Insurance and emergency medical support
 - Insurance for you family member
- **Stock Options**
- **Pay for Graduate School**
 - MBA, MS, MA, or PhD
- **Work remotely or abroad**
- **Retirement Plan Matching**
 - 401K & 403B: Divert a portion of your pay
 - 459: College Funds



Career Action Plan Rubric



Grading Rubric for Career Action Plan

Grading Criteria	Excellent	Proficient	Developing
INTRODUCTION & CAREER PLAN OVERVIEW (15 PTS) Who are you? Dream Job? Dream company? Overview of your plan <ul style="list-style-type: none"> What is your dream job? why? What is your dream company?why? introduce yourself and your background in an intro slide Introduce your interests and you value the most for career Briefly provides an overview of your career plan 	<ul style="list-style-type: none"> Provide an outline of topics to cover in the PPT Enthusiastically describe your DREAM JOB; detailed info on the job and your preferred company Discuss your interests and how you value a company Provide an overview of your career plan: indicating your end goal in 5 years. 	<ul style="list-style-type: none"> Provide an outline of topics to cover in the PPT Describe your dream job at a preferred company briefly with some details Overview of career plan has no clear directions Briefly discuss your interests and how you value a company 	<ul style="list-style-type: none"> Outline of topics to cover in the PPT is missing Simply stating dream job with no elaborations and details No discussions on your interests Overview of career plan is poorly put together
	15 PTS	10 PTS	5 PTS
SKILL ASSESSMENT (25 PTS) How to plan on acquiring more skills? <ul style="list-style-type: none"> What do you plan on doing after UCLA and/or before entering industry? what skills does your dream job require? What skills do you want to acquire after UCLA? Assess your current skills and weaknesses What needs to be done in order to improve your current weaknesses? 	<ul style="list-style-type: none"> Clearly outlines plans after graduating from UCLA Explicitly lists out all the skills you wish to acquire after UCLA Comprehensively lists out skills you currently have Discusses current weaknesses Thoroughly discusses what needs to be done in order to improve and what skills you would like to acquire in the future mention ¾ skills assessments 	<ul style="list-style-type: none"> Outlines plans after graduating from UCLA Lists out all the skills you wish to acquire after UCLA and all the skills you currently have Current weaknesses are discussed, but no promising approaches to improve on them Lists skills you would like to acquire in the future 	<ul style="list-style-type: none"> Plans after graduating from UCLA is missing or poorly put together Fails to answer the questions listed No thorough discussions on them
	25 PTS	15 PTS	5 PTS

Grading Rubric for Career Action Plan

LEVERAGING RESOURCES (20 PTS) <ul style="list-style-type: none">What kinds of experience are you expecting to gain or develop?Describe what resources you need to utilize in order to achieve your career goals	<ul style="list-style-type: none">Indicates what kind of experience you would like to intern at, including the types of role and responsibilityDiscuss resources needed to excel in your early stage careerIncluded specific alignments between identified	<ul style="list-style-type: none">Indicates what kind of experience you would like to intern at, with no clear discussions on the preferred role and responsibilityDiscuss resources needed to excel in your early stage career	<ul style="list-style-type: none">Fails to discuss a preferred experienceNo discussions on the resources needed to achieve career goals
	weaknesses and leveraging sources and skills development		
	20 PTS	10 PTS	5 PTS

Grading Rubric for Career Action Plan

5-YEAR TIMELINE (15 PTS) <ul style="list-style-type: none"> A clean graphical representation of your timeline Short concise descriptions of each stage 	<ul style="list-style-type: none"> Timeline is clean and visually understandable Short descriptions are concise and informative Animations clearly illustrated the chronological order of the timeline 	<ul style="list-style-type: none"> Timeline contains all the information for the next 5 years Descriptions are concise Text to visual ratio is not adequate 	<ul style="list-style-type: none"> Timeline does not match previously stated skill development and leveraging of resources
	15 PTS	10 PTS	5 PTS
PRESENTATION (20 PTS) <p>Proper length and dress code</p> <ul style="list-style-type: none"> Rehearsed/Confidence Clean and organized slides Audience is able to sense the excitement and the passions for his/her career 	<ul style="list-style-type: none"> Presentation looks rehearsed; Confident, comfortable, and prepared Shows excitement and passions for the career Professional dress code Appropriate length (Finished within 30 seconds of targeted 12 minutes) PPT slides are clean and well-organized Eye-contact with the audience 	<ul style="list-style-type: none"> Introduce yourself to class with enthusiasm Shows excitement for the career Mumbles occasionally Pauses during conversation Satisfactory grammar Able to think on his/her feet by adequately answering questions he/she had not prepared Reading from slides are rarely made eye-contact 	<ul style="list-style-type: none"> Presentation seems to lack confidence and excitement/passions Speaks too quietly or loudly Inappropriate language Poor grammar Unable to think on his/her feet Did not make eye-contact with audience and occasionally turns back to the audience
	25 PTS	15 PTS	5 PTS
REFERENCES (5 PTS) <p>Proper citations</p> <ul style="list-style-type: none"> Images are cited References are included 	<ul style="list-style-type: none"> Images are credited properly References are properly cited Include a slide containing all the references 	<ul style="list-style-type: none"> Missing 1 or 2 sources/references Include a slide containing all the references 	<ul style="list-style-type: none"> Missing multiple sources/references No slide on all the references
	5 PTS	3 PTS	1 PTS

Sample Career Action Plan



Career Action Plan

Peter Wang, 4th yr, Chemical Engineer

May 19, 2020

- PART 1: Introduction/Career Interests
- PART 2: Dream Job
- PART 3: Skill Assessment
- PART 4: Skill Development/Leveraging Resources
- PART 5: Five Year Timeline

Introduction



About Me

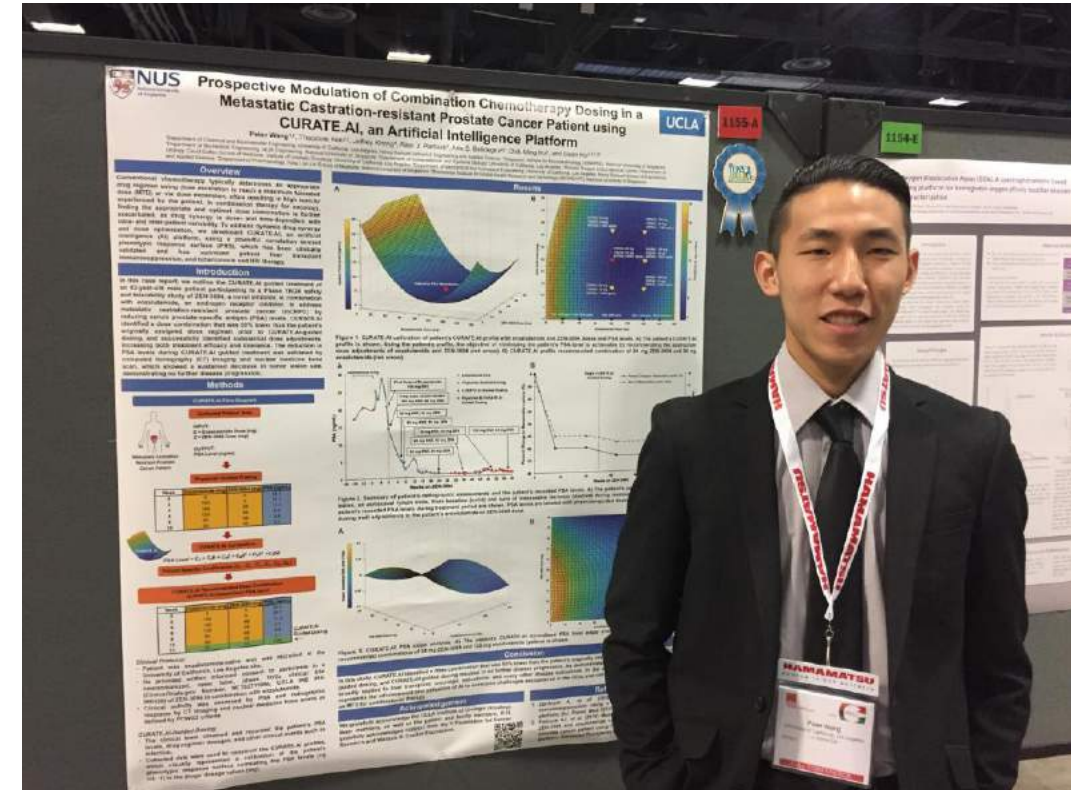
SAMPLE

Who AM I?

- Taiwanese international
- Chemical Engineering student
- But really a bioengineer at heart
- Started Pre-Med, but tried research my 1st year

My interests....

- Fell in love with research during my first year
- Doing research ever since, including 3 full time paid research summers!
- Decided on a PH.D. over Med School



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Career Interests

SAMPLE

My interests....

- Research combinatorial drug therapy for all disease indications
- Nanoparticle-mediated drug delivery platform
- Regenerative medicine

Industry After Research?

- **YES!** Industry gives me the most freedom in researching what I want
- Work with a group of diverse engineers and scientists who have similar passions for science, technology, and innovations.
- Solve biomedical challenges and impact patients' quality of life



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Passion....

- Finding solutions to big problems

Mission...

- Applying solutions to improve health

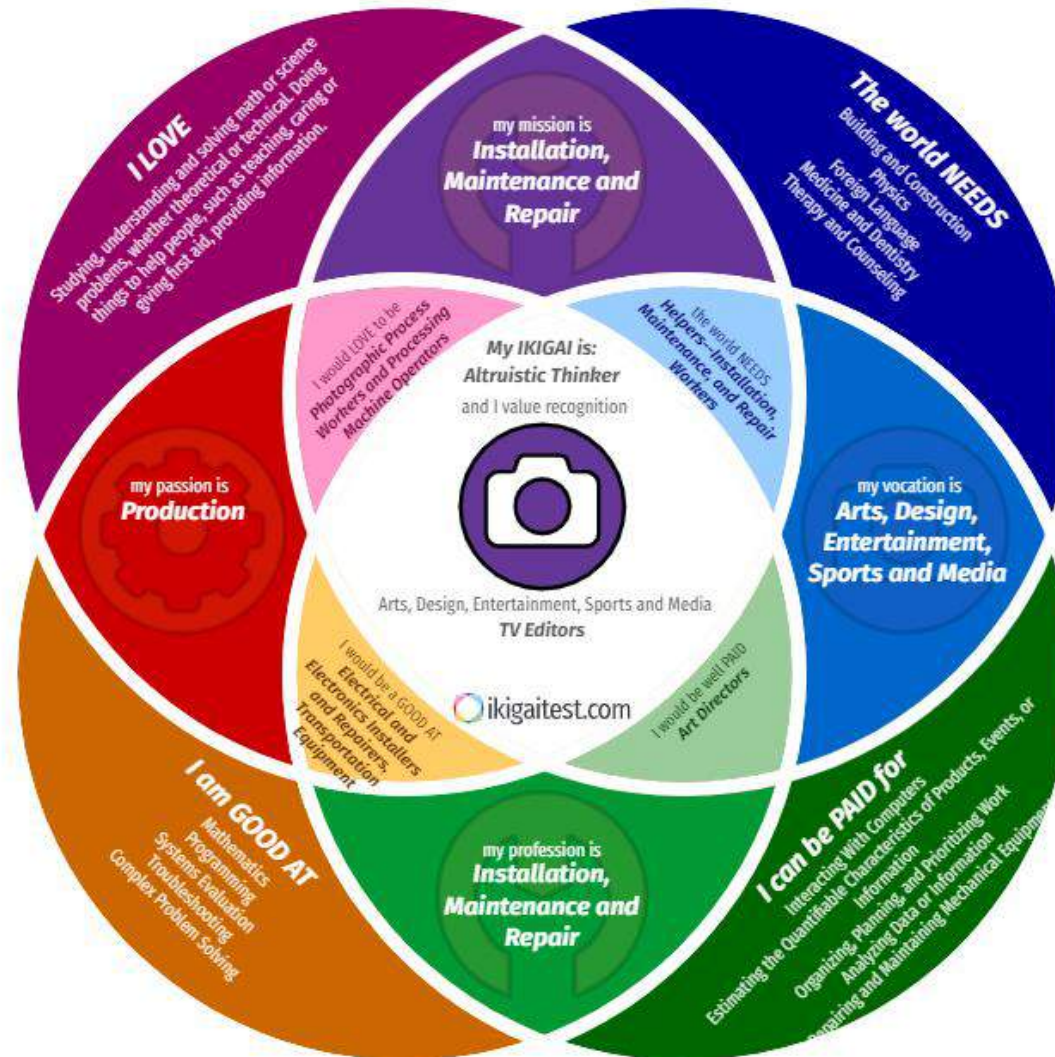
Profession...

- Research and development engineer/technology officer

Vocation...

- Use technology to build medical devices that improve health

Credit: Mylkagai.test.com



Dream Job



Chief Technical Officer at a Biotechnology Company

Roche – Pharmaceutical Company

- Swiss multinational healthcare company
- Control American biotechnology company, Genentech
- Products: pharmaceutical & diagnostic

Chief Technical Officer (CT)

- Responsible for all technical and scientific affairs
- Examines short and long term needs and makes necessary investments in technology or IP



Credit: New Scientist

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Why This Company?

SAMPLE

Looking for a company that has the following:

- Roche is the largest biotechnology company in the world with direct administration of multiple diverse biotechnology companies. This allows me to interact with a variety of fields of biotech within one company:
 - Genentech
 - Spark Therapeutics
 - Tusk Therapeutics
 - Flatiron Health
 - 40+ Biotech Companies
- Constantly innovating current technologies that actually impact people's lives
- Roche addresses a lot of current biomedical challenges through inventions
- Diversity and equality are parts of its mission

Post Bachelor's Goal

SAMPLE

1-2 Year Goal:

- Start off as a Research Fellow at Roche
- Lead Research & Development (R&D) projects



Credit: Roche

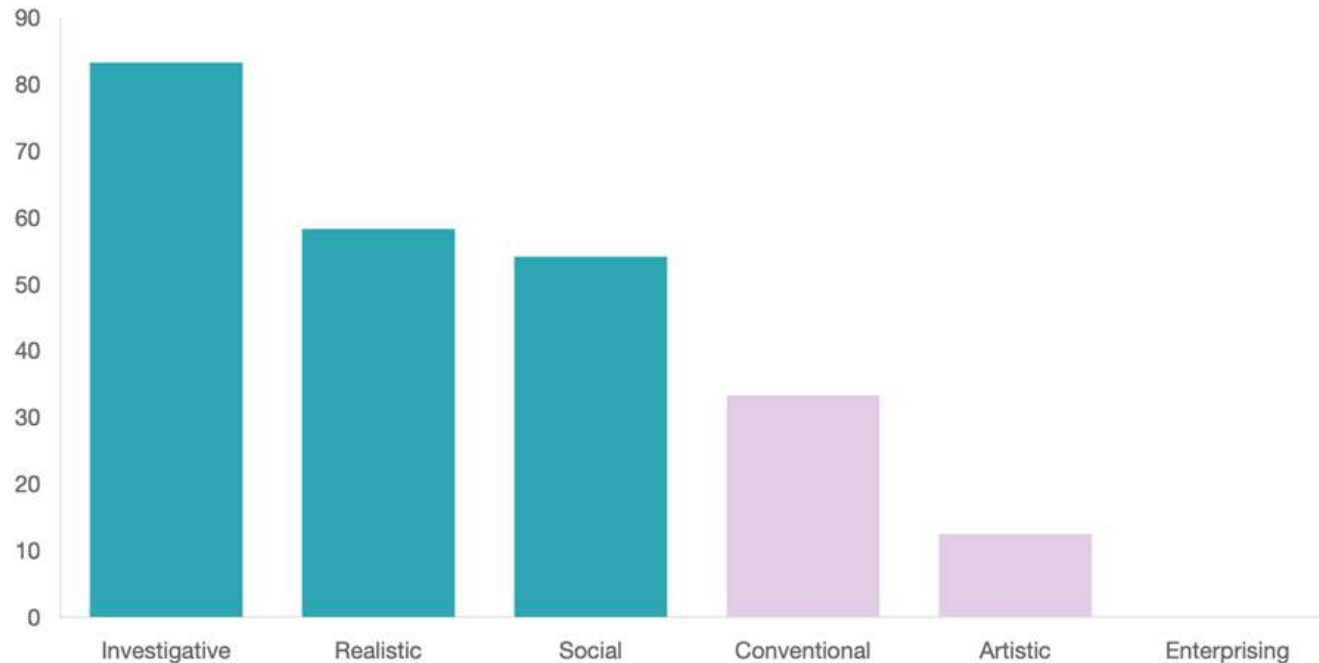
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Assessment of Skills



Focus 2: Work Interest & Skills Assessment

SAMPLE



I	Investigative The Thinkers
R	Realistic The Doers
S	Social The Helpers

Your Work Interest Holland Code is:

IRS

Occupations:

- Biochemist = **Match**
- Biomedical Engineer = **Match**
- Food & Drug Inspector = **No Match**

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Target Skills for Roche

SAMPLE

Roche Job Description

Technical Skills:

- Tissue Culture
- Polymerase Chain Reaction
- Gel Electrophoresis
- Western Blot
- ELSIA
- Molecular Cloning
- Flow Cytometry
- Mass Spectrometry
- Confocal Spectroscopy
- Cell-based Assays

Management Skills:

- Policy Development
- Strategic Plan
- Logistics
- Brevity
- Collaboration
- Approachability
- Leadership
- Communication
- Analytic Intelligence
- Potential Problem Identification

Current Skills & Weakness

SAMPLE

Current Skills:

- Communication: Oral & Written (3)
- Research Writing, Publication level (5)
- Computer Languages: MATLAB, Python (3)
- Nanoparticles Synthesis and Characterization (5)
- Manage research operations (4)
- Transform ideas into laboratory experiments (4)
- Statistical Analysis (4)
- Public Speaking(3)

Weaknesses:

- Develop more proficient uses of computer languages
- Explore more nanoparticle-related research
- Understand more statistical reasoning
- Public speaking

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Area of Growth & Development



Target Skills for Roche Job

SAMPLE

What exactly is Roche looking for?

1 = Least Confident

Technical Skills:

- Tissue Culture (2)
- Polymerase Chain Reaction (3)
- Gel Electrophoresis (4)
- Western Blot (2)
- ELSIA (3)
- Molecular Cloning (1)
- Flow Cytometry (1)
- Mass Spectrometry (3)
- Confocal Spectroscopy (1)
- Cell-based Assays (3)

5 = Most Confident

Management Skills:

- Policy Development (2)
- Strategic Plan (4)
- Logistics (4)
- Brevity (3)
- Collaboration (4)
- Approachability (3)
- Leadership (4)
- Communication (4)
- Analytic Intelligence (4)
- Potential Problem Identification (4)

Skill Development



Design Courses & Student Organizations

- Participate in students organizations that allow me to have hands-on experience and acquire valuable skills (technical skills and collaboration):
 - American Institute of Chemical Engineers: Chemical Plants experience
 - Biomedical Engineering Society: Bioprocessing and R&D research
 - UCLA Rocket Project: Reaction chemistry
 - ChemE Car: Reaction chemistry
 - UCLA Inventathon: Design projects
- Enroll in elective/mandatory design courses:
 - Chemical/Bio- Engineering CAPSTONE
 - Engineering 96: Introduction to Engineering Design
 - Bioengineering M233A/B: MedTech Innovations



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Biotechnology Company & Startup

- Prefer to secure an internship at a biotech startup
 - More exposure the pipelines and daily procedures of a biotech company
 - Able to learn and absorb more on the technical and management aspects
- Acquire the following skills from internship:
 - Analysis and Problem Solving
 - Communication
 - Interpersonal
 - Management
 - Collaborate



Graduate School ☐ Industry ☐ M.B.A. ☐ Management Level

- After graduating with a B.S. degree from UCLA Engineering, I will be pursuing a doctoral program in biomedical engineering at the National University of Singapore.
- Acquire the following skills critical for R&D in the biotechnology industry:
 - Analysis & Problem Solving
 - Interpersonal & Leadership Skills
 - Project Management & Organization
 - Research & Information Management
 - Self-Management & Work Habits
 - Written & Oral Communication
- Enter industry with all the critical skills and earn an opportunity to have the company pay for MBA for two years
- Reenter the industry with a management level position



NUS
National University
of Singapore

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- **Skills in the future?**

- Conceptual & Creative Thinking
- Logical Thinking
- Administrative
- Decision Making
- Delegation
- Team Building



- **What needs to be done?**

- Take additional courses that can assist my growth in computer languages & statistics
- Take additional courses that carefully examine the trend in current nanotechnology
- Participate in on- and off-campus organizations that are relevant to nanotechnology
- Actively look for summer internships that are relevant to nanotechnology
- Join organizations that help improve public speaking (e.g. Toastmasters)

Leveraging Resources



UGrad Experiences

- Join UCLA Start Up Student Organization
 - Actively look for internships that are relevant to my dream job
 - Social network with recruiters both in person and online
 - Attend mixers that have alumni working in the industry



Post Grad Experiences

- I expect to gain experiences in multi-national pharmaceutical companies that allow me to further understand the operations behind the administrative/management levels.
 - Shadow high level officers
 - Become an assistant in the office
 - Understand the daily operations

The Genentech logo is displayed in a large, bold, blue sans-serif font. It is centered horizontally and has a subtle drop shadow effect, making it stand out against the white background.

5 Year Timeline



5-7 yr Timeline

SAMPLE

1 Year: 2019-2020

UCLA

- Obtain Bachelor of Science in Chemical Engineering
- Summer Internship in biotechnology

3.5 Years: 2020-2024

National University of Singapore

- Pursue a Ph.D. in Biomedical Engineering
- Develop lacking Technical BioEng research skills
- Seek industry research collaborations

1.5 Years: 2024-

Roche

- Research Fellow
- Lead R&D projects

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Career Plan Overview

SAMPLE

UCLA:

- Take as many biotechnology-related courses offered on campus (in and outside of major)
- Join biotechnology-related organizations
- Secure summer internships that allow me to understand biotechnology industry

Post-Graduation:

- Enroll in a graduate program (Ph.D.) that is relevant to biotechnology
- Seek for academia-industry collaborations/research

Industry:

- Start off as a research fellow in a biotechnology company
- Lead diverse, strong R&D groups for innovations
- An opportunity to get funded for MBA
- Slowly work my way up to management level

Dream Job:

- Become the Chief Technical Officer (CTO) of an organization like Roche



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Preview Homework



Week 8 HW

1. **Read: Career Guide: “Negotiating Job Offers” section**
2. **Begin final draft of Career Action Plan presentation**
3. **Prepare for next week’s Meet and Greet**
4. **Complete a Forage Microinternship and begin a ParkerDewey Microinternship**

(DUE Week 9)

Preview Week 9



Week 9 Content & HW

Week 9 Content

1. Negotiating Offers

Week 9 HW

1. Finalize Career Action Plan
 - Due Week 10

Announcements



Assignment Feedback

1. Assignment Feedback

- All assignments turned in ON TIME will receive feedback within 7 days
- If you want immediate feedback, please set up a peer advising [appointment](#) or go to [drop-in hours](#)!
- LATE assignments will not receive feedback within the 7 days - if submitted late, email peer advisors for feedback

Events

- **Whiting-Turner Infosession hosted by SWE**
 - 11/17/21, 6-7 pm
 - https://docs.google.com/forms/d/e/1FAIpQLSd4YL5kq_km0W1w02SLYbtQzmtgtLiH8vltYHCX9dLGfIt5Mg/view_form
- **HCL National Internship and Full-Time Career Fair**
 - 11/18/21, 9 - 10 am
 - <https://app.joinhandshake.com/events/897240?ref=events-search>
- **Bruin Racing x NREL Infosession**
 - 11/18/21, 5-6 pm
 - <https://forms.gle/76GPMvdzdd34UzBGA>
 - <https://ucla.zoom.us/j/95228586854>
- **Supply Chain Internships Info Session hosted by Tesla (virtual)**
 - 11/18/21
 - https://forms.office.com/pages/responsepage.aspx?id=9MUMkNCGn0u9ObfU0PtGdO6HgCmf_XBHgg9_UT9bHgqUNjhBTDZVN0hMSUtYV1pRMVdRR0xXTDdCNyQIQCN0PWcu
- **Experience ORISE Virtual Career Fair: Featuring Internships and Fellowships with the DoD**
 - 11/18/21, 9 am - 12pm
 - <https://app.joinhandshake.com/events/898661?ref=events-search>

Events

- **Career Conversation Series: Career Planning 101 - Negotiation**
 - **12/9/21, 12 - 1 pm**
 - https://www.applytracking.com/tp/rj6.pq9_S-K
 - <https://ucla.zoom.us/j/99013946713>
- **GradSWE Presents: Coffee, Chat, and CVs**
 - **11/23/21, 9:30 - 11:30 am, ENG IV Patio**
 - <https://forms.gle/KtnuxZ9BWzxQiL4b6>

Opportunities

Global Internship Program

Application Closes 12/5/21

<https://ieo.ucla.edu/globalinternships/#engineering>

UCLA GLOBAL INTERNSHIP PROGRAM

Complete an 8-week summer **Engineering** internship for academic credit.

- Gain a competitive edge in the international job market
- Increase your industry knowledge and employability with real life work experience
- Learn to adapt to a new culture and international office environment
- Build a global network

Application Deadline
Dec 5, 2021

Questions? Contact
Andrew Bottom
Associate Director
UCLA Global Internship Program
abottom@ieo.ucla.edu

[IEO.UCLA.EDU/GLOBALINTERNSHIPS](https://ieo.ucla.edu/globalinternships)



Bali, Indonesia



Berlin, Germany



Osaka, Japan



Virtual Internships

UCLA Study Abroad

Engineer Change.

Resources



Links

Career Center Website: www.career.ucla.edu

Handshake: <https://ucla.joinhandshake.com>

Career Center Facebook:
<https://www.facebook.com/UCLACareerCenter/>

Career Center LinkedIn: <https://www.linkedin.com/company/ucla-career-center/>

ESUC On Campus Recruitment Calendar:
<https://www.seasoasa.ucla.edu/on-campus-recruitment-calendar/>

CONNECT WITH US!

Don't miss out on important events! Follow us for updates!



MEET OUR PEER ADVISORS

make an
appointment!



Alyssa Wang

4th year, Computer Science and Engineering

**Drop in Hours: M: 3-5pm, T: 11am-12:30pm,
W: 2-4pm**

Interned at Cisco, Amazon Lab126, and Cloudflare.



Josephine Neyyan

4th year, Bioengineering

Drop in Hours: M: 11am-2pm, T: 9-11am

Interned at ECA Medical Devices.
Researched with Keck Graduate Institute, PATHS-UP, UCLA Optofluidics Lab, and the Song Li Lab.

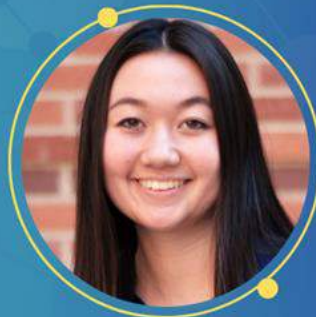


Laya Rodriguez

4th year, Chemical Engineering

**Drop in Hours: M: 9-11am, W: 9-11am,
F: 11am-1pm**

Transfer student. Researched with the
Laboratory of Electrochemical Systems
Engineering at UCLA



Reina Squires

4th year, Bioengineering

**Drop in Hours: Drop in Hours:
M: 11am-12pm, T: 12-2pm, W: 12-1:30pm,
R: 12-1pm,**

Interned at Takeda Pharmaceuticals.
Researched with Wong Bacterial Communities
and Biofilms group, and Tawil group.



Anna Cosmin-Spanoche

3rd year, Aerospace Engineering,

Statistics Minor

**Drop in Hours: M: 10am-12pm,
W: 10am-12pm, R: 10am-11am**

Interned at The Aerospace Corporation
(Structural Dynamics Department). Researched
with the Campbell Group (UCLA Physical
Sciences).



Brianna Duckworth

4th year, Materials Science Engineering

**Drop in Hours: M: 4-5pm, T: 3:30-5pm,
W: 4-5pm, R: 3:30-5pm**

Data Analyst Intern at Soccer Skybox
Offered position in FBI Materials Science.



Alexandra Kwon

3rd year, Electrical Engineering

**Drop in Hours: T: 9-11am, 2-3:30pm,
R: 2-3:30pm**

Interned at Zeta Associates. Researched with Carnegie
Observatories and UCLA Communication Systems Laboratory.



Rosa Son

4th year, Mechanical Engineering

**Drop in Hours: M: 9-11am, W: 9-11am,
F: 12-1pm**

Interned at Miravel. Researched with Optofluidic
Systems Laboratory and RoMeLa.



Paulina Fisher

4th year, Civil Engineering

**Drop in Hours: M: 4-5pm, T: 12-1pm,
R: 9-10:30am, F: 2-4pm**

Interned as a Construction Project Manager the
past 3 summers in San Francisco.



Natalie Olivares

5th year, Bioengineering

Drop in Hours: R: 10am-1pm, F: 10am-12pm
Researched with Song Li's Cell and Tissue
Engineering Lab.

[Schedule an
Appointment](#)

[Drop In
Zoom Link](#)



www.seasoasa.ucla.edu/undergraduate-internship-program/
www.seasoasa.ucla.edu/undergraduate-research-program/



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uip@seas.ucla.edu
urp@seas.ucla.edu

UCLA Samueli

ENG 23 Office Hours

**William
Herrera**

T 4-5 PM

**Course
Facilitators**

[Schedule an
Appointment](#)

[Drop In
Zoom Link](#)

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#EngineerChange#ThruInternships