



PHASE

A Newsletter of Skaggs Center Internships

Vol. 3, Issue #2

February 2010

CLIMB—Colorado Leaders, Interns and Mentors in Business



Ann Thorne was contacted by Howard Holme, Board of Directors Chair of the Colorado Leaders, Interns and Mentors in Business (CLIMB), to explore the possibility of placing CLIMB sponsored students with NOAA in Boulder. This newsletter is being sent to our contacts to introduce the CLIMB program and to generate interest in placing students for the summer months.

The CLIMB program seeks to bring the best and brightest college students to work in the Denver Metropolitan Area during the summer. Students are recruited from Amherst, Harvard, Middlebury, MIT, Stanford and Yale for a paid summer internship.

Students are provided introductions to Denver's community and its leaders, e.g. the Mayor, the Superintendent of Denver Public Schools, and Congressional representatives.

One of the main objectives of the CLIMB program is to attract the best talent to the Denver area after graduation. The vision of the program is to educate top flight students, engage alumni of great colleges and universities, and improve Denver and Colorado. By finding good profit and nonprofit jobs, excellent housing, mentors, and great events, the program attracts top students.

The CLIMB program is a collaborative effort among local alumni of several schools. It is a 501(c)(3) nonprofit corporation. The program is supported primarily by volunteer time and monetary contributions from alumni of the respective schools and local Denver business leaders.

The first task for an employer is to plan and provide a job description that details the work the student will be performing, the supervision and employer involvement, and the impacts the student's work will have on the organization and the community. The CLIMB program collects job descriptions from November-February. The standard job description form can be found at:

climbtherockies.org/employers.php

A password-protected account can be created at this site. Posting a job does not commit an employer to hire a student. Posting allows an employer to receive applications from students of the participating schools with no obligation to hire any one. Should an employer wish to hire a particular student, the CLIMB web site has the procedures to issue a commitment letter for the selected student. The Program Coordinator will then forward the letter to the student.

The cost to participate in the program is minimal. There is only a cost for employers who hire a student that participates in the CLIMB program. If an employer posts a job but doesn't hire a student, there is no cost to the employer. If an employer hires a student, there is a minimum stipend/salary of \$2,700 paid directly to the student.

For-profit employers will be invoiced and pay an additional \$1,800 and non-profit employers will be invoiced and pay an additional \$800 to cover the cost of housing at the Inn at Auraria and program costs for critical civic, social, and educational components. (Ann Thorne is exploring the possibility of housing students at the Bear Creek Apartments in Boulder.)

So, the total sum for for-profit employers is \$4,500 which translates to approximately \$12.50 per hour; the \$3,500 sum for non-profit employers translates to approximately \$9.72 per hour. The program runs for ten weeks during the summer

and students work regular work weeks as stated in the job description. Students report to work on Monday, June 1st and work until Friday, August 6th.

Each student participant is an "at will" employee of the employing organization. The employers establish the rules and requirements relating to student employment. All students are expected to follow procedures and policies of their employers. If an employer is dissatisfied with the student or his or her work, the employer may terminate the student's employment, which will then terminate the student's participation in the CLIMB program. The normal withholding procedures apply to the student's paycheck.

In the next several days Ann Thorne and Tony Tafoya will be contacting the various Department of Commerce organizations in Boulder to publicize the CLIMB program and solicit participation for the summer. It is our hope that some work projects can be identified so that we can start to build a relationship with the CLIMB board of directors and the various alumni mentors in the Denver Metro Area. To tap the best candidate pool, employers should post jobs by March 5th.

For more information about the CLIMB program please e-mail/phone at:

Ann.Curtis09@gmail.com
Phone: 502.459.3876 or
hholme@gmail.com
Phone: 720.838.0200

A SAMPLING OF JOB POSTINGS IN THE DENVER AREA

TITLE	EMPLOYER	CITY
Climate Change Analyst	Howard Holme	Denver
IT Intern	AIMCO	Denver
IT Software Development	Pixorial	Englewood
Science Research Student	CU Medical School	Aurora
Student Interns	NREL	Golden
20 Summer Interns	Ball Aerospace	Broomfield
Summer Internships	Lockheed Martin	Denver
Engineering Intern	URS Corporation	Denver

From BAA—Bulldogs Across America: bulldogsacrossamerica.com/.../positionli...

The Objectives of the ESRL Intern Program

- A. To seek a broad development and expansion of internship opportunities for high school, college and graduate students and high school teachers.
- B. To assist and encourage NOAA organizations in establishing goals and identifying the best possible sources for the recruitment, employment, training and advancement of student Interns.
- C. To encourage and actively support the promotion and advancement of Interns already employed.
- D. To analyze and determine the educational and professional needs of students seeking entry and advancement in employment; and, whenever possible, provide appropriate training and counseling services to meet these needs.
- E. To establish and continually upgrade a broad range of contact with supervisors and Interns across the country via personal visits, telephone calls, e-mails, and periodic newsletters.
- F. To respond to the reasonable requests from non-NOAA groups for student referrals when their objectives are supportable and similar to the ESRL PHASE program.
- G. To enhance the promotion of student excellence, pride, and camaraderie through organized and regular social gatherings which will serve to bind students together.
- H. To provide a forum for major research issues of local and national significance so that students may be better informed and may express their views through seminar presentations before their peers and supervisors.

Key Advisory Board Functions

The key functions performed by the PHASE Advisory Board include: **Advocacy on Employment and Education Issues**, **Membership and Outreach**, and **Consultation with Students and Supervisors**. The following is a brief description of each function:

Advocacy on Employment and Education Issues

The advocacy function is performed when advisory board members take a pro-active role in seeing that an employment related issue is addressed by the appropriate community, education or government organization. This function typically involves the following: assisting students and parents with local school issues, e.g. summer jobs, internships, grades and course requirements; informing the local community on student internship opportunities; and researching employment opportunities and various employment related topics such as housing, travel, and community demographics.

Membership and Outreach

The membership committee is charged with an ongoing program of recruiting and retaining members of the Advisory Board. This involves coordinating a yearly membership drive for new members. The outreach function is performed by going out into the community to explain NOAA internship programs and communicating the assistance that can be provided. Typically, this function involves attending meetings and briefings, networking with NOAA agency representatives, providing orientation briefings to newcomers, attending training sessions and education workshops - both as participants and presenters.

Consultation

Consultation services are typically private and are provided to students, parents and teachers who need explanations related to PHASE documents and procedures. This function typically involves mediating an issue at the lowest level before it escalates and assisting the ESRL Student Coordinator with employee issues.



***PHASE* is a publication
of the ESRL Student
Coordinator**

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PHASE seeks to inform
Employees and students on
Employment programs and
Internships.

Editors: Tony Tafoya and
Ann Thorne

MISSION

The mission of the Practical Hands on Application to Science Education (PHASE) program is to have students benefit from a science intern program at a Federal facility.

The objectives of the program are (1) for laboratories to identify student projects that provide a learning environment and focus on practical hands-on activities; (2) to provide laboratories with profiles of students who have an interest in considering NOAA and science in general as a positive career choice; and (3) to inform students of career opportunities in NOAA.

For more information visit: PHASE@noaa.gov and esrl.noaa.gov/outreach/student_programs

A REMINDER FOR SUPERVISORS WHO NEED SUMMER STUDENTS.

Please identify jobs for:

High School students as
PHASE I;
College students as
PHASE II;
Graduate students as
PHASE III.

Send projections to Ann Thorne
ann.thorne@noaa.gov

COLLABORATING ORGANIZATIONS

GOVERNMENT AGENCIES:

NOAA/OAR/ESRL
NOAA/NWS/SWPC
NOAA/NESDIS/NGDC
NIST
NTIA
Workforce Boulder County

HIGHER EDUCATION:

University of Colorado/CIRES
CU SORCE Program

COMMUNITY:

SACNAS
MESA
AISES
National Image, Inc.
Blacks-In-Government (BIG)

SCHOOL DISTRICTS:

Boulder Valley (BVSD)
St. Vrain Valley (SVVSD)



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Please add me to newsletter mailing list. (Please print or type.) Issue #2, 2010

Name	
Home Address or School Address	
City, State, Zip Code	
Telephone and E-mail Address	

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