

# Idaho INBRE Industry Internships

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12 minutes

# Industry Interns – 10 weeks in a business

- 400 bench hours in local industry
- Pay \$15/hour
- Industry mentors help students build skills in laboratory and scientific techniques
- Students present a poster at the INBRE statewide research conference
- For geographically-bound, community college students as a stepping stone to the university and/or careers in research/industry



# North Idaho College

Community College  
established in 1933

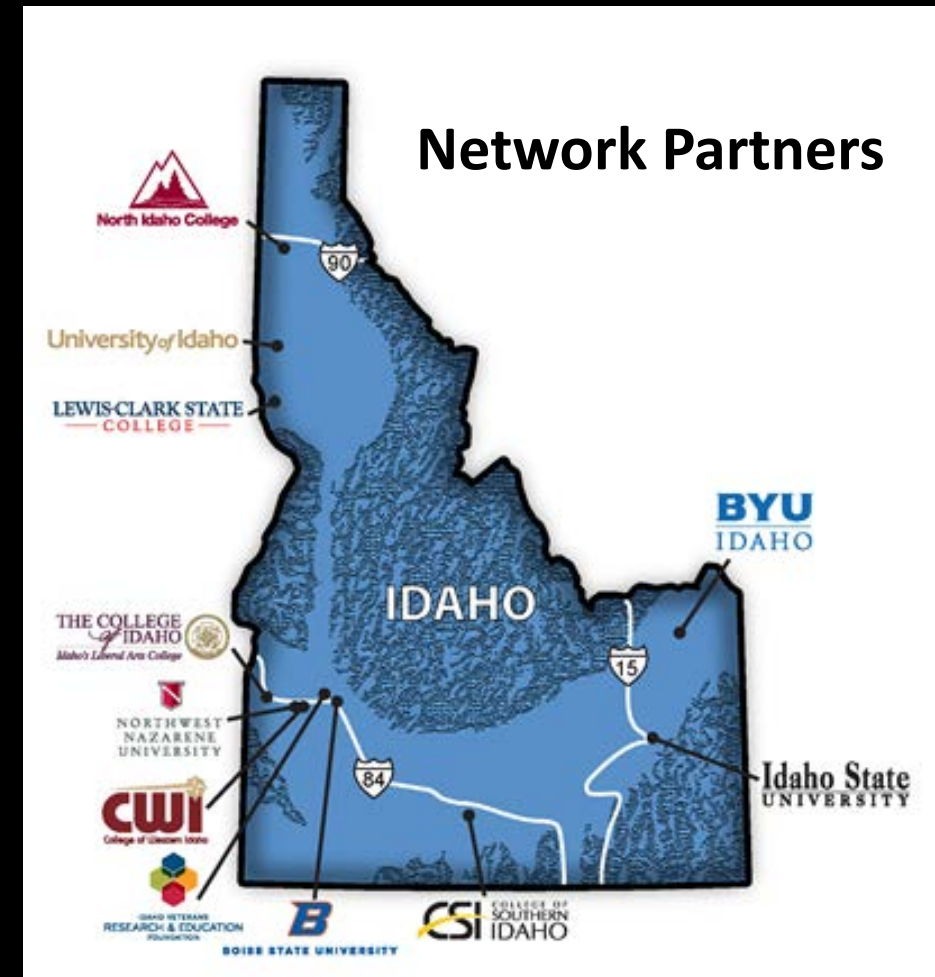
- **Professor Rhena Cooper**

- 2003: first 2 interns placed in the local hospital microbiology lab



# 15 years later: Industry Intern Program has expanded across Idaho

- 3 community colleges, 2 PUIs, U of Idaho
- **159 students have been interns**
  - 51% female/49% male
  - 95% under-represented
- >25 industry partners



# Examples of Idaho INBRE Industry Partners

- **Biotech/Engineering**

Blue Water Technology  
Outotec  
Burst Biologics

- **Environmental Testing**

Accurate Testing Laboratory

- **Government**

DEQ  
INL  
Idaho Fish and Game  
CdA Wastewater  
CdA Tribe Lake Management  
Kootenai Environmental Alliance  
USDA Soils research  
Hayden Lake Floating Wetlands

- **Hospitals**

Kootenai Health  
Bonner General Health

- **Pharmaceutical**

ALK-Source Materials  
Medicine Man

- **Wineries**

Coeur d'Alene Cellars  
Pend d'Oreille Winery

- **Food Industry**

- Glanbia

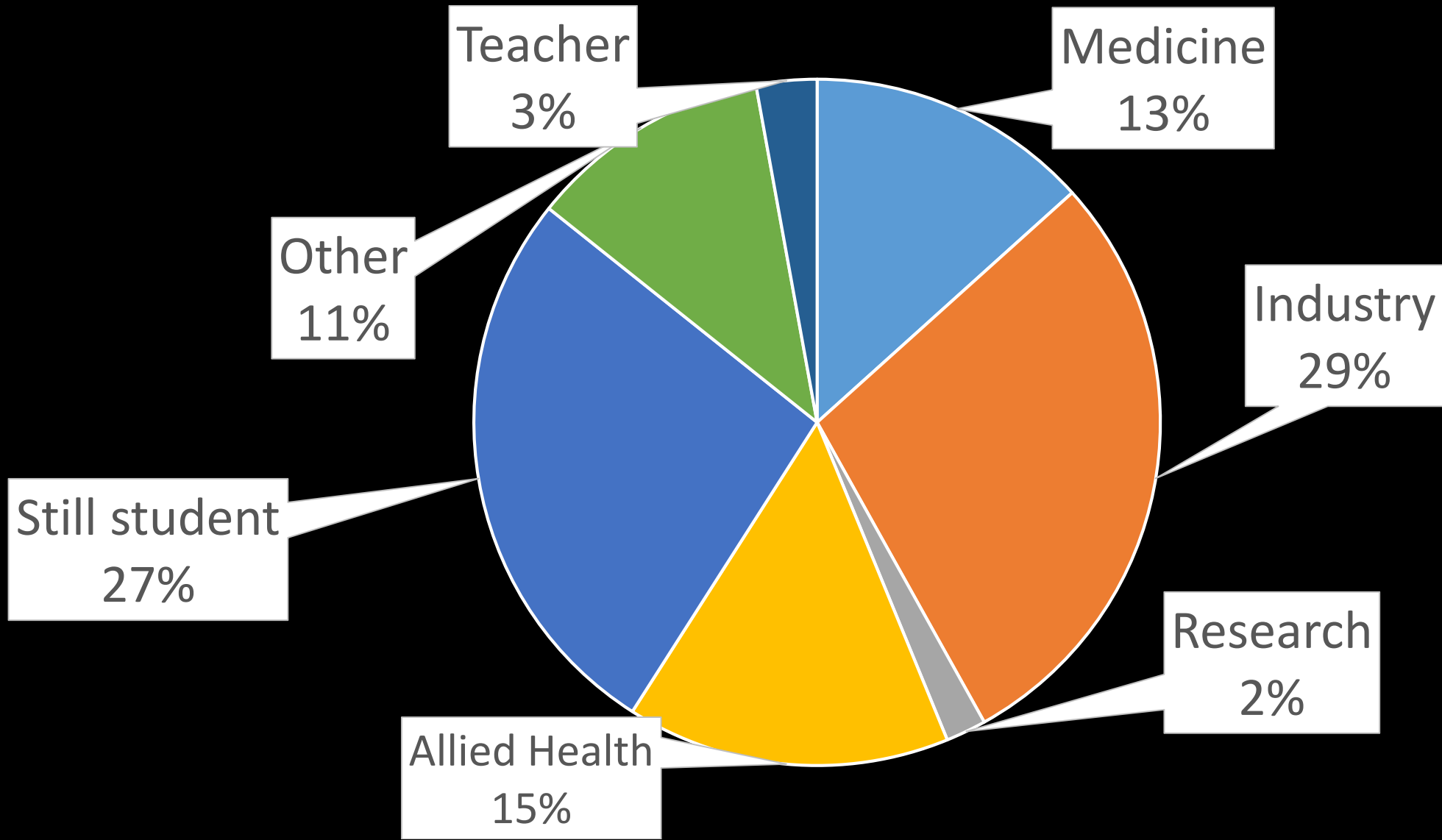
- **Veterinary Medicine**

- Lake City Animal Hospital

Successful partnerships benefit both the students and employers.

An unexpected benefit is that the internships strengthen relationships between the community and its institution of higher education.

# Student Outcomes Post-internship






# Student 1: Andria Hendricks



“ **INBRE** is the way that I got into labs and research work....It means I am able to pursue what I want to do way *before* I have that bachelor's degree.

Industrial  
Chemist

Undergraduate  
**Idaho State**  
UNIVERSITY

Associate Degree  
 North Idaho College

Industry Intern  
**IDAHO INBRE**  
IDA Network of Biomedical University Excellence

*“I loved the internship. It actually turned into a full-time job for me for two years.”*



# Student 2: Christina Contreras

“ Without my **INBRE** experience , I wouldn't have been able to figure out my passion. So, **INBRE** had a really big impact on my life.

Biology  
Teacher

Undergraduate



Undergraduate



Industry Intern



*“The internship was such a good experience overall and I didn't really think that I'd be enjoying what I'm doing so much....”*



# Student 3: Omid Mousa

“ **INBRE** was a great opportunity to learn about new discipline and increase my skill sets.

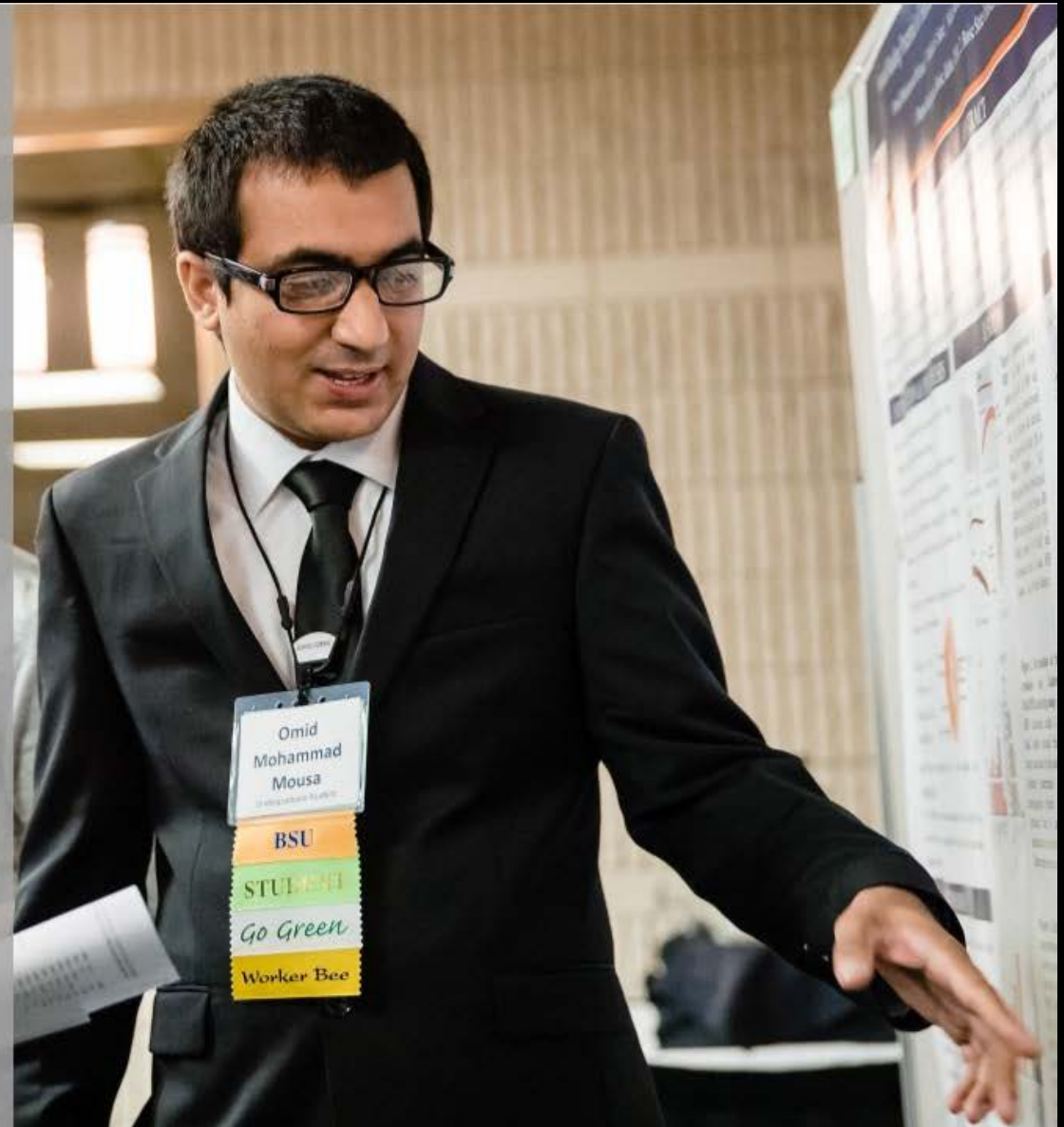
Graduate studies  
or medical school

**B** Undergraduate  
BOISE STATE UNIVERSITY

Industry Intern

IDAHO INBRE  
IDA Network of Biomedical Research Excellence

*“I believe the internship will open new doors for me and I will forever remember the impact it had on my academic career.”*



# Do you want to start industry internships?

## Our advice:

- Start small
- Get buy-in
- Be careful, success requires positive relationships between INBRE, the workplace, & students.

Idaho INBRE has a '*best practice*' describing how we built our industry internships on the [NAIPI website](#).

# 8 steps to develop Industry Internships

## 1. Prepare in advance

- Get administrative support. Determine how the interns will be paid.

## 2. Identify companies

- Consider varied industries unique to the local economy.
- Visit the companies; view the work environment; identify the businesses' needs.
- Talk with potential mentors to establish common goals/expectations.

## 3. Identify minimum student requirements

- The course work needed for success at each site.
  - This often includes 2 semesters of freshman chemistry, 1 semester of microbiology, and math skills.



## 4. Choose the students

- Create an application process.
- Interview candidates to determine knowledge, motivation, and maturity.
- Match student with a mentor and have a meeting.
- Do a post-meeting check to be sure both the student and the company like the match before finalizing arrangements.

## 5. Do pre-internship training

- Discuss professional workplace expectations.

## 6: Communicate during the internship

- Require weekly student updates.
- Communicate with the company mentor early-on for feedback.

## **7. Communicate at the end of the internship**

- Gather the positives and negatives from both the student and mentor to improve the program for the next student.

## **8. Thank and honor both the business and the student**

- Print a 'thank-you' in local paper.



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Thank you

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