ACCELERATE TO INDUSTRY

A Bold New Approach to Workforce Development

Accelerate to Industry™
FOUNDED BY
THE NC STATE UNIVERSITY
GRADUATE SCHOOL

UNIVERSITY OF
NORTH DAKOTA
SCHOOL OF GRADUATE STUDIES

MESSAGE FROM THE SCHOOL OF GRADUATE STUDIES

UND's School of Graduate Studies is committed to providing graduate and postdoctoral trainees with knowledge, skills, and abilities that establish long-term professional success and promote a competitive edge as they attempt to enter the workforce. We recognize the need to develop a robust program of training initiatives that span all workforce sectors, including the STEM industry. Students in traditional degree programs often lack awareness of industry careers and the business and professional skills required to acquire and succeed in those jobs. In partnership with the NC State University Graduate School, we are launching a groundbreaking initiative intended to fill these training gaps for master's, doctoral, and postdoctoral researchers: the Accelerate to Industry (A2i) program.

At its broadest level, the Accelerate to Industry (A2i) program seeks to bridge the gaps between traditional academic training and industry employment readiness through use of five training modules, as outlined in this brochure, all of which require collaboration and input from interested local, regional, and national industry leaders.

Accelerate to Industry (A2i) is an experience that includes development workshops, panel discussions, presentations, networking events, and a team-based project. All are designed to collectively increase awareness of industry careers and to develop key competencies highly valued by industry. We can tailor the program's content, project work, and activities to the topics that best suit the needs of sponsoring companies. The program will also offer the added benefit of providing sponsoring companies with a more meaningful and robust engagement experience for recruitment of our very best and most motivated master's, doctoral, and postdoctoral researchers from across all disciplines and colleges at UND. We hope you are interested in becoming a part of this innovative program, and we look forward to working with you!

Sincerely,

Chris Nelson
Associate Dean, School of Graduate Studies
University of North Dakota

WHAT IS A2i?

The Accelerate to Industry (A2i) program represents a bold new approach to enhance industry workforce readiness. The A2i approach is built from a variety of modules that allow graduate students and postdocs to benefit from the entire range of activities offered, or it can be streamlined to focus on individual components.

A2i Modules

Jss	Cv	Int	Tp	Iw
Job Search Strategies	Company Visit	Internship	Team Practicum	Immersion Week

A2i PARTNERS

Partner with the School of Graduate Studies to support student development while also developing a consistent pipeline of exceptional future leaders into your company.

The Accelerate to Industry approach includes opportunities to directly interact with UND's talented and diverse graduate and postdoctoral communities through targeted, meaningful recruitment activities that we tailor to your company's needs.
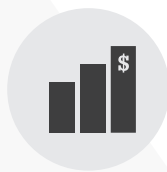
A2i modules also provide companies with platforms to collaborate with UND, and, by doing so, directly participate in the education of graduate and postdoctoral researchers to demonstrate key competencies highly valued by industry companies, including the following:

Leadership, communication, and teamwork	Corporate cultural awareness and cross-cultural competence	Market and technology evaluation	Intellectual property and regulatory affairs	Research commercialization

Key Features

We tailor the program's content, project work, and activities to the topics that best suit the needs of our corporate members and prepare our students for the workforce. Furthermore, A2i provides our members with a meaningful and robust engagement experience for recruitment from a diverse pool of our most talented graduate and postdoctoral researchers from across all disciplines and colleges at UND.

Corporate members work with the director to co-create the A2i programming. Likewise, A2i's communication team works with our industry members to build advertising campaigns that attract the top talent at UND.

We offer targeted recruiting services that are tailored to our industry member's hiring needs. We host networking events and also work with sponsors to facilitate on-site interviewing of program participants.

A2i MODULES

The A2i program includes several modules that offer a broad range of distinctive partnership opportunities.

We recommend the engagement pathway below for A2i partners. By initially participating in the Industry Immersion Week, companies will gain a first look at a diverse group of highly talented master's, doctoral, and postdoctoral participants while also gaining insight into the broader participation opportunities available through A2i.

Industry Immersion

2-5 Day Series
(PhD, Postdoc, Master's)

Industry Job Search Strategies

Half-Semester Development Series

Industry Team Practicum

Semester-Long Development Series & Team Projects

Industry Company Site Visit

One-Day Series

Industry Internship

Varying Duration

A2i MODULES

Industry Immersion

This is an intensive experiential learning opportunity that prepares UND graduate students and postdocs for the corporate environment.

The Accelerate to Industry Immersion module includes a 2-5 day immersion experience for graduate students and postdoctoral researchers that includes signature A2i content along with events and activities unique to the Immersion Week.

Immersion Week Highlights Include

- Leadership Lunch Series
- Company fair
- Week-long team project
- Resume and LinkedIn feedback sessions
- Networking sessions and career panels
- Professional photo session

Industry Team Practicum

This practicum is a 12-week development series during which UND graduate students and postdocs learn to leverage their technical backgrounds and creativity to move ideas and projects forward as a part of a cross-disciplinary team.

Each partnering company will work with a multidisciplinary team on a project that is relevant to the company. Moreover, we recruit the team members in response to the company's needs.

Industry Internships

This module establishes opportunities for industry companies to work directly with the UND Graduate School for recruitment.

More than advertising, we recruit outstanding candidates who match internship criteria, and we prepare application portfolios to assist company liaisons with the selection process.

Industry Job Search Strategies

This module is an 8-week development series that offers industry professionals opportunities to participate in workshops, career panels, and presentations that support participants in their efforts to market their abilities to industry companies.

Industry Company Site Visit

We selectively recruit graduate and postdoctoral researchers in response to each company's specific needs. Our recruitment methods ensure that participants in the site visit are interested in building their careers with the respective company.

Key Competencies and Topics of A2i Modules

	Industry Immersion	Industry Internships	Industry Team Practicum	Industry Job Search Strategies	Industry Company Site Visit
Leadership best practices	✓	✓	✓	✓	
Communicating with non-technical audiences	✓	✓	✓	✓	✓
Collaboration within teams and across units	✓	✓	✓	✓	
Corporate cultural awareness and cross-cultural competence	✓	✓	✓	✓	✓
Entrepreneurship and startups	✓	✓		✓	
Intrapreneurship: moving ideas forward in the corporate environment	✓	✓	✓		
Project management concepts and tools	✓	✓	✓		
Evaluating market and technology landscapes	✓	✓	✓		
Intellectual property and regulatory affairs in research	✓	✓	✓		
Commercializing research	✓	✓	✓		
Developing research and personal elevator pitches	✓	✓	✓	✓	✓
Resume writing, LinkedIn, interviewing and networking strategies	✓	✓	✓	✓	✓
Personal branding	✓	✓	✓	✓	✓

Example Industry Immersion Week Agenda

Legend: 🔴 Presentation 🔵 Networking 🔷 Workshop 🟡 Panel 🟠 Team Project

Time	Monday, July 31	Tuesday, August 1	Wednesday, August 2	Thursday, August 3	Friday, August 4
8:00 a.m.	Dean's Welcome, BASF Breakfast, Welcome & Introductions	Breakfast & Networking	Breakfast & Networking	Breakfast & Networking	
8:30 a.m.	Non-Technical Skills for the Technically Trained	Breakfast & Networking	Career Pathways in Agricultural Technology	Resume Feedback	Team Presentations
9:00 a.m.	Non-Technical Skills for the Technically Trained	Industry Market Assessment	Career Pathways in Agricultural Technology	Resume Feedback	Team Presentations
9:30 a.m.	Non-Technical Skills for the Technically Trained	Industry Market Assessment	Human Resources	Resume Feedback	Team Presentations
10:00 a.m.	The Role of Regulatory as Part of the Research Process	Interview Feedback	Human Resources	Technology Evaluation	Team Presentations
10:30 a.m.	The Role of Regulatory as Part of the Research Process	Interview Feedback	Human Resources	Technology Evaluation	Team Presentations
11:00 a.m.	BASF Lunch: Getting the Job You Want	Strengths Finder 2.0	Intellectual Property	Regulatory Affairs	Team Presentations
11:30 a.m.	BASF Lunch: Getting the Job You Want	Photo Session	Intellectual Property	Regulatory Affairs	Team Presentations
12:00 p.m.	BASF Speed Networking Session	LORD Corporation Networking Lunch	Networking Lunch with Matt Sayre, SAS	Networking Lunch with Barbara Mulkey, H. Hugh Shelton Leadership Center	Networking Lunch with David Fiala, Google
12:30 p.m.	BASF Speed Networking Session	LORD Corporation Networking Lunch	Networking Lunch with Matt Sayre, SAS	Networking Lunch with Barbara Mulkey, H. Hugh Shelton Leadership Center	Networking Lunch with David Fiala, Google
1:00 p.m.	BASF Speed Networking Session	Managing Interview Prep as a Project	Entrepreneurship & Startups	Careers Off the Bench	Career Fair
1:30 p.m.	Innovation: Converting Ideas to Products	Managing Interview Prep as a Project	Entrepreneurship & Startups	Careers Off the Bench	Career Fair
2:00 p.m.	Innovation: Converting Ideas to Products	R&D Careers	Entrepreneurship & Startups	Careers Off the Bench	Career Fair
2:30 p.m.	Innovation: Converting Ideas to Products	R&D Careers	Entrepreneurship & Startups	Careers Off the Bench	Career Fair
3:00 p.m.	Insights on the Academic to Industry Transition: Collaboration is Key	R&D Careers	The Many Hats Scientists Wear	Team Project Work	Career Fair
3:30 p.m.	Insights on the Academic to Industry Transition: Collaboration is Key	R&D Careers	The Many Hats Scientists Wear	Team Project Work	Career Fair
4:00 p.m.	Team Project Work	Team Project Work	The Many Hats Scientists Wear	Team Project Work	Career Fair
4:30 p.m.	Team Project Work	Team Project Work	Team Project Work	Team Project Work	Eastman Chemical End Reception
5:00 p.m.	End of Day	End of Day	End of Day	End of Day	Eastman Chemical End Reception

Why Graduate and Postdoctoral Researchers Need to Better Understand Industry

Tenure Track for Life Science ('97-'17)	▼ 10%
Tenure Track for Math and Computer Science ('97-'17)	▼ 16%
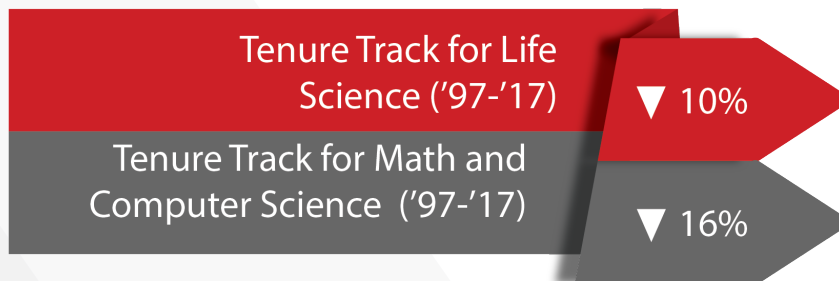
Academic employment for new doctoral recipients (STEM and non-STEM) dropped from 51% to nearly 44% between 2006 and 2016, while industry employment rose from 25% to nearly 35% during that same period.

National Science Foundation, National Center for Science and Engineering Statistics, Survey of Earned Doctorates, 2017
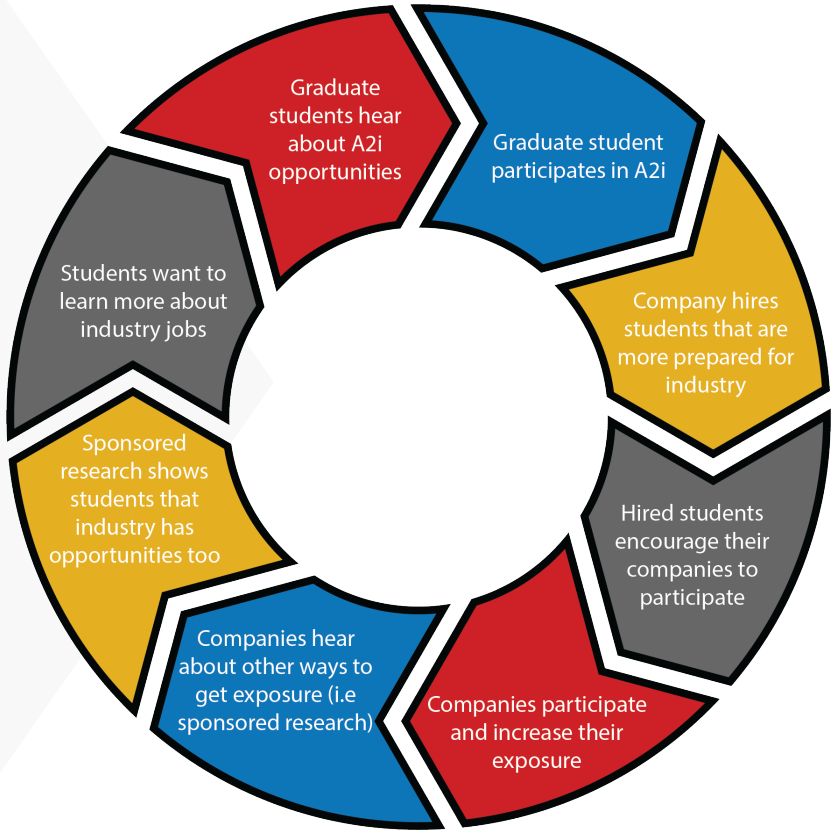
+10%

Academic   Industry

-7%
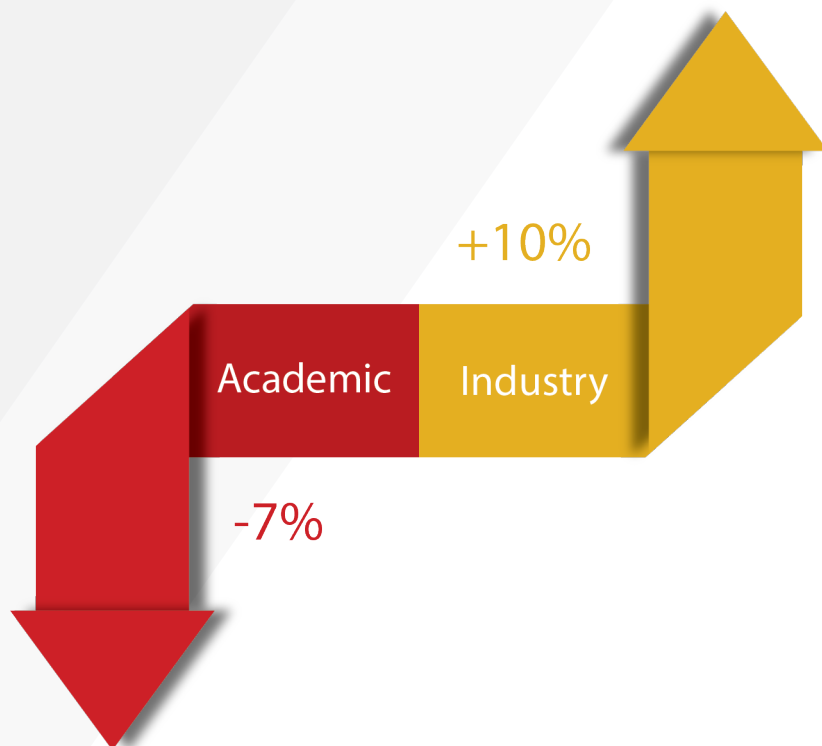
How Industry Partners Benefit from A2i and Help the Program

▲12% increase in participant interest after the company participates in A2i Immersion Week.

Graduate students hear about A2i opportunities

Graduate student participates in A2i

Company hires students that are more prepared for industry

Hired students encourage their companies to participate

Companies participate and increase their exposure

Companies hear about other ways to get exposure (i.e sponsored research)

Sponsored research shows students that industry has opportunities too

Students want to learn more about industry jobs

"Our interactions with these students are part of our ongoing engagement with the university, and this event, in particular, enables students to better understand Eastman as a potential employer, while giving us another touch-point for potential applicants both now and in the future."

-Scott Armentrout (Eastman's Director of External Innovations)

PREMIER	PRINCIPAL	ASSOCIATE	BASIC
1 Immersion Week Lunch Leadership presentation	Additional Immersion Week presentation	1 Immersion Week presentation	Exhibit/booth space during the entire Immersion Week
1 Industry Team Practicum project	1 Site visit	Tier II registration for the Immersion Week Company Fair	Tier I registration for the Immersion Week Company Fair
1 Additional site visit	Quarterly meetings with the A2i Leadership Team	Develop strategic plan for long-term talent acquisitions	A2i participant resumes and biographical sketches sent in a portfolio book
Featured company exhibit/booth on display throughout the entire Immersion Week	Breakfast Leadership talk	Small advertisement in brochure and presentations	A2i targeted recruitment support service for internships, job positions, and other hiring needs
		Onsite campus interview accommodations	

*All tiers include the features of previous tiers