Advice on Finding, Teaching, and Utilizing Interns

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Mini-Seminar Summary

- Who has hired interns?
- The state of the state of IH and H&S?
- Your involvement in the process?
- What are your needs?
- Who is going to fulfill those needs?
- Duration of services?
- Where and how to find candidates?
- Pre-requisites?
- Onboarding Process?
- Pros and Cons?
- Discussion/ Q&A?
Interns in IH/H&S

- My grad school intern experiences
- Allied Chemical
- Eastman Kodak
- Student from UMass
- Mike Walters – Polaroid (many Harvard students went through)
- Liz Gross – Children’s Hospital
- Others?
“State of the State of Our Profession” - by CWB

- Aging “Pool of Talent” of employees...no kidding
- Interest in our profession?
- AIHA’s and NIOSH’s Efforts and Tools
- Kudos Jennifer Maclachlan (PID Analyzers)
  “Chair – AIHA Teen Workplace Health and Safety Task Force”
- Far more safety than IH students...look for hybrids
- Seems to be “Regional” emphasis on schools now – but not New England
- Univ/Colleges that have an Internship Option or Requirement (EH&S or combos thereof)
“State of the State of Our Profession” - by CWB

NEAIHA’s past efforts....

NEAIHA’s future efforts....
• Outreach
• Student Engagement
• Student Presentation
• Scholarship
• Still need to keep plugging and reaching out to our future younger pros – and not just the Executive Committee – all of us!
Your involvement in the process?

• Finding them...
• Working and/or Supervising them...

1. All in...
2. Limited....
3. Shared....
4. None...leave it up to others
5. Enjoy teaching and interacting!
What are your/your company’s/client’s needs?

• “General duties”
• A single special project
• Multiple assignments
• Combination of the above
• Internal and/or External support (client work if you are a consultant)
• Communicate objectives and outcomes and time commitment clearly….do not assume you made sense!
Who is going to fulfill those needs?

• High school (don’t forget your tech schools)
• Undergraduate
• Graduate
• Ex-Military
• Change of career/life folks
Duration

• What is the school’s process as far as a time commitment
• Full-time
• Part-time

- Days
- Weeks
- Month(s)
- Multiple hitches
Where will they work from?

- Office
- Home
- Home and office
- Client location
- Home, office, and client location
- Car, coffee shop....
- Resources (computer, cell, car)
- Issues?
Where and how to find interns?

• High Schools (your/your children’s)
• Undergrad Colleges/Universities (your or regional)
• Graduate Schools
• Best to get Safety/IH and or environmental background…… but……..show of hands
• My experiences
  • URI, USC, and BRRHS – STEAM Day (Past 3 years)
  • URI Hazwoper (2013-Present)
  • – 150 students to date— I treat students like employees
  • Interaction with other EHS pros
  • Massachusetts Maritime Academy Hazwoper 2017
• Dean’s Advisory Councils on at both institutions
• Career fairs
Where and how to find and IH/safety intern?

NE Region
1. Keane State
2. Mass Maritime Academy
3. UConn
4. Clarkson University
5. Harvard/BU/UMass?

Pre-Requisites?

- IH/Safety or good science-related degree
- Very good bio/resume with decent GPA and ancillary activities
- OSHA-10 and /30 hr., HAZWOPER 40 – pluses
- Communication – good verbal skills and a personality
- Organized, organized, organized!
- Good writing skills
- Flexible...especially with time
- Microsoft Office Suite
- Handy with equipment
- Multi-tasking capability
- Work hard
- Geographical location
Onboarding Process?

- Internal HR and employment status
- Introducing them to the company
- Internal company training
- Internal H&S training
- Familiarization with OSHA standards
- Medical Clearance?
- Respirator Fit/Hearing Test
- SGS Galson and Other’s Video Series on IH Fundamentals and Use of Equipment
- Johns Hopkins’ IH Grad Program PowerPoint
Onboarding Process?

• FEMA Classes
• DOT HazMat Training
• Massachusetts DFS Hot Works Training

• Driving Requirements?
• Security Clearance?
Working with interns?

- Practical Training (IH) in the office
  - Working with Labs
  - Calibration
  - Equipment orientation and use
  - Equipment organization
- “OJT” jobs with an experienced person – Not just what...but why?
- While doing their primary work...provide side info (e.g., compliance issues, observations, your experience, and Q&A)
- Solo work?...are you ready to cut the cord
- Ensure that they check-in
Working with interns?

• Written deliverables – be brutal if needed on reviews of reports 😊

• Communicate objectives and outcomes and time commitment clearly….do not assume you made sense!

• Mine have even participated in and assisted in my URI classes

• My last intern was recruited by my prior intern…and has already introduced me to my next intern
Pros and Cons?
Sell them on an IH, Safety/EHS Potential Career?

- Do you enjoy what you do...share your experiences with them; both positive and negative
- Hard work....but also can run into the mundane
- Stressful
- Excellent communication skills (verbal and written) essential
- Technical skills vs. Financial and Project Management
- Sales, Marketing, and Business
- Foreign languages
- Computer skills
- Travel
- Develop knowledge of regulations and requirements
- Prior training, certifications, and experience
- Networking and Relationships
- Challenging and rewarding...can also be very frustrating!
- Not boring..varied work potential
- Multi-task
- Prioritize
- Balance
- Organized.....
- High energy...very up tempo
- Flexibility
- Creativity
- Need to be self-motivated
- Individual skills as well as “team player”
- Technical specialty...but nice to have a “Tool Box” of EHS skills
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