



## **UBC Geering Up Engineering Outreach**

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# Indigenous Outreach Internship Description

## **Description of Organization**

UBC Geering Up Engineering Outreach is dedicated to promoting science, technology, engineering, and math (STEM) to all children and youth of British Columbia through fun, innovative, and hands-on educational programming. Our outreach to communities across BC emphasizes demographics underrepresented in STEM fields such as Indigenous youth, girls, and children from low-income neighborhoods. Indigenous youth have disproportionately low rates of graduation and post-secondary attendance, especially in STEM. By generating more interest in STEM topics, we hope to address this problem and create the next generation of individuals who will help grow their communities.

Geering Up's Indigenous Outreach initiative (also referred to as InSTEM) collaborates with over 35 Indigenous communities across BC to deliver year-round satellite programming. We bring in-class workshops, week-long camps, and Land Based Camps to these groups based on their needs and requests. These activities are offered for free or at highly-discounted rates to the host communities. More information about Geering Up Community Outreach is available [here](#).

## **Mentorship & Internship Summary**

This mentorship program has been developed to address the lack of Indigenous representation in Geering Up staff and to help Indigenous students teach STEM topics to their own communities. Our Instructors often find it challenging to establish a deep connection between themselves and Indigenous youth. The communities they work in also often lack the resources and funding necessary for backing extracurricular activities to develop the personal and professional skills of youth. Thus, we are implementing this mentorship/internship program in order to 1) alleviate the challenge of communicating STEM curricula with Indigenous students, 2) promote diversity in STEM through direct employment of and collaboration with Indigenous youth, and 3) foster the Interns' capacity for leadership, interest in STEM, and their professional development.

This internship is designed to provide Indigenous youth with the knowledge and experience to teach science, technology, engineering and math topics through a 3-week mentorship program. For the first week, Indigenous Outreach Interns will be trained in First Aid and to be proficient instructors. An Outreach Instructor will be assigned to the student as a mentor for the entirety of the internship program. The mentor will guide the student on how to be an effective STEM educator and provide insight on the specific steps needed to pursue STEM careers. Mentors will also work with Outreach Interns to develop a set of personal and professional development goals. The student's progress on these goals will be evaluated on a weekly basis throughout the placement.

In the second week, the Intern will shadow senior staff as they help deliver Outreach to their own community. In this stage, the student can practice the professional skills they have developed in an environment they're more acquainted with. Indigenous Outreach Interns may also assist the materials coordinator with any logistical tasks required.

The third and final stage of the internship program is an Outreach trip to a community other than that of the student. Similar to the second stage, the Intern will assist Outreach Instructors with program delivery and any other duties as needed. The aim of the trip is to develop the Intern's ability to work in a new environment while retaining the skills they have developed. Upon completion, the Grade 12 Interns have the opportunity to enter dialogue with Geering Up about continuing their outreach work throughout the rest of the Summer. The details of this position will be discussed in the job description section.

We recognize that applicants for this position may come from a variety of locations and backgrounds, some who may live far from the UBC campus. Our team will be as flexible as possible with respect to scheduling and where training will be conducted. For instance, the Intern can collaborate with Outreach Instructors and assist with curriculum development from home if required. Moreover, Geering Up will cover travel and accommodation costs to Vancouver for training and onboarding. If the applicant extends their work term past the length of the internship, Geering Up will continue to be adaptable with regards to scheduling shifts and travel planning.

## **Outreach Instructor Intern Job Description**

Outreach Instructors are among our frontline staff, delivering week long STEM programming to youth across British Columbia. Those in this role will specifically focus on facilitating educational workshops and developing curricula for Indigenous communities. They will work with Elders and mentors to

combine the participants' knowledge and practices with STEM concepts. The goal of this program is to develop a sense of comfort and aptitude in teaching STEM within the intern. With little supervision, Outreach Instructor Interns are required to:

1. Deliver science, engineering and technology curriculum
2. Act as an Instructor and role model at outreach programs
3. Follow safety and risk management policies to build positive, safe learning environments for students
4. Deliver Geering Up programming at locations often in remote communities. Travel and lodging costs will be covered
5. Assist the Indigenous Outreach Coordinator with planning and travel logistics
6. Complete all evaluations and reports in a timely manner
7. Assist in preparation tasks at the end of each day
8. Perform other duties, as requested by the Coordinators

## Applicant Qualifications

Geering Up fosters a positive learning environment for both students and staff, so all positive-minded applicants will be thoroughly considered for interview.

Being an entry level position, the most desired applicant trait is a willingness to learn. Candidates with qualification gaps will be thoroughly trained by our Outreach Instructors. By the end of the onboarding process, Interns are expected to attain the skills and competencies listed below.

1. Background or interest in science, technology, engineering, or math.
2. Experience or interest working with youth
3. Strong teamwork, leadership, and interpersonal skills
4. Proven ability to work independently, multi-task, and solve problems in a variety of challenging situations without direct supervision
5. Excellent presentation and public speaking skills, ideally in communicating STEM topics
6. Experience in facilitating workshops or activities, preferably with children or youth
7. All Geering Up staff and interns must have a Criminal Record Check on file before they may work with children

## Terms of Appointment

**Full-time in July 2020.** We are open to discuss the Intern's ability to work part-time as an Outreach Instructor from July onwards. Full time hours will be approximately from **Monday to Friday, 8:30am to 4:30pm each day.** There may also be training and events on evenings and weekends during the internship; information regarding these dates will be provided well in advance.

## **Consequence of Error**

Indigenous Outreach Interns are responsible for the safety and well-being of children and youth under their care. They act as mentors to a vulnerable population and must make critical decisions to ensure the participants safety. Because they often work in remote communities with few other connections to UBC, Outreach Interns act as representatives of the Faculty of Applied Science and the University. Consequence of error is high and could impact the safety and wellbeing of participants, and in turn negatively affect the reputation of Geering Up, community partners, and the University.

## **Remuneration**

\$14.85 per hour x 40 hours/week. To be paid out according to the calendar set by UBC payroll.

## **How to Apply**

The application portal will open in December 2019! Applications will be rolling until April 2020.