

Building a Photonics Enabled Program

- Recruiting at TSTC:
 - Separate Recruiting Department.
 - Organize Recruiting Events (High schools, Career Days, Public Events etc)
 - Faculty and Staff of each department responsible for attending events to recruit for individual programs.
 - OP-TEC/TSTC employ a fulltime employee of this department at a $\frac{1}{4}$ time to recruit for Summer Institute



Building a Photonics Enabled Program

- OP-TEC Summer Institute
 - For High School Teachers and Students.
 - Free to participants (less travel for students)
 - Teachers may receive travel stipends if funds are available.
 - Goal is to inform teachers and students of the opportunities available upon graduating TSTC Let Program



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- OP-TEC Summer Institute Continued:
 - Goal is to inform high school students of the content areas and hands on skills required in this program.
 - The above goal is accomplished by learning basic skills required in the industry in a fun and informative manner.
 - Real applications of the skills are used to illustrate industry requirements.



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- High School Teacher and Counselors
 - Develop a relationship with the teachers to accomplish the following:
 - *Have them interest students in photonics in their HS classes.*
 - *Make them aware of the opportunities for a career as a photonics technician*
 - *Build pipelines into TSTC's Laser Electro-Optics and Nanotechnology Program*



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- High School Students
 - Goal is to get them into the program!!
- What does it take to accomplish this?
 - Work around High School year schedule (testing etc)
 - Interest students in spending a week at college during summer vacation
 - Providing for the diverse needs of HS students while housing them on campus



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- High School Teachers
- What does it take to get them interested:
 - Getting the information to them.
 - Easy Application Format
 - Follow up Information
 - Travel Stipends



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■ Summer Institute

- 1 week Long
- Provides Basic Photonics Instruction from 1st or second semester
- Hands on activities
- Documentation of activities
- Applications of Industry

■ Summer Institute

- Opportunities for Graduates
- Free: except for travel
- Provide Continuing Education Credits for HS Teachers
- Certificates and Awards
- All meals provided.
- Housing is provided

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- Recruiting for a Summer Institute:
 - Flyers-used as initial information.
 - Handed out at all TSTC Recruiting Events
 - Website for Applications
 - Used TSTC Recruiter and special knowledge to contact career counselors and science teachers (1/4 time Employee)
 - Targeted 9th through 12th grades. Will probably expand that to 8th through 12th grades
 - Best promoters to attract students are their teachers.

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■ Housing Issues

- Providing housing: This is one reason that summer is the best time for an institute. Student population is lower in the summer so more housing is available.
- Providing Chaperones: Faculty and/or HS teachers that attend need to be able to stay in campus housing for the duration of the institute.
- Release Forms

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- Summer Institute Events
 - Basic Labs: Hands On Activities
 - Alignment Labs, Polarization, Brewster's Angle, Prisms, Reflection/Absorption/Transmission
 - Applications
 - Fingerprinting, spectroscopy, holography, interferometry, Open Cavity HeNe alignment.
 - Employment Opportunities
 - Salaries, Companies that are hiring, placement rate, etc
 - Industry Speakers
 - Have not tried this yet but would be good support for Employment Opportunities.
 - Technology Films-Science at the Edge

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■ Success?

- Summer Institute has doubled in attendance in 2 years.
- More interest from career counselors in photonics.
- Too early to tell if it will increase number of students in LET program