Making The Transition
From Campus To The Workplace

DOE Office of Environmental Management

Waste Management Symposia 2010
March 1, 2011

Rosa G. Ramirez
Overview

- FIU DOE Fellows program
- EM Professional Development Corps
- Networking
- Mentoring
- Leadership
FIU DOE Fellows

- Program Director: Dr. Leonel Lagos
- DOE-FIU Science and Engineering Workforce Development Initiative
- “Pipeline” of minority engineers specifically trained and mentored to enter the DOE workforce
- Leads to entry into DOE’s EM Professional Development Corps
FIU DOE Fellows: Internships
EM Professional Development Corps

- To ensure that EM does not experience any deficiencies in pursuit of accomplishing one of our country’s most important missions
- Structured developmental program for a period of two years
- Training activities, rotational assignments and experiences
  - Headquarters
  - Field or Area Offices
  - Laboratories
  - Contractor organizations
EM Professional Development Corps

Professional Development Corps (EMPDC) Class of 2007
Networking

- It is a small world and as you go through life you are going to meet the same people again and again
- Social interaction
- Learn about your industry
- Establish business contacts
- Discuss issues
- Helps you define your career goals
- Way to market yourself and your skills
- May find a mentor
Mentoring

- Encouragement
- Reduce mistakes
  “Two ways to gain wisdom in life: making your own mistakes, or learning from others mistakes”
- Eliminate weaknesses
  “Your best friends see you as you are, your mentor see you for who you can be”
- Bring out your strengths
- Honesty
Leadership

• Vision: Establish a competency-based program to develop future leaders and enhance the competence of the EM SES team

• For everyone; everyone is a potential leader....

• Strongly endorsed by EM senior management

• Successful only if there are engaged employees and supportive supervisors

• The ultimate responsibility of the employee
Thank You!