



## **3M Science Training Encouragement Program (STEP)**

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The 3M Science Training Encouragement Program (STEP), a partnership between 3M and the Saint Paul School District, places you at the center of discovery, challenge and opportunity. Through STEP, you'll participate in the process of scientific discovery, and experience the invigorating environment of one of the world's leading corporations.

As you discover the world around you, you'll discover more about yourself. STEP provides the opportunity – you provide the commitment, the curiosity and the energy.

### **Introduction**

The Science Training Encouragement Program (STEP) supports 3M's recognition of the importance of diversity and equal opportunity in its workforce. The program provides opportunities in science for high school students from diverse backgrounds to:

- increase job skills through further training and practical experience
- gain insights into scientific careers
- enhance personal development

### **Who is eligible for the STEP Program?**

To be eligible for STEP you should be in your junior or senior year at one of the major St Paul School District High Schools. This program is for you if you have a strong interest in science, but there are no formal science class requirements. You need a GPA greater than 2, and to have a good attendance record at school.

### **What is involved in participation in the STEP Program?**

If you are accepted into the STEP Program, our expectations are that:

- your school schedule must allow you to participate in twice-weekly classes at 3M from January through June
- you accept and complete a full-time summer job in the 3M laboratories starting in June and ending in August
- you maintain your academic standing at school throughout the STEP Program

### **How are STEP students selected?**

Applications are made in the fall through your school. You will be asked to complete an application form, and then to have a short interview with a 3M representative. These interviews are held at your school in October.

The interviewers are all 3M volunteers who take some part in this program. They will ask about you, your work and your other interests, and you will be able to ask them any questions you may have about 3M and STEP.

Students will be selected in accordance with the guidelines of the program and will be those whom we think will best profit from the experience. You will be informed by mail in December whether or not you have been accepted.

## **Classroom instruction – what is it like?**

The instruction sessions in 3M classrooms are held from 12:00 to 2:00 P.M. on Mondays and Wednesdays, from the end of January until early June. [second semester of school] Classroom instruction is by 3M scientists, who volunteer their time to teach in the STEP Program. Transportation from school to the classrooms and back to school will be provided.

Students are divided into small groups for instruction. You will listen to lectures, do experiments, take part in discussions, and help each other learn. You will study topics in chemistry, physics, math, computing, and engineering, learn about some 3M technologies and products, and learn about how to work as a scientist at 3M.

This instruction period is considered to be a work-study program. You will be a temporary employee of 3M and will be paid for the time you spend in class.

A 3M scientist will be assigned to you as a mentor or “coach”. You will meet with them on a monthly basis.

## **Summer employment – what can I expect?**

In May, you will talk with some of the supervisors who have jobs available, and the supervisors will each talk with several of you. Students are matched with available jobs following the preferences of both students and supervisors as much as possible.

In June, when you begin full-time employment, you will arrange your own transportation to and from work and be responsible to your supervisor for your daily activities. Your mentor will also be available to advise you.

In a company as diverse as 3M, no one job is quite the same as any other. For example, you might find yourself measuring the stickiness of adhesive tape, helping to analyze chemical compounds, or testing electronic devices. Whatever your job, you will find that it involves working with all sorts of people - from colleagues in your own laboratory, to others who work in different fields all over the company, or even with 3M customers. You will find some parts of your job fun and exciting and some parts tedious. Some aspects will be difficult, and some easy, but you will find that together they all make up a rewarding experience.

## **What happens after the STEP Program?**

After you finish STEP you may decide that science is not for you. That’s fine. STEP will have helped you with a valuable decision, and you are under no obligation to 3M.

If you decide to continue studying science, you may become eligible for other 3M summer student programs.

Even if you don’t choose to go on to college, or to pursue science, proven work experience is a valued asset in the job market.

## **Something about 3M.**

*3M is one of the world’s most diversified companies. Incorporated in 1902 as an abrasive manufacturer, we are today a technology company with \$21 billion in sales, with leading positions in the consumer and office, health care, industrial, electronics, telecommunications, and safety markets. Through innovation, we’ve created markets ranging from Post-it Notes and Scotch tapes to reflective sheeting for road signs, and optical films for electronic displays.*

3M Science Plus Site: <http://www.3Mgiving.com>