

## Retention Activities

### Objective:

The principle strategy for student retention in the Certificate in Photonics & Lasers Technical Specialist program is to identify the specific needs of each student in order to enable early intervention and to direct and provide them with the appropriate and required support services. For the group, we create activities and trainings that develop their competence and skills to prepare them for internships and careers, meet their graduation goals, and eventually place them in employment. This is in order to fulfill the expectations of the *New Horizons: Puerto Rico Lasers and Photonics Career Pathways* Project, the university, and the students.

Activities	Date	Description
Internship Training	8/10/2016	Workshop: Resume and Employment Interview – First cohort of students.
Blackboard Training	8/31/2016	Workshop: Blackboard Learn
Tutoring	9/27/2016- 9/28/2016	Coordinated tutoring services for students.
Internship Training	11/2/2016	Workshop: Resume and Employment Interview – Second cohort of students.
Study Group	11/15/2016	Coordinated study group for students.
Plenary: The Emerging Technologies of Photonics and Lasers Applicable to Entrepreneurship	11/22/2016	Discussion of different ideas of Entrepreneurship in Photonics.
Study Group	12/5/2016 12/19/2016	Coordinated study group for students.
Valentine 's Day	2/14/2017	Lunch coordinated with the students from all cohorts with the purpose of sharing their experiences.
Career Opportunities in Photonics & Lasers	2/24/2017	Presentations by Industry Representatives and dialogue with students.
Professional development workshops	3/2/2017 5/11/2017	*Workshop: Conflict Management Presented by Counselors of the Institution. *Workshop: Soft Skills Presented by the Activities Coordinator.
Internship Training	5/4/2017	Workshop: Resume and Employment Interview – Third cohort of students.
Sharing and presentation of internship projects	5/23/2017	Presentation of the projects developed at the internships. First and second cohorts.

Participation in congresses – plenary sessions	7/10-12/2017	IEEE Photonics Society Summer Topical 2017. San Juan, Puerto Rico
Participation in congresses – Exhibition	6/13/2017-6/14-2017	INDUNIV-IFPAC Summit. San Juan, Puerto Rico.

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