

A photograph of two young women, one with curly hair and one with straight hair and glasses, both smiling and looking at a tablet held by the woman on the left. They are in a modern, brightly lit indoor setting, possibly a classroom or office. The woman on the left is wearing a dark blue sleeveless top and large hoop earrings. The woman on the right is wearing a denim shirt and black-rimmed glasses. In the background, another person is partially visible, out of focus.

FUTURELAB+

COLLEGE AND CAREER COACHING

Overview

Connect with Biotechnology Professionals in Your Community

Developed in partnership with:
Discovery Education and JFF

Employee Volunteerism Overview

Unlocking the Power of Industry Partnerships

Connections to industry are a critical component to Futurelab+ that allows educators and students to infuse the curriculum with real world applications. Futurelab+ leverages Genentech's longstanding history of employee volunteerism to play a key role in supporting teachers to stay up to date on the latest trends, technology and innovations within the biotech industry. Employee volunteers are also invited into classrooms virtually and in-person to expose young people to the breadth of biotech career options and many pathways to arrive at companies like Genentech.

Futurelab+ believes in the power of industry partnerships because:

- Employees are vital to the future of **career navigation**.
- **Employees** have a unique capacity to directly build bridges, extend social capital, open doors, and influence future pathways to careers like no one else.
- **Employers** have greater opportunity and responsibility to partner with education earlier.

Volunteerism Grounded in Diversity, Equity, and Inclusion

At Genentech, we know that deeply rooted inequities, structural racism, and other forms of systemic injustice affect our ability to push the boundaries of science and improve outcomes for all patients. That's why we invest our philanthropic resources and employee time and talent to foster innovation and advance sustainable solutions to inequities in healthcare and education. Our giving initiatives aim to diversify the scientific and medical workforce, advance a more just healthcare system, and build local partnerships to ensure our communities thrive.

Futurelab+ Employee Volunteer activities are designed to connect educators and students to industry professionals and help students gain a view into biotech careers and deeper insight into jobs that interest them. Biotech professionals participating in these activities will play a critical role in serving not only as classroom volunteers, but as **career navigators** for students interested in pursuing the many different types of job opportunities within the biotech industry. Providing young people with information about careers and windows into the world of work can empower students to make decisions that directly impact their professional futures while still in high school.

Educators connect with employees and mutually support their development and growth as professionals

Students build out a portfolio of knowledge, skills, and experiences that empower them with the tools and social capital to make intentional, informed decisions about their educational and career journey.

Employees have a unique opportunity to directly influence the course of students' lives and positively impact their futures; as educators, you are the linchpin in unlocking these opportunities for students.

Futurelab+ Employee Volunteer Network

Genentech fosters an **Employee Volunteer Network** especially focused on supporting Futurelab+ classrooms. Leveraging collective expertise, the Futurelab+ employee volunteer network supports **meaningful** and **magnetic** connections between biotech professionals, educators and students. These employee engagement experiences enhance the curriculum and the classroom experience by shedding light on real-world applications of biotech concepts, helping young people understand the wide range of opportunities in biotech and career journeys of current professionals. Employees participating in Futurelab+, have a unique opportunity to provide a window into the biotech industry and a mirror for students who may not otherwise see themselves at a biotech company.

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Employee Volunteerism Overview

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Menu of Volunteer Activities

Currently, Genentech employees have the option to engage in a menu of activities. Below is a sample of the menu with a link to download implementation materials for the “Virtual Two-Way Informational Interview.”

We encourage you to use this menu as an inspiration to design and develop engagement activities with local Biotech companies in your area. The “two-way informational interview” is a great introductory activity to get started building relationships with employers and inviting professionals into the classroom.

Virtual Two-Way Informational Interview: *Students* use a worksheet to guide initial online research about the company and/or occupation and draft questions for employees. *Employees* use a template to develop a set of questions to get to know the students better, including strengths and interests.

Authentic Assessment: Employees provide industry-informed feedback on students’ presentations and/or learning artifacts. These activities can create more opportunities for Genentech to collaborate and engage with students as a small group (panel, etc).

Contribute to the Journey Line Library: Employees use a template to document and present on their career journey (one-time), emphasizing the nonlinear pathway, and disparate experiences.

Career Panel: 3–4 Employees virtually come to classrooms to share their paths to current jobs. Students prepare questions ahead of time, but choose what order to ask questions to employees. At the end, students and employee engage in an informal Q&A.

Direct Connect: Connect with educators to support real world applications of curriculum and chat about industry specific topics and innovations.