

Thank you for your interest in the APS Industry Mentoring for Physicists (IMPact) program. The objective is to provide information about industrial physics careers to graduate students and postdocs. More than half of all physics students get their first permanent job in industry, and there is a huge need for information about this career pathway. Your experience in industry can bring a valuable perspective to young people mapping out their future careers.

The signup process is quick and includes information about the industry segments where you have worked. This allows matches to be made based on technical area in addition to geography. The mentee will be presented with possible matches and you will receive an invitation to connect. You can decline the invitation for any reason. You can choose to have 1 or 2 active mentoring relationships going at once.

The intention is to have a short-term mentoring relationship in which you share your experiences and information about working in industry. We suggest four sessions of 30-60 minutes over 3-4 months. Recommended topics include:

1. Introduction including background and expectations
2. Career goals and overall strategy
3. Resume review and job application tactics
4. Networking, informational interviews, review of LinkedIn page, and next steps

These are just suggestions and you and your mentee can agree to discuss additional topics if you wish. You can give homework like topics to discuss next session, but that's not required. Most graduate students have no contact with physicists working in industry, so there are many basic questions including how projects are chosen, daily tasks, what to wear, performance reviews, and working hours. You can also talk about what's different in academia vs industry, what additional skills are needed, and what you wish you'd known before starting your career. You have a wealth of experience and these young people are hungry for information.

Here's some guidelines as you participate:

1. Expect to talk on the phone or by videoconference. You can agree to meet in person if it's convenient, but this is not expected.
2. Mentoring means sharing your experience and information. You can certainly give advice, but there's no expectation the mentee will follow it. They must find their own path.
3. The relationship can end after the official sessions, but we hope you'll stay connected with the mentees through LinkedIn or other means. Networking is an important part of any job search and you can continue to be a valuable resource with minimal commitment of time.
4. We'll send you reminders of topics and when you are supposed to connect. It's up to you and the mentee to set up those interactions outside of this website.

We welcome feedback on how to improve any aspect of this program. Please email [IMPact@aps.org](mailto:IMPact@aps.org) with any comments.