



# Top 10 Technician Training Tips

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## 10 **Post-Internship Playbook** **Provide Resources for What's Next**

Provide technician trainees with resources for opportunities beyond their current internship, such as REUs, industry internships, or advanced internships within your organization. Advanced internships may include higher-level training and more responsibilities, such as helping to train new interns. This 2-tier system can help alleviate staff and enable scaling.

Support their success by writing letters of recommendation and offering mentorship on resumes and applications.

## 9 **Lights, Camera, Hashtag** **Leveraging Video & Social Media to Educate & Recruit**

Bring technician training to life with short, dynamic videos that highlight real-world lab experiences—think cleanrooms, hands-on experiments, maintenance, and behind-the-scenes action. Share these clips across social media platforms to make learning both accessible and visually engaging.

At the same time, tap into the power of peer influence: encourage current interns to run group social accounts where they can document and share their journeys. This authentic, student-led content not only educates but also inspires, making social media a double win for both learning and recruitment.

## 8 **Connect & Coach** **Regular Mentor Touchpoints**

Designate time for mentors to check in with interns. This doesn't always need to be a formal one-on-one meeting, but should provide a dedicated time and space for interns to ask questions and for mentors to inquire about their progress and well-being.

Tracking progress through weekly self-reporting can also be helpful in tracking and understanding each intern's progress through the program.



## **7** Glove Up, Tweeze Right Mastering Hands-On Skills

Dedicate time to teaching fundamental “lab hands” skills. Examples include demonstrating proper glove usage (e.g., avoiding touching the face) and practicing essential techniques like using tweezers and handling samples. Provide thorough background on all aspects of the lab, including SOPs, the scientific method, and process controls.

## **6** Open Up Lab Doors Campus Visits for Aspiring Technicians

If you are recruiting from outside your institution, invite local colleges to coordinate student group visits for facility tours and internship Q&A sessions to raise program awareness and aid recruitment. Involve current interns in these visits because peer-to-peer interactions help make the experience more relatable and welcoming.

## **5** Troubleshoot & Triumph Empower Independent Problem-Solvers

Allow interns who are interested in becoming maintenance technicians to learn equipment troubleshooting. In the world of advanced manufacturing and automation, equipment doesn’t fail politely – it stops production, drains revenue, and demands fast, effective solutions. Help your trainees gain confidence in troubleshooting so they can become technicians who don’t panic under pressure. Blend real-world strategies with proven diagnostic methods such as situational awareness, behavioral analysis, and the scientific method to teach interns how to think through problems.

## **4** Clarity Counts Communicate for Comprehension

Remember your technician-trainees may not have any prior knowledge or experience. Be mindful of the learning curve, especially with lab-specific language, lingo, and terminology. Communicate clearly, as if explaining concepts to a layperson, as students learn more effectively when you take the time to go slower.



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### **Blueprint for Success** **Establishing Structure & Expectations**

Implement structure for effective work. This can involve creating a training timeline that balances trainee learning goals with cleanroom operational needs. Clearly define expectations and responsibilities, gradually increasing them over time.

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### **Mission Critical** **Lab Support as a Training Guard**

Utilize “lab-support” team projects as an effective training method. For instance, interns can learn to operate furnaces while gathering process monitor data and producing oxide wafers for researchers. This provides them with tangible content for research posters or job interview talking points, and fosters collaboration and communication skills.

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### **Team Up for Success** **Build Community from Day One**

Bring on new technician-trainees as groups to cultivate a sense of community. Experiencing onboarding and initial training together helps them build bonds. This approach can significantly contribute to better retention.