



## **Social Incentives Research Intern Job Description**

*Promoting hands-on STEM education in Ghana*

### **AVAILABLE POSITION – Social Incentives Research Intern**

Practical Education Network (PEN) is currently accepting applications for a summer intern to test social incentive strategies that promote uptake of novel pedagogies amongst STEM teachers in Ghana. The intern should have prior experience in conducting field interviews, marketing, branding, and basic familiarity with M&E to track and measure impact of the social incentives over the summer. Previous experience in West Africa is desired. Arrival and departure dates in the summer are flexible, but the intern should be in Ghana for at least two months.

### **ABOUT PEN**

Practical Education Network promotes hands-on learning in West African STEM classrooms. PEN's curriculum utilizes locally-available materials to form activities that align with national standards. Over the last 3 years, PEN has trained 2,500 Ghanaian teachers and 100 local-level trainers in this experiential approach.

Before pushing for large-scale expansion, we want to ensure that we are maximizing the number of teachers implementing training content in their classrooms. We hypothesize that a strong social component could create a culture around hands-on science teaching and thereby amplify its uptake. Even if a teacher believes in the value of an approach, they may not personally use it unless there is greater social movement or culture shifting in that direction. A SIPA Capstone group has developed a variety of social incentive recommendations. The summer intern should test these strategies, refine them, and develop a messaging strategy to effectively communicate these incentives to stakeholders. Secondly, the intern should liaise with the Ghana Education Service unit, which is rolling out a teacher certification process. He/she should design a model that also aligns with this top-down approach of motivating teachers to adopt new practices.

To work for PEN is to join a nimble team, which includes an American MIT alum and Ghanaians- all passionate about hands-on learning.

### **Deliverables Include**

- 1) Evidence-backed structure of social incentive strategies that motivate Ghanaian teachers to implement practicals and build a movement of hands-on science.
- 2) Clear strategy for rolling this out to participants (past and future) and communicating it to relevant stakeholders.
- 3) Recommendations for design of Stage 3 of PEN's Teacher Roadmap – “Generating Professional Practical Teachers”, which accounts for future teacher licensing requirements.

### **LOCATION AND COMPENSATION**

The intern will conduct a combination of office work and field work. He/she will work out of Impact Hub Accra as a base. A food stipend, reimbursement of work-related travel, and modest housing shared with PEN staff will be provided. The intern is responsible for arranging his/her travel to/from Accra and the associated prep work (visa, immunizations, etc.). The PEN team will provide operational support to assist with all of the above.

**Interested parties should send their resume and cover letter to Dr. Heather Beem by 16 May ([heather@practicaleducationnetwork.com](mailto:heather@practicaleducationnetwork.com)).**