
Career Planning:

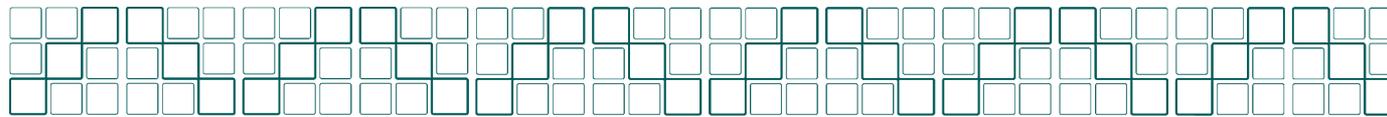
Supporting our trainees thru downturns

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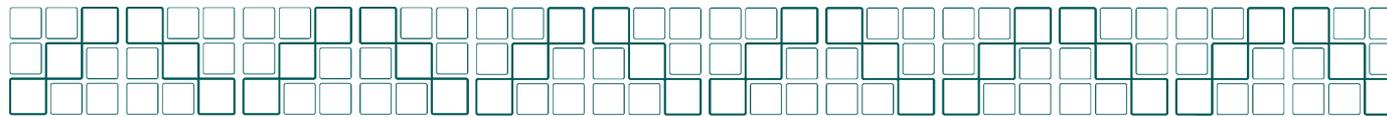
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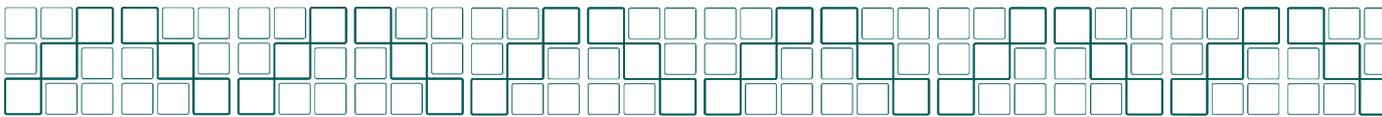
Game Plan

- Current state of job hunting
- Navigating the stress
- Balancing hope and reality

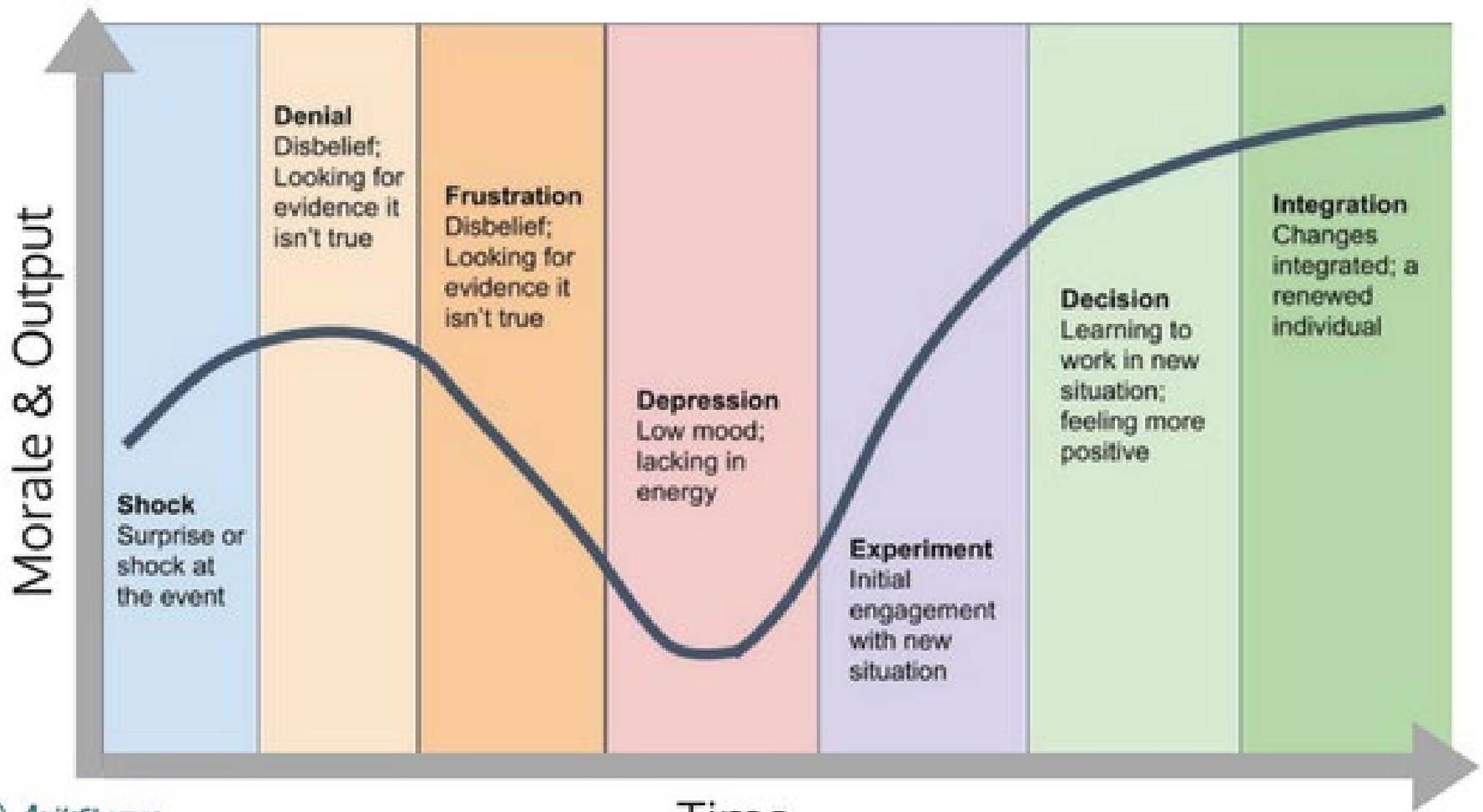


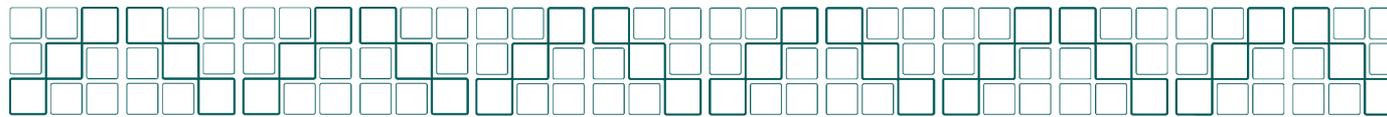
Our Perspectives

- We can be a calming influence on our trainees
 - Downturns happen.
 - Downturns happen more often than we would like.
 - We have likely seen this before, and have seen people succeed.
 - But for our trainees, this is likely the first time this has ever happened to them.



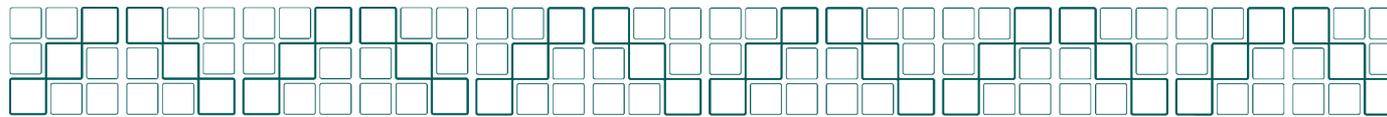
Change Happens





Current State of Job Hunting

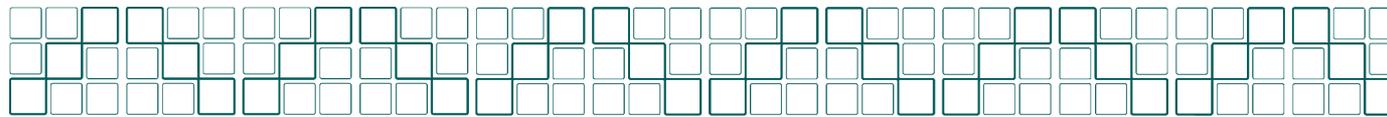
- Government
 - Industry
 - Non-profits
 - Academics
-
- And a special note for international trainees



Current State of Job Hunting

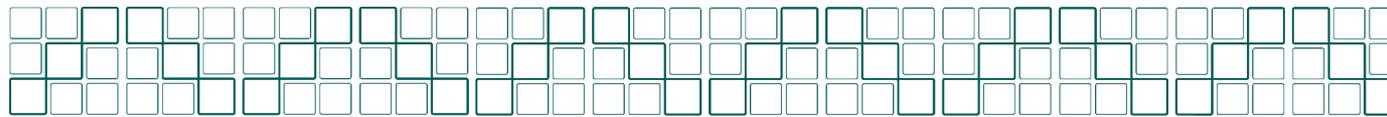
- Continued (strong-ish) hiring
 - Government
 - Industry
 - Both pivoted to virtual interviews and onboarding

- Likely pause or slight downturn
 - Non-profits
 - Depends on where \$\$ come from
 - Pivoted to virtual interviews and onboarding



What is Happening in Academics?

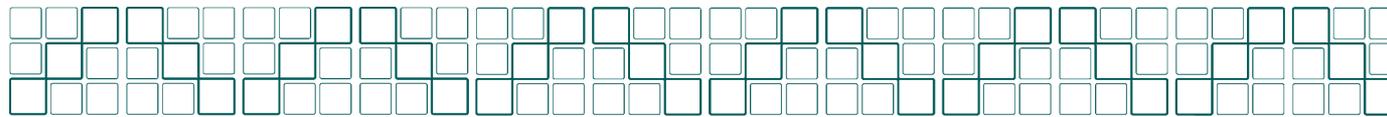
- Most of you are from academics and see first hand
 - Tuition \$\$ unknown, how many undergrads will return?
 - State tax revenue decreased, thus state support will decrease
 - Philanthropy took a hit due to job insecurity
 - Stock market hit endowments
 - Lack of full-paying intl students
 - Current closure of borders and visa problems for intl trainees



What is the Result in Academics?

- Hiring freeze/pause

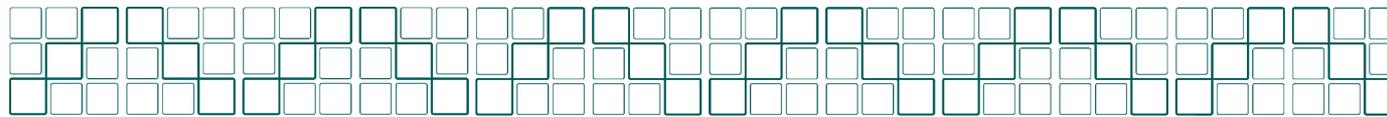
- Faculty hires?- sometimes exempt (POLL)
- Admin or support positions likely more squeezed
 - Grant-funded vs university support?? (POLL)



What about International Trainees?

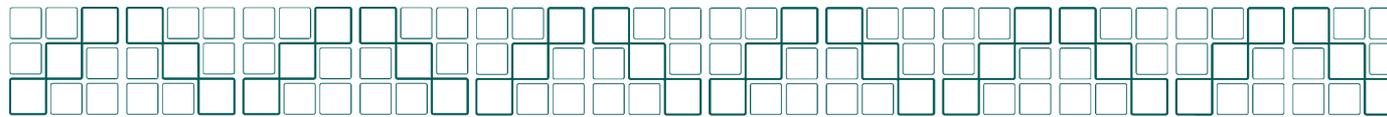
- Extremely stressed
- Uncertain futures
- News cycles are scary
- Feeling trapped (leaving US questionable, career uncertainty, not sure if there are jobs at “home”)

- What is everyone doing to help?
 - Science Voices from Home
 - Groups specific for internationals (work with your student health center)



Questioning Career Choices

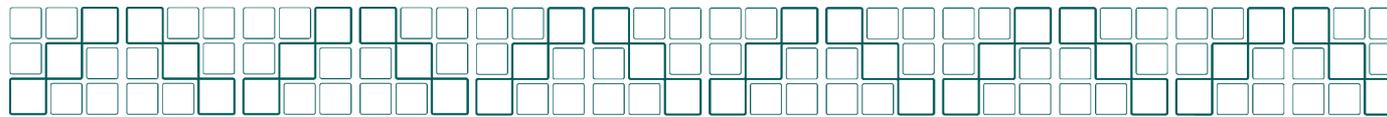
- Desire to be more mission-centric
 - PhDs now interested in medical school
 - Shift of science to be more public-health focused
- Increased the desire for flexible balance of work and home
 - “I don’t want to go back to the lab. I have realized how much work I can successfully do at home and I want to have that flexibility in the future.”
- How they view employers and whether they would even consider applying for jobs at that org
 - i.e. Florida State banning parents from working when kids are at home



The Stress may be Overwhelming

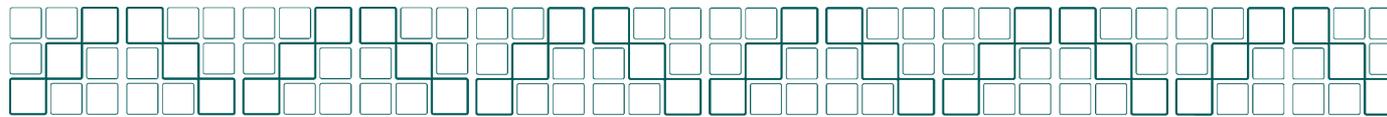
- Overhead @GCC- Career advising has become stress advising

- What can we Control
 - What they can do
 - What we can do



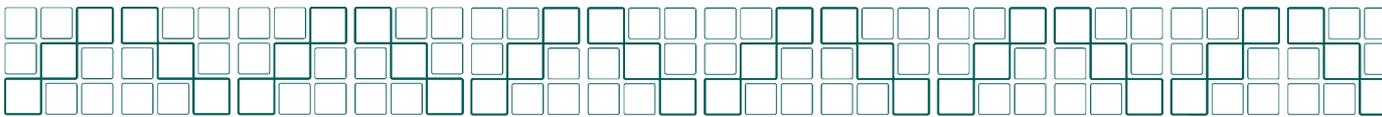
What Can They Do?

- Examine what they can and cannot control
- Learn skills to help them on the job market
 - Technical
 - Management
 - Conflict
- Learn self-advocacy and agency
 - Time extensions
- Network
- Manage hope and reality
- Take care of themselves
 - Manage stress, find community, use resources



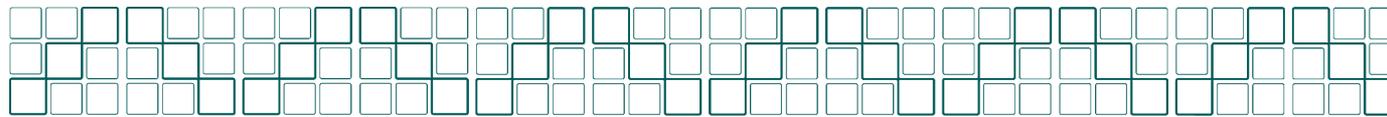
What Can We Do?

- Advocate for students for extending time, funding, etc
- Provide curriculum to help with career planning
- Open office hours/discussions (easy access)
- Listen, offer support, and referrals
- Enlist campus partnerships for (mental health centers, career centers, etc)
- Connect with alumni
- Embrace virtual connections



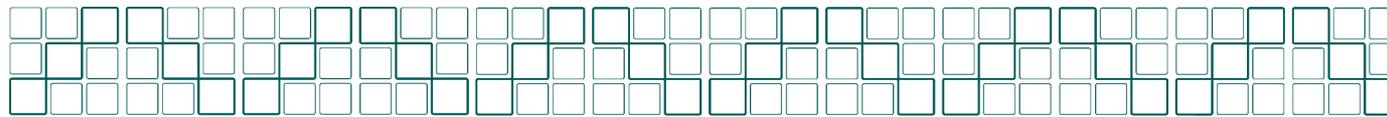
Take Care of You Too

- Stay tuned for the next session 😊



Some good reference on freezes

- <https://docs.google.com/document/d/1KohP4xZdN8BZy1OMeXCAGagswvUOWpOws72eDKpBhI4/edit#>
- <https://candor.co/hiring-freezes>
- https://www.nationalpostdoc.org/page/POSTDOCKET_1806
- Burning Glass and Princeton #gradfuturesforum--
<https://www.youtube.com/watch?reload=9&v=fYegvqY7AqI&feature=youtu.be>
- [FIND- biospace article](#)
- [Edgeforscholars.org on the market](#)
- [UCSF covid stuff](#)



More resources

- Join our Listserv to get info while you are not at the NIH
 - Go to www.training.nih.gov to sign up.
- Connect with me on Linked-In
- Watch previous OITE career workshops, including many on CVs, resumes and cover letters
- OITE YouTube Page:
<https://www.youtube.com/c/NIHOITE>
- Read the OITE Careers blog
<https://oitecareersblog.od.nih.gov/>
- Twitter @NIH_OITE
- Join the OITE NIH Training Alumni database if you are/were a student or fellow here
- Email me at conlanlo@mail.nih.gov