Career Planning: Supporting our trainees thru downturns

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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

- **Shock**: Surprise or shock at the event
- **Denial**: Disbelief; Looking for evidence it isn't true
- **Frustration**: Disbelief; Looking for evidence it isn't true
- **Depression**: Low mood; lacking in energy
- **Experiment**: Initial engagement with new situation
- **Decision**: Learning to work in new situation; feeling more positive
- **Integration**: Changes integrated; a renewed individual

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**Time**
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 Crontrol
  - 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/1KohP4xZdN8BZy1OMeXCAGagswvUOWpOws72eDKpBhl4/edit#
- https://candor.co/hiring-freezes
- https://www.nationalpostdoc.org/page/POSTDOCket_1806
- 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