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# Career Planning:

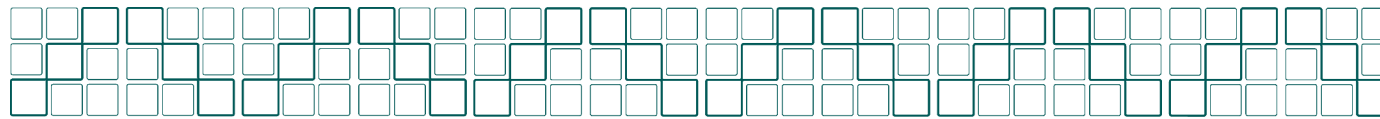
## Supporting our trainees thru downturns

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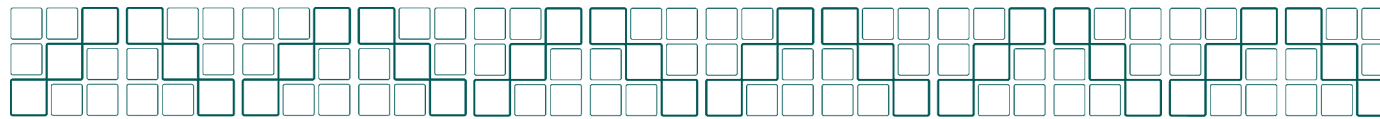
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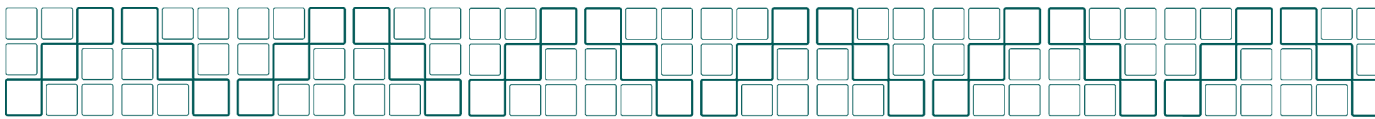
# Game Plan

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

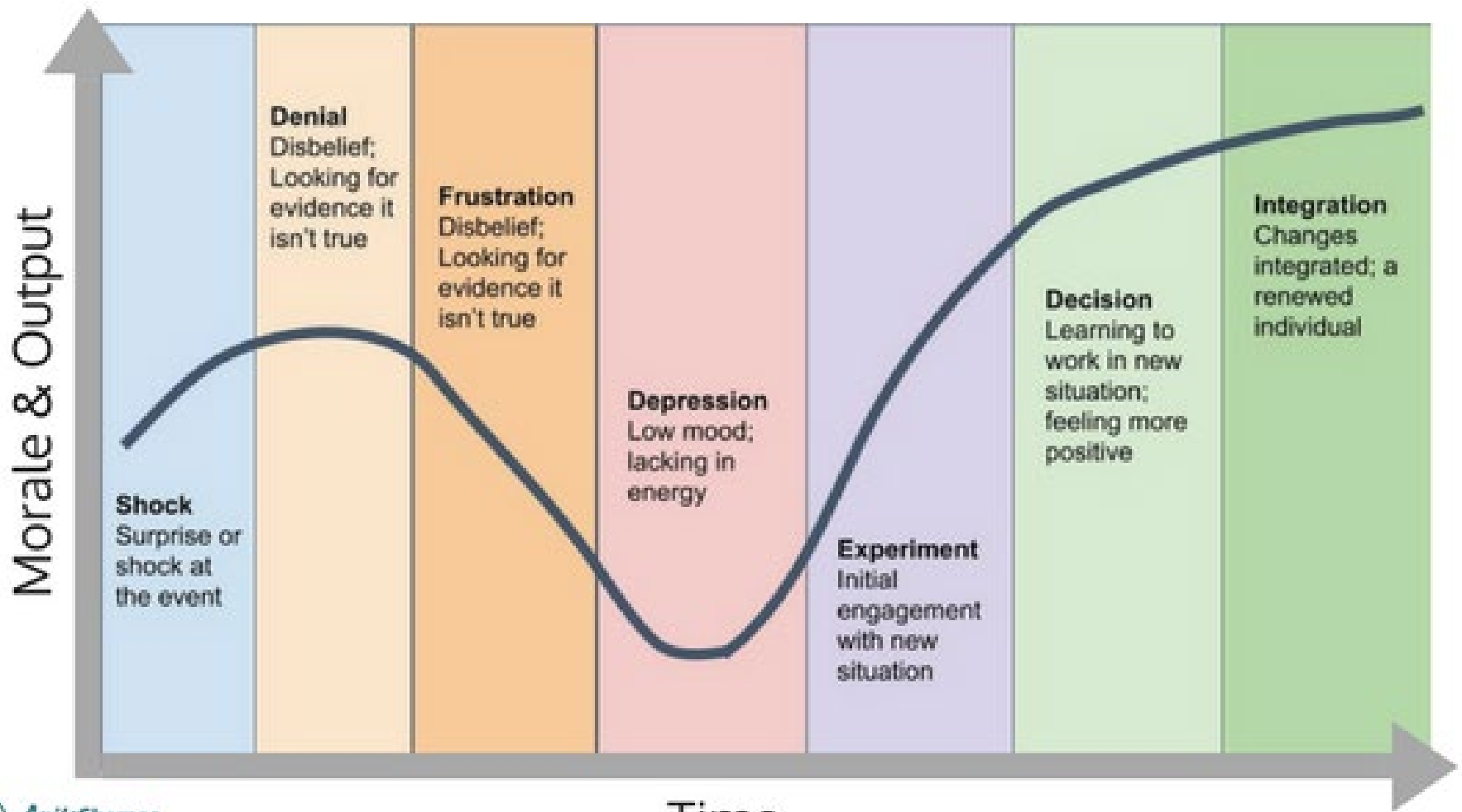


# Our Perspectives

- 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.



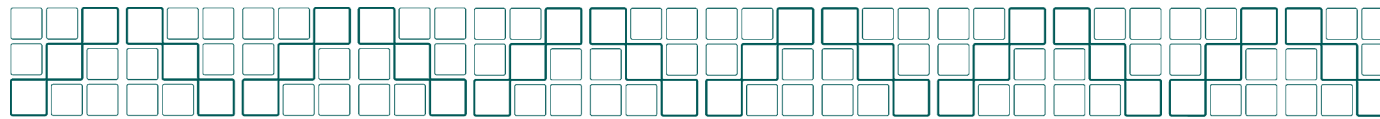
# Change Happens





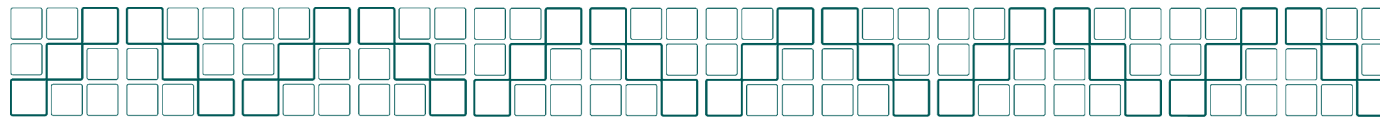
# Current State of Job Hunting

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



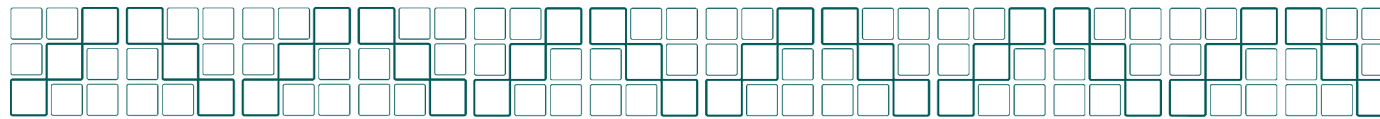
# Current State of Job Hunting

- 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?

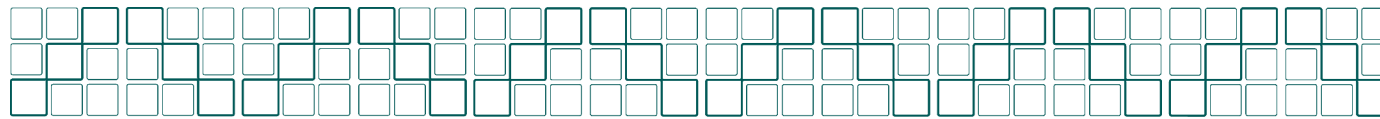
- Most of you are from academics and see first hand
  - Tuition \$\$ unknown, how many undergrads will return?
  - State tax revenue decreased, thus state support will decrease
  - Philanthropy took a hit due to job insecurity
  - Stock market hit endowments
  - Lack of full-paying intl students
  -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



# What is the Result in Academics?

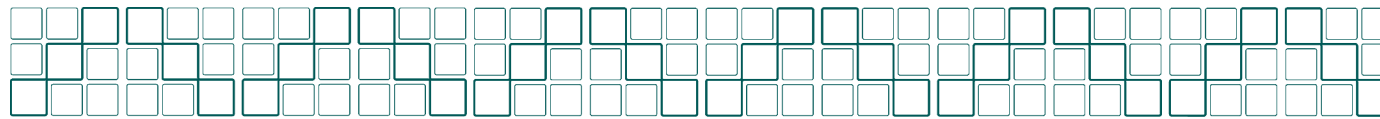
- Hiring freeze/pause
  
- Faculty hires?- sometimes exempt (POLL)
  
- Admin or support positions likely more squeezed
  - Grant-funded vs university support?? (POLL)





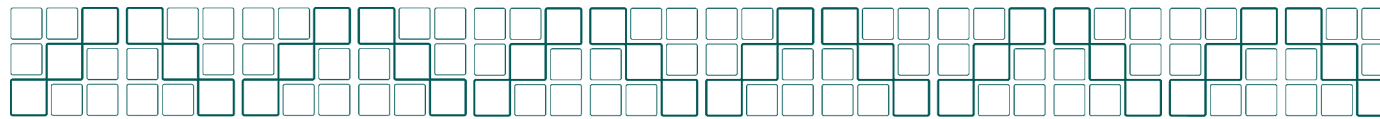
# What about International Trainees?

- 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)



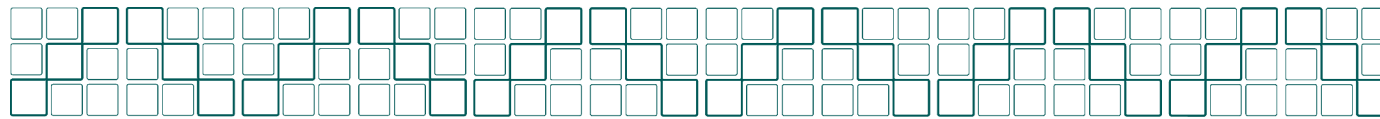
# Questioning Career Choices

- 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



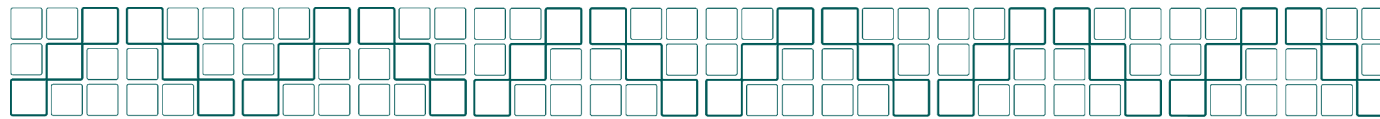
# What Can They Do?

- 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



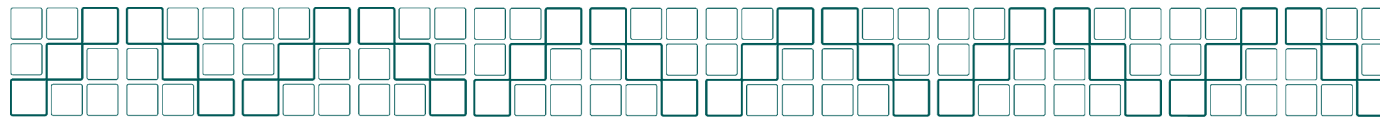
# What Can We Do?

- 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



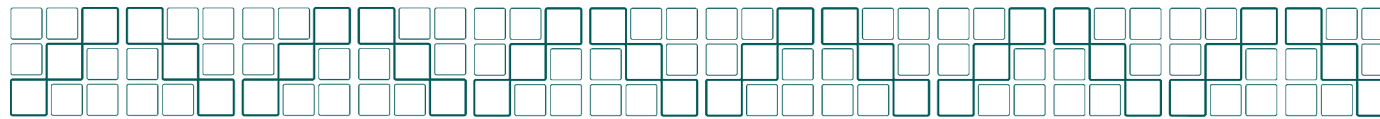
# Take Care of You Too

- 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](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](http://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](mailto:conlanlo@mail.nih.gov)