Navigating to your dream career

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Introductions

• In pairs, please share with each other
  • Your name
  • Where you call home
  • Type of degree (master’s, doctoral, post-doc)
  • Field of study
  • Year of study
  • Answer: “When you were younger, what did you want to be when you grow up?”
  • Be ready to introduce your partner

Managing your career from day one

• As we are waiting, please fill out the worksheet on your table.
• There are no right or wrong answers 😊.
• It will NOT be collected.
• Stop at #8.
AGENDA

- Introductions
- Quick activity
- Overview of session
- Career Self-Management
- Applying for an academic career
- Resources
- Wrap up
- Survey

ESSENTIAL QUESTIONS

1. What are the current career trends for PhDs?
2. What is career self-management?
3. How do I apply career self-management for an academic position?
4. What skills do I have now? What skills do I need to develop?
5. What tools and resources are there to achieve my goals?
6. What are my next steps after this workshop?

WHY IS THIS IMPORTANT?

What is the current career landscape for those with PhDs?
Increasing PhDs Awarded

According to the Study of Earn Doctorates in 2015:
- Strong upward trend of PhDs awarded—average annual growth of 3.3%
- More Science and Engineering (S&E) degrees compared to non-S&E degrees
- Gap is widening across time

Increase in Earned PhDs among Racial Minorities

According to the Study of Earn Doctorates in 2015:
- Underrepresented minorities are increasingly earning PhDs in the past 10 years
- 31% increase in the number of Black/African American awarded the PhD
- 71% increase in the number of Hispanic or Latinx awarded the PhD

Resident Status and Employed Positions

According to the Study of Earn Doctorates in 2015:
- Temporary visa holders who intend to stay in the U.S. were about three times as likely to work in industry or the business sector (60%) compared to those plan to leave the U.S. (19%) or U.S. citizens or permanent residents (22%)
- Those who plan to leave the U.S. or U.S. citizens or permanent residents were far more likely to take a non-postdoc position in academic and government
ON YOUR WORKSHEET...

• What is the job outlook for the career you listed?
THE CAREER-MANAGEMENT PROCESS
• Understand typical career paths and industry trends
• Identify jobs that you will be qualified
• Effectively navigate job search process
• Learn “technical” and “soft skills”
• Clearly articulate your strengths and skills
• Develop, expand, and utilize your network

APPLYING CAREER SELF-MANAGEMENT
An example of seeking academic positions

PREPARING FOR AN ACADEMIC POSITION
• Learn the current academic job market
• Identify positions in your discipline
• Know the differences among institutions
• Develop STELLAR research record, peer-reviewed publications, teaching skills, service record, and faculty recommendations
• Identify and pursue multiple career paths
• Above all, your mentor is primary support; be sure to include them throughout the entire process
Exploring Career Options

How Do I Explore Career Options?

1. Read

2. Informational Interviewing

3. Attend professional and career events on campus and through professional organizations

Skills: What You Have and What You Need
**TOP 11 SKILLS EMPLOYERS WANT (2016)**

<table>
<thead>
<tr>
<th>ATTRIBUTE</th>
<th>% OF RESPONDENTS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Leadership</td>
<td>80.1%</td>
</tr>
<tr>
<td>Ability to work in a team</td>
<td>78.9%</td>
</tr>
<tr>
<td>Communication skills (written)</td>
<td>70.2%</td>
</tr>
<tr>
<td>Problem-solving skills</td>
<td>70.2%</td>
</tr>
<tr>
<td>Communication skills (verbal)</td>
<td>68.9%</td>
</tr>
<tr>
<td>Strong work ethic</td>
<td>68.9%</td>
</tr>
<tr>
<td>Initiative</td>
<td>65.8%</td>
</tr>
<tr>
<td>Analytical/quantitative skills</td>
<td>62.7%</td>
</tr>
<tr>
<td>Flexibility/adaptability</td>
<td>60.9%</td>
</tr>
<tr>
<td>Technical skills</td>
<td>59.6%</td>
</tr>
<tr>
<td>Interpersonal skills (relates well to others)</td>
<td>58.4%</td>
</tr>
</tbody>
</table>

**ON YOUR WORKSHEET...**

- What skills do you currently have?
- What additional skills do you have that were not listed?
- What skills do you need for the position you listed?

**BECOMING A COMPETITIVE APPLICANT: FILL THE GAP**

**What I have right now:**
- Technical and soft skills
- My personal network
- My experiences
  - Academic
  - Co-curricular
  - Conferences
  - GA, RA, & other work
  - Previous work experiences
  - Professional Organizations

**What I need to get the job:**
- What are they looking for?
- What am I missing?
- What do I need to do?:
  - Professional development
  - Mentorship
  - Seek specific trainings
  - Attend conferences
  - Utilize resources
THE INDIVIDUAL DEVELOPMENT PLAN (IDP)
The roadmap to achieve your career & professional goals

WHAT IS AN IDP? HOW DO I CREATE ONE?

• An Individual Development Plan (IDP) is a essential career tool to help you:
  • assess your current skills and strengths
  • make a plan for developing skills to meet your career goals
  • communicate with your mentors about your goals and related skills
• IDPs are iterative
  • update and refine as your goals change and/or come into focus
  • record your progress and accomplishments
• Share your IDP with your mentor throughout the process to clarify approaches to your student/mentor relationship

1 2 3 4 5
Assess Write Discuss Implement Revise
RESOURCES TO FILL THE GAP

USING ONLINE CAREER TOOLS
• Assess interest, skills, and values
• Generate careers from assessments
• Information about careers
• Create plan and set goals
• Discuss the plan with your advisor/mentor

USING ONLINE CAREER TOOLS
• myIDP and ChemIDP for science careers
• ImaginePhD for humanities & social sciences
• The Versatile PhD for STEM, Arts, & Humanities seeking non-academic careers (MUST use UMD portal)
**HELPFUL BOOKS**

- [Helping Your Life](https://designingyour.life/)
- [Strengths Finder](https://www.gallupstrengthcenter.com/hp/index_electronicbooks)
- [The Professor is In](http://theprofessorisin.com/)

**PHD PROFESSIONAL & CAREER DEVELOPMENT**

Handouts & Slides from Previous Workshops:

[https://gradschool.umd.edu/professional-development/workshop-materials](https://gradschool.umd.edu/professional-development/workshop-materials)

If you are not receiving newsletters, sign up here:

[https://gradschool.umd.edu/professional-development/workshop-materials](https://gradschool.umd.edu/professional-development/workshop-materials)

**UMD CAREER WEBSITE & CAREERS 4 TERPS**

UMD Career Center: [careers.umd.edu](https://careers.umd.edu)

- Event calendar and career resources
- TerpGuide
- Careers4Terps (C4T)
- Schedule appointments with me using C4T
- VAULT career library
- Job Postings (search agent/emails)
- Interview Stream (practice/feedback)
UMD RESOURCES PHD STUDENTS CAREER & PROFESSIONAL DEVELOPMENT

- Office of Postdoctoral Affairs (OPA)
- Teaching & Learning Transformation Center (TLTC)
- Center for the Integration of Research, Teaching, & Learning (CIRTL)
- School of Engineering Future Faculty Program
- Office of Research Administration (ORA)
- Training @ Maryland
- Travel funds for PhD students & Postdocs (Dept, Grad School, and Professional Orgs)
- UMD Alumni Assoc. – Terrapins Connect Mentorship Program
- Departmental, College/School, and GS events
  - School of Engineering—Co-Op & Career Services
  - School of Public Policy—Office of Career Services & Alumni Relations
  - School of Business—Office of Career Services
  - All others: Grad School Professional and Career Development

CAREER COUNSELING

- UMD Counseling Center
  - Eight free sessions (paid by your student fees)
  - Take the “golden-standard” vocational assessments (Myers-Briggs and Strong Interest Inventory)
  - Helpful for those:
    - Trouble finding their interests
    - Working through other personal factors that influence your career and graduate school
- How to make an appointment:
  https://www.counseling.umd.edu/cs/gettingstarted/#intakeappointment

WHAT ARE MY NEXT STEPS?

- Answer the last question on your worksheet.
- What is one step you will take after this session to plan for your career?
- Be ready to share.
STAY IN TOUCH!

- Coordinated by Dr. Susan Martin
- For more information about resources and events, call (301) 405-8236 or email smart18@umd.edu
- To learn more about upcoming career events & workshops visit:
  - Graduate School Events Calendar
  - The University Career Center & The President’s Promise Events Calendar
- Sign up for an appointment in Careers for Terps (C4T)

REMEMBER...

Plan anyway.
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Please fill out end-of-session survey. Thanks!