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Public Health Institute Webinar Presentation

“Building Your Global Health Career: Tips and Insight From an Employer and Academia”

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Sylvie Rousseau: Welcome to this web forum from the Global Health Fellows Program II, "Building Your Global Health Career: Tips and Insight from an Employer and Academia." We are so excited to have everybody onboard with us today. We had over 700 people registered for this web forum, and it looks like we have several hundred with us right now.

Please note that this presentation is brought to you by the Global Health Fellows Program II. We are not the US Government and we don't speak for the US Government. My name is Sylvie Rousseau. I'll be your moderator for today. I am the outreach, social media, and communications assistant with GHFP-II here at the Public Health Institute. Today we'll be going through a few presentations and we'll have a question and answer segment at the end of our presentation. Please be advised that poll questions appear throughout the presentation and we invite you to respond to those poll questions to make it a bit more interactive.

Throughout the presentation we'll be reminding you that closed captioning is available. If you look in the column on the right we have a box called the media viewer. The media viewer allows you to see the realtime transcript of the spoken content of this webinar. And this may collapse from time to time as different panels come up on the right-hand side.

One tip is to click show/hide header in the media viewer. That will make the screen a little bit bigger. And if that window does collapse, you just click the little icon that looks like a film strip coming up through a pie chart, and you'll be able to see the media viewer once again.

If you have any technical difficulties, please don't hesitate to contact us. Joanna Hathaway and Tonya Hammond are with us from Dialogue4Health and they're helping with the technical side of
this presentation. Please take a moment to write down this phone number. 1-866-229-3239. This is a way for you to contact these two ladies if you’re having trouble.

Another way to get help is to use the Q&A function, question and answer, over also on the right-hand side of the screen. When you submit questions through the Q&A feature, you can submit technical questions or questions about the presentation. Please submit to all panelists. For today's presentation, we have with us a number of people from the Public Health Institute and the Drexel School of Public Health. We’ll introduce them as we move forward.

I’d also like to introduce once again the polling feature. So the polling feature will be that way for you to give us feedback during the presentation. Please when this feature becomes available, choose your answer and click submit within the time allotted. And with that, we’ll move right into poll number one. The first question that we’d like to ask is how familiar are you with Global Health Fellows Program II? Are you very familiar; somewhat familiar; not very familiar; not familiar at all, but you’d like to know more? You can start answering those on the side.

Poll number two, which statement best describes you? I'm not sure if I'm on the right track for global health; I need practical advice about how to move forward; I'm committed to global health and know what I need to do; or something else. Then for other, please type your answer in the Q&A box. And submit to all panelists.

You have a couple more minutes to answer polls 1 and 2 on the side, and I did want to mention that we have colleagues joining us today from Washington, DC, from Oakland, California, and from Philadelphia, Pennsylvania. And we have people registered to join our webinar from all over the country and a few countries outside of the United States as well. So welcome, everybody,
and here we go. First I'd like to introduce Bob Leone, our lead for outreach and communications here at the Global Health Fellows Program II. Bob?

>> Robert Leone: Yes, thanks, Sylvie. One of the ideas we're hoping to get across today is there isn't a single answer to the question what is global health. There are many different aspects to the work and many differing kinds of practitioners from varied backgrounds doing that work. In the webinar today, we hope to show you some of the diverse aspects of the global health field and how you might become involved or more deeply involved.

I'd like to start by taking just a quick look at two of our former interns. Let's start with Jonathan. Jonathan began his year with a non-health college major, but one remarkable experience he had as an undergrad caused him to turn his attention to global health issues. While attending a seminar on the then new-PEPFAR, President 's Emergency Plan for AIDS Relief, Jonathan had a strong reaction that inspired him to travel to Nigeria for four months. Despite misgiving from his family. In his own words, he said I found incredible value in working outside my comfort zone.

In Nigeria, he worked in an HIV AIDS clinic. He remembers the clinic just recently received PEPFAR funding and anti-retroviral treatment to provide for HIV-positive clients. I saw firsthand, he said, these drugs saved lives. While one person a day died in the clinic from advanced AIDS. I worked with the incredibly overwhelmed staff of the clinic in sometimes horrifying conditions.

Clearly, this was a turning point for Jonathan in his sort of career thinking about where he wanted to go in his career. Returning to the US, Jonathan enrolled in an MPH program. He was a GHFP summer intern. The work I was involved in at USAID, he said, was so engaging, so relevant and inspiring that I knew very quickly I wanted to work on broader-reaching programs and -- or let's
consider Niquelle Brown, an engineer, she studied industrial engineering, earning her bachelor's and master's at Georgia Tech. The international development community needs engineers, mathematical modelers, statisticians and epidemiologists just as much as it needs experts in health behavior, international affairs and social work.

Niquelle became a GHFP intern and worked on three main projects during her commodities, securities and logistics internship. One was the analysis of the shipment network for reproductive health commodities and identifying opportunities for improved efficiency. A second was a statistical analysis of the correlation between volume of commodities and prevalence rates of contraceptives in USAID priority countries. Third, she developed a supply chain evaluation tool for those priority countries.

One thing she learned during her summer in Washington, DC, among many other things, is that all of USAID's work and all global development work really is highly contextual. Family planning brings another layer of sensitivity into the equation.

After her internship, Niquelle enrolled as a epidemiology PhD candidate at USC.

I'd like to give you a little bit of overview of the program. GHFP-II works with USAID by recruiting, placing and supporting both fellows and interns to work with the agency in Washington, DC and overseas. Also by providing them with essential career and professional development support. Currently, we have about 120 active fellows on the program, and there will be a cohort of approximately 40 summer interns who will be starting with us at the end of this month in the Global Health Bureau in Washington.

We also work with other organizations, including GlobeMed, who provides developing country
Internships at the undergraduates level. For more information about GlobeMed, you can visit their website at GlobeMed.org. We also partner with Global Health Corps, an organization that provides one-year developing country fellowships for early career professionals. Their website is ghcorps.org.

A little more about the fellowships, these are the more senior-level positions and are two years in duration, often with an option to extend an additional two years. These are fully paid and benefited positions at different levels of expertise. All of our openings are online at ghfp.net.

This slide gives you a little bit of overview of sort of what we do, locations and when. We're currently midway through a five-year cooperative agreement with USAID, which will end in 2016.

As you can see, fellows and interns have worked in a variety of locations. Countries listed in regular text are those where we've had or currently have fellows. Those in red are where we've had fellows and interns. Those in blue are those where we've had interns only.

These are some of the technical specialties our fellows and interns are involved in. It's quite a broad range. If it's part of global health, chances are we have a fellow or intern working in that area.

To wrap up my section, I wanted to talk a little about the internships, since I know many of you are students out there in the audience. Our summer internships are for a minimum of 12 weeks. These are compensated and the interns are based in Washington, often with overseas travel as part of the experience.

There are also several on-demand positions that come up throughout the year. And those can go up to a maximum of six months. The way the internships work is that you apply for a specific internship, not to the internship program as a whole. For next summer, the positions will be coming out in late fall of this year, for 2015.
I wanted to leave you with one thought, as something to think about, especially for those of you who are very early on in your career. There will be in an employer’s mind an overarching concern, will this candidate take what they’ve learned in school and apply it to the work environment? Can she or he make a successful transition in academia with one set of demands and goals to a professional job with a differing set of priorities?

Those things will be discussed in more detail later on. So that’s it for me. Thanks very much.

>> Sylvie Rousseau: Thank you, Bob. I was hoping to ask now, Tonya, can we please pull up the results from polls 1 and 2? You will see, everybody, on the right-hand side, the polling box is back up. We have the results from polls 1 and 2. It looks like most people have some familiarity with Global Health Fellows Program II and the statement that best described most people was that they need practical advice about how to move forward. Great. We have a lot of that coming forward.

We are going to move into poll 3 and 4. First question, are you now or have you been involved in a student organization with international focus? Yes; no; no opportunities existed at my school; or no, I was not able to participate.

Poll 4 asks, how difficult do you feel it is to fund your international experience and travel? Is it very manageable to fund that experience; manageable; difficult to manage; or impossible to manage. For these two questions, we ask you participate on the right-hand side and you have about three minutes to answer polls 3 and 4. While you’re answering those polls, we will remind you that the Q&A feature is accessible throughout the presentation. Any technical questions or content questions can be addressed to all panelists, and we will use these in our Q&A at the end. Hopefully, some of these questions will be answered also throughout the course of the presentation.
Another reminder, we have closed captioning available in the media viewer window. The icon for the media viewer window is the circle with the film strip, and you can bring this up to see a live captioning of the words coming out of our mouths.

All right. Now we'd like to introduce Dr. Warren Hilton from Drexel University School of Public Health. Dr. Hilton is the Associate Dean for Student and External Affairs and also the co-director of Opening Doors, health disparities research training program. We're excited to have Dr. Hilton with us today. Without further ado, please welcome Dr. Hilton.

>> Warren Hilton: Thank you, Sylvie, and thanks to everyone joining us today. I'm going to talk about from the university perspective a few things here today that would be relevant to both individuals who are currently students and even if you're not a student and have moved on in your career, things to also think about.

First, I'm going to talk about some popular misconceptions that I hear all the time from students and professionals about getting global health experience. I'll talk about how to prepare for international travel, ways to fund international travel. I'll talk about some information for non-US citizens, because oftentimes I have folks who are non-US citizens express frustration and concern about not being able to get global health experience if they're being educated in the US, because many of the opportunities are funded through the US federal government, which does not allow them to participate. I'll talk a little about that.

I'll end by talking briefly about some ideas around career development and how to use your global health experience in terms of your career.

Let's talk about some of these misconceptions that I often hear. Number one, I often hear
people say that in order to get global health experience you have to have previous international travel experience. While certainly having previous international travel experience is great and wonderful and a feather in someone’s cap, it does not mean if you do not have that previous international travel experience that one of these opportunities, whether it be a volunteer opportunity, internship or fellowship, is not available to you. I’ll talk a little more about how to prepare for these experiences, especially if you don’t have international travel.

We have had a number of our students here at Drexel and certainly at many other universities who have come to us and not had any international travel experience in their background, and we were able to plug them into opportunities like the Global Health Fellows Program and others.

Second misconception, you must have a lot of money to travel. Certainly, we all would like more rather than less travel. Your status in terms of wealth does not prohibit you from traveling abroad and being active in global health opportunities.

I’ll talk a little later about how to fund these opportunities, but certainly for internships that are paid and fellowships that are paid, these are opportunities where you want to receive compensation to go abroad.

I must volunteer, that is the only way to get this type of international global health experience. As Bob has already talked about, there is many compensated opportunities there.

I often get people who come to me and say, Well, I should only apply for competitive opportunities where there’s extensive application process and screening process. And there are some very interesting and good international health opportunities out there that are on the volunteer basis, where you simply fill out an application and as long as you meet a certain minimum criteria
you're selected. There's lots of ways to get experience. It doesn't necessarily have to be through one of the competitive application processes for the many organizations that offer these type of opportunities.

The only way to go abroad -- to have an impact internationally is to go abroad, and that's a popular misconception as well. Certainly, there's immigrant populations wherever you're at, whether it be in the US or abroad, that you can work with and get that type of global health experience.

I'm in Philadelphia, and just right outside -- I was just looking at the city, the health commissioner's report. Right outside my doors in West Philadelphia there's a large African immigrant population. Philadelphia also has a large Irish immigrant population, Italian immigrant population, Mexican immigrant population. So you don't necessarily have to travel internationally to have an impact on global populations.

Then work experience is the only valuable international travel opportunity that exists. That's certainly not true as well. There's plenty of volunteer opportunities, study abroad opportunities, even going to international conferences and things of that nature are all excellent opportunities to go abroad, do some international travel, do some networking which we'll talk about in a second, and get experience and prepare yourself for an international travel experience in global health.

I believe at this point we'd like to see the results from polls 3 and 4. If I am seeing this correctly, the results for the first question, are you now or have you ever been involved in an international organization? Most people said yes. Then in terms of funding, how difficult people felt it was to fund the international or global health travel experiences, the majority of folks said that it was difficult to manage.
So certainly, we will talk about these issues. So in terms of preparing for international travel, I always talk to people about making sure that you are aware of what's out there, and that you educate yourself. If you're on a university campus or you graduated from a university, probably your institution had a study abroad office or some office that coordinated international travel, and that is an excellent office for you to educate yourself about what opportunities out there exist to travel abroad, how you can potentially fund those opportunities, as well as understanding more about what do I need before I go abroad? We'll talk about that in a second.

Also talking to your peers and others who have traveled abroad, hearing what their experiences are is very enlightening to folks. It helps to kind of change some of the misconceptions we often have about traveling abroad when you hear from others similar in terms of status. If you're undergrad, talk to other undergrads. If you're a graduate student, talk to grads. If you're a professional, talk to professionals. Talk to peers and others about traveling abroad.

On college campuses there's a wealth of faculty and advisors who have a wealth of information here. On campus, on your campuses wherever you might be if you're undergrad or graduate student currently, that can give you a lot of information about what you need to be thinking about for an international travel experience or global health opportunity.

The next thing I'll talk about in terms of preparing for international travel is to make sure that you get involved on your campus. If you're on campus, joining global student groups. Bob talked about GlobeMed, for example, excellent group. There's the Global Health Brigades, a number of other organizations that are out there that are national or regional. Or just a group that formed on your campus or you're interested in, think about maybe forming a global student group, if there's not
one on your campus. These are very valuable opportunities to engage with your peers in an effort to learn more about international travel, global health and those type of topics.

Then as I said earlier, one powerful way to get involved, without even having to go international, is to work with an immigrant population in whatever area you're in, because you can get some of the experience that will prepare you for international travel just by working with that population here.

For example, a couple years ago I had a student who wanted to travel to India, and I said, Well, you know, before you travel to India, you may want to get some exposure to what are the particular health issues, what are the cultural issues that you might not be aware of. I think the best way is to work with some of the immigrant Indian folks who are here in Philadelphia.

The student did that, and it was a very enlightening experience for them, and ended up being able to travel to India for a global health internship.

Then also educate your family and friends about travel. Often, if we don't have folks in our family who have traveled abroad, who understand global health and these type of opportunities, they might have some of the misconceptions that we had, and they might have even more issues around is it dangerous, is it something that's going to be detrimental to you, things of that nature. Begin to educate your family about where you're thinking about going, what the experience will be like, what you heard from the study abroad office and peers, faculty and advisors. Summarize that information to help your family understand as well what this international travel experience is going to mean to you.

Think about your career and life goals. I want to talk about reverse-engineering in a second,
when I talk about career development. I won't spend a lot of time on that. I'm going to talk about developing a funding plan. Also think about re-entry. How do you internationalize your life when you come back from an international travel experience? Oftentimes, I work with students who come back from an international travel experience of three, six, a year -- three or six months or a year or two years, and they often find it difficult to kind of get re-acclimated back into the US, for example.

So how do you internationalize your life? You should be thinking about that. Can you work with an immigrant population? Can you still be in touch with the folks that you work with abroad? What other opportunities in terms of careers will you be able to participate in when you kind of re-enter into the environment that you were in?

So the million-dollar question is funding. How do I fund international travel, global health opportunities? As I said earlier, competitive opportunities are often paid. Many of them include travel and housing assistance, but if you're in an opportunity maybe where you're volunteering or it's an experience where you're studying abroad, there are many options that colleges and universities have in terms of funding. Sometimes your tuition can be applied. If you have, for example, a scholarship at your home institution, sometimes that scholarship can be applied to study abroad programs and those types of experiences.

Then I have some examples from Drexel to show you in a second.

There are many offices on campuses. Here at Drexel our graduate studies office has travel awards for students who present at conferences, whether it be in the US or abroad. Our Office of International Programs has international travel awards. Then for tuition-based programs, like study abroad programs and experiential learning programs that have tuition oftentimes, as I said earlier,
some of your scholarship aid or financial aid that's from your institution can actually travel with you, depending upon your institution. You should ask your financial aid office, if you're at a college or university now, if that's an opportunity for you.

Then fundraising is certainly another opportunity. I'll share one example in a second.

Then a special note, make sure you understand the currency exchange rates, traveler's checks, those type of things. Some countries you go to, the ATM fees are higher than they are in the US. Sometimes the currency exchange is not exactly what you think it might be and you want to be aware of all those things before you commit to a travel opportunity.

Here are some funding examples. The first one is Love Abroad a group of five students a couple years ago at Drexel who started this blog. You can go to the blog, it is still up. Their way of fundraising, they started this blog and they got people interested, they talked about what their experience was going to be, what they were anticipating. That was their vehicle for using to raise funds. They shared, while they were in the Gambia, shared their experiences in the Gambia. Again, to give people an idea what was happening and also to raise funds.

I talked about there's university and college options, like courses that involve international travel. One of our courses here, our global health integration module and field practicum experience is offered every summer to individuals at the graduate level, at any institution, and it's an online, six-credit course, but it includes a two-week travel opportunity built into the tuition. So the tuition for those six credits covers your travel. That's a potential way to fund it.

Then we have study abroad sponsored where your financial aid and scholarships and loans and so forth can apply. There's even a position funded by our federal work study funds that allow
students to earn money while abroad.

I mentioned international travel awards that are like our Office of International Programs. I've given you Drexel examples, but most colleges and universities have these type of funding opportunities.

As I said earlier, special note to non-US citizens, then I'll wrap up with ideas about career development, that you want to be aware of citizenship requirements when applying for these opportunities. You want to consult with whatever office on your campus that serves non-US citizens to make sure that your travel is in line with your visa status and doesn't do anything to detrimentally affect your visa status as a student.

Then think about opportunities in your home country. Many of our students from India, China, Africa, we often work with them to connect back to their home country for these experiences. So working with, for example, their ministries of health, so that they can get funding as well.

I'll end by talking about career development. When thinking about international travel and global health opportunities, I talked to people about reverse-engineering. So think about what it is you want to do down the road. How does this experience fit into it? A lot of times we go into these experiences and say, I just want to do some international travel, or I want to do global health, and that's OK, but a better way is to think about where do I want to be five years or 10 years from now, what type of career do I want to be in. Then think back to what type of experiences will I need to be in that position. Then try to develop and secure international travel or global health opportunities that allows you to move towards that goal.

Be open to new opportunities. There's new opportunities for these type of international travel
global health opportunities come open all the time. We have a Global Health Opportunities Day, which the Public Health Institute participated in and participates in every year, and I can't tell you how many students come to that and say, I wasn't going to come to this, but I'm so glad I did. Be open to these new opportunities. Network. Meet as many people as you can who have done these type of experiences or who are working in organizations that have these type of experience.

If you can find somebody who is a mentor, who can serve as a mentor to you, to kind of help you navigate these type of experiences, what it's going to be like, things you should be thinking about.

I'm not going to get in depth in talking about resumes, but clearly articulate your international experience on your resume. Oftentimes, I see students, they put "Study abroad, West Africa" on their resume. You need to be more detailed and talk about what that experience involved. Thinking about reverse-engineering, how does that experience relate to where you want to go down the road?

Thank you for your time and allowing me to give you the university perspective. At this point, I will turn it over to Dr. Fred Fuentes.

>> Sylvie Rousseau: Thank you so much, Warren. That was really interesting examples of funding opportunities and reverse-engineering in the broad experience program.

I'd like to introduce now Dr. Fred Fuentes, who is our lead for inclusion and diversity here at the Global Health Fellows Program II. Before that, he was doing his doctorate at Texas A&M University Commerce. Before that he was a GHFP fellow in Guatemala. He will share his own unique story about getting into global health. Fred, go ahead, please.
Fernando Fuentes: Thank you, Sylvie, and thank you Dr. Hilton. I would imagine that participants are already thinking about implementing some of those ideas Dr. Hilton just shared.

What does a fellow look like? As you begin to think about those images of what a fellow looks like, we can summarize by stating that there are no two fellows that look alike. This doesn't mean we're not specific about the types of candidates we seek. Instead, we work hard to ensure a diverse group of candidates represent organizations and our countries that work in DC and international settings. Keep in mind, applicants with the most experience aren't always the best candidates. As in the case with internships, we seek those who might gain the greatest benefit and from whom USAID and partners will gain excellent assistance and fresh perspectives.

Fellowships, however, are more about your experience and expertise that complement the scope of work for each particular announcement.

While it may be daunting to know you're competing amongst the most competitive fellowships in global health, we also like to reassure you that your experience, transferable skills and abilities, share your story, are all variables considered.

But back to the question, what does a fellow look like? We hope that at least one looks just like you. Let's look at one of the fellows. Dr. Tom Easley, one of our current fellows and reflects our representation of the work we're doing providing opportunities to serve in developing international environments. Dr. Easley lives in Uganda and works out of the USAID mission in Kampala. He reflects a nontraditional fellow in that he is a US military veteran and left his previous occupation to become a fellow, much in the way that represents our mid-career changers. Tom's military
background gave him initial experience and as a result he became interested in working in a more sustainable way in the field.

He is a senior technical advisor as a veterinarian working in emerging pandemic threats and has lived and worked in Uganda for many years. Dr. Easley contributed to the control and containment of avian and pandemic influenza in Nigeria, Egypt, and developed and implemented veterinary infectious disease, food hygiene, sanitation, health and wellness projects in Ethiopia, Somalia, Kenya, Eritrea, United Arab Emirates, Oman and the United States.

Let's talk about the many roads to global health careers. This is an excellent visual representation of the roads and paths we travel en route to our careers in global health. As reflected in the slide, there are many examples of potential paths to opportunities, whether that includes the most popular avenues, such as Peace Corps, newer opportunities mentioned previously, undergraduate students development and GlobeMed, or volunteer locally at a sexual health clinic in your community.

One example of a unique entry to global health is a mid-career changer as previously shared about Tom Easley. They're defined as candidates with several years' experience outside of global health, currently enrolled in a relevant graduate program with considerable transferable skills. Examples of mid-career changers include maybe a social worker with 10 years domestic work experience, perhaps a person whose main experience in the US domestic programs. Keep in mind equal consideration is given to mid-career changers and internship review process.

Let's talk about maximizing our resources. Sometimes it feels like we are in or actually live in a low-resource area. If this is the case, it's important to consider how to maximize those limited
opportunities. This is true about life just as much as about careers in global health. Here at GHFP-II we're always amazed at the creativity of our applicants who may live or work in low-resource areas of the United States and around the globe.

In my case, as with so many of our applicants or people listening to the webinar, we started from traveling down a nontraditional path, just as with the concept of diversity, the vast definitions open to one's perspective follows the understanding of nontraditional path. I interpret this as the beauty of unpaved roads filled with character, movement, and a path unseen by previous travelers. Nontraditional paths reflect navigation of our careers through experiences that may be unique to our careers, unique to our region, or unique even to our culture.

So among the resources available to you I wanted to share that GHFP-II has informational sessions, resume consultations we can do over the phone. This will help you structure your documents and answer some of the questions you may have. For more information visit www.ghfp.net to help you maximize resources as well.

Let's talk briefly about why inclusiveness matters. This webinar is an exercise in inclusive strategies. As my personal experience reflects, inclusion involves various components or paths we all take to accomplish our goals. It's the idea that we work diligently to ensure everyone is part of the decision-making process. Just like my colleagues at GlobeMed say, nothing about us without us. This is a wonderful reflection of ensuring we're all included and we will also always include.

At our office, we implement strategies that ensure that we're always inclusive of our applicants.

The power of diversity, I stated previously we extend invitations to so many our contacts at HCBUs, HSIs and MSIs in general as well as schools with high levels of minority students. We
recognize team effectiveness increases creativity, more open thinking, and challenging of long-held beliefs, resulting in fewer blind spots and improved decision making.

Simple question, not so simple answer: Who’s not at the table? Whose voice is not heard or shared at the table? As a result of our key diversity strategies, focus on race, ethnicity, geographic representation, as well as other crucial areas to our success. The adaptability of our candidates, future interns and fellows is measured by the range of talent, experience, knowledge, insight and imagination available in the workforce.

This is evident with our partners and collaborations as in the case with Drexel University, who have worked hard to reflect this similar strategy that we have.

Let's talk quickly about distance traveled. This is for us the consideration of the whole person, not just demographics. The idea captures the ability of an applicant to overcome an array of life challenges. You may be part of a diverse group that we seek, groups that represent the American people. I think an example, individuals from low income, ethnically and culturally diverse communities in the United States may be more attune to practical realities and motivations of people in urban and rural communities in the developing world. Really, we're all served by attracting the best available talent, communicating priorities to academic institutions and developing strategies to cultivate and retain that talent. This is of particular importance as we provide opportunities within our three-month summer internships as well as our fellowships.

Let's talk about the importance of community. Academic and work environments with critical mass of diversity will be more effective when they bring out the benefits of diversity. This is particularly important when we serve within our community. The thought is that local is global and
global is local. Therefore, it's important to serve our communities as it is to serve our partnerships around the world.

Appealing to the next generation is an important strategy as it allows us to go beyond what it does for ourself or the institution. You begin to see what your service and achievement do to advance your community, yourself, and your university. Or the place you work. An example of creating opportunities for diverse groups includes the sophomore experience, collaborative effort between GHFP-II and Texas A&M University commerce as seen in this image.

We're creative in this implementation by providing the first international travel experience, provided rural university undergraduate students with their first exposure to public health and global health opportunities. A small group of diverse students traveled to Central America and provided a public health hand-washing campaign to elementary and middle school students, forever affecting both parties. The local schoolchildren and the university sophomores.

So as with the lottery, you can't win if you don't play, right? Such is the case with our internship and fellowship opportunities, easily among the most competitive worthwhile opportunities in global health, but you have to apply to be considered. Before you can be considered there are things that you need to have in place. You need to be sound and ready professionally, whether that means an appropriate online profile, resume, work or volunteer experiences, we remind you to be creative in reflecting the work you've done. Remain positive as you share your experiences, but be realistic. Ensure that you're filling in those time and space gaps and demonstrate unique values and contributions.

Everyone is wondering what does a fellowship look like? Just as I talked about earlier the
fellow, fellowships are equally varied and do not reflect one type of person or experience. In fact, each is based on where the fellowship is located, who is hosting, the level of expertise expected.

One great way of learning is visiting our website, getting familiar with the language we use, the types of agencies hosting and visiting their websites as well. Also while on our website, visit the fellowship opportunities, become familiar with the scopes of work and those expectations.

In my case, when I transitioned from the military I was working for a family planning clinic, and during a visit to Mexico, I met an American woman working there as a fellow. Intrigued by her work, I asked so many questions, found out how to become part of this, similar to what you're doing today with the webinar.

I spent the next year preparing my CV, volunteer experiences and opportunities, ensuring my strategy fit the scopes of work they were looking for. A year later, I applied and was accepted and was able to work with Mercy Corps in the central highlands of Guatemala. While challenging, it was definitely life changing and confirmed I wanted to work in global health and could be a team member. Preparation was key, as well as realistic goals and a strategy that allowed force and flexibility.

So transferable skills. This was oftentimes the difference between me and the colleagues that applied along with me. How do you share your transferable skills? They are the bridge between global health experience and the communities we serve. Transferable skills are important particularly for those of us who worked or grew up in resource-challenged areas. These are of importance for so many careers including our own as they often reflect understanding diverse social dynamics and working with groups, as well as the ability to work within a multicultural environment.

These are skills that can be developed during your resume consultation. So don’t count out
your experience that may be field limited when, in fact, they're creative and unique opportunities to reflect your transferable skills or that distance traveled story. This is particularly important for those of you interested in our internships. Tell your story. We appreciate hearing your academic accolades, your scholarships, your success, your unique story and how you've overcome barriers and serve your community in the process.

Yes, these opportunities are competitive and may involve preparing essays, cover letters, applications and interviews. As an intern applicant, it helps you prepare for the expectations in the field of global health.

As for our fellowship applicants, it helps you recognize importance of a clean and consistent resume with complementary work experiences. Our application process considers life experiences, circumstances and personal challenges in addition to credentials. My colleague, Jennifer Russell, will now elaborate on this process. Thank you for your time.

>> Sylvie Rousseau: Thank you so much, Fred. Thank you for sharing your story of distance traveled. I want to remind people Q&A is still available for any questions you have. We're getting good questions in, saving them for the question and answer session at the end. We are answering a few as we go along. I also want to remind you that the media viewer at the bottom right is available to view the live captioning.

With that, I will introduce Jennifer Russell, our recruitment coordinator at the Global Health Fellows Program II. Jennifer has been with GHFP-II several years screening thousands of resumes and take it away, Jennifer.
Jennifer Russell: Thank you, Sylvie, and thanks everyone attending this webinar. As Sylvie mentioned, my name is Jennifer Russell, and I'm the recruitment coordinator for the Global Health Fellows Program II. I'm here to talk to you about using and building upon the tools you already have in your global health toolbox.

When preparing my presentation for this webinar, I looked at the registration data to better gauge who would be in the audience. What I found is that all of you represent a range of experience in global health, from students just beginning your careers to individuals with five or even 10 years of experience, to mid-career changers transitioning into global health.

We also asked each of you to identify the biggest challenge in pursuing a career in global health. What I found most interesting, there wasn't a dominant issue selected by each career stage group. Rather, each group identified a number of challenges they face. For example, both students and more seasoned professionals identify challenges like not knowing how to best present skills and experience or not knowing where to look for opportunities. So these challenges that each of you face in a sense are universal, and this is a great opportunity to come together and think about the ways we can overcome some of these challenges.

The first thing I want to do is talk to you about focusing your passion. By that I mean in what areas of global health are you developing your technical expertise? This may seem rudimentary, but it's incredibly relevant regardless where you are in your career. For students and more junior professionals, you may not know where your passion lies. It's really important to take the time to explore your interests, identify what areas of global health you're passionate about, then concentrate on building up your expertise.
From my experience recruiting in global health there are limited generalist positions, so you need to figure out in what areas of global health you want to develop your expertise. Family planning, historic, environmental health? There's a lot of options, but you cannot be an expert in all of them.

For more mid-level and senior professionals, focusing your passion not only helps you target jobs and opportunities most relevant to your backgrounds and interest, but helps you better brand yourself a technical expert. I look at a lot of resumes and cover letters, and see many with great experience but haven't done a good job demonstrating expertise. The better job you do of branding yourself in your application documents as a technical expert in a certain area or areas, the more likely you end up in the yes pile.

Regardless where you are in your career, informational interviews can be an incredibly useful tool. When registering for this webinar, many of you identified you aren't sure where to look for opportunities or that you aren't sure how to navigate the transition from academia to work environment. Speaking with professionals already in the field can be a great way to troubleshoot these issues, as they can offer a fresh, yet seasoned, perspective.

Informational interviews can be a great means for exploring your particular career path, practicing interviewing skills, building networks, getting resume feedback and gathering information about a particular organization you're interested in.

Informational interviews and networking really go hand in hand. You want to think about reaching out to people already in your network as well as outside of your network. So let's start with someone inside of your network. Using the Q&A feature on the right hand of your screen, type
somebody who is already in your network that you’d like to reach out to. You can just kind of type it in the box and make sure you send your response to all panelists so that I can see them. Again, think about somebody already in your network that you would like to reach out to and maybe try to arrange an informational interview or set up a meeting, see if they have ideas for other people you can reach out to. OK, that's great, somebody mentioned previous employers, people are thinking about some specific names as well, colleagues with international work experience. Great. Thinking about people already in your network can be a great place to start, as far as building your network.

All right, let's think about somebody who is outside of your network. Building your network takes both time and research. You really want to think about what other organizations are out there that you might be interested in working for and figuring out who you can reach out to at that organization is another great step too.

Some of you are sending things in, USAID, that's great. If you have other ideas too, other organizations you can type it into the Q&A. Foreign embassy, FHI 360, World Public Health Association. These are really, really great ideas. You can start doing research on organizations, or if you already have that's great too, and start figuring out somebody who works within that organization that is doing the work that you're interested in and figuring out how you can reach out to them.

Kind of doing this research can take a lot of work, but the more people you speak with and connect with, the easier it will get, as you're also able to get referrals from the people you speak with. It's a snowball effect.

This is kind of an example here how you might approach somebody. I think as you reach out to people, not everybody will respond to you, but if you reach out to them in kind of a more curious
way you'll be more likely to get a response.

It can feel intimidating, but don't be afraid to reach out. Here's an example that I threw together. Just in this example I stated that I work for the New York City Department of Health and Mental Hygiene, where I work on HIV-AIDS related programming and I was interested in transitioning to international health.

Be courteous, direct, and kind of give a reason for why you want to speak with this person.

Remember as you're trying to set up informational interviews that these are informational interviews, not job interviews. However, just like any other interview you do want to be prepared still. So prepare your questions for the person in advance, and be sure to research the people they work for. Some questions you might ask in the informational interview. Always ask for referrals from the person you're speaking with as well, to kind of think about other people you might want to reach out to.

LinkedIn is great. You can reach out to current and future colleagues, and to join global health groups. Whenever you join a group on LinkedIn those people are added to your network. It is a great way of expanding people within your network that you're able to then reach out to without having to pay for the kind in-mail request.

Building a great LinkedIn profile enabled recruiters to find you. I'm on LinkedIn every day searching for people every day in global health areas. When I find a complete profile, and someone branded themselves and highlighted their expertise, I'm much more likely to reach out to them about an opportunity. When you work on building your profile, you can do a really great job, you often have people coming to you.
I'd also like to briefly talk about the ways you can stand out when applying for different opportunities. When applying for any opportunity, it is incredibly important that you read through the scope of work. Develop an understanding of the position and tailor your resume to the position you're applying to. In the past you heard us talk again and again about tailoring your documents. I can't stress it enough. Positions can be very competitive. Even if you have good experience, if you submit a generic cover letter or resume, not only is it obvious to the recruiter that you haven't taken the time to craft a thoughtful application, but you're also less likely to stand out compared to the other applicants who put in the time to tailor their documents.

It's also really important that you ensure your application documents are free of errors. Read and re-read your documents before submitting them. If your resume or cover letter contains spelling or grammar issues or the formatting is out of whack, your application is much less likely to make it to the next stage. Remember your application documents are the first writing samples the potential employer sees, so you want them as impeccable as possible.

For our applications we do not limit the length of resume and cover letters, particularly for fellowships. It's still important to be succinct as possible. Keep in mind that recruiters and hiring managers are very busy and don't have time to read through really long documents.

So the don'ts. These are on the opposite spectrum of the do's. Don't apply for positions that you're unqualified for. This may seem like obvious advice, but it's really important that you understand the position, and gauge whether or not you're qualified and meet the requirements prior to applying.

For example, if a position requires five years' experience in international health and you have
two years of experience, you really shouldn't apply. I also see cases, too, where a position will require maybe five years of experience in HIV-AIDS and all of their experience is in family planning. Make sure you read through the requirements and meet them before you apply.

Similar to what I spoke about before, don't be generic in your resume and cover letters and don't submit sloppy materials.

One of the ways that you can also stand out with your application is by detailing your experience in your resume and cover letter. It isn't enough to simply list that you have research experience or psychosocial experience. You really need to paint a picture and highlight the details to help you stand out.

Here are good examples on this slide. What I mean by detailing is if you look at the first bullet, they didn't just say that they served in the clinic, for example. They served over 10 hours each week, so that lets the recruiter know it was an ongoing pretty big commitment, that they were an HIV-AIDS tester, also the population they worked in.

Throughout this webinar you have heard about the value in working domestically with resource-challenged groups. This person served at a rural low-income population in Alaska. Then stating they served over 3,000 people each year. It's those details, if somebody put they worked in a clinic, there'd be no way for the recruiter or hiring manager to gauge the work they were doing. Always whenever you can, try to include a lot of different details.

I also want to mention that we did a webinar, I believe it was last July, that you can find on our YouTube channel, on resumes, cover letters and interviews. If you haven't seen it, you're looking for more of this type of advice, I really encourage you to check it out.
To recap, we've been talking about some of the tools you can use that you already have at your disposal to combat some of the challenges that you identified when registering for this webinar. From focusing your passion to building your network, to learning how to present your experience in the best ways possible in your application and also through LinkedIn. There are a number of steps you can take to move your global health career forward.

Before I conclude, I would like to take a moment to go over the fellowship application process. We often get the question of how long does it take? A lot of people are curious about the timeline. There really isn't a best answer, because it varies depending on the fellowship. I'd like to give you an overview what is involved in the fellowship application process. All of our new fellowships are initiated by USAID. They'll come to us and request the new fellow for a different division, in a different office, within USAID.

The GHFP-II recruitment team works with the hiring manager on developing the scope of work. Once approved, the fellowship is posted for a certain amount of time, usually 2-4 weeks. Once the fellowship closes, the GHFP-II recruitment team screens through the applications and forwards the application materials of the candidates who best meet the requirements of the fellowship. The USAID hiring manager then decides, from the forwarded applicants, who they would like to interview. So remember earlier I was talking about tailoring your resumes and cover letters? This is why it is so important, not only is the GHFP-II team reviewing your materials, if your materials are forwarded to the hiring manager they will review them too.

Once the hiring manager selects who they'd like to interview, GHFP-II schedules the interviews. In most cases, the first-round interviews are conducted via teleconference or Skype. If
the second-round interview is necessary, these are usually in person.

The GHFP-II recruitment team coordinates the scheduling of the interviews, but a panel of USAID staff conduct the interviews. So we schedule them, but USAID staff actually participate in the interviews.

After the interviews are concluded and the hiring team selects the finalists or finalist, GHFP-II conducts reference checks. The USAID hiring manager and team reviews the references and selects our final candidate. At that point, GHFP-II negotiates the offer with the candidate. After the candidate accepts the offer, a background check is initiated, then after that clears GHFP-II prepares the letter of offering and other hiring paperwork.

Finally, once the candidate signs the letter of offer he or she is transitioned to the GHFP-II participant support team who begin the security clearance process.

So as you can see by that kind of long-winded explanation of the process, the hiring process involves many different steps, with both GHFP-II and the hiring team at USAID. It's really often hard to give a great answer as far as how long it takes, because it really definitely varies per fellowship.

Then as far as what we're looking for, I discussed some tips in my earlier slides. I also suggest checking out our previous webinars, which go into greater depth on crafting your resume and cover letter. We also have other great resources on our website. So exploring our website as well.

Fred mentioned it before, we do offer informational interviews. You can find more information on our website how to sign up. It's definitely a great resource, if you're looking for feedback on your resume or have other questions. Again, the other webinars are also available on our website as well as YouTube.
Here's a list of other organizations you might consider as you're looking for opportunities in doing research, Global Health Council, APHA. A number of other organizations you can look at that can also help you as you kind of further your global health careers.

That's it for me. Thanks, Sylvie.

>> Sylvie Rousseau: Thank you, Jennifer. You definitely gave us a lot to think about. We'll take a second to remind you we have the closed captioning available in the media viewer. You'd have to pull that window back up if it has been collapsed, but still available. Now we move into the Q&A section of our presentation.

Final reminder that the Q&A panel will be available through the end of the presentation. Please direct your questions to all panelists. We have a number of questions that have been coming through. A lot are really great and help us focus on different populations, etc.

Before we go into the Q&A, we'll have one last poll. After hearing from a number of different perspectives, we'd like to ask you what currently is your strategy for starting or advancing your global health career? We have about a minute and a half to answer. The answers are defining/refining my career goals; researching organizations doing work that interests me; gaining additional education or training; something else. You can select all that apply.

Without further ado, let's move into the Q&A. You've met most of our panelists through the course of this presentation. One person I'd like to introduce is Jennifer Kaindi, lead for recruitment at Global Health Fellows Program II. Jennifer has been working in the international health sector for many years and has great understanding and great insights to offer.

The first question I'd like to ask is from an audience member here, and it's about a global
health certificate. Does a certificate in global health stand out on a resume? I'd like to ask that to Jennifer Russell.

>> Jennifer Russell: That's a great question. You know, as far as a certificate goes, it's hard for me to speak on how valuable it would necessarily be with other organizations, but most of our positions beyond the internships require at least a master's degree. So I guess it would ultimately depend where you see yourself in the future and where you want to work. If you want to work for an organization like ours that is a hiring mechanism for USAID, then I'd say you might consider getting a master's degree or higher. I think as well, many of the other positions within the agency also require master's degree.

I guess I would throw that back and say where do you see yourself maybe five years down the road? Where do you want to work? Then maybe start doing research on that organization or those organizations and see what their positions typically require. If a lot of them are looking for undergraduate degrees or certificates, that's a great choice, but if you want to look for organizations that require even greater education then you should consider a master's degree.

>> Sylvie Rousseau: Thanks, Jennifer. We have a question about the program itself. The question asks, Since the timeline for GHFP-II ends in 2016, when will the last fellowships begin? That's a great question, because our program is time-limited. I'd actually like to ask Bob to answer this. Bob, since the program ends in 2016, how does that work?

>> Robert Leone: Yes, that's a great question. So -- also a little difficult to answer at this point in time. However, with my experience in the past with similar situations, it sort of depends on a few things, but one of the things that seems pretty clear is that whatever happens with this program in
2016, the fellows who are still in their two-year fellowship or extension piece will be transitioned to another -- so let's say this program goes away in 2016, then those fellows still on the program will most likely be transitioned to another hiring mechanism to complete their time. Although, that's really up to USAID and not up to us. So I can't say that with 100% certainty at this point.

>> Sylvie Rousseau: Thanks, Bob. Here is a question that I think you may also be able to answer, Bob. When you're hired by GHFP-II are you considered a US Government or USAID employee?

>> Robert Leone: Great question. The answer is no, you are not. So there is a distinction there. We're a cooperative agreement with USAID, and the positions that we have are not direct hire positions with the federal government. So what you are is an employee of the Public Health Institute, which is our parent organization. What that means from a practical standpoint is that your paycheck comes from PHI, your benefits as a fellow, many fellows do a substantial amount of travel, all of your travel comes through PHI, and also the career and professional development which I think I mentioned early on. That all comes through the Public Health Institute as well.

However, you are working completely within the USAID context and on USAID projects.

>> Sylvie Rousseau: Thanks, Bob. Here's a question for Dr. Hilton. If you have student loan debt and want to work internationally, outside of the Peace Corps, are there programs that enable you to defer student loan programs or student loan payment benefits?

>> Warren Hilton: Very good question. Certainly Peace Corps and Americorps are some of the programs I'm very familiar with that will allow you to defer. The other opportunities, I know there was a question earlier about certificate programs, our global health certificate, if you choose to do something like that, or another certificate that's a credit-based opportunity, there's some deferral that
you can do there as well.

Certainly, the federal government has some loan repayment programs or forgiveness programs as well through Health and Human Services. They do have some stipulations along with those and application process. Those are the ones I'm familiar with, in particular, but I know there's probably more out there.

>> Sylvie Rousseau: Thank you. Here's a question about mid-career professionals. Jennifer Kaindi, I think I want to ask you this question. Can you give some specific tips for moving into global health as a mid-career person?

>> Jennifer Kaindi: Thank, Sylvie. Sure. So I think a few of them have been mentioned by some of the panelists. First, maybe look at the degree, apply to a program if you don't already have an MPH or similar background or degree. Then start either looking for volunteer opportunities, working with the schools as well for whatever programs they have in public health or global health as a way to get started. I would say the first move would be to get the degree, if you don't already have one. If you do already have one, I think Jennifer Russell shared some of the websites that you can go to. Apply for internship opportunities or different other opportunities in some of the organizations that do international development or global health type of programs.

So some websites where they offer these opportunities would be on DEVEX, Insight NGO, a lot of LinkedIn groups and networking with those Jennifer mentioned, finding mentors and ways to have informational sessions with some of the people in the organizations that you're interested in applying to.

I would say those are some of the ideas. Thank you.
>> Sylvie Rousseau: Thanks, Jennifer. You mentioned finding a mentor. Here’s a question about mentorship in particular. I think maybe Jennifer Russell can answer this. What tips do you have on finding a mentor for a perspective global health fellow or practitioner in global health? How do you find somebody to help guide you?

>> Jennifer Russell: Great question. If you’re a student, I think it can be a great opportunity to find a faculty who’s done a lot of different work in global health or HIV, whatever area it may be. I know when I was in school I was able to really kind of go under the wing of different faculty and took on a lot of different opportunities. So I think if you’re a student, finding a faculty doing work you’re interested in can be a great way to find a mentor.

If you’re no longer in school or finished your degree, I think just reaching out to people within different organizations and setting up informational interviews can be a great way to get different guidance. Sometimes it’s just one meeting, so it’s not quite a mentor relationship, but sometimes it can be ongoing, depending upon the person and if they’re willing to keep kind of being there for different guidance and that sort of thing. Also to colleagues in different organizations that you work for can also be great mentors.

So I don’t think there’s one answer, but I think kind of doing the networking that I was talking about, reaching out to different people can be a great way to either build a whole supportive network or to find somebody who can really serve as a mentor.

>> Sylvie Rousseau: Thanks, Jennifer. Here’s a question that I think I’ll take myself actually. Somebody is asking does GHFP-II offer networking events for interested individuals. Actually, we do, did just have several events this past weekend. We participated in a networking night with the Global
Health Council. So we may have some other events coming up. I want to direct you to our website, ghfp.net, to hear about different events coming up and our social media on Facebook, Twitter and LinkedIn. I also want to direct you to the Global Health Council, a group that is going to be focusing its efforts on offering networking and conversation events for different individuals. And also stay in touch with local networks of global health professionals. I hope that answers that question.

Here is a question about the program again and Bob, maybe you can answer this. Is there an age limit to applicants? Also, where is the work located?

>> Robert Leone: Sure. I'll answer that question. So as far as the age limit, the answer is no, there is no age limit. For the fellowships, we have fellows who are relatively early on in their career on up to fellows that have multiple degrees in 10, 15, even 20 years of experience in the field.

As far as the internships are concerned, there isn't an age limit there either. I'm sorry, what was the second part of that question?

>> Sylvie Rousseau: The second part of the question was -- I'll find it here. Where are the opportunities located? Where is the work done?

>> Robert Leone: Where is the work, right. For the internships, primarily those are based in Washington, DC in the Global Health Bureau. However, many of those will have some amount of overseas travel as part of the experience. Then there are a few, not so many though, of the internships based overseas.

For the fellowships, they would also be based either in the Global Health Bureau in Washington or in one of USAID's overseas missions or with a USAID partner organization. The majority are based in Washington. However, many of those will have overseas travel as part of the
fellowship, some even a significant amount of overseas travel. That really depends on the position. Each position is different, and it will be written into the scope of work. If you look at positions, it might say something like 25% overseas travel required, or even 50%, something like that.

>> Sylvie Rousseau: Thank you, Bob. I have a question that I will pose to Dr. Fuentes. Is it possible to have a global health career while married with children?

>> Fernando Fuentes: Yes. Also, another great question. I'd love to answer that one. As with many of our opportunities and my colleague Jennifer Kaindi could attest, of course, we don't ask those questions. They're not in any way part of the interview, so they don't affect you positively or negatively, knowing any personal part of you or your family.

    In the case that, for instance, with myself, now I'm accepted, the fellowship is now an opportunity, then of course I share, they ask about family, family size or any specifics to that nature. But I was able to travel to Central America, full support of the fellowship. It was very pleasant, wonderful opportunity. I really appreciated the support. At one point there was a medical emergency. Again, they were able to support myself and my family. But absolutely, traveling with your family is encouraged. It reminds me of my time in the military, and there were some spots where we could not take family, but with these opportunities your family is always welcome to visit or live there with you, and in fact they are supported by our family here.

>> Sylvie Rousseau: Thank you, Fred.

>> Jennifer Kaindi: I'd like to add to that. This is Jennifer. For some of these positions, it depends. A lot of the areas that USAID might have projects are safe to have family. A lot of them are. Only a few will they have what -- will they be unaccompanied posts, and we would post them as that, which
means that the mission, the State Department will clarify that that post is only for that individual and not their family, that it's not a safe place for the family as well. That's the only time that we would have such a specification. But most of the time I've been here are in areas where family is supported and they stay, and we will pay allowances to cater for that. Thank you.

>> Sylvie Rousseau: Thank you for that elaboration, Jennifer. Here's a question that I think might be addressed to a couple of people on the panel. I wanted to start with asking Dr. Hilton. If somebody had important experience during their college years, would recruiters take this experience into consideration for the total number of years required? And maybe, Dr. Hilton, you can elaborate on the kinds of experience that may be significant or important in the college years or even the master's level.

>> Warren Hilton: Certainly. Very good question. I'll preface my comments by saying that it really depends on the particular recruiter and organization how they determine what is work experience. I'll give you an example here. All of our master's of public health students have to do a second year, what we call community-based master's project, and many times what we hear from our alumni is during the interview process that experience is oftentimes what the employer or recruiter says got them over the top in terms of getting that position.

So some recruiters will actively see a particular type of internship, certainly like the Global Health Fellows Program II internships, they would be considered work experience most often, but it really depends upon the recruiter.

I think the way to really think about that is to think about how you display that experience on your resume so that it conveys that you did have real work experience to that particular individual,
and how you talk about that experience in the application process, as I mentioned earlier. I see all the time students say traveled abroad to whatever country, and they leave it as that on their resume. When I asked about it, I find out oftentimes, well, they did a number of great things in public health, global health while over there for three months, and none of that shows up on their resume. I think the most important way that I can answer that question is think about if you were that recruiter and what would you want to see from your experience that would get you over the top in terms of getting an interview, then getting a job.

>> Sylvie Rousseau: Thank you. I'll pose that directly to a recruiter. Jennifer Kaindi, can you answer the same question, is about the importance of certain experiences, experienced while undergrad or in your school years? Is this taken seriously? Is it taken into consideration?

>> Jennifer Kaindi: Yes, and I will echo the same thing Dr. Hilton just mentioned. Being able to describe the experience that you have, not just as a little one-sentence under your degree, but as actual experience, international experience if you have it, and clearly describing the great work that you did. If you worked with children, indicate so. What activities did you do? Was there any -- what was the outcome after the program?

So all of that definitely counts, and will help you stand out. So making sure that you actually write down and indicate clearly what you did as a way to get someone's attention in recruitment or with the hiring manager. Thank you.

>> Sylvie Rousseau: Thanks, Jennifer. Here's a question for Jennifer Russell. Jennifer, you mentioned earlier that it's valuable to follow your passion and to specialize in a specific global health area. If you are an early career professional with more interdisciplinary or broad-ranging experience,
how would you weigh the breadth of experience versus depth when viewing applications for specialized postings?

>> Jennifer Russell: That's a great question. I think that there's definitely positions that have more crossover. They definitely exist, whether it's health systems, health systems can be in a lot of different areas, or we have a position right now, for example, that's working with orphans and vulnerable children and more specifically in the area of HIV/AIDS. It's not that crossover in some breadth and experience isn't valued, but at the same time you still have to have focus. If you're early in your career, you're probably developing that focus, and that's fine. As you go further in your career, you want to figure out even if you're specializing in a few different things, you still want it to be fairly focused.

My advice isn't so much you can only have one thing, but really still stay focused and keep your passion focused and build up your experience in those areas. I think that's what's really important.

>> Sylvie Rousseau: Thanks, Jennifer. This is going to be our last question here. This is a question that we're seeing from many different people, but we are being asked what are job prospects for people after being in the fellowship program? What do people do after the two years? Do these people go on to participate with USAID in other capacities? What do people do after being a Global Health Fellows Program participant? Let's see. Perhaps Fred, or Dr. Fuentes, you can answer this question?

>> Fernando Fuentes: I could definitely start it. I know that my colleagues, particularly perhaps Jennifer Kaindi, could elaborate. But certainly, those opportunities may exist. For myself, I went back
into -- went back to school to visit my terminal degree, but definitely there were opportunities awarded to me, just at the time it wasn’t -- not something I wanted to take advantage of. For other colleagues, I have seen certainly being offered additional positions or positions locally to work with USAID or the host agency. Yeah, I'd like to see what my colleagues -- see if they can elaborate on that, see what their experience has been.

>> Sylvie Rousseau: Jennifer Kaindi?

>> Jennifer Kaindi: Yes. So what we’ve seen is a number of people are lucky enough to get positions directly with the government, and they become, in most cases, hiring managers for other fellows. Other times they may go with a different hiring mechanism. And in other cases, because of the networking opportunities and experience and exposure that the fellowship and even internships provide, they'll end up with the implementing partners. So that there are definitely lots of different areas that they end up with, including other donors, governments and donors such as -- or institutions such as the UN agencies. Thank you.

>> Sylvie Rousseau: Thank you to all of our panelists for your time and expertise. We are going to wrap up now. We'd like to invite you to stay in touch with the Global Health Fellows Program II. We have a number of different outlets where we share information, including in-person visits, universities. We're often seen at global health conferences. We offer informational interviews. E-mail us at info@ghfp.net. Join our e-mail list. Stay in touch with Drexel. You can tweet @Drexelglobal H. Follow them on Facebook.

Thank you very much to everybody who joined us from around the world to learn about building your global health careers. Best of luck to you all.
[Ended at 3:32 p.m. ET]