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PUBLIC HEALTH INSTITUTE

Dialogue4Health Webinar

“Summer 2015 Global Health Internship Kickoff: Insiders Reveal Winning Strategies”

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Sylvie Rousseau: Hello, and welcome. Thank you for joining us for this online career conversation. If you've been to previous GHFP II webinars, you'll be interested to know that this one has a slightly different focus. We're going to be talking about winning essays.

Let's kick things off. My name is Sylvie Rousseau, and I'll be serving as your moderator today. Please note that closed captioning is available for you in the media viewer window. A transcript of the spoken content will be available after the webinar. Also, there will be a recording. Both the transcript and the recording will be available at GHFP.net about a week after today. You can click "Show/hide header" in the media viewer panel to make more viewing room for the captioning.

Sometimes when different features come up on the panel on the right, the media viewer window may collapse. Don't worry. It can happen at any time. But you can always click the media viewer panel to make it come back up. You can use that icon there, the film strip in front of like a pie chart, and that will bring the media viewer back.

If you have any technical difficulties, you can contact Joanna and Star, who are working with us today. Please take a moment to jot down this phone number. You can call if you are having any technical difficulties. The number in the United States is 1-866-229-3239.

Please also note that you can submit questions in the Q & A for technical help, as well as questions about the content of the webinar. So we are going to be asking you to submit your Q & A questions, and we already have a couple, but throughout the course of our hour-long presentation, we'll be asking for these questions, and we will be answering these live at the end of our presentation today. So submit Q & A questions to all panelists, please.

I'm sure you're eager to get started, but please note that while the global health fellows program II is implemented for USAID, we the organizers are not the government and all of the content herein doesn't necessarily reflect the views of the U.S. Government. We know you may have just voted, but it's time to again head to the polls. We are going to be using a polling feature to collect information about you and to help us know who's out there in the audience. So again, the poll might close the media viewer panel, but you can always bring it back by clicking the film strip icon. So let's start with a poll, and you'll actually see two questions in the polling panel. The first question is, from where are you joining us? One of these regions/groups of regions in the United States, or outside the U.S.A.? Select one, and when you've answered the second question as well, click "Submit." The second question is how familiar with you with GHFP-II? Are you very familiar? Somewhat familiar? Not very familiar? Not familiar at all, but you'd like to know more. So again, you have about two minutes to answer these two questions and click "Submit." We'll be revealing the results to these questions later.

So after you registered for this webinar, you were redirected to a YouTube video called "Did you know? 2014 update." It shared a lot of compelling information about how the world is rapidly changing and we wanted to share information about how the landscape of global health is also changing. HIV/AIDS is still one of the top infectious diseases concerns worldwide, but those things are changing. There's been great progress in once incurable diseases. As we move forward, please do remember to submit your questions in the Q & A panel.
So a little bit of information about the Global Health Fellows Program II for those of you who aren't familiar. GHFP-II is a program of US Agency for International Development. It's implemented by the Public Health Institute, which is a non-profit, based in Oakland, California. GHFP-II helps human aid address emerge and human capital needs by developing a diverse group of global health professionals to support and sustain the effectiveness of the agency's current and future healthcare programs. GHFP-II has two main groups of participants. We have fellows and we have interns. The internship program is the focus of this presentation so I'll transcribe it a little bit. Currently, we have 20 interns in USAID in Washington, D.C. these interns are mostly part of our summer cohort of about 30 to 40 interns this past year.

The summer internships are about three months, as are all the internships throughout the year, and we do have internships that do open up in the autumn, in the winter and in the spring.

The internships are for current students at various levels, and recent graduates, and we'll get to that a little bit later. They are quite varied in their scopes. We also have 105 active fellows, both in the United States and in placements abroad. In addition, we work with two different partners, Globe Med is an organization that has on-campus chapters at universities around the country, and they serve undergraduates, and Globe Med provides opportunities for these undergraduates to work internationally, so that's a good resource if you are looking to get initial overseas work, and you're an undergraduate student. We also work with global Health Corps. Global health Corps, C-o-r-p-s, global health Corps fellowships are one-year placements and they actually have an application opening today so you may be interested in checking out the opportunities of global health corps and Globe Ed, two of our partners.

Most of our fellows work out of Washington, D.C. serving USAID teams in the Bureau for Global Health there. USAID has a number of different projects throughout the world, and most of our fellows who are based abroad are in Africa and Asia. As part of the internships -- internship program, many of our interns also have the opportunity to travel abroad during the course of their three months with GHFP-II.

The interns work in a lot of different capacities, and you'll see when you are looking at the positions that each internship is very specific. Some of the technical areas that our interns have worked in include these and these are also the same technical areas that our fellows work in. These include disease areas like malaria, tuberculous, HIV/AIDS, systems focused kind of cross-cutting areas, like health systems, monitoring, evaluation, as well as population-focused areas like maternal and child health, or work with orphans and vulnerable children.

Our internships are short-term opportunities to pull up a seat to the table of global health leadership. They allow you to gain exposure to very high-level global health work. In addition to the exposure that you'll get working directly with USAID hiring manager, we will also provide professional development opportunities. Some of these include one-on-one career counseling, workshops, including salary negotiation workshops, orientation to USAID, and ongoing network and community support within the program. You'll have a chance, through your internship, to sit at the table with other policy makers and implementers, including working with USAID teams, other donors and implementing partners.
Some physicians that we have appeal to people with clinical background, doctors or nurses or dieticians who want to switch from one-on-one medicine to public health because they can have a wider-scale impact. As a note, our positions, our internships and fellowships are all paid positions. There's no cost to apply to our program, and while you are paid, you are going to be responsible for your own travel to the site, to Washington, D.C., and housing, and the compensation is going to be specified in each individual job posting.

It's important when you're applying to the internships that you read the instructions carefully. For those of you who are subscribing to our mailing list, we will be sending previews of all of the positions, the 2015 internships, the week of Thanksgiving. So the last week in November. We will then open the application for the summer 2015 internships the last three weeks of December. So they'll open on the 15th of December, and they will be due on 5 January. You can expect to be on boarding by June.

We hope to have all of our interview rounds in the months of February and March 2015, and thereafter, the final decisions will be made. Due to the number of applications we receive, you can apply to only one position, but as I mentioned, you'll have a chance to preview the positions before the application opens, and you will also be able to list your second and third choices. So you'll apply to one, and you can mark your second and third choice of internship.

The preview week will allow you to make a more careful decision about which internship to apply for.

So what is involved in this application? Well, we're going to ask you to create a profile. This will include references, your employment history, your education history and your contact information. We'll also ask you to upload a current resume tailored to the position you're applying for, and we will ask you to write some essays. However, the application does not require your transcripts, your GPA or letters of recommendation. So you can rest easy on that count. If you'd like specific help or guidance on the resume, please do see our previous webinars. They're available on our Web site, and through our YouTube channel. We also offer individual resume consultation for free. Just E-mail GHFP recruitment at GHFP.net to schedule your appointment.

So as I mentioned before, the internships come at different levels. Therefore, current students and recent graduates. So for a bachelor's level internship, you can apply as a current student or up to 24 months from the time you get your degree. For the graduate students, you can apply up to 12 months from the time you receive your degree. A very important requirement is U.S. citizenship or permanent residency. It's also important to note that the majority of our positions, our internship positions are at the masters level.

Okay. So here's the first insider information we'll reveal. Here are the anticipated positions for next summer's internship cohort. This list is subject to change, but again, if you're on our E-mail list, you'll receive a preview of the final positions the week of Thanksgiving. So take a quick look, and we're going to be moving on.

Another "Did you know?" Did you know that by the year 2025, it's expected that no country will have a life expectancy of less than 50 years? Interesting.

Okay. So again, I want to remind you, don't forget to submit your questions for us in the Q & A panel. And now we will get into the meat of our discussion, the internship
application essays. How can your essay help you stand out from the crowd? I'd like to introduce Jennifer Kaindi, who is our lead for recruitment. Jennifer, take it away.

Jennifer Kaindi: Thank you, Sylvie. And welcome to everyone who's joining us on this webinar. I am happy, and I'm sure that most of you would like to know the insider information on being considered for the Global Health internships. In the next couple of slides, I will reveal some secrets on standing out from the crowd. I will address the skills needed, and the most important parts of the application process, which is the essays.

Sorry. Let me get to my slides.

Okay. So what skills do I need for global health? In addition to the technical skills you are gaining through your studies and work, we emphasize the need for strong behavioral skills. You will hear from the interns as they talk about their transition skills and how they were utilized in their role as an intern. The essays are a great place to demonstrate these skills. As Sylvie mentioned, the interns are at the table with the implementing partners all around the world, local government officials and other donors. The partners are coming from all backgrounds, so interns have to be sensitive to different approaches, perspectives and competing priorities from all the stakeholders. It's a highly collaborative environment with many different cultural nuances, including varied organizational cultures. No decision is made by just one person. You may be working with a ministry of health, a local NGO, a large international non-profit, and international donors like UNICEF, world health organizations, and others. And don't forget, most global health projects are accomplished in the face of scarce resources. This requires your creativity, patience, diplomacy and negotiation skills.

Another important skill set is project management. There are many competing priorities. Being able to manage many different requests at the same time is an invaluable skill to cultivate. A foundational skill in global health is strong communication. Both in writing and in oral presentation. Our interns engage in a high volume of writing and presentation in front of audiences, large and small, both internally and externally with different organizations. The importance of communication writing skills on the job means that in your application essays, you should demonstrate the strength of your writing. One of the comments I hear over and over from higher managers is how highly adaptable and flexible one must be in this environment because, as I mentioned before, they are constantly changing and competing priorities. At any given time, you may come in to the office with a set plan of activities for the day, but the minute you check your E-mail, you have to throw out that plan because of new high priority items that have just come in.

This year, our process will be more like college admission style, involving two different panels. The recruitment team, as well as the USA team. Now, because we're about to reveal the big secret, our review team reads and rates your essays first. The majority of the weight is carried by your essays. This is why you'll hear over and over, we'll talk about how important the essays are. The essays convey who the person is behind the resume, their passion and motivation. The higher manager and their team select from the top candidates who will be interviewed. Again, your essays determine who stands out and who gets an interview. So this is key.

Interviews are also panel style. We usually conduct them either via Skype or conference call, but to get additional information on the interviewing skills, please see

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our previous webinars and on the YouTube channel. A key goal of our program is to provide a chance to global health professionals who have fewer resources available to them. We are looking for those who seek out opportunities within their communities, and who have traveled a greater distance.

So here’s another huge insider tip. The actual essay prompts for the 2015 internship summer cohort. The first will be the bio statement, and I’ll go a little bit into what each essay would be requiring.

The second will be for you to describe in what ways have your life experiences shaped your perspective about working in global health and serving resource-challenged communities.

And third is what unique contributions you expect to make to this internship, and what do you hope to gain.

We’re looking for three unique responses to these questions. The secret here is to avoid repetition and make use of all the space you have, which it would be a total of 750 words. This is where you provide us with insight into who you are. This is still very little space to capture a person’s story, so you must strive to be concise, persuasive and relevant.

So the first is the bio statement. This serves as your cover letter. And this is a chance to sell your skills and experience to us. You can think of this as your elevator speech. In 250 words, or roughly 60 spoken seconds, how would you describe your experience? Skills and passions to someone who doesn’t know you at all.

Be sure to proof read and have multiple reviewers critique your work. That’s not much space for a lot of information, but this is why it’s very important to take your time to prepare your essays. Again, we’re letting – let your true self shine through is the secret to helping you stand out from the crowd.

And please don’t provide dates of birth or procrastinate.

The next essay would be life experiences or what we call distance traveled. As part of our diversity initiative, the internships are designed to let people have access to opportunities that might not have been easily available to them. An example would be someone whose school didn’t offer overseas opportunities, but this person created or sought out opportunities to serve their local community. Maybe you formed a student group to help with a vaccination campaign or HIV counseling or participated in a foster care mentoring program. On the other hand, if you did have significant resources, did you take advantage of them? Let us know in this essay.

Now, distance traveled. You probably heard us talking about this concept called distance traveled. What does that mean? It’s the idea that captures the ability of an applicant to overcome an array of life challenges, including under-resourced K-12 schools, loss of a parent or other difficult life circumstances. We try to take a view of the whole person, not just your demographics. The essays are important because of the space in application process where we can consider an applicant’s life experiences, circumstances and personal challenges in addition to credentials shown on your resume. Try to tie in your life experiences to the person -- the position you’re applying to. Make your stories relevant. Demonstrate your commitment to global health and to serving underserved populations and communities either at home or abroad.

The last essay is the unique contributions. Here’s a good piece of advice for this particular essay. Which you will answer when you selected a position to apply to. You
will want to review the scope of work thoroughly before writing this essay. Again, you'll have the opportunity to preview the scopes of work the week of Thanksgiving, but only if you're on our mailing list so sign up if you haven't done so. This essay is where you seal the deal. You've laid the groundwork in the first two essays for understanding who you are and then this is where you focus on what you have to offer for this particular position. Completely focus on the particular scope of work. Because you will have analyzed the scope of work, you can then provide proof that you can perform the functions required.

Think about your current or past projects and how things you've done relate to this position. Whether these past experiences are volunteer work or paid opportunities, and volunteer works -- volunteer experiences definitely works, or counts. The skills you're offering may be clearly tied to the scope of work. However, you may have transferrable skills that are not obviously related to global health, but would provide a foundation or an understanding that can help you perform the job. If you've got other types of experiences that you deem are transferrable, this is your chance to make a strong case for the tie-in with the scope of work. Be explicit in describing these tie-ins. For example, I'm a great candidate for this monitoring and evaluation position because I prepare reports for donors for my domestic health non-profit in the past, or I'm a great candidate for this monitoring and evaluation position because I have created an administered process surveys for my student group that serves the homeless community in my area with a focus on improving our work are just some examples. Thank you, and back to you, Sylvie.

>> Sylvie Rousseau: Thanks, Jennifer.

Here's another did you know. Did you know that the mortality of children between ages one and four has declined significantly between -- from four million to two million between 1990 and 2010? Some of our GHFP-II interns work in the field of child and maternal health. Here's another reminder not to forget to submit your questions in the Q & A panel. And at this time, maybe I can actually ask Star to pull up the poll results from polls 1 and 2.

Thanks, Star.

So you'll see the polling panel has come up, and we will note that approximately 45% of our audience is coming from the east coast, or the eastern region of the United States, and we have about 3% coming from outside of the United States. Also, it would seem that most of our audience is somewhat familiar or not so familiar with Global Health Fellows Program-II. Hopefully we are addressing some of your questions as we go through here.

So now I would like you to introduce you to our three interns who already have advanced degrees. Amy, please go ahead.

>> Amy Aberra: Hi. My name is Amy, like she said, and I am currently the intern for the Orphans And Vulnerable Children, or OVC team at USAID in the Office of HIV and AIDS. I'm one of two interns on the OVC team. The other one was in the monitoring and evaluation part, and I graduated from the George Washington University in D.C. with an MPH in global health, design monitoring and evaluation, last year in December, and while I was there for one semester, I attended the James P. Grant School of Public Health in Bangladesh, where I did my own teaching initiative at a UNICEF drop-in center with orphans and vulnerable children, and also at GW, I had the
chance to complete my practicum at the World Food Program in Rome, Italy, where I was working on program policies and children protection, and after that, I was sent to Ethiopia with the world Food Program, where I did work as an M & E fellow in an agricultural project.

My approach for the essay was I basically described how I would be a good fit on the OVC team, so I described what skills and experiences that I've had in the past, and I matched that with what they were looking for based on the scope of work, as well as saying what I was interested in learning, so there were many areas of growth that I saw for myself and what I did was basically go through and say, this is what I can offer you based on what you guys need, and based on what you guys can offer me, this is why I think we are a good fit, and I know that I continued to talk about how I was always interested in learning and I was always interested in growing my skills and improving my technical areas of expertise, and I also mentioned that I was really interested in learning about how USAID works as a whole and how PEPFAR works and the functions that go with it so I was really interested in a lot of learning so I basically just talked about how my experiences could inform that learning.

And while I've been here, I guess some of the most important classes that I took that have helped me are my monitoring and evaluation classes, my methods courses and program design and implementation course that I took. And so the things that I've been working on a lot lately have been indicators for a multi-country evaluation on the social service workforce, and also social service workforce performance framework, and I'm currently working on a literature review. And I think it's important to say that my position and my education did not a hundred percent align perfectly, but I still think I'm doing a well -- a good enough job here, and I think it's important to know that even if you see a scope of work that maybe is not exactly what you've studied in school, to trust yourself enough to know that you can learn a lot here while you're here on the job, and anything that you're interested in and passionate about, that you will be successful in your position. And my next career step ideally would be with the international Rescue Committee in New York, and also there's another -- yeah, bulletin monitoring and evaluation, which is not exactly what I'm doing here but I think again all of these experiences added up have been helping me for whatever is next.

And I think that's it. For now.

>> Sylvie Rousseau:  Thanks, Amy. Let's pass the mic, then, to Anna, who will talk about her experience.

>> Anna Fulton:  Thank you, Sylvie. Hi, everyone. This is Anna Fulton. Let's see. I think we're on the wrong slide here. There we go. So I'm the geographic information systems, or GIS intern, with the office of policy, programs and planning, which, for those of you who don't know, is a cross-cutting office, so I get to work with all of the different offices within the bureau For Global Health so I have projects that focus on lots of different diseases, and I even get to work with some of the USAID missions in the field, so I think that's pretty exciting getting to experience all of these different areas of work, and I'm learning quite a bit.

So just a little about my background. I have a master of public health in epidemiology from Emory University, and I started this internship about three months after graduating earlier this year. And when I started, I had about three years of professional experience, one year of full-time with Americorps, and then two years
part-time with the Centers For Disease Control and Prevention while I was in my grad school in Emory. And through the CDC, I spent three months working in Thailand last year in a refugee camp, and so that kind of segued in to talking about my essays, because my overseas experience working in Thailand is something I focused on in my essay because it was a very formative experience for me professionally, and I gained a lot of skills and tools from that experience that I felt were very applicable to this position that I was applying for. So I think that one important thing to point out about my essay approach is that I focused less on describing what it is that I had done in the past, and then focused more on the skills and professional tools that I had used in my previous work experiences and how those can be applied to this internship. So I made sure to mention how these kind of hard skills and technical skills which were very important for my position would be able to contribute to my team and to their projects, and then I think of particular importance for my position, because it required skills, working in GIS, which I actually had not done outside of school, so all of my GIS skills came from classes that I took during my graduate degree, which are obviously not outlined on my resume, so I used the essays as an opportunity to describe my experiences and my expertise using GIS and how that complemented my professional experiences and combined how those could contribute to this particular position.

And then in addition, I also made sure to explain how this internship would be an important steppingstone for my career in global health, so why it was important for me to work at USAID and to learn more about this agency and how it operates so that that would help for my long-term career goals working in global health. And so that said, as you can see on my slide, I've listed a few of the different projects that I've been working on during my time here, and it's been a really great experience and has really helped to shape my kind of idea for where I want my career to go next. So I've learned a lot about USAID and a lot of the different projects that they work on and the different work they do in a few different countries. I've had the opportunity to work with our teams from Ethiopia and from the Dominican Republic, as well as on some of our teams working on the president's malaria initiative. I've also done some work with the tuberculosis team and a few others as well. So that said, going forward, I'm really interested now to see the other side of things, so I've seen how USAID works and how they fund these projects in the field, and so it's helped me to solidify my desire to work with local or even international, non-governmental organization, or NGOs, particularly the ones receiving funds from USAID, just to see what it's like on the front line of the projects, to work in the field and experience that side of things. And this internship has definitely been an important step for me to figure that out.

So that said, I'm looking forward to answering any questions that you guys have for me and I will turn it back over to Sylvie. Thank you.

>> Sylvie Rousseau: Thanks, Anna. And we will actually move right along to Ben, who is our next intern panelist. So Ben, please go ahead and take it away.

>> Ben Johnson: Hello, everyone. My name is Ben Johnson. Let me get on the right slide here. I am the business intelligence intern. I'm working with the commodity security and logistics division in the office of population and reproductive health. One of the unique things about my internship is that while I'm working a very specific office, I'm actually getting the opportunity to work across all of the health elements here, and I'll get into that a little bit more as I talk about it, so I just wanted to tell you guys a little bit
today about how I got started here, my background, how to apply here and then a little bit about what I'm doing here as a job. So just a little bit about me. I have a very untraditional career path for global health. I am an engineer. I have an undergraduate in aerospace engineering, a masters in operations research and I'm currently doing my Ph.D in industrial engineering.

One nice thing about global health is that as global health agencies are procuring more and more commodities, they're looking at supply chain experts and people from other backgrounds to bring in some of that expertise into the global health field, and so I just want to encourage anybody with non-traditional public health/global health backgrounds, there are definitely opportunities here for you if you pursue them. So just a little bit about training and getting started here.

I know some of you are wondering about what it's like getting started, how fast do things move. For me, I had great experiences starting. My bod basically was able to tailor my internship for my background and my experience, and so it's been a very great experience here for me. Basically, right from the start, I was up and running. He was introducing me to all the people I needed to know to do my job, sending me the documents and information right from the beginning to go over everything I needed to do in my job here. And so for gaining the experience you need here, a lot of the experience I had was academic. Having an undergraduate in aerospace engineering, all of my work experience before had been in that field, and so my first work experience in this had been from the academic perspective, and so being at Georgia Tech, I'm working in the Center For Health and Humanitarian Logistics, which has just recently been renamed to the Health and Humanitarian Systems, and I'm also working in the health analytics group, and so I have some health policy analysis from that perspective.

On the softer side, I have some international experience from high school. I lived in Africa for a year while I was in high school, and I was also able to study abroad through college, so for any of you that are looking for international experiences, studying abroad is a really good opportunity, and there's lots of scholarships specifically aimed for study abroad that you can take advantage of in order to get some of that exposure. Expo for me, I studied abroad twice in college, back-to-back, and between them, I didn't particularly want to go home, so I actually found volunteer experience abroad as well, and so if you look in the right places, there's lots of volunteer experiences that you can take advantage of in other parts of the world.

So as far as the essay goes, I had a very similar approach to Anna. I used my academic experience and my work experience to demonstrate that I was capable of a job. It's very important to identify the scope of work and show, through your essays, how your skills match that scope of work right there. But then once I had made that clear that I was capable of performing the job here, I spent a lot of my time on my essays conveying who I was as a person. I conveyed my passion for this industry and for this job, and how I came about wanting to work in this field, especially from the non-traditional background, and so a lot of my essay was spent explaining who I was as a person and why I wanted to do this type of job.

And so as far as quick tips, as far as the essays are concerned, communication is extremely important here. USAID thrives on communicating its messages to congress, implementing partners, and even internally to other stakeholders within the organization. And so within the application, it's very important to make clear that you have very good
communication abilities. And so make sure your essays are very clear, proof read your essays, have friends and family go over them. For me personally, I always have friends and family go over them, and then I’ll also have somebody go over them who’s less familiar with what I’m doing to make sure that everything is clear and easily understood.

And so that’s a little bit about me and my essay approach. A little bit about my job here.

So I’m basically going across all of the different health elements to evaluate the supply chain performance that USAID has through their implementing partners. And so a lot of what I do is there’s lots of meetings involved in it. There’s lots of cross-cutting supply chain experience. I’m working with my office, office of population and reproductive health. I’m also working with people in the HIV/AIDS office, as well as the malaria office, and maternal/child health, pretty much all of the offices that deal with any sort of health commodities, I get to deal with, interact with, and it’s a really fun environment to get to go across all of these different health elements and see how each of them work independent of the others. As far as my next career steps go, I’m going to go, after I finish here, I’m going to go back to Georgia Tech to finish my Ph.D in industrial engineering.

And with that, I’ll turn it back over to Sylvie and look forward to answering any questions you guys have for me.

>> Sylvie Rousseau: Thanks so much, Ben. Thanks, Anna and Amy also for your presentations. And now we’re actually going to move into an open Q & A forum. So keep those questions coming in through the Q & A panel on the right side of your screen. And we have been receiving and responding to some of your questions virtually, but now we’re going to take the time to answer them aloud.

Ben, you had addressed the change in direction of your career from a very engineering-focused thing to more policy, you know, the work that you’re doing with USAID. We had a question about individuals who have advanced degrees in basic science, and especially in, you know, research, unrelated to public health, and how they can move those experiences in to this public health or global health through the internship program. And I will address this question to Ben, but if the other interns have other responses or anecdotes, please feel free to jump in.

>> Ben Johnson: Sure. So from my perspective, one of the greatest benefits of advanced degrees, especially in basic sciences and engineering, is the thought process and the mentality and the skill set that you develop through going through an advanced degree. And so I would emphasize the critical thinking skills, the research mentality, the ability that you have to take a problem, identify different pieces of the problem, and then solve the problem in pieces that leads to the solution of the whole problem. I think is a very, very useful skill in public health. And so while you may not have explicit global health/public health experience, the mindset that you’ve developed and the skills that you’ve developed through going through this advanced degree are very, very beneficial to the global health field. And so as I was saying in my presentation, global health is becoming more and more open to different backgrounds, and so a lot of those modeling techniques and those methodologies that you use in your advanced degree are also very applicable here and so I would focus on those skills and how they can be applied here. And if you want to volunteer or get any other public health/global health
experience or international experience, I'm sure that would definitely be a plus, but all of those skills that you've learned are definitely applicable.

>> Amy Aberra: And I also just want to say, because I have -- my undergraduate degree was actually in business, and I just want to echo what Ben was saying about focusing on skills, so if there's analytical skills that you developed or critical thinking skills that you developed or operations and cost/benefit analysis, all of that stuff that I learned in my undergraduate degree helps a lot.

>> Sylvie Rousseau: Thanks, Amy.

I did want to take a quick second to remind everyone that the transcript and the recording of this presentation will be available about a week from now on our Web site and on our YouTube page. So moving right along.

We had a question about age limits. Jennifer Kaindi, could you answer the question if there is an age limit for the internships?

>> Jennifer Kaindi: Yes. Thanks, Sylvie. We do not have an age limit. Again, this is all about your essays and your experience and your passion to work in this field. And as long as you meet the criteria, which is if it's at the bachelor's, either you're currently enrolled or no more than 24 months after graduation, or at the masters and Ph.D level, no more than currently enrolled and no more than 12 months after graduation. Thank you. And I do want to include -- to also add, I think I've seen some questions regarding mid-career changes. Again, we follow just eligibility criteria with how long -- whether you're currently enrolled and how long you've been out of school. And that's the only thing that we go by. So even if you're a mid-career changer, that's the eligibility criteria. Thank you.

>> Sylvie Rousseau: Thanks, Jennifer. And I did forget to introduce Fernando Fuentes and Kristi Vo, who have joined us on the panel, Fernando is our lead for inclusion and diversity. He was also a fellow with the fellow program in a previous life, and Kristi Vo is our recruitment specialist, so if you have other questions, we may address them as well.

So we have a question here about somebody who's interested in monitoring and evaluation. However, they don't have experience in this area. The question is would the lack of experience hurt the application, or would the reviewers on the committee recognize that this person wants to build the skill via the internship? So to generalize, is the internship a good place for building skills that you don't already have? And I'll open this up. I don't know if anybody has a particular calling to answer this question.

>> Anna Fulton: Hi. This is Anna. I think I can address this question a little bit. So my particular position is actually within the monitoring and evaluation team within my particular office, so I'm on the M & E team and I have never worked in M & E and I have never taken a class regarding M & E, so if that gives you any hope at all that it is possible to have a job working in that environment without having had prior experience, I will say that my particular position, what I do is more of a compliment to the M & E processes rather than directly kind of M & E work. But I have learned a lot, and I, in my essay, I made sure to explain that I was interested in learning more about M & E, and it was something that was of interest to me, so there is opportunity to learn, and you don't necessarily have to already have experience doing everything that will be required of you while you're here.
Sylvie Rousseau: Thanks, Anna. And that was helpful that you discussed also, you know, how you approach that in your essays.

Here's a question about the international component of the work. So somebody who lacks international volunteer or work experience, and yet has other experiences in project management and health organizations here in the United States, how can they present that kind of experience without the international experience to best advantage? And is there a way to defray that lack of international experience?

Fernando Fuentes: Sylvie, this is Fernando here. I'll go ahead and get started, and then perhaps one of my colleagues on the panel can add as needed, but when looking at someone who may reflect that they have a lack of international experience, but also recognize that they do present other experience in this field in global health, I think it's important to share that. I think it's important. I think Anna and Ben and Amy both talked about the importance of, in your essay, of sharing what you do, the skills that you do have, and maybe those that you can benefit from learning more about.

But one of the things we talk about at our organization, and was even addressed earlier today by Jennifer Kaindi, was transferrable skills, and so when we talk about being able to share the work you've done that may look limited, or perhaps you did that work in a low resource area, and being able to talk about those skills so that the reader, those of us here at the office can get a better understanding of the passion that you reflect, the work you've done, and where you may lack in another area, perhaps you have done very well in another area. Also on the same issue of distance traveled, talking about that development from the beginning to where you are today. And also, what's relevant for us is, you know, that cultural competence. So if you could reflect all that in your essays and in your resume, it will actually be quite beneficial for you. Thank you.

Sylvie Rousseau: Thanks, Fernando. I did want to continue that vein of thought and ask what's a good way to gain cultural competency if you haven't traveled internationally? Maybe Kristi or Jennifer have input on this, or any of the panelists.

Jennifer Kaindi: Hi, Sylvie, this is Jennifer. One way would be working domestically, but working or finding volunteer work with immigrant communities within your area. So that will be a way to -- that would be more like a transferrable skill. But looking for work that involves the immigrant community within your area. Thank you.

Sylvie Rousseau: Thanks, Jennifer.

We had a question about across the field of global health, are there any special or specific technical skills that are particularly in demand? So what are the areas that people can look to gain skills that will be in high demand for -- you know, for the job force? And maybe Kristi can answer this question. So any technical skills that you're seeing in particular demand?

Kristi Vo: Technical skills are definitely in demand for interns when -- well, it's not really technical, but the main thing is definitely good writing skills and interpersonal skills for sure across the board. I mean, that's the first thing we see, is your writing. But more technical work, you know, it depends on the position, whether it's analytical or research. So as long as you definitely take a look at the requirements and the qualifications, those are some of the main ones.

Sylvie Rousseau: Any other input on technical skills that are becoming in demand?
Jennifer Kaindi: Yes. This is Jennifer. I can add to that. We’re seeing definitely health systems strengthening is the -- I think the next best thing and most being sought after. Supply chain as well, getting these health commodities to some of these very remote areas. I would say that that’s probably what I’m seeing as more and more in demand. Thank you.

Sylvie Rousseau: Amy, did you want to add to that?

Amy Aberra: Yeah. Also some data analysis software, such as data or SAS or SPSS, I see a lot.

Sylvie Rousseau: Okay. Thank you.

And Jennifer had mentioned the area of health systems strengthening. We’re actually going to be sharing a video that another group produced. But if you follow our social media, then you’ll see the kind of a small encapsulation of what this means, health systems strengthening and how it feeds into all different global health areas.

We had a request to quickly jump back and see the anticipated 2015 internships, so we’re going to actually take another quick peek there and continue our questioning.

Here’s a question. Do any of the interns have continued interest in working with USAID in a permanent role? Are there opportunities for interns to do so? And does the internship design translate into full-time hires later on? So in other words, what do interns do afterward and how does it relate to USAID?

Any takers?

Ben Johnson: So I can take a stab at that one. I wouldn’t say the internship decide -- this is Ben, by the way -- I wouldn’t say the internship design leads to a full-time job, but it is common for some of the interns to end up with full-time jobs at USAID. Right now, of the cohort that I went through here, I know of two that are getting full-time positions with USAID and a third that’s very likely but is not sure yet. And so it is possible. Some interns will want to pursue that route. Other interns will want to pursue routes more with some of the implementing partners, some of which they would have met while they’re here. Others are still in school and finishing school. For me, I’m going to go finish my Ph.D in Atlanta. After that, I'll decide where exactly I want to go but it’s possible that I could end up back at USAID or at any one of the other organizations. And anybody else can add to that if they want.

Sylvie Rousseau: Thanks, Ben. I do think that it’s important to understand, you know, the difference in working at USAID compared to working with an implementing partner, so maybe somebody can just give some quick highlights about what that delineation is between USAID work and implementing partner work.

Ben Johnson: So I guess from my perspective, I’ve seen it more from the commodities and supply chain side, but from my perspective, USAID manages a lot of the funds. They donate a lot of the money, and they basically run the policies and projects that aim, the vision for where everything is going. The implementing partners are more of the people who will do a lot of the actual work so the people who are actually making the deliveries and implementing these projects in country would be more on the implementing partner side.

Sylvie Rousseau: Thanks, Ben.

We have a question about the role that an intern plays in designing their own opportunities, and so maybe this can be a combination of answer from Jennifer Kaindi...
and one of the interns. How much input does an intern have in deciding their role? Jennifer?

>> Jennifer Kaindi: Yes. Thanks, Sylvie. I think sometimes it depends on the hire manager and what they would like for the intern to do or accomplish. Sometimes yes, they have that leeway to actually design based on what skill set the intern comes in with. And other times, they actually have a certain project that must be completed so it’s more set with exactly what they need the intern to do. So I think it really depends on what that particular team is looking for and what they hope to gain from it.

>> Sylvie Rousseau: Right you are, Jennifer.

And also, remember that when you apply to a position, you’re applying to that scope of work so you can’t necessarily come in with the mindset that you’re going to completely depart from that scope of work because you are applying to a particular position.

>> Kristi Vo: In addition, Sylvie, this is Kristi, you’ll see in the scope of work there are learning objectives typically listed and the intern when they’re on board, they’re able to work with their hiring manager to more elaborate on the learning objectives.

>> Sylvie Rousseau: Thanks, Kristi. So we are actually wrapping up. I did want to take time to present these additional resources. As I mentioned, we do offer informational interviews where you can get feedback on your particular resume, and that is with a GHFP-II staff so you can E-mail that E-mail address at the top.

We do have this resource -- this list of resources available on our Web site so you can E-mail that address to get that resource as well.

I did want to mention that Kristi and I will be on twitter for the next 30 minutes or so and continue answering these excellent Q & A’s directly. So if you want to get at us, tweet at GHFPII and we’ll see you on twitter for the next half hour.

So thank you so much for all of your questions. Thank you to our panelists for sharing their expertise and their experience. We hope that you got something useful out of this, and we hope that you continue to stay in contact with us. We’ll be sharing those internship positions the week of Thanksgiving, and again, you’ll be applying in December. Looking forward to talking with you. Good-bye.