



2012 MCHB Joint Interdisciplinary Training Meeting

*Sunday, February 12, 2012
8:00am-1:30pm*

Small Group Discussions

Participants of the 2012 Joint Interdisciplinary Training Meeting were assigned to small groups and asked to answer one of two questions. Each table was asked to choose a recorder who would be responsible for reporting out their top three discussion points on that topic. This document contains a summary of those discussion points.

Topic #2 Emerging Challenges with Professionals Early in Their Careers

- 1. As a mentor of interdisciplinary trainees who launch into careers focused on scholarship, public health and/or clinical practice, what are the most common challenges you've seen in the first several years following the completion of training?**
 - Often difficult to decide whether to be specialized or stay general. Either way, it is difficult to find a job due to budget restrictions in the field.
 - It is difficult to find a mentor and challenging to navigate the work-life balance.
 - The training lessons don't necessarily translate into job realities. The interdisciplinary nature of training isn't recognized or rewarded when you enter the employment market. Trainees can lose momentum from what we've learned and what they find in their employment setting.

- 2. What do you do in your training programs to address these challenges that newly launched professionals are likely to encounter?**
 - Mentorship –
 - Develop long term mentorships WHILE trainees are in the program.
 - Develop a mentorship that is task-specific (such as CV development, etc).
Develop conferences that force mentor relationships.
 - Develop longitudinal mentoring or connections with people that are where you want to be in 5-10-20 year.

2. What do you do in your training programs to address these challenges that newly launched professionals are likely to encounter (*continued*)?

- Networking –
 - Provide specific and targeted connections for trainees.
 - Take advantage of quick networking opportunities (like speed dating) working within states and across the nation, across programs and across disciplines.
 - Keep trainees in contact with their training program. Trainees need the program and their mentors, the program needs their data!

- Individualized Training Plans -
 - Develop an E-portfolio for self-promotion when searching for a job.
 - Develop individualized training plans that include a discussion about where they'll go, possible barriers and solutions

- Social Media
 - Use Social Media to connect with people after a conference
 - Professional organizations can post need for content experts
 - Discussion of effectiveness of finding a job via LinkedIn