Finding a Job in Global Health: Obstacles and Opportunities: Research Studies of the CUGH Education Workforce Subcommittee

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Poster text

Workforce Subcommittee Background

The Global Health Workforce Subcommittee of the CUGH Education Committee explores issues relating to the global health workforce with keen interest in identifying areas for potential improvement, including seeking to bridge the needs of the workforce with the training provided by global health educators. In 2014, the subcommittee examined employment opportunities available for graduates of global health training programs. Another aim of the subcommittee was to better understand how much retraining is necessary after recent graduates are hired into the global health workforce and how global health educational programs can improve their training to meet these needs.

In 2014, a study of global health job opportunities was conducted by analyzing job postings on 27 global health-related websites. This study demonstrated that most jobs were in program planning and management areas, and most job openings were in non-governmental organizations. The majority of jobs required a Masters degree and most required training in public health. In 2017, a report on recent graduates' job searches was released and results are reported below.

THE GLOBAL HEALTH RECENT GRADUATE STUDY: OPPORTUNITIES AND OBSTACLES TO EMPLOYMENT IN GLOBAL HEALTH

Background:

This report evaluated the experiences of recent graduates of masters level global health programs entering the workforce and was sponsored by the Global Health Fellows Program (GHFP) II. The study aimed to better describe and quantify students' transition from global health graduate education to initial employment.

Methods:

The data were collected in 2016 at eight Schools of Public Health and Medicine across the United States. The survey was distributed to 256 recent alumni with a MPH (global health) and MS (global health/medicine) degree programs.

Results:

59% of those recruited participated in the study
76% of the respondents were female

67% were employed at the time of the survey

Figures 1-6 refer to this study

**Recommendations:**

1. **Students** should create a professional network and seek out opportunities to get involved in the field of global health while in school, even if initially unpaid.
2. **Students** should be prepared to work in the United States after graduation, not necessarily internationally.
3. **Universities** should be flexible to a rapidly changing field, accurately reflect the strengths of the program in recruitment, and prioritize applied learning opportunities both at home and abroad.
4. **Universities** should encourage interprofessional collaboration, experiential learning approaches, and engage with employers to identify gaps in competencies.
5. **Employers** should view universities as preparation sites for future employees and invest in developing the future generation.
6. **Employers** should offer internship, networking, and continuing education opportunities.

**Future Directions: Employer Expectations Survey**

The subcommittee is planning to survey employers of recent graduates to understand what skills they are expecting in order to inform current global health education. We will survey 6000+ employers through the DevelopmentAid.org database.

**References**


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Fig. 1: A competitive global health employment market


Fig. 2: Reasons for not being employed


Fig. 3: Locations in which recent graduates work

**Fig. 4:** Gaps in academic training and most important skills desired by employers

**Fig. 5:** Salary before degree, current, and expected

Fig. 6: What is the primary reason that you are now unemployed?

Fig. 7: Global health training, job expectations and satisfaction