

# Workforce Committee Report, 2015-16

Quentin Eichbaum (Chair)

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# Focus & Questions of Interest...

## Central focus: GH program training, opportunities, placement (TOP)

1. What kinds of job opportunities are available for recent graduates of global health programs (currently in US/HIC)
2. Are GH programs meeting the needs of GH employees?
3. Do trainees consider their training adequate to their job needs?
4. Is there an oversupply of graduates? What to do about it?
5. How to engage GH employees/programs in the global south?

# Completed and Current Projects

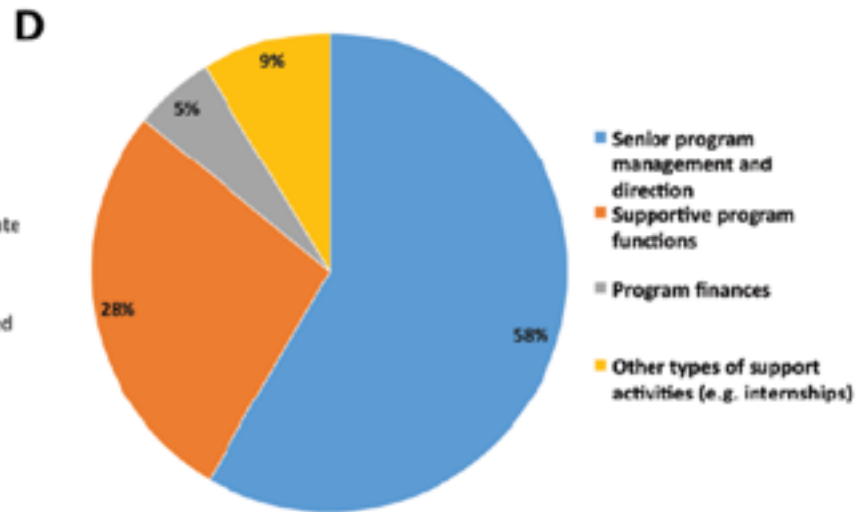
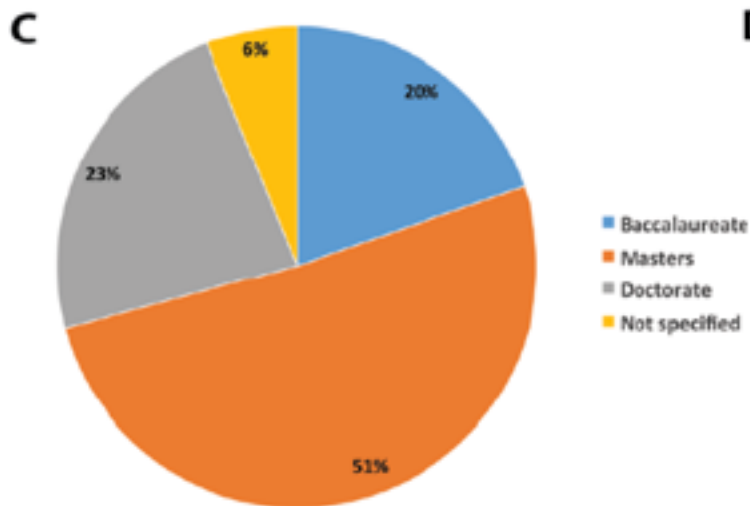
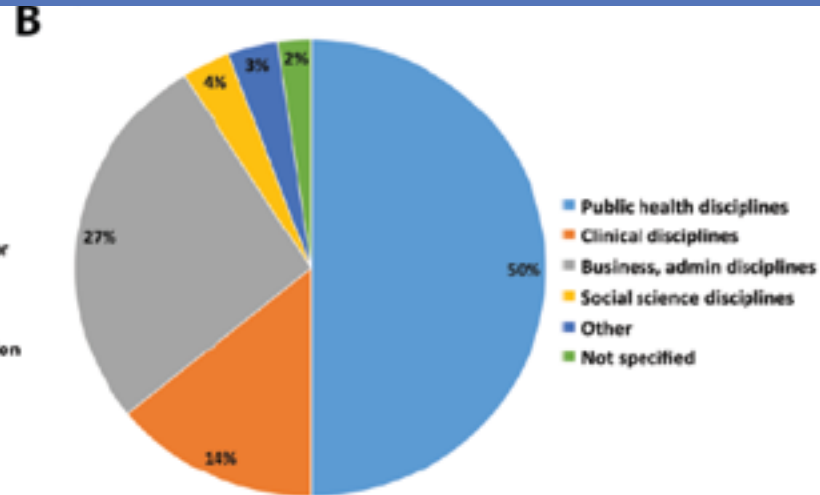
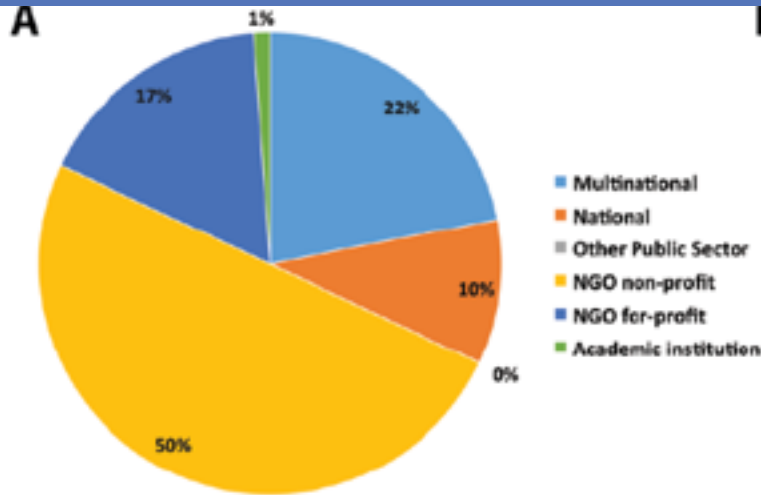
- Survey of job opportunities in global health (2013-15) 178 postings
- CUGH attendees/trainee job needs/aspirations entering job market
- Literature Review + chapter of Global Health Workforce - drafts
- Survey of Canadian Graduate Trainee Physicians – about to launch
- Survey of Global Health Program Directors – planning stage



# OPPORTUNITIES IN GLOBAL HEALTH - what kinds of jobs are currently available in global health?

A survey of 27 global health websites

Quentin Eichbaum<sup>1</sup>, Adam Hoverman<sup>2</sup>, William Cherniak<sup>3</sup>, Jessica Evert<sup>4</sup>, Elahe Nezami<sup>5</sup>, Thomas Hall<sup>6</sup>.



# Trainee job aspirations survey (CUGH attendees)

## Q. 7 Will this be your first global health related job?

**Yes: 60% (48)**

No: 40% (32)

## Q. 8 If you are considering seeking a different job from the one you already have, how important are the following reasons for a job change?

**I would like greater responsibilities: 62%**

I would like a higher income: 41%

I would like a different type of job: 41%

I would like a different type of employer: 41%

Current job has ended or will likely end soon: 29%

I would like a different region to work in: 26%

Other: 25%

## Q. 9 In what region(s) of the world would you like your first (or next) job to be? (Check all that apply)

**Africa: 56%**

**N. America: 54%**

**SE Asia: 33%**

**Europe: 33%**

Asia: 29%

S. American and Caribbean: 32%

Oceania: 15%

Middle East: 12%

## Q. 11 How useful do you consider each potential source of job information?

**Recommendations by friends and colleagues: 56%**

Internet job listings: 42%

Blogs, newsletters, bulletins: 26%

Journal ads: 12%

## Q. 14 CUGH would like to help facilitate matching up job seekers with job recruiters. How do you rate the potential value of these actions that CUGH might take?

**Post on its website job listings and/or links to job listing sites: 64%**

Conduct surveys to better document the match between what GH learns, and what GH employers need in the way of skills and other qualifications:

62%

Develop information useful for trainees considering a GH career: 59%

Develop job search guidelines for first-time job seekers: 56%



# Literature Review of GH Job Market

- 172 articles and growing
  - Majority in the theory...less in the practice
- (Fall 2016) Chapter in Global Health Education: From Theory to Practice
  - Background of global health workforce need
  - Job Search Entry Points
  - Methods and Means for Finding Jobs
  - Achievements and Qualifications Desired
  - Types of Jobs available and Organizations
  - Adequacy of Training and Importance of Context

# Survey of GH Program Directors?

In progress (draft).....

1. GH graduates – ease of finding jobs
2. Are these the jobs they wanted?
3. Adequacy of training for needs of trainee & employer
  - Addressing training/competency ‘mismatch’?

# Workforce - Issues and Concerns

1. Oversupply of graduates - shrinking demand
  - Likely to be aggravated as low resource capacitation grows
  - Burgeoning programs – diverse curricula, (job ‘promises’ – California suite!
  - Move “global” to “glocal” training and jobs?
2. Job opportunity Catch-22: “field experience”
  - Graduates denied “field jobs” due to” lack of field experience”
3. Adequacy of HIC GH training programs for LMIC settings?
  - Jobs – management VS clinical and research – how to adapt training
  - Competency/ training mismatch?





# Where to next: 2016-17+ ?

1. Completion of 3 current projects
  - Major focus on Program Directors survey
2. Consider re-examining question of Baker study 25 y ago: Is GH training meeting the needs of employers & workforce?
3. Funding - consider applications for larger, controlled studies
4. Engaging with with health facilities/universities in global south



# Contact – join us- lots to do!

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