Career Exploration & Navigating the Non-Academic Job Search

ERIN OMAR, MA

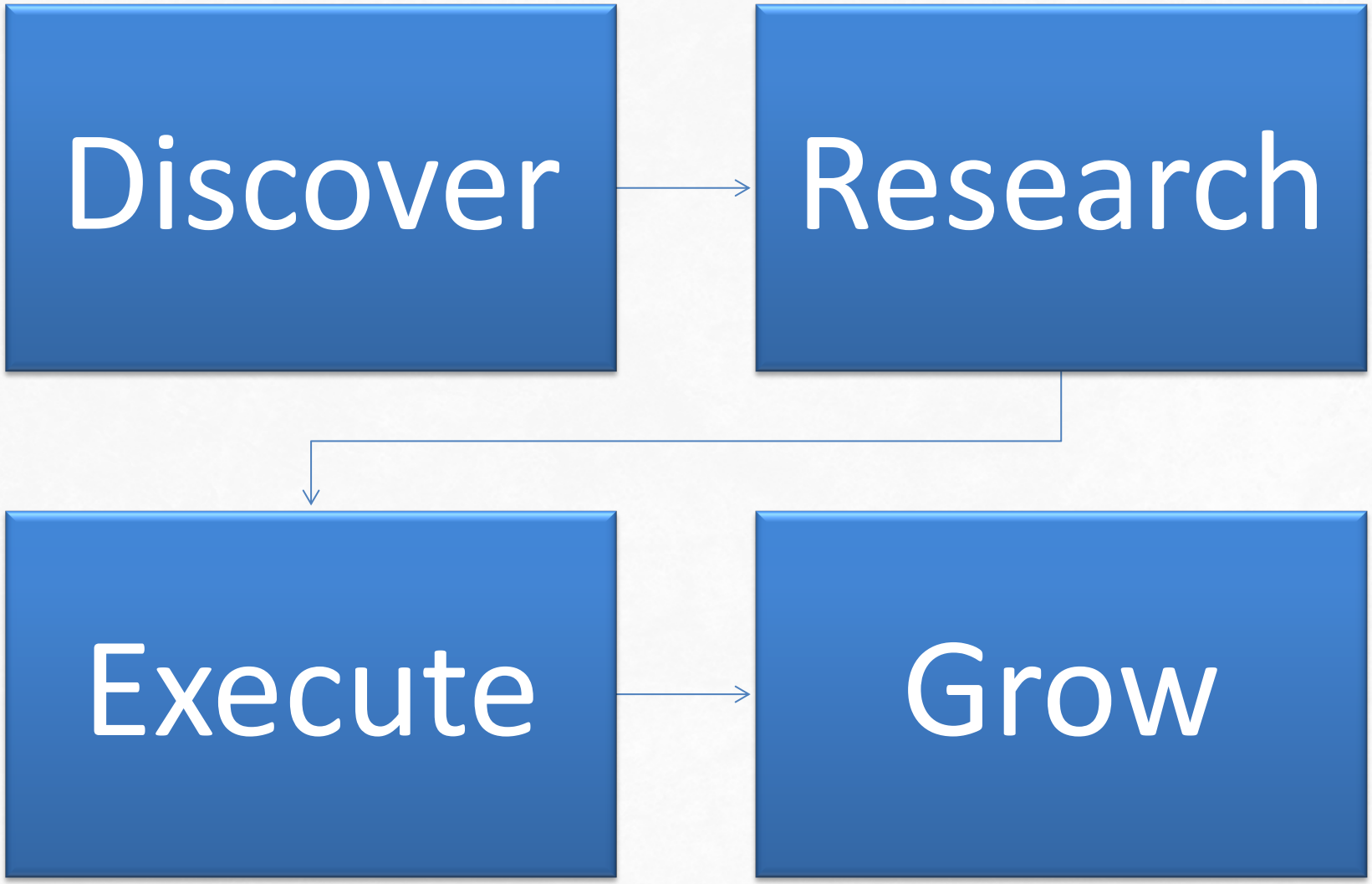
ASSISTANT DIRECTOR- CAREER AND PROFESSIONAL DEVELOPMENT

Agenda

- The job search…where to begin?
- Introduction to Design Thinking and how you can use it when considering career options
- General tips for conducting a job search

I'll share the PPT and additional resources

The Job Search Process



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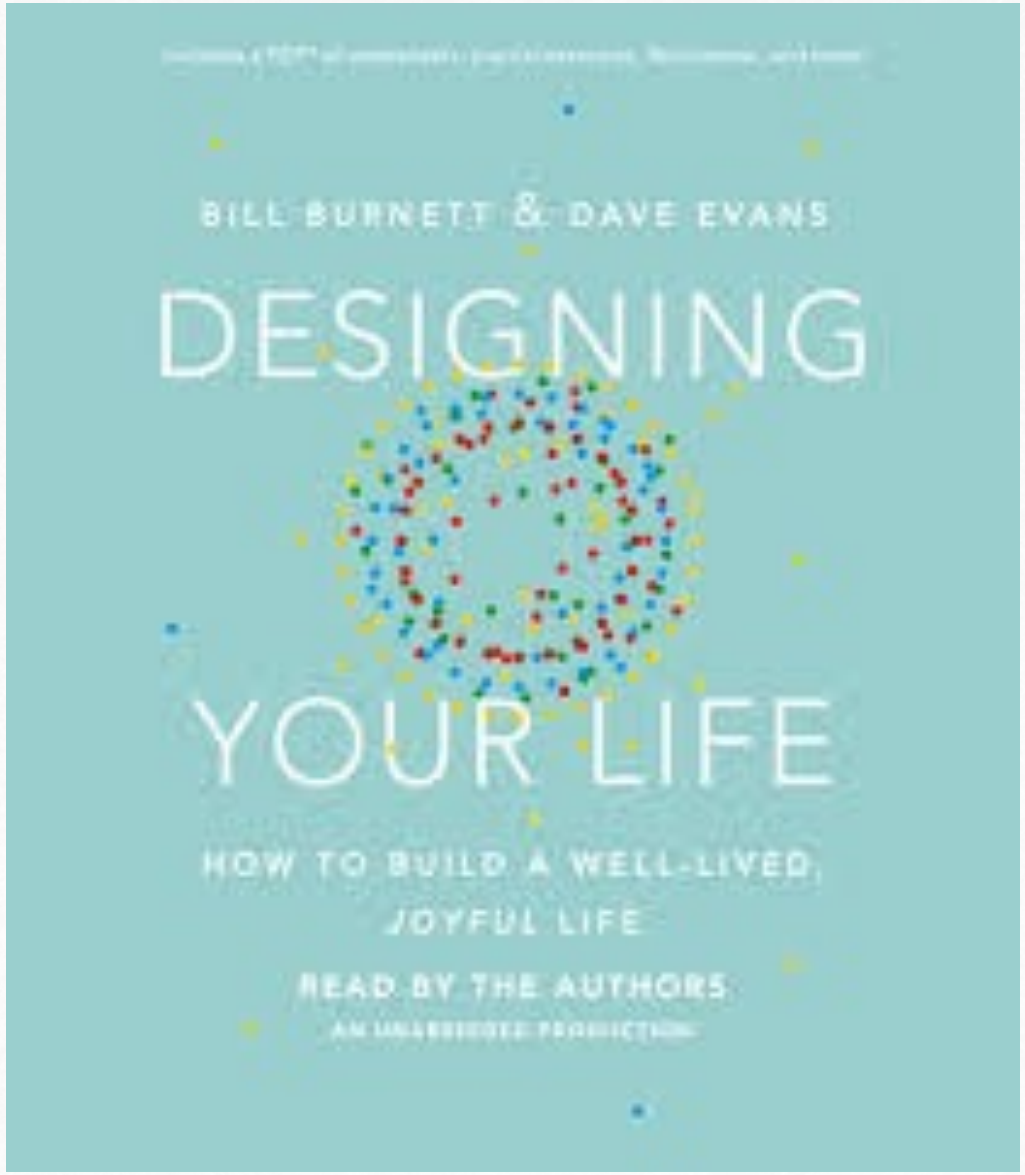
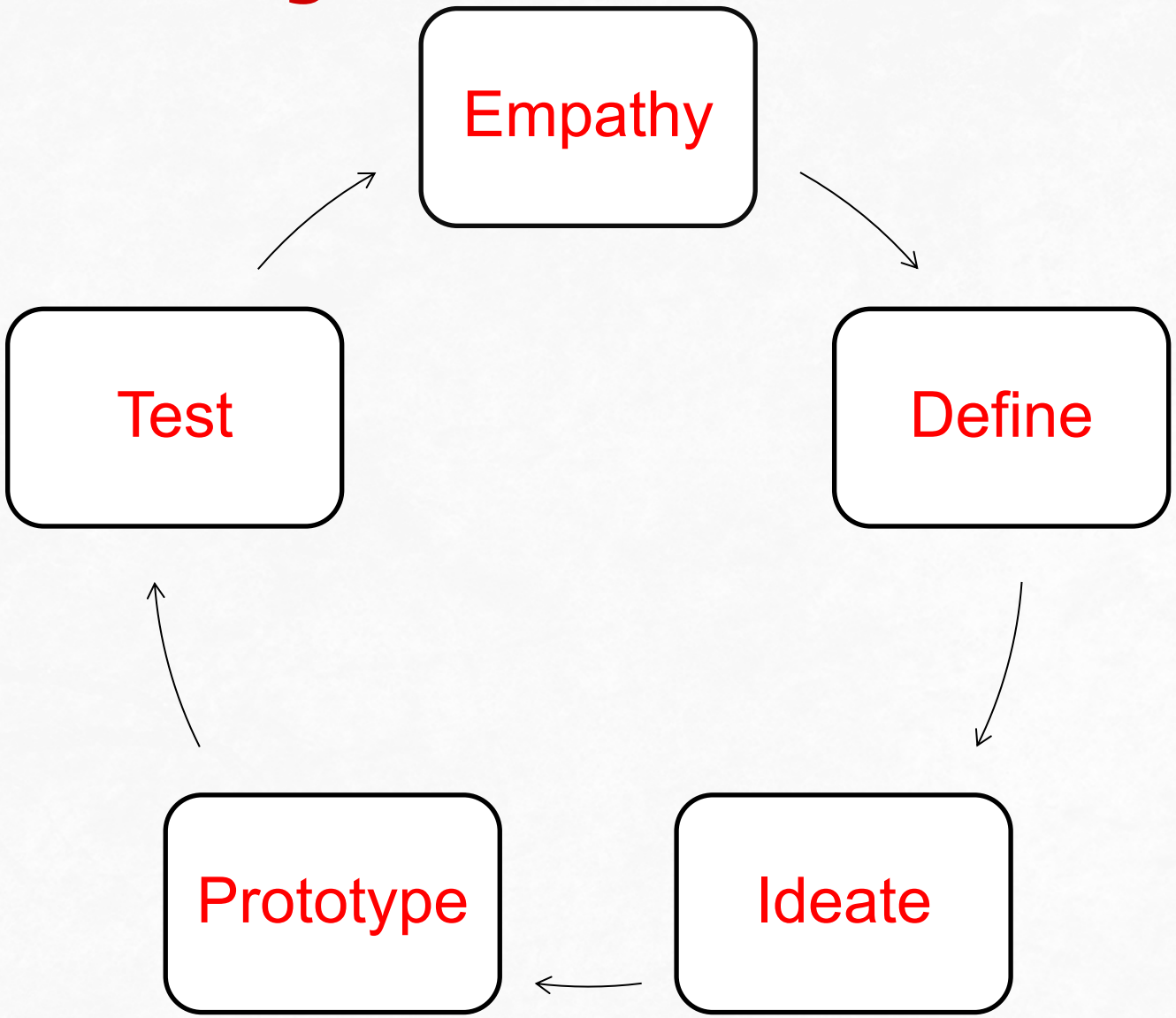
Designing Your Life

Stanford professors took the concept of design thinking and applied it to career and personal development



Design Thinking



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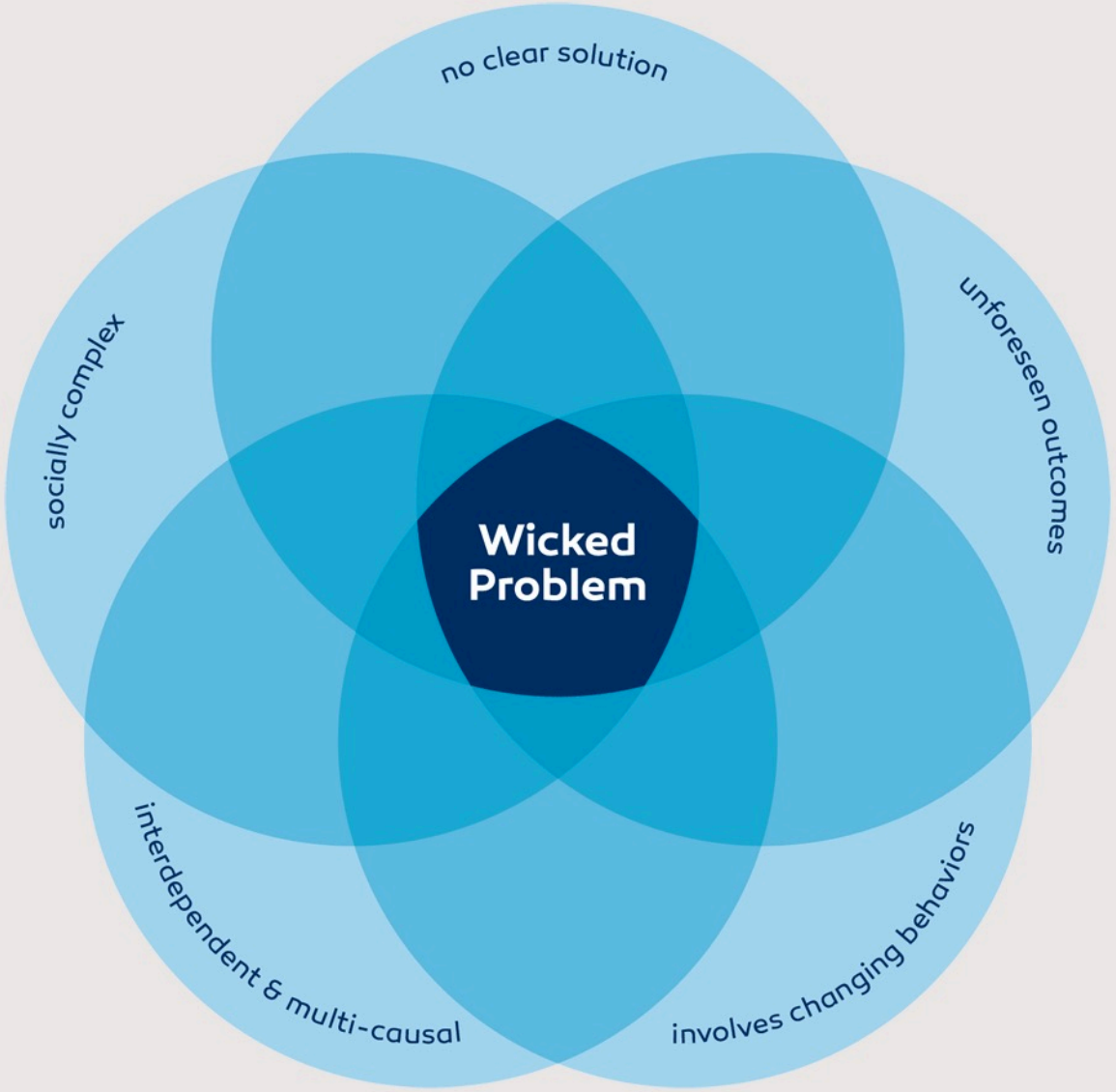
Wicked problems



Problems that are ill-defined- both problem and solution are unknown at the beginning.

5 Elements of a Design Mindset

1. Curiosity
2. Bias to Action
3. Reframe Problems
4. Radical Collaboration
5. Awareness

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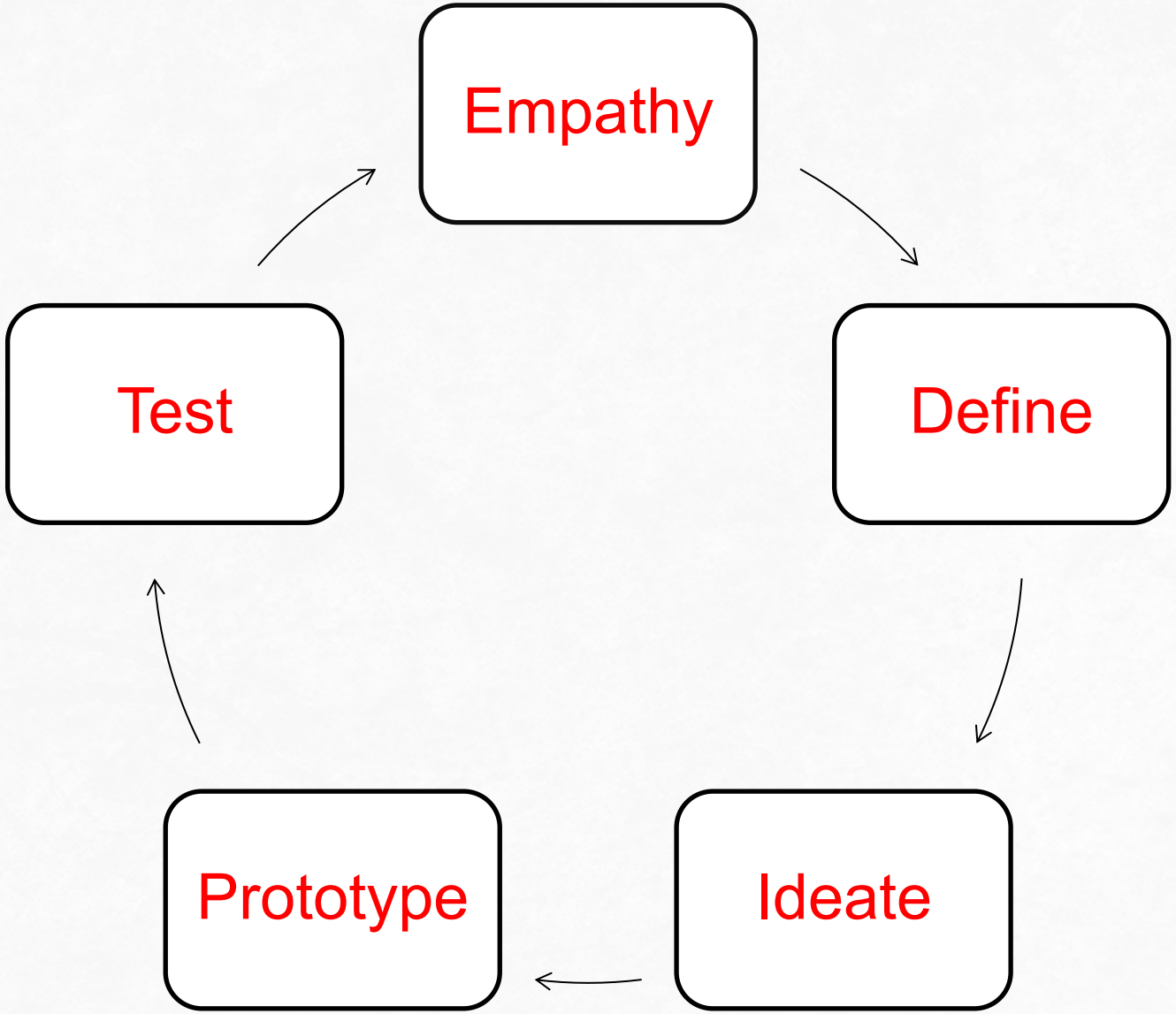
Design Thinking



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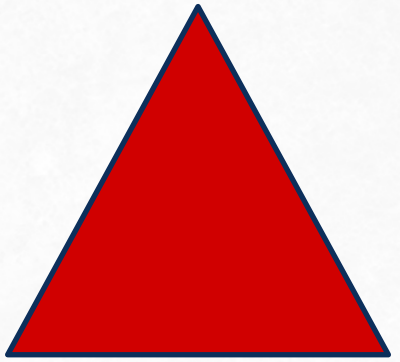
Empathy/Discovery

Approach career exploration with the goal of understanding your wants and needs.

Develop a Lifeview and Workview



- How do you think and feel about the world?
- What is the value of work?
- Where do your views on work and life complement each other? Where do they clash?

(see handouts more more info)

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Identify Career Pressure

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Identify Career Pressure

- The Noise
- Self-Inflicted
- “You should know by now"
- Passion!

*Catherine Most, "Design Thinking Methods for Career Planning"

Empathy Exercise

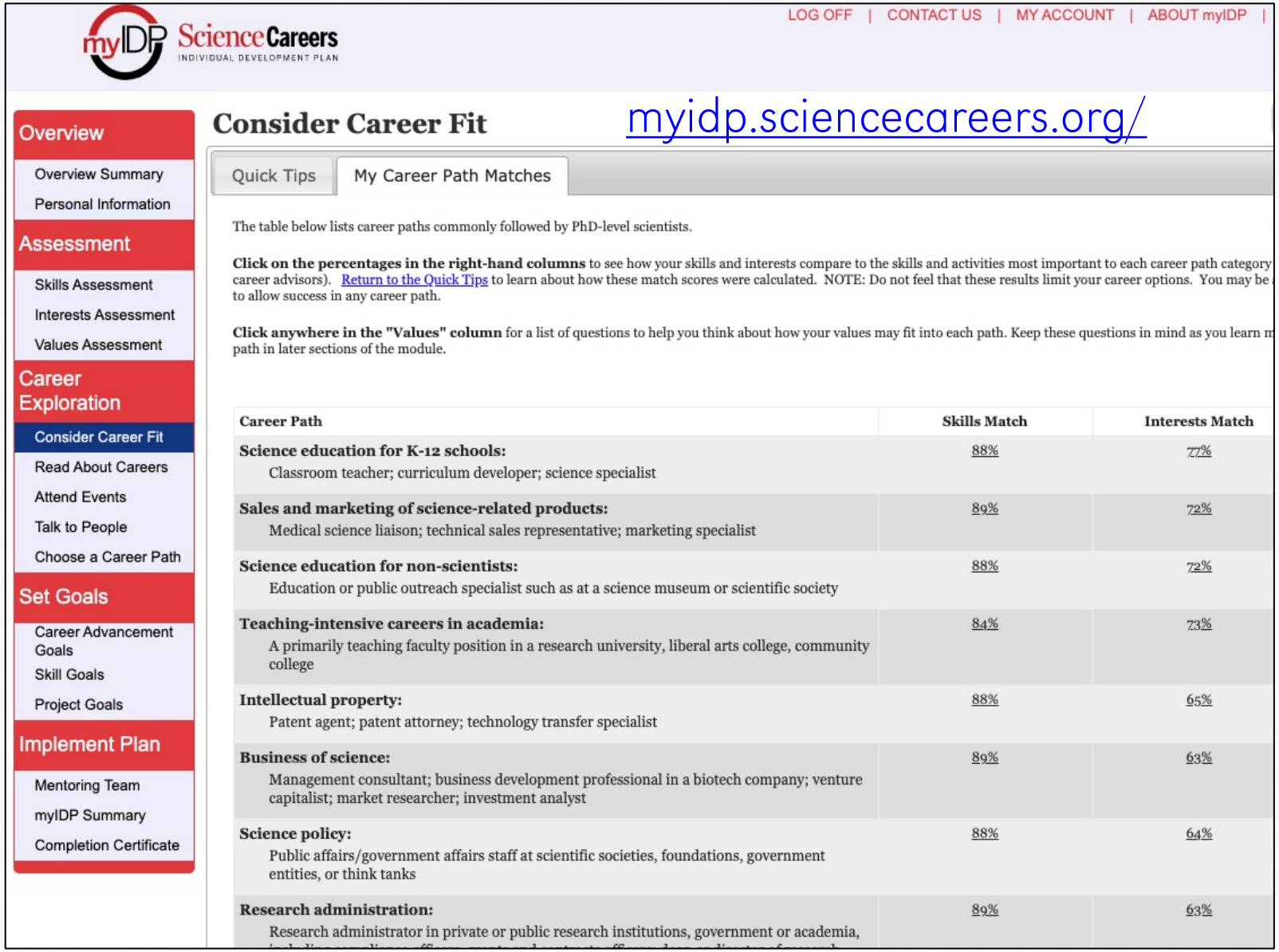
The voices around me are saying:

- I should be a …
- I have to…
- My career must…

What impact does the pressure have on you?

What would be possible if you could relieve that pressure?

Identify your talents and strengths



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Other things to consider

- How many hours per week are you willing to work?
- Does location play a role in your decision?
- What income range is necessary? (be honest)
- If you have a partner, do you need to consider their job?
- What about the commute?
- Are you willing to travel?
- What lifestyle do you want?

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Action steps

1. Self-reflection/journaling
2. Consider other job factors
3. Assessments
   - Skills, interests, values
   - Well-being

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Define

The define mode is when you unpack and synthesize your empathy findings into compelling needs and insights and scope a specific and meaningful challenge.

- Explicitly expresses the problem you are striving to address through your efforts.
- Often you must first reframe the challenge based on new insights you have gained through your design work.

http://www.theagileelephant.com/what-is-design-thinking/

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Define

Identify the “problem” in a specific way and go beyond “I need a job”

- How do your skills align with values and interests
- Think of your career development holistically. Examine all the different factors, from multiple angles
- Find the "Gravity Problems", or things you can't change. Learn to accept it, or move on

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Action steps

1. Consider how your empathy findings will impact the type of career you want
2. Begin to narrow down the type of career that sounds interesting

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Ideate

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Ideate is the mode of your design process in which you aim to generate radical design alternatives.

- "Going wide" in terms of concepts and outcomes
- Step beyond obvious solutions
- Create volume and variety in your innovation options

http://www.theagileelephant.com/what-is-design-thinking/

Ideate

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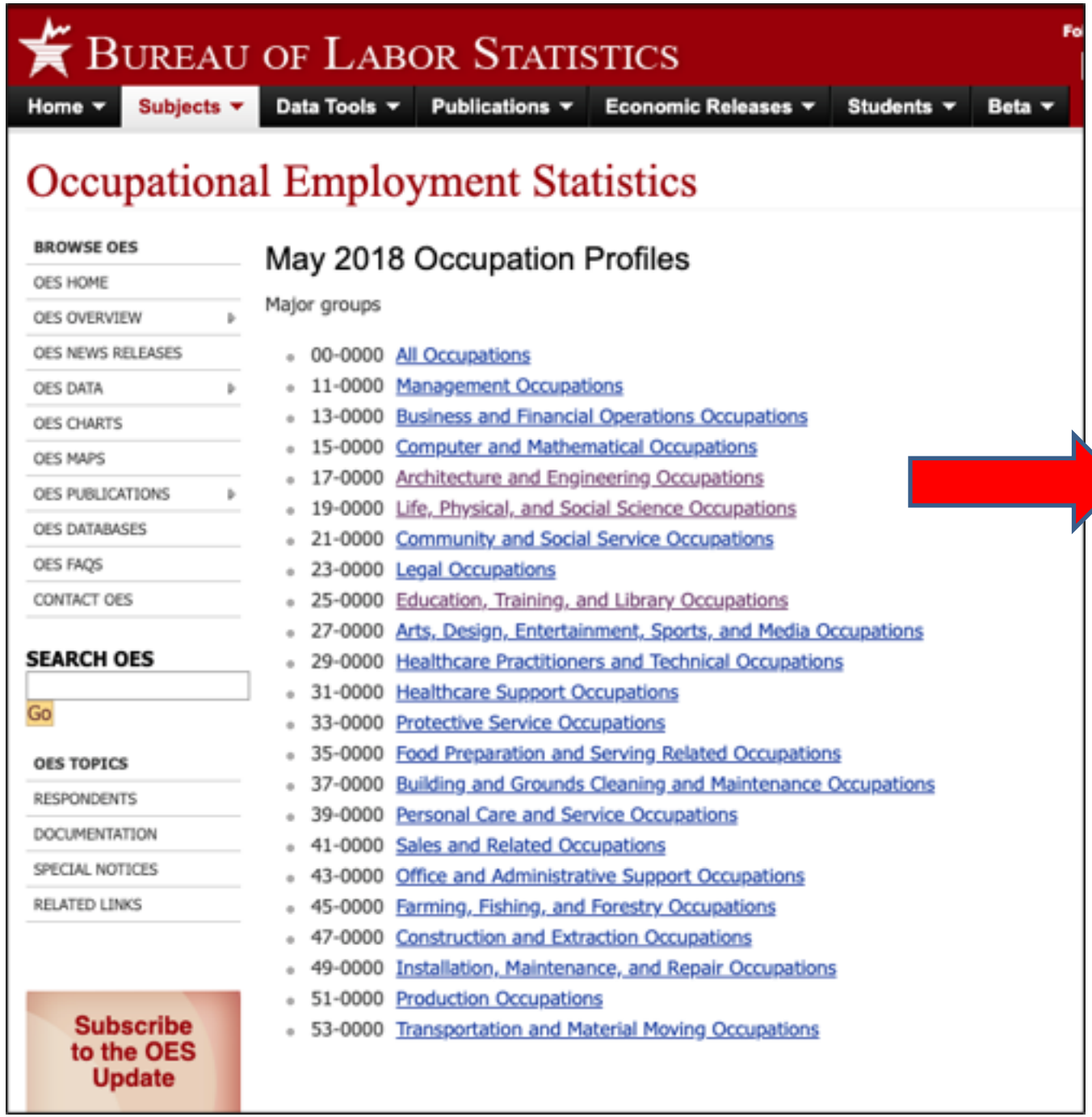
If you could envision your life, how many different versions do you think you could live happily?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13-0000 Business and Financial Operations Occupations
15-0000 Computer and Mathematical Occupations
17-0000 Architecture and Engineering Occupations
19-0000 Life, Physical, and Social Science Occupations
21-0000 Community and Social Service Occupations
23-0000 Legal Occupations
25-0000 Education, Training, and Library Occupations
27-0000 Arts, Design, Entertainment, Sports, and Media Occupations
29-0000 Healthcare Practitioners and Technical Occupations
31-0000 Healthcare Support Occupations
33-0000 Protective Service Occupations
35-0000 Food Preparation and Serving Related Occupations
37-0000 Building and Grounds Cleaning and Maintenance Occupations
39-0000 Personal Care and Service Occupations
41-0000 Sales and Related Occupations
43-0000 Office and Administrative Support Occupations
45-0000 Farming, Fishing, and Forestry Occupations
47-0000 Construction and Extraction Occupations
49-0000 Installation, Maintenance, and Repair Occupations
51-0000 Production Occupations
53-0000 Transportation and Material Moving Occupations


19-0000 Life, Physical, and Social Science Occupations top
19-0000 Life, Physical, and Social Science Occupations
19-1000 Life Scientists
19-1010 Agricultural and Food Scientists
19-1011 Animal Scientists
19-1012 Food Scientists and Technologists
19-1013 Soil and Plant Scientists
19-1020 Biological Scientists
19-1021 Biochemists and Biophysicists
19-1022 Microbiologists
19-1023 Zoologists and Wildlife Biologists
19-1029 Biological Scientists, All Other
19-1030 Conservation Scientists and Foresters
19-1031 Conservation Scientists
19-1032 Foresters
19-1040 Medical Scientists
19-1041 Epidemiologists
19-1042 Medical Scientists, Except Epidemiologists
19-1090 Miscellaneous Life Scientists
19-1099 Life Scientists, All Other
19-2000 Physical Scientists
19-2010 Astronomers and Physicists
19-2011 Astronomers
19-2012 Physicists
19-2020 Atmospheric and Space Scientists
19-2021 Atmospheric and Space Scientists
19-2030 Chemists and Materials Scientists
19-2031 Chemists
19-2032 Materials Scientists
19-2040 Environmental Scientists and Geoscientists
19-2041 Environmental Scientists and Specialists, Including Health
19-2042 Geoscientists, Except Hydrologists and Geographers
19-2043 Hydrologists
19-2090 Miscellaneous Physical Scientists
19-2099 Physical Scientists, All Other

19-1021 Biochemists and Biophysicists

Study the chemical composition or physical principles of living cells and organisms, their electrical and mechanical energy, and related phenomena. May conduct research to further understanding of the complex chemical combinations and reactions involved in metabolism, reproduction, growth, and heredity. May determine the effects of foods, drugs, serums, hormones, and other substances on tissues and vital processes of living organisms.

National estimates for this occupation
Industry profile for this occupation
Geographic profile for this occupation

National estimates for this occupation: Top

Employment estimate and mean wage estimates for this occupation:

Employment (1)	Employment RSE (3)	Mean hourly wage	Mean annual wage (2)	Wage RSE (3)
28,500	4.9 %	$50.93	$105,940	4.4 %

Percentile wage estimates for this occupation:

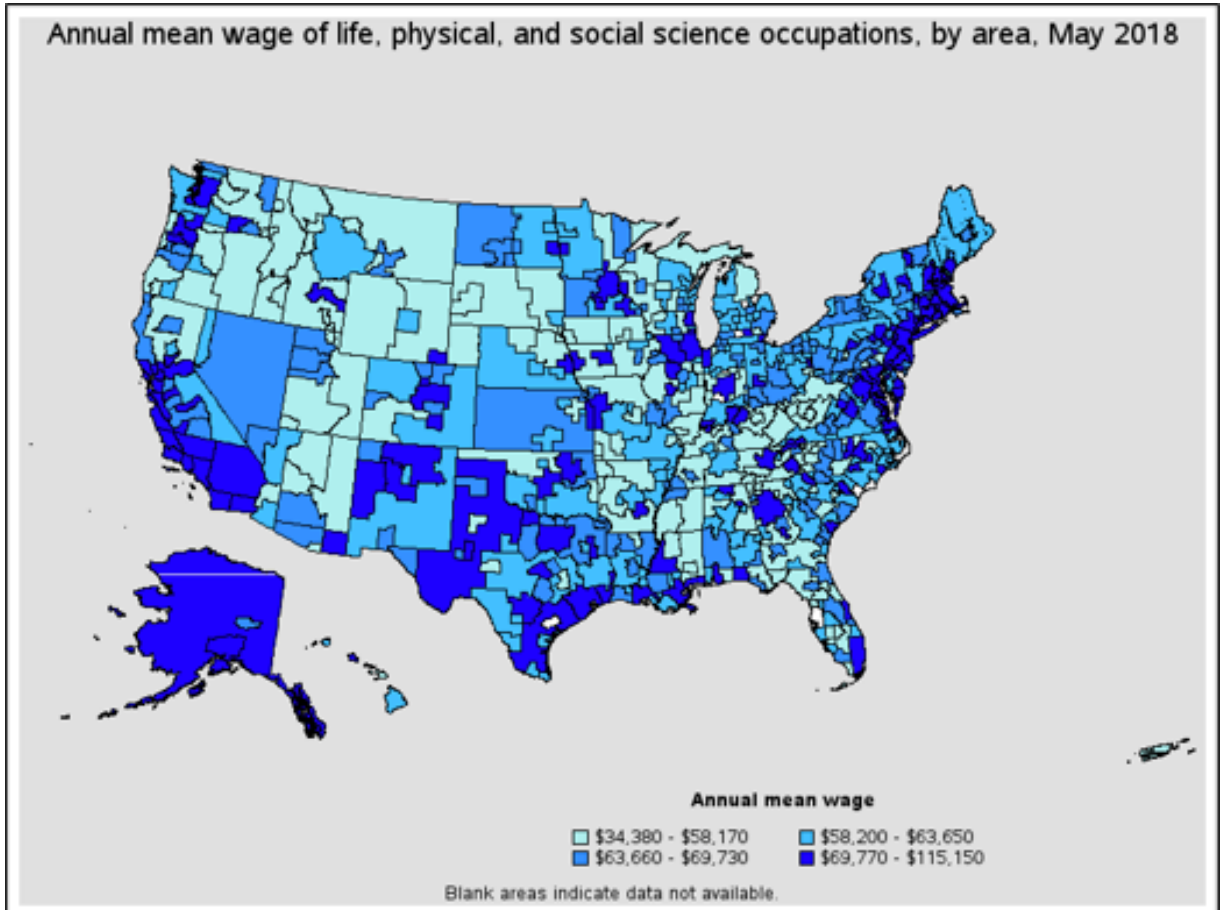
Percentile	10%	25%	50% (Median)	75%	90%
Hourly Wage	$23.67	$30.88	$44.85	$62.48	$85.42
Annual Wage (2)	$49,230	$64,230	$93,280	$129,950	$177,680

Industry profile for this occupation: Top

Industries with the highest published employment and wages for this occupation are provided. For a list of all industries with employment in this occupation, see the Create Customized Tables function.

Industries with the highest levels of employment in this occupation:

Industry	Employment (1)	Percent of industry employment	Hourly mean wage	Annual mean wage (2)
Scientific Research and Development Services	16,890	2.51	$55.27	$114,970
Pharmaceutical and Medicine Manufacturing	3,120	1.06	$43.32	$90,110
Colleges, Universities, and Professional Schools	2,070	0.07	$28.16	$58,570
Management, Scientific, and Technical Consulting Services	1,170	0.08	$59.71	$124,200
Merchant Wholesalers, Nondurable Goods (4242 and 4246 only)	980	0.26	$57.92	$120,480



Top paying metropolitan areas for this occupation:

Metropolitan area	Employment (1)	Employment per thousand jobs	Location quotient (9)	Hourly mean wage	Annual mean wage (2)
Washington-Arlington-Alexandria, DC-VA-MD-WV	61,760	19.70	2.43	$51.24	$106,580
Midland, TX	1,260	12.45	1.54	$50.65	$105,350
Pittsfield, MA	210	5.31	0.66	$49.30	$102,540
Vallejo-Fairfield, CA	1,670	12.07	1.49	$47.49	$98,790

The next step

- Education
  - Faculty positions
  - Staff or Administration
  - Research
  - Postdoctoral
- Outside Academia
  - Industry
  - Government
  - Non-profit
  - Business

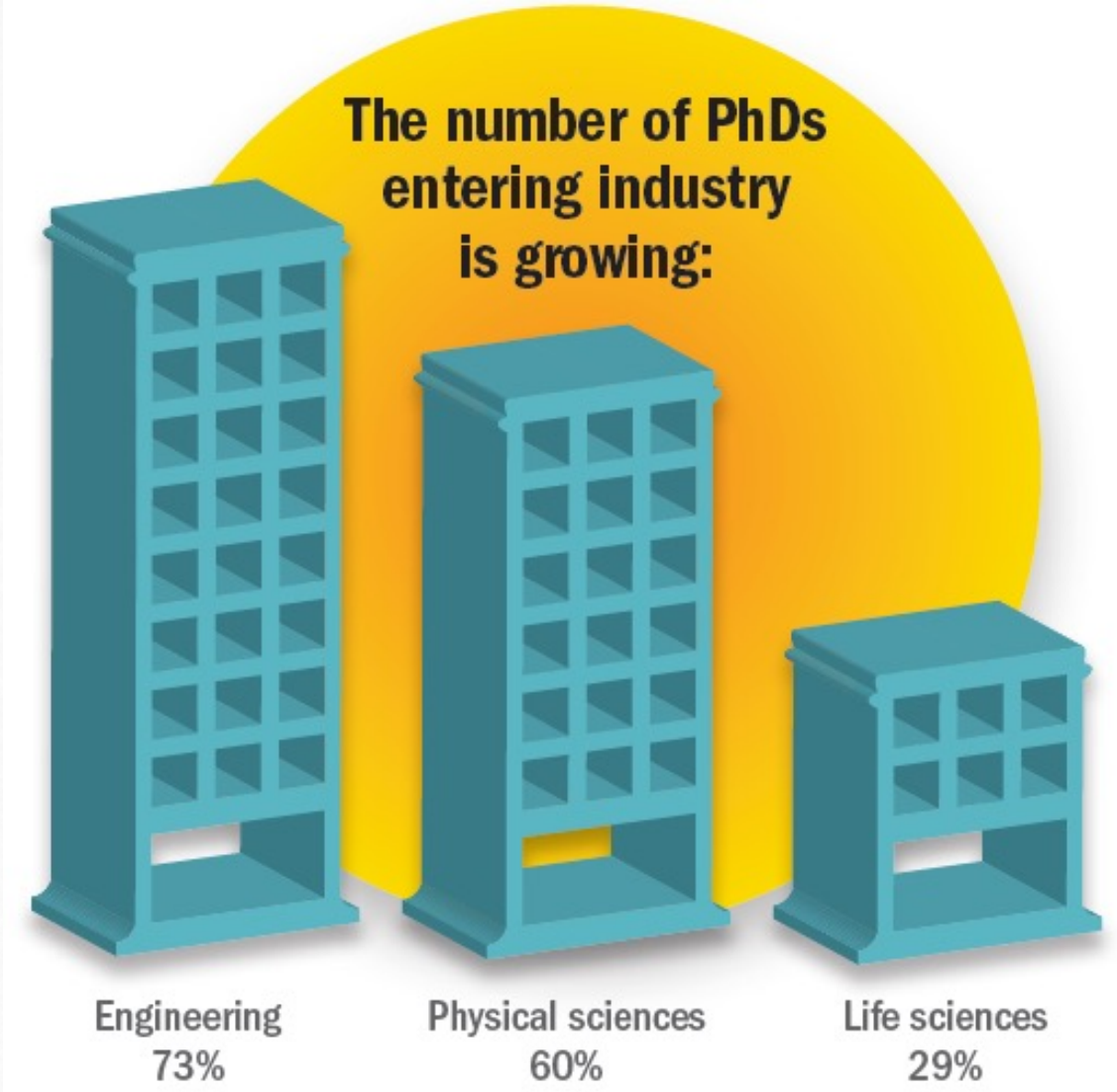


Figure 1 Source: NSF Employment sector of doctorate recipients with definite post-graduation U.S. employment commitments by broad field of study for 2013

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Career trends for graduate students

Consider your transferable skills

Within higher education

- Teaching Centers
- Instructional Design
- Grant writing
- Fundraising
- Graduate Career Services

Outside academe

- Entrepreneurship
- Intellectual Property
- Data Analytics
- Content Designer
- Science Communication

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Individual Development Plans

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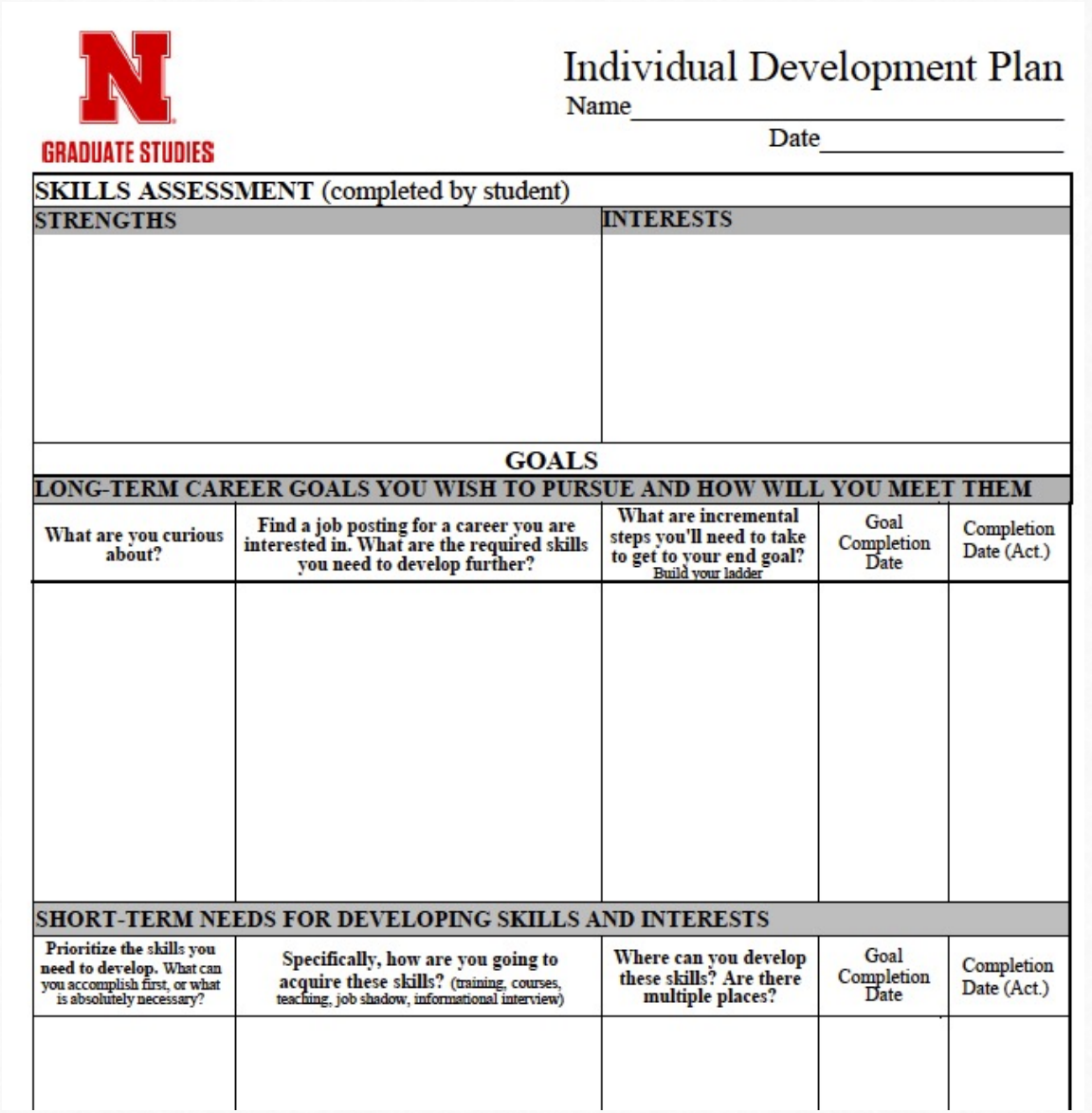
Creating an Individual Development Plan (IDP) will help you prepare for your future, regardless of the career you're planning on.



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Individual Development Plan

Name_____

Date_____

SKILLS ASSESSMENT (completed by student)	
STRENGTHS	**INTERESTS**

GOALS

LONG-TERM CAREER GOALS YOU WISH TO PURSUE AND HOW WILL YOU MEET THEM

What are you curious about?	Find a job posting for a career you are interested in. What are the required skills you need to develop further?	What are incremental steps you'll need to take to get to your end goal? Build your ladder	Goal Completion Date	Completion Date (Act.)

SHORT-TERM NEEDS FOR DEVELOPING SKILLS AND INTERESTS

Prioritize the skills you need to develop. What can you accomplish first, or what is absolutely necessary?	Specifically, how are you going to acquire these skills? (training, courses, teaching, job shadow, informational interview)	Where can you develop these skills? Are there multiple places?	Goal Completion Date	Completion Date (Act.)

Why are IDPs important?

- Helps identify the short-term and long-term goals that can push you toward action
- Inventory your strengths and identify any gaps in your knowledge, skill set, or experience.
- Communication tool to use with your faculty advisor
- Provides a visual representation of how to allocate your time working on specific goals
- Acknowledges milestones achieved along the way, increasing momentum

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IDPs in Design Thinking

Create a basic IDP for 3 different versions:

1. Your life, if everything went according to plan
2. What if thing from plan 1 was no longer an option?
3. Wild Card plan

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Action Steps

1. Identify 3 different career paths and begin to research them
2. Fully draft at least 1 IDP

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Prototype

Get ideas and explorations out of your head and into the physical world.
You need to learn.
Solve disagreements.
Start a conversation.
Fail quickly and cheaply.
But still manage the solution-building process.

Get out and try something
- Job Shadow
- Mentorship
- Internship
- Organization/Club
- Take a course
- Build your network

Ask questions
- Informational Interview
- Find people who are living that future

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Informational Interview

Way to gain personalized information about a career, industry, or organization. Not related to a job opportunity

- Find someone in a position you want to learn more about and reach out
- Develop questions that will help you learn about the position & create a relationship
- Take the lead- this is your interview!
- **Follow-up and stay connected**

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Choosing the right path

During this stage, you'll have to start narrowing down your options

- You have to make choice and be ok with it. Once you do, let go and move forward.
- Trust your gut

Action steps

1. Try things and talk to people
2. Narrow down your options and identify the path you want to focus on first

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Test

Testing doesn't always have to be a big, giant thing like starting a new career. It can be a simple as doing a guest lecture or job shadow.

- Get feedback- both internal and external
- Refine solutions
- Continue to learn about your interests and skills

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Action steps

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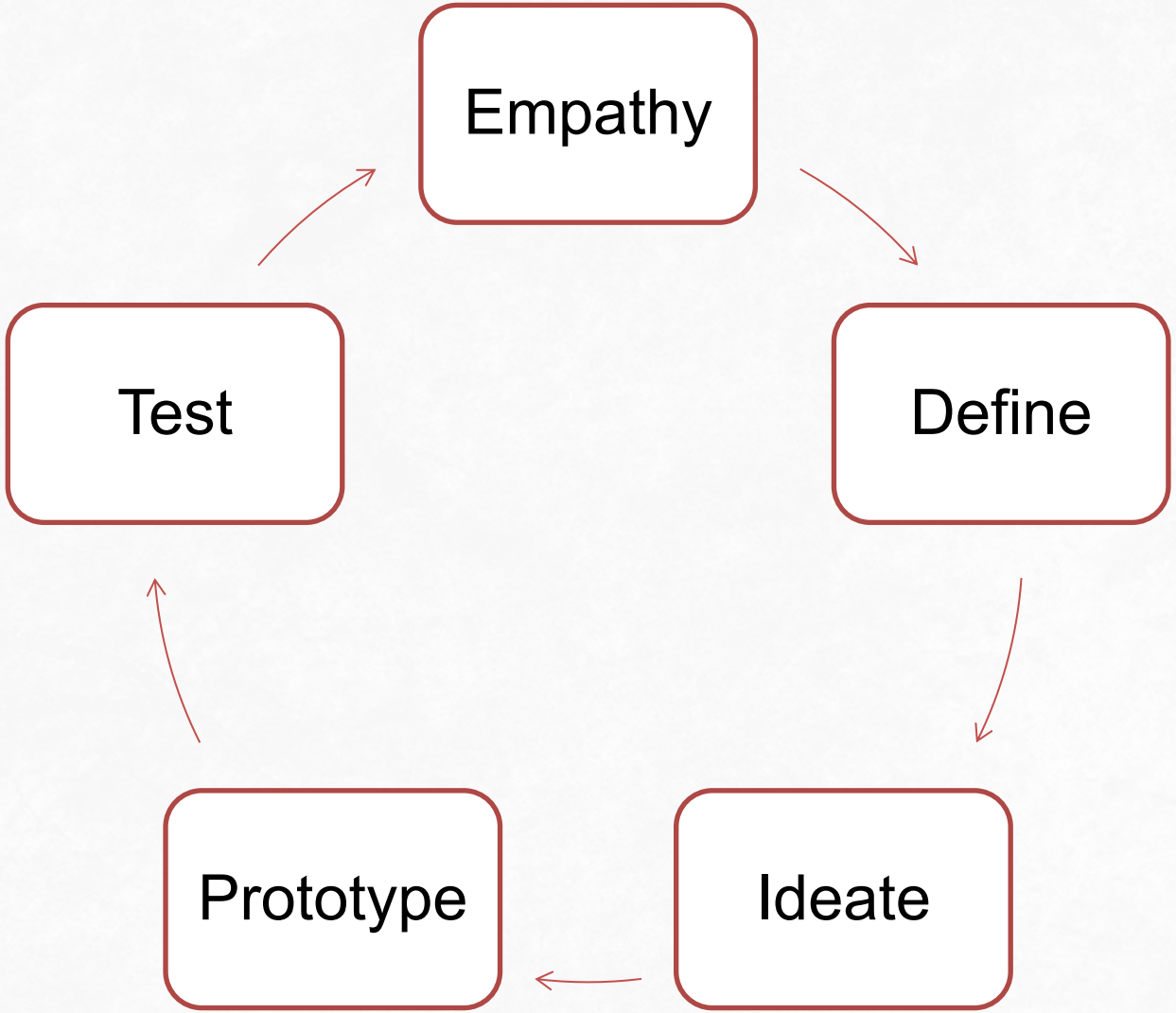
Will look different for everyone

1. Go beyond prototyping
2. Evaluate experience

Repeat the Process



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This isn’t a one-day project…

- Taking the time to research what your curious about, what those careers look like, talk to people in those careers, and set goals is an investment. But it’s an investment in YOU!
- Talk to your advisor
- Talk to your mentor

No plan for your life will survive first contact with reality!

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Job Search Tips

7 ways to find a job besides Indeed

1. In-person networking
2. Online networking
3. Recruiters
4. Targeting potential employers
5. Volunteering
6. Online visibility
7. Speaking, consulting, writing

Hannah Morgan, LinkedIn

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Other places to look for jobs

- Use your network!
- Professional organizations
- Handshake
- LinkedIn
- Career Fairs
- Company websites
- Government websites (USAJOBS)
- Industry-specific websites
- Online job search sites
  - Indeed
  - ZipRecruiter
  - Monster
- UNL Alumni Association

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LinkedIn Alumni Page

University of Nebraska Medical Center

Official page of UNMC. Our programs are nationally ranked by U.S. News and World Report.
Omaha, Nebraska · 13,576+ alumni · 31,233 followers

Courtney works here · 4,599 employees

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What they do

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144 | Research
98 | Education
54 | Business Development
40 | Operations

What they studied + Add

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75 | Biomedical Sciences, General
62 | Medicine
46 | Chemistry
44 | Physician Assistant

Where they live + Add

401 | United States
136 | Greater Omaha Area
23 | Lincoln, Nebraska Area
20 | Washington D.C. Metro Area
13 | Kansas City, Missouri Area
11 | Greater Boston Area
9 | Greater Philadelphia Area
9 | San Francisco Bay Area
7 | Greater Chicago Area
7 | Dallas/Fort Worth Area
7 | Greater Denver Area

Where they work + Add

72 | University of Nebraska Medical Center
6 | US Army
6 | University of Nebraska at Omaha
5 | Nebraska Medicine
4 | United States Air Force
4 | UNeMed Corporation
3 | Creighton University
3 | US Navy
3 | Sanofi Genzyme
3 | Mayo Clinic
2 | UAMS - University of Arkansas for Medi...

International Students

- Understand what type of visa you'll need.
- UNL Career Services has a page dedicated to international student careers https://careers.unl.edu/channels/international/
  - Top hiring companies
  - Links to external websites
    - GoinGlobal's USA Cities Career Guide is a great website students can use to see what companies have sponsored H1B Visas in the past, and they also have a page dedicated to current job openings international students can apply for.
    - Work Visa USA website- a good starting place for students who want to see which institutions currently sponsor international employees and types of jobs they have

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Challenges

Lack of support/fear of losing support

- Be open and honest, share your “why”

Limited job openings

- Consider gravity problems, be open to other options. Start thinking about different paths today

Feeling overqualified

- Translate your skills appropriately, help employers see your value

Feeling like a failure

- Reframe the problem, remember the mindset of awareness

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Things to remember in a job search

- What worked for one person won't work for everyone
- Employers value skills, in addition to education
- Explore options that spark your curiosity
- Your career goals needs to be actionable
- Start early and get involved
- Be prepared to put in additional effort
- Having a focused search is better than blindly sending out 100s of applications and never hearing back

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Life Design core concepts

- Life can’t be perfectly planned
- There isn't 1 clear goal as there isn't 1 clear problem
- You build your way forward
- The fun is prototyping and experiencing it as it evolves

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Get Curious
Talk to People
Try Stuff

-Bill Burnett

References

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"You can't solve a problem you're not willing to have"
-Dave Evans

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Questions?

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Contact us at Graduate Studies, 1100 Seaton Hall, City Campus
Erin Omar: eomar2@unl.edu