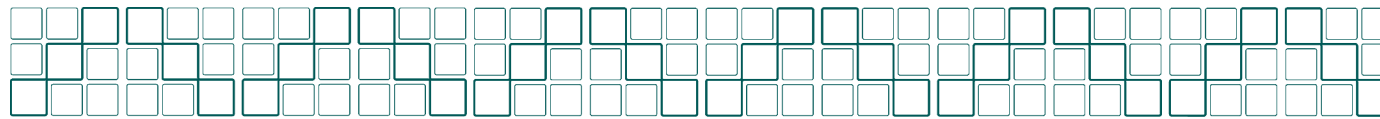
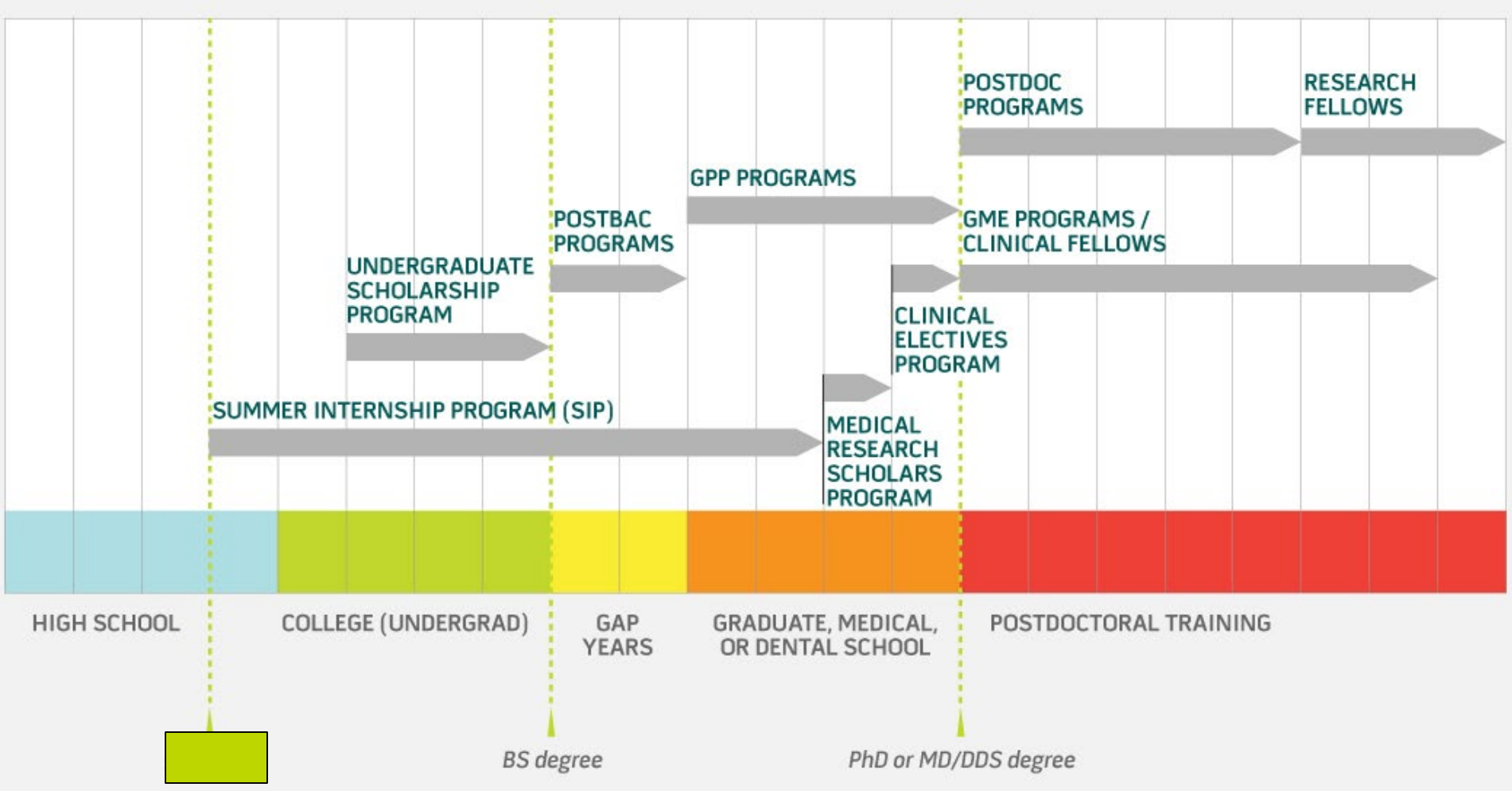

The NIH OITE – www.training.nih.gov

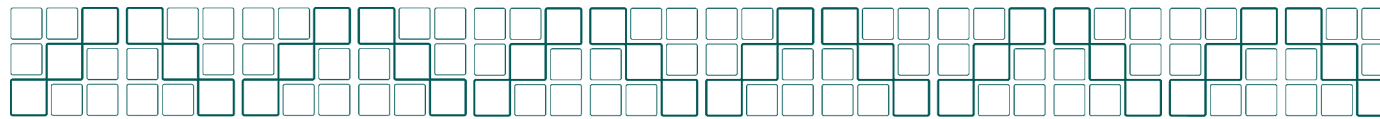
Dr. Sharon L. Milgram
Director, NIH OITE
milgrams@od.nih.gov





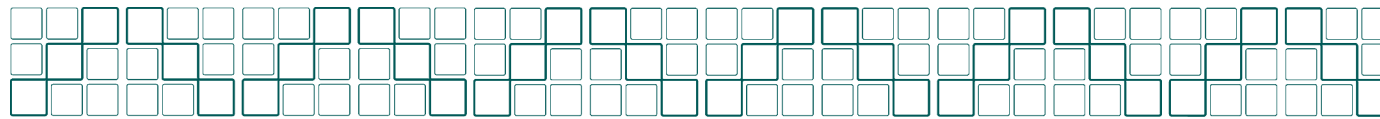
Trans-NIH Intramural Training Opportunities





OITE Mission

To provide NIH trainees with the resources, support and encouragement to proactively shape their educational and career experiences while contributing to the biomedical research and/or healthcare enterprises.



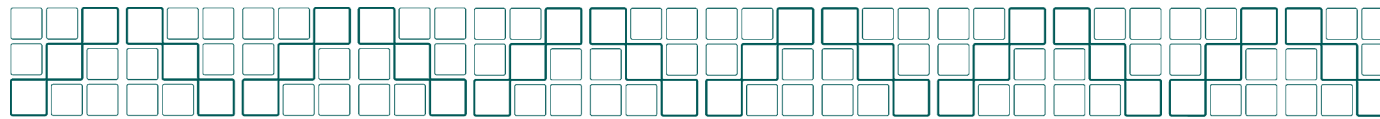
Our Basic Philosophy

- Trainees are...
 - Whole people at critical developmental stages,
 - With unique strengths and vulnerabilities,
 - And the ability to resolve many issues
- Especially, when we support them in
 - Articulating their core values and purpose for being here,
 - Developing a sense of belonging,
 - Accessing (and using) critical information and resources
- While knowing that progress can be impacted by many contextual factors
 - Situational life/work stressors
 - Illness, both physical and mental
 - Prior experiences, trauma and challenges



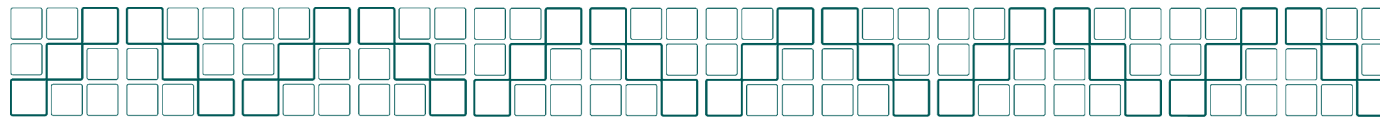
What We Actually Do

- Oversee (some) application systems and (some) policy development
- Sponsor a set of opportunity programs focused on diversifying the biomedical and healthcare workforce
- Offer workshops, boot camps and courses
- Run a number of (very) large events
- Provide career and wellness advising (individual and group)
- Broadly share resources with extramural colleagues



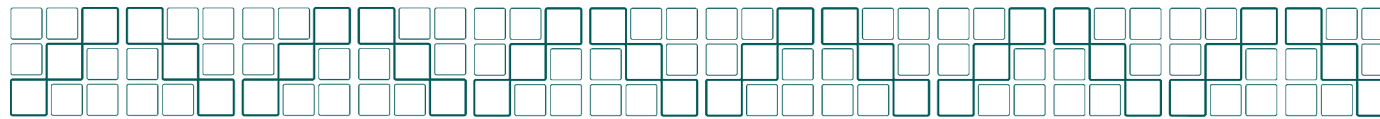
OITE Resources for Trainees

- Orientation programs and assistance thriving at NIH
- OITE Career Services Center
- Mentor training, leadership series, and management boot camp
- OITE wellness and resilience Programs
- Academic coaching
- Communication Workshops
- Ethics Training for all trainee levels
- Consultations to improve mentor-mentee relationships
- Coordinate services and lab transfers for complex



Core Competencies for OITE Training

- Responsible Conduct of Research
 - Communication
 - Teaching and Mentoring
 - Leadership and Management
 - Career Readiness
-
- The foundation for success in ALL of these areas is wellness, resilience and community



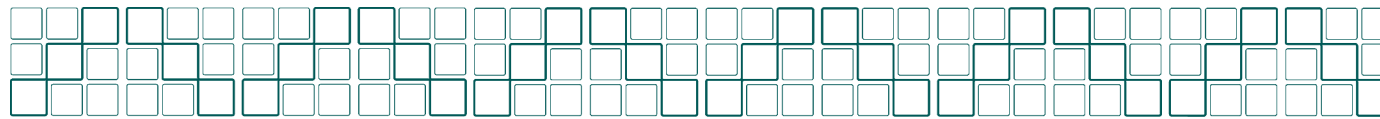
OITE Workshops

■ Formats

- ❑ Typically 2 – 3 hours
- ❑ Stand-alone or as part of a series
- ❑ On Bethesda campus and other campuses
- ❑ Via WebEx (individual or group)
- ❑ On-line

■ To learn about up-coming workshops

- ❑ All OITE programs are listed at www.training.nih.gov
- ❑ Join appropriate **OITE** listserve (OITE-SIP, OITE-postbac, OITE-grad, OITE-postdoc)

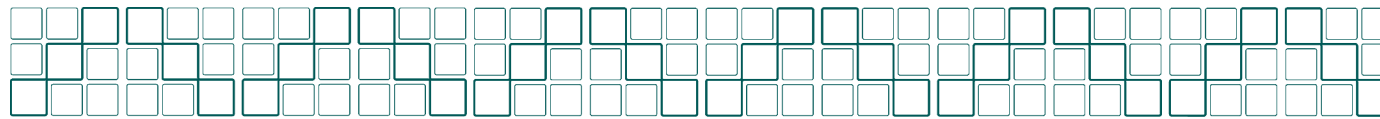


Boot Camps and Special Events

- Translational Science Training Program (NCATs)
- Science Communication and Policy (OAR)
- Management
- English Language & US Culture

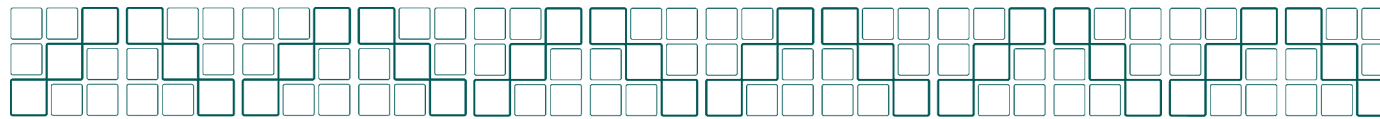
- NIH Career Symposium
- NIH Grad and Professional School Fair
- NIH Graduate Student Symposium
- Postbac and Summer Poster Day

NOTE – transportation help and travel awards available for off-campus trainees



Career Services Center

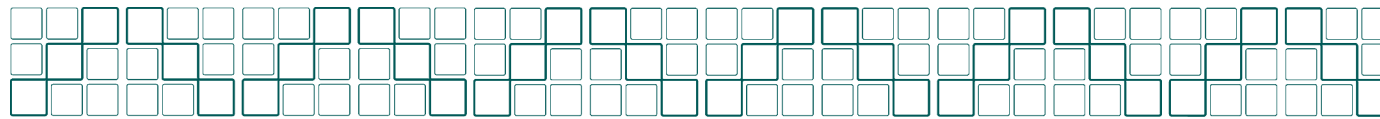
- For grad and professional school
 - Individual advising
 - Personal statement programs
 - Group mock interviews
- For Career
 - Individual advising focused on decision-making and job searches in all sectors
 - Career assessments
 - Document reviews
 - Mock interviews
 - Negotiation guidance
 - Facilitated job search work-groups



Accessing Career Resources

- Counselors are available on many campuses
- On-line portal for registration
- Virtual and phone appointments also available

- Best advice – early and often
 - Dealing with indecision
 - Getting/staying on-track
 - Developing critical skills
 - Gaining credentials



Core Competencies for OITE Training

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-
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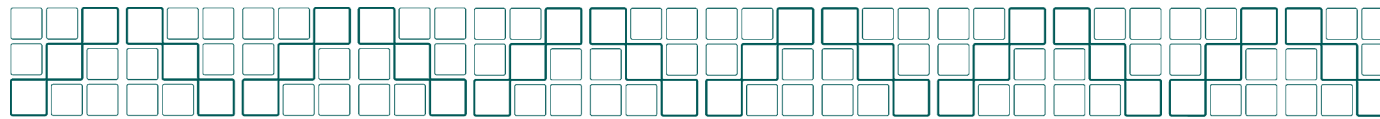
OITE Wellness Programming (I)

■ Workshops

- ❑ Becoming A Resilient Scientist
- ❑ Tune In & Take Care: Wellness for Scientists
- ❑ Being Assertive: How to Ask for What You Want in Life and Lab
- ❑ Test Anxiety and Wellness

■ Less formal group activities

- ❑ Weekly drop-in meditation groups
- ❑ Weekly trainee resilience discussion groups (facilitated)
- ❑ Monthly wellness/community building events
- ❑ Support for affinity group activities and brown bag lunches

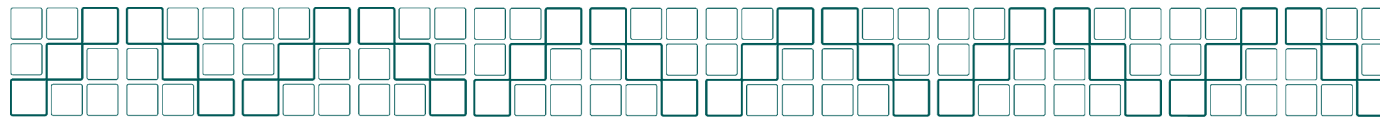


OITE Wellness Plan (II)

■ Individual activities

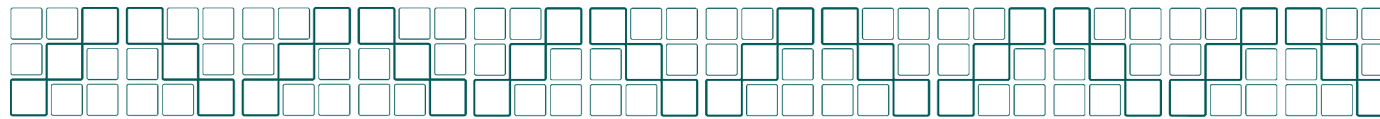
- ❑ Offering individual wellness advising (self-referral, referral from friends and staff)
- ❑ Helping PIs and admins support their trainees – reach out to us!

Note: We are happy to help with referrals to therapists we know who understand NIH culture, STEM career decision-making, etc.



Other Important NIH Resources for You and Your Staff

- Employee Assistance Program
- NIH Civil
- NIH Office of the Ombudsman
- NIH R&W
- NIH Wellness activities

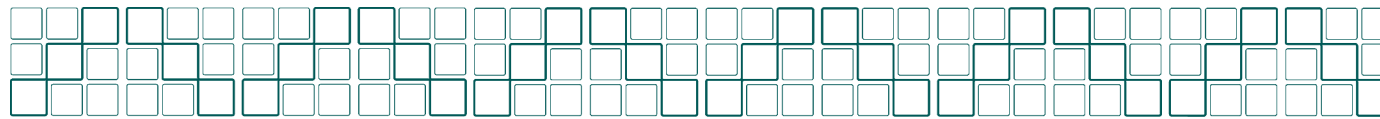


Important To...

- Take care of yourself
- Be on the lookout for issues with your trainees
 - Change in hygiene, work ethic, energy, work schedule, communication with you and others
 - Irritability, nervousness, agitation, often emotional
- Distinguish 'normal' workplace stress from mental health issues and emergency situations
 - Down-load distressed trainee material from the OITE webpage
 - Visit "Under Stress" button on our homepage
 - Attend EAP workshop for supervisors

<https://www.csun.edu/sites/default/files/warning-signs.pdf>

https://www.training.nih.gov/assisting_the_distressed_trainee



OITE-Sponsored Opportunity Programs

■ Summer

- HiSTEP
- HiSTEP2.0
- CCSEP/SOAR
- G-SOAR
- Amgen Scholars at NIH (Public-private partnership)
- GDSSP (With OD IMOD)

■ Year-long

- Undergraduate Scholarship Program
- NIH Academy Enrichment Program
- G-SOAR/GPP