**Core Postdoc Career Development Training at UCLA**

**Postdoctoral Scholar Orientation Training**: During quarterly orientation sessions, recently appointed postdocs are led through the process of creating a professional development plan for their training time at UCLA by assessing their development needs, both in general professional skills and those specific to their discipline and career interests; targeting those development needs on a timeline of their training; setting networking and mentor-seeking goals and priorities; and finally mapping the resources available at UCLA and outside to this timeline.

**PhD Career Development Training Seminars and Workshops**: PhD career development events are organized by core competencies so pre- and post-doctoral trainees and their mentors can quickly identify appropriate training topics, including: fellowship writing, mentor relationships, time and project management, communication, presentation, and writing skills, career outlook and preparation for different fields, professional networking, job search, interviewing and resume/CV writing. The annual slate of 50-60 events and workshops changes every year, so trainees can keep returning for more information and new perspectives throughout their training. Some topics have been grouped into series that provide continuity for trainees’ development and improvement over time, such as:

**The Academic Job Summer Intensive** is a summer program that helps trainees prepare for the academic job market through speakers and panel discussions on application materials, job talks, interviewing, CV, research and teaching statement writing, and negotiating. Informational sessions are followed by workshops that allow trainees to practice the skills discussed by panelists and seek feedback on application materials and job talks.

**The Careers In… Series** brings in PhD panelists from a variety of careers in and outside of academia to discuss their career paths and preparations. Multiple career areas are targeted each year, broadly targeting the career areas used by myIDP as a framework. Each panel provides trainees an opportunity to learn about career paths, find out about the preparation required, the pros and cons of a variety of career paths, and network with working PhD professionals.

**The UCLA PhD Career Development Conferences** alternate each year between one, large conference that serves all predoctoral and postdoctoral research trainees on campus, and several smaller, discipline-focused conferences on alternate years. The themes and topics are include activities relevant to early and late-stage trainees and a variety of potential career paths. All conferences include PhD alumni and employers for networking and advice.

**UCLA CIRTL Network**: UCLA is a member of the national CIRTL network of campuses that seek to enhance STEM pedagogy and teaching practices that encourage inclusive classrooms. Graduate students and postdoctoral scholars can participate in the CIRTL learning community through courses, journal clubs, and through a training track culminating in a teaching as research project.

**Individual Development Plan:** Each trainee will be required to prepare an Individual Development Plan during their first year in the training program. In collaboration with UCLA’s Career Center, workshops for trainees have been developed that use the *Science Careers* myIDP tool to develop an IDP and then follow up on the Individual Development Plan with goal-setting workshops. Trainees will prepare a first draft of the plan and discuss it in a meeting with their mentor. The mentor will advise the student on the feasibility of the plan and make recommendations for addition training, potential opportunities, or career mentorship they should seek. Trainees and mentors will be encouraged to review and update the Individual Development Plan at least once per year.

**Additional Professional Development Programs Especially for Postdoctoral Scholars:**

**Bioscience Postdoc Educational Leadership Program**: This program complements the Academic Job Summer Intensive and provides opportunities for postdoctoral scholars to develop teaching skills, including: course development, leading small-group discussions, evaluating effectiveness of lecture content and presentations, and student mentorship.

**Postdoctoral Leadership Development Program**: This competitive year-long program helps postdoctoral campus leaders develop teamwork and leadership skills through training, pairing with a mentor selected to complement their career and development goals, and practical projects as part of the Postdoctoral Association.

**Research Mentoring Training for Postdocs**: Based on the NIH-funded and NRMN and CIMER organized Entering Mentoring Training Program, this 1-day training retreat allows postdocs to develop their research mentoring skills, reflect on their mentoring philosophy and culturally-aware mentoring best practices, and develop a mentoring action plan.

**NIH F32 Individual Fellowship Workgroups**: These 12-week programs help postdoctoral scholars prepare Individual Fellowship Applications with a structured weekly plan to complete the application, grant writing guidance and information, peer and faculty feedback on documents, and a weekly working group meeting that helps postdocs work through the process in a paced and efficient way with accountability and feedback.

**DGSOM Junior Faculty Lecture Series**: This series of panel discussions and lectures is designed for new faculty and postdocs anticipating faculty roles. Topics include: Running a Research Lab, Mentoring: How to Give it and How to Get It, Dossiers, Improving Negotiation Skills, Balance Your Life, Research Funding: How to Prosper, and Increasing Your Visibility.

**CTSI K-Award Workshops**: The UCLA Clinical and Translational Science Institute holds biannual K-Award bootcamps for trainees and junior faculty to develop their award proposals, including expert advice on navigating the process, preparing the application, and draft review and feedback.