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## A novel professional development program



Participants set career development goals that satisfy the permanent residence criteria

Workshops and peer mentoring groups provide accountability and community support

A pilot program ran from January through February 2024, and it was offered to Drexel and WashU postdocs

## Learning outcomes: areas and skills

- Take charge of your career and immigration portfolio**  
*Strategic thinking and planning  
Decision making  
Document organization*
- Discover your pathways with an immigration attorney**  
*Knowledge of immigration options  
Self-assessment  
Critical thinking*
- Identify challenges with successful former applicants**  
*Adaptability and resilience  
Risk awareness  
Problem solving*
- Analyze the reference letter for immigration purposes**  
*Knowledge of specific genre  
Self-advocacy  
Written communication*
- Prepare to solicit reference letters from experts**  
*Elevator pitching  
Networking  
Professionalism*
- Create a professional narrative and tailor your CV**  
*Professional branding  
CV optimization  
Critiquing*
- Plan your finances and goals for immigration purposes**  
*Savings awareness  
Goal setting  
Career planning*

## Increased self-efficacy related to career and immigration planning

In our preliminary analysis of pre- and post-program surveys, postdoc participants report a significant increase in self-efficacy for tasks related to career and immigration planning (pre: n=44, post: n=12; \*p < 0.05).

Findings for awareness of immigration topics and motivation for professional development are coming soon.

Looking for more info?  
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