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BUILDING HUMAN CAPACITY FOR GLOBAL HEALTH: THE SUSTAINING TECHNICAL AND ANALYTIC RESOURCES (STAR) PROJECT



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Sustaining Technical and Analytic Resources (STAR) is a project of the Public Health Institute implemented in partnership with Johns Hopkins University, the Consortium of Universities for Global Health, and University of California at San Francisco.

Survey: What Global Health Employers Really Want: Here's What 50 Of Them Said

TOP 5 COMPETENCIES



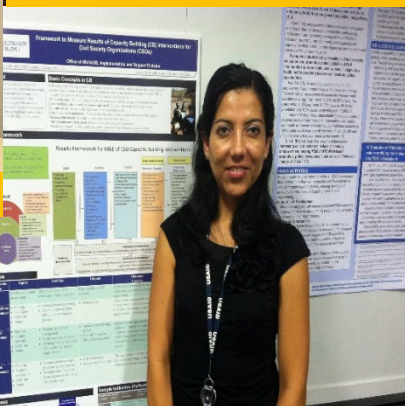
Communication (3Cs): 37%



Program Management: 57%



Strategy/Project Design: 33%



Monitoring & Evaluation: 39%



Collaboration: 27%

- **85%** of employers surveyed agreed or strongly agreed that academia could better prepare students in non-clinical skills
- **2 out of 3** surveyed employers offered trainings to address deficits in:
 - Program design, management and M&E (55%)
 - Communication, teamwork and collaboration (30%)
 - Leadership and supervision (27%)
 - Writing (21%)
 - Research and analytics (18%)
- What can academia do to make students more **“work ready?”**
 - Widen access to overseas experience
 - Foster understanding of the business of global health
 - Strengthen collaboration skills

Recent Graduate Study: Employment Opportunities and Obstacles

- **Minding the Gaps**

- A study of 152 recent graduates of Master's-level programs revealed:
 - **79%** got jobs or continued school
- Among the **21%** who were not employed, challenges they cited were:
 - Few jobs available for their qualifications
 - Limitations or gaps in graduate training (ex: new business development, software)

- **Where the Jobs Are – and Aren't**

- **84%** of employed grads got jobs in the U.S. (but only **30%** *wanted* to work in the U.S.)

- **The Salary Disconnect**

- No respondents reported earning more than \$100,000, although some thought they should be earning more than \$160,000



Reframing What Makes a Good Job

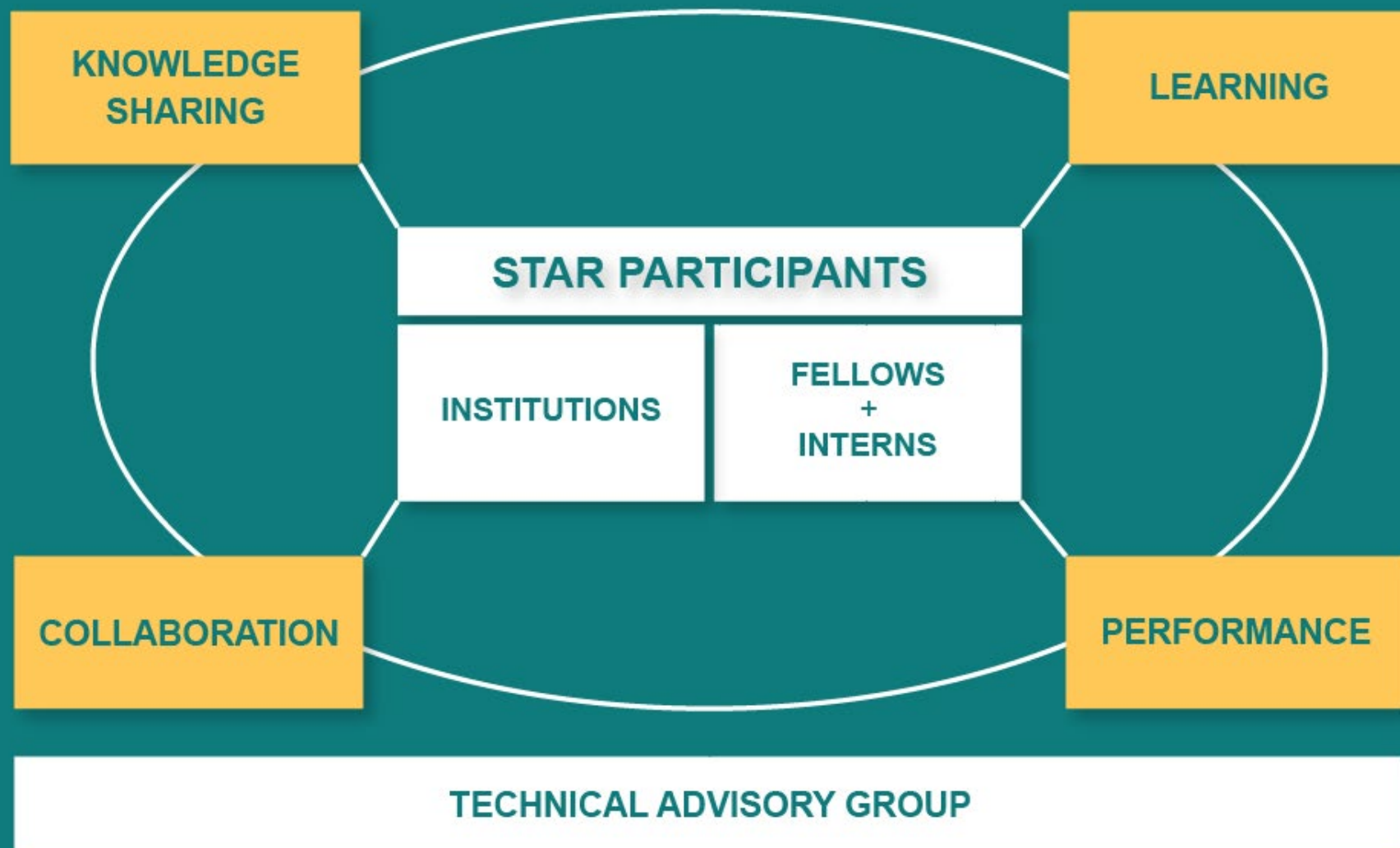
- Are graduates actually applying their classroom knowledge and skills at work?
- Can they repay their educational expenses?
- Can they bring a strengthening capacity to resource-limited environments?

WHAT IS STAR?

- STAR is a USAID-funded project focused on building strong capacity among global health professionals at the individual level by placing fellows strategically in USAID Missions, global health NGOs, and government health offices to fill technical gaps and needs aligned with Mission and MOH priorities
- Fellows are mostly local country nationals, but may be professionals from one country placed in another
- Awarded to the Public Health Institute (PHI) from **May 1, 2018** to **April 30, 2023**
- Built upon the successes and lessons learned from previous global health fellowship programs



BUILDING GLOBAL HEALTH CAPACITY



FELLOWSHIP AND INTERNSHIP LEVELS

Fellowship Levels

Technical Advisor	Mid-Career Technical Advisor	Senior Technical Advisor
Bachelor's + 4yrs of experience OR Masters + 2yrs of experience	Bachelor's + 9yrs of experience OR Master's +7yrs of experience	Bachelor's + 15yrs of experience OR Master's +13yrs of experience

Internship Levels

Bachelor's	Master's	Doctoral
Currently enrolled senior or completion of program within the past 24 months	Currently enrolled Master's or completion of such within the past 12 months	Currently enrolled doctoral or completion of such within the past 12 months

Apply and get on our Listserv at: www.ghstar.org

STAR GLOBAL HEALTH COMPETENCIES

GH CORE COMPETENCIES

- Development Practice
- Communication and Interpersonal Effectiveness
- Cross-cultural Competency
- Capacity Strengthening
- Global Burden of Disease
- Ethics
- Health Equity and Social Justice
- Gender Equality

ACROSS ALL CORE
COMPETENCIES:

- FELLOWS AIM TO ACHIEVE PRACTICING LEVEL
- INTERNS AIM TO ACHIEVE UNDERSTANDING LEVEL

TECHNICAL SKILLS

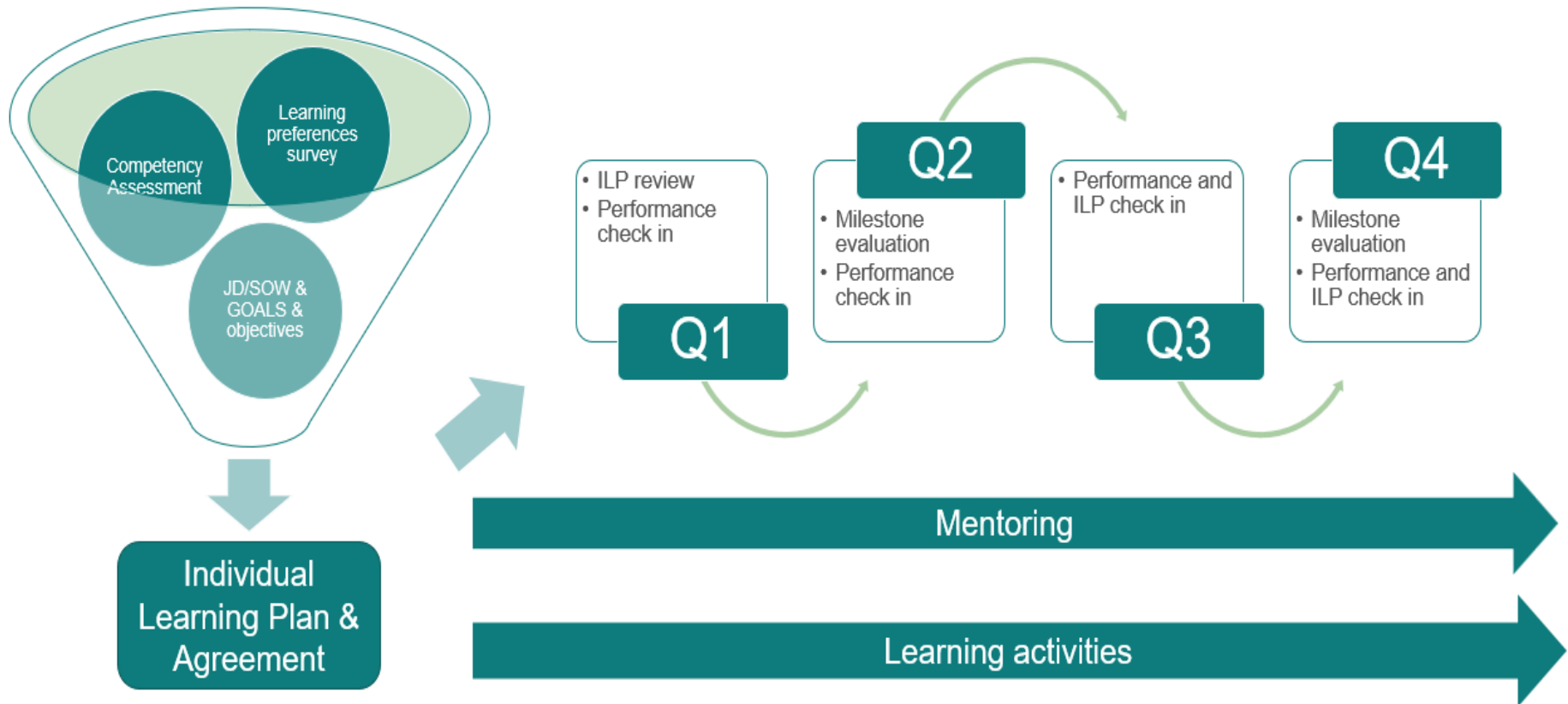
- Program Management
- Health Economics
- Behavior Change
- Data Analysis and Biostatistics
- Epidemiology
- Health Policy
- Data Science and Informatics
- Dissemination and Implementation Science

CONTENT EXPERTISE

- Family Planning and Reproductive Health
- Nutrition
- Infectious Disease (ID)
- Environmental Health
- Maternal, Neonatal, and Child Health (MNCH)
- HIV/AIDS Programs
- Health Systems
- Trauma and Injuries
- Chronic Diseases
- Humanitarian Assistance

SELECT 2-4 TECHNICAL COMPETENCIES BASED ON
KNOWLEDGE GAPS, SCOPE OF WORK, AND INTEREST

ILP AND GOALS OVERVIEW



MENTORSHIP

Reinforce professional development and growth

Empower participants' deliberate global health practice

Active reflection of on-the-job and other learning experiences

Promote peer-to-peer learning, long-lasting relationships, and collaboration

- Format:
 - Group-based discussion
 - Regular meetings, likely virtual
- Groups will reflect mix of technical areas and experience
- Senior mentors in global health
- Content will reflect core competencies and Fellows' self-identified needs

STAR's COLLABORATION LABORATORY

What It Is

The CoLab is STAR's **strategic approach** to facilitating knowledge-sharing experiments and studying what makes a successful partnership.

Request for Applications (RfA)

Through the CoLab, STAR is matching global health academic institutions to spend **one year** working toward a **concrete goal or objective** they'd like to achieve through a formal partnership and scope of work (SOW).

Who We're Looking For

4 pairs of academic institutions will join the CoLab. Pairs will include either:

- **1 U.S.** and **1 LMIC** institution
- **2 LMIC** academic institutions

Example CoLab Scopes of Work



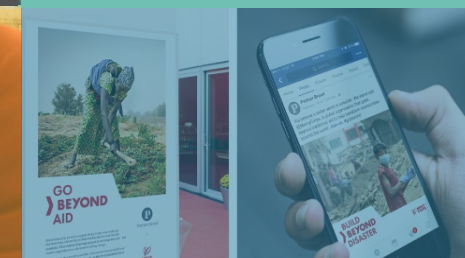
Joint research project / paper



Policy or advocacy materials



Joint Curriculum



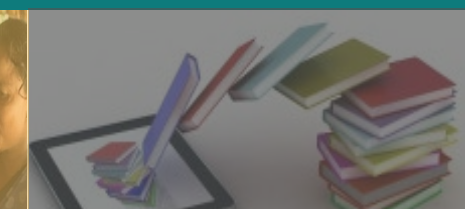
Toolkit Development



Faculty Exchange Build Inst. Capacity / Improve Student Learning



Small part of larger project



Creation of Digital Library

PRIVATE SECTOR ENGAGEMENT (PSE)

Potential PSE Models

- Professional association branded Fellowships
- Corporate support of individual Fellows
- Multi-company cohorts
- Partnerships with academic institutions' internship programs





THANK YOU!