



# PROFESSIONAL ADVANCEMENT CAREER TRAINING (PACT) PROGRAM

The Entomological Society of America's (ESA) Professional Advancement Career Training (PACT) program helps graduate students and post-doctoral researchers develop the leadership and soft skills necessary for success in careers outside of academia. The PACT program began in September 2021 and is now in its fourth year. Over the course of six months, participants engage in a variety of learning experiences focused on the fundamental concepts central to success in a range of career sectors, while also gaining exposure to a range of pathways for those with advanced degrees in entomology.

## THE PROGRAM

Each month focuses on a different set of thematic skills. The activities include a 360° evaluation, one-to-one mentoring with a professional outside academia, monthly webinars, and monthly facilitated group meetings with other participants to foster discussion on curated reading material and networking among colleagues. Additionally, an in-person networking event is held annually for mentors and mentees attending the ESA Annual Meeting. The registration fee for PACT participants is \$100 each, a modest investment for their professional future and a way to ensure sustained participation.

## PACT MENTEE FEEDBACK

"The PACT program was a wonderful experience for me. I really appreciated that the programming introduced us to a diverse range of professionals who shared their unique perspectives on leadership, mentorship, and professional development."

"PACT provided valuable networking experience, excellent mentoring, and led to increased involvement in ESA. I am applying for government and extension agent jobs now."

"PACT helped me understand what industry entails after knowing next to nothing about that side of entomology. I also got to meet a breadth of people with insights into how to better network, teach, and apply for jobs!"

"PACT definitely helped me grow my network and helped me evaluate my future career goals."

"PACT helped me land my dream job!"

"PACT helped support my career by building my soft skills, especially in areas of communication, professionalism, and reputation management. It supplemented other professional development activities that I took part in during graduate school."

"I learned the importance of communication skills and leadership development through PACT. Since then, I have participated in more leadership and service roles in ESA. I have also become more active in networking with people. Overall, this experience helped me to have a stronger feeling of belonging to Entomology."

## QUESTIONS

Please contact Erin Cadwalader, PhD, ESA's Director of Strategic Leadership and Policy, at [ecadwalader@entsoc.org](mailto:ecadwalader@entsoc.org).