

# AAPOR Community Forum Report

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Prepared for AAPOR council and membership by: Casey Langer Tesfaye  
AAPOR IEC AG and HLM Subcommittee Chair  
Founder, The Community Stories and Conversation Project, LLC (TCSCP)

Reviewed and edited by Luis Tipan and Lena Centeno

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## Background

In 2025, the federal government shifted dramatically, laying off hundreds of thousands of workers and cancelling millions of dollars in contracts<sup>1</sup>. The research industry, including federal workers and contractors, and the federal statistical system were significantly impacted.

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<sup>1</sup> Crockett, C. (2025, November 18). See the alarming extent of NIH and NSF funding cuts in 2025. *Science News*. <https://www.sciencenews.org/article/nih-nsf-cuts-2025-data>

In October 2025, AAPOR hosted a community forum to discuss the impact of the changes, what AAPOR could do to support its membership, and what AAPOR members saw as the broader picture going forward.

## About the Session

The session was held virtually on a one-hour Zoom call. The call was recorded solely for the purpose of summarizing and reporting. The sessions were moderated by AAPOR member and experienced moderator Casey Langer Tesfaye, who has been leading similar community conversations with DC-AAPOR and other local partners in the DC area throughout the year.

Seven invitations/reminders were distributed to AAPOR members. The reminders were distributed through AAPORnet, direct emails to AAPOR members, LinkedIn and Bluesky, and with the help of chapters and Affinity Groups. The aim of using a mix of communication strategies was to reach as much of the membership as possible, given that some AAPOR members may be displaced or have limited access to AAPOR communications.

221 registered for the event, and 125 (57%) attended.

The session focused on three question areas:

### **1) Impact & Support**

How have the recent federal staffing and contracting changes and uncertainty affected you, your work or the field? What support is needed right now? What role can AAPOR play?

### **2) Debrief & Insights**

Reconvene as a single group, share key takeaways from small groups. Feed Google doc into AI for a summary to help guide the discussion.

### **3) Looking ahead & Strengthening Community**

What lies ahead? How can we move forward as individuals and as a profession?  
What can AAPOR do to continue building and supporting our community?

The questions were addressed using a combination of live polling, larger group discussion, and ten smaller, moderated breakout discussions with individual notetakers. There was one live poll at the outset of the forum, followed by group discussions in the (randomly assigned) breakout rooms, and finally a reconvened group discussion.

AAPOR would like to thank the breakout room moderators: Luis Tipan, Lena Centeno, Jessica Weinberg, Jessica Rowden, Kathleen Kephart, Melissa Silesky, Betty Whitaker, Harmoni Noel, Kelly Bell and Casey Langer Tesfaye.

# Summary of key findings from the group discussions

## Impact & Support

### ***How have the recent federal staffing and contracting changes and uncertainty affected you, your work or the field?***

The first topic addressed in the forum was the impact of the recent federal staffing and contracting changes and uncertainty. This topic was addressed through a live poll (displayed below), and then attendees broke out into 10 smaller rooms to discuss the topic more in-depth. A notetaker recorded notes in each room, and the summary below draws from all the collected notes.

<b>Zoom poll: How have the changes to the federal employment and contracting environment affected you? (Check all that apply)</b>	
Contract uncertainty	50 (64%)
Job uncertainty	43 (55%)
Loss of contract(s)	34 (44%)
Restrictions in the way you work	29 (37%)
Loss of job or career transition	16 (21%)
Total responses	78 (100%)

The AAPOR community has been significantly affected by the changes to the federal employment and contracting environment, with heavy loss and uncertainty constituting a “drastic change to a previously strong and lively field.” Attendees included federal employees and contractors who were directly affected in a variety of ways and were concerned about their colleagues and the general health of the field. The attendees shared perspectives on layoffs or furloughs, loss of staff, cancelled contracts and the persistent uncertainty for projects and jobs. Some commented that federal jobs used to feel secure, but now federal employees are living “month to month or quarter to quarter.” Attendees from academia shared their perspectives on cuts to pass-through money and grants, as well as project uncertainty impacting themselves and their students. Attendees in early career worried about training, mentoring and the future of the field. Some attendees were retired, so the impact was not direct for them. However, several expressed concern about the broader implications for the field and its future, including training and mentoring the next generation of researchers in a changing landscape.

Attendees also expressed significant concern about the impact of the cuts in federal spending to the federal statistical system. Some attendees focused on the challenges of planning for people in leadership positions who were encountering uncertainty in staffing and funding, including the difficulty of continually moving staff between projects or the constant turnover in federal research teams. Some expressed concern about losing those with institutional and project knowledge and having to carry the work forward with less knowledgeable and experienced staff. Contract losses, changes to contract terms, and contract uncertainty were making it difficult to

make plans as a business. Individuals spoke about the need to continually pivot. Attendees specifically mentioned impacted work, including SOGI (Sexual Orientation and Gender Identity) research conducted by many within the AAPOR community and completed work that cannot be disseminated. Another theme that arose was concern about free speech, specifically for government employees and contractors.

## AAPOR's role

### ***What support is needed right now? What role can AAPOR play?***

Attendees said they wanted AAPOR to more openly acknowledge the changes, show empathy for those affected, and help inform members who were not directly impacted about the significance of these changes for the federal statistical system and the AAPOR community. Some attendees said that the silence from AAPOR was disappointing. They wanted to see more of a public defense of the field. Attendees compared AAPOR's social media presence and public reaction unfavorably to other organizations (such as the ASA), although some attendees recognized that transitions in AAPOR staffing had a significant impact on AAPOR's ability to craft a public response.

In break-out rooms, attendees questioned AAPOR's role in publicly recognizing the value of our field, documenting, recognizing and calling out the importance of official statistics and what was lost or impacted. Attendees suggested that AAPOR issue official statements, op-eds, or other public outreach addressing the impact of cuts, RIFs, and the loss of research programs and contracts. This could be accomplished in partnership with entities like COPAFS, ASA, Friends of BLS, and/or other organizations including market research organizations, or state health consortiums, with a goal of creating coordinated efforts to advocate for the importance of federal statistics to the wider field, to advocate for the reliability and credibility of government science, and to highlight the need for solid benchmark statistics and weighting by race and sex in accordance with government data. Attendees lamented the loss of transparency around high-quality, rigorous data collection and questioned AAPOR's role amidst the loss of institutional knowledge and expertise. One attendee stated, "AAPOR needs to be brave to stand up for federal statistics. There are places in this fight that are not political, and the federal statistical area should not inherently be political." Attendees discussed AAPOR's role in promoting public trust in polling and accurate measurement, while others raised concerns about declining trust in government, growing public unease about how data are handled, and the potential for further drops in federal survey response rates. Handling of NCES programs and data, Census and BLS data, Medicaid data and climate change surveys were specifically mentioned.

Several ideas for potential collaborations surfaced during the conversation, including the potential of partnering with organizations who are supporting former federal workers and contractors in career transition or organizations like WellFed or Democracy Forward, in order to document the work of AAPOR membership and help guide members in developing a path forward for the field. One suggested this type of collaboration could be a conference or virtual session.

Attendees shared their concerns about staying connected with AAPOR, including the financial challenge of renewing memberships without organizational support, the institutional deprioritization of memberships and conferences within some agencies and organizations, and the uncertainty of conference attendance in terms of financial support, institutional approval and support and data availability, and contract, project and professional uncertainty. Some expressed a desire for reduced membership cost for federal employees and contractors who were impacted. Several ideas to help offset these challenges arose, including offering volunteer opportunities to provide members with more of a sense of purpose and/or connection to the field, highlighting the role of Affinity Groups for those who can't continue their membership at this time but want to stay connected, and offering sponsorships for AAPOR membership and conference attendance.

Some attendees were unsure whether they would hold their jobs through May or whether their jobs would be willing or able to support conference attendance, noting a significantly lower interest in sponsoring conference attendance from federal agencies and contractors. Some attendees expressed an interest in a potential extended deadline for submissions amidst the uncertainty. Attendees noted that having a reduced cost of conference attendance option for federal employees impacted was helpful last year for those who had to pay for their own attendance out of pocket, and said it would have been helpful to have this for federal contractors as well. One attendee noted that the emails about conference attendance that did not mention the uncertainty struck them as "tone deaf." Suggestions to support those who felt uncertain about their ability to attend or present at the conference this year included adding virtual elements, such as a virtual track of the conference or virtual access to presentations at a reduced fee, as well as offering travel assistance and offering roommate matching. Some expressed interest in a hybrid conference, an expanded version of the summer sessions, or something like what Qualpor or DC-AAPOR have done (virtual reprise sessions, increased online conversation, networking and training, and hosting smaller local conferences with lower fees). One attendee specifically mentioned a session from the 2024 conference on career pivots that they would like to see offered or made available online.

Attendees wanted AAPOR to do more to support for those dealing with the impact of job loss and uncertainty, including supporting current and former federal workers and contractors experiencing career transitions, uncertainty or instability, and supporting American and international students, recent graduates and those employed in academia. Attendees highlighted the importance of building community and sharing resources. Some attendees were looking for AAPOR to host a repository or space with links to job sites specifically related to research. Those who were familiar with AAPOR's career center said that it was no longer very helpful in its current form. Members appreciated those who have been sharing job openings on AAPORnet. Some wanted to see more facilitated networking for job seekers. Some wanted help navigating AI and LinkedIn in the job search or navigating the increasingly challenging job interview process.

The importance of upskilling or reskilling was discussed in most breakout room sessions. Many were looking to refresh or learn new skills, maybe as short courses offered at discounted prices.

These sentiments were strongly associated with the desire to open AAPOR up to adjacent fields, like market research, UX, healthcare or administration, and others. Members would like to see resources, training and conference sessions for adjacent fields and focus areas, such as market research, UX, Evaluation, Health, AI and Data Analytics. Notably, attendees expressed both an interest in expanding AAPOR's focus and maintaining its connection with its core membership and historic areas of focus. That balance was important to many. Attendees mentioned the potential of AAPOR strengthening its relationship with organizations like the Insights Association and QRCA.

Many attendees said they would like to hear success stories from those who successfully pivoted to new career paths. One wished that all of the past presentations and webinars were available on YouTube for easy access to replay. The need for increased support for students, especially international students, and new graduates was a key theme. One attendee shared that, "Students feel lost. They're not sure about their funding. They need access to data sources, but they still need to do their research. International students especially need support." Another recurring theme was the need to better support the growing group of independent consultants and entrepreneurs.

## Looking ahead & Strengthening Community

***What lies ahead? What does the future of the industry look like?***

***How can we move forward as individuals and as a profession?***

***What can AAPOR do to continue building and supporting our community?***

The forum highlighted the profound impact of the shift in the federal employment and contracting environment and the need to adapt as individuals, as an organization and as a field. One attendee described the shift as having "less space to control your own destiny and the kind of work you pursue because there are fewer opportunities within the federal space." The federal cuts affected research companies and left job seekers with fewer opportunities to expand within the field or to move between organizations. Many within the research field were left having to reevaluate their career paths or reconcile with an unexpectedly early retirement. Some attendees spoke about the pivot to consulting or "gig economy roles" and expressed concern that those roles often lack benefits or result in lower pay. They wondered whether AAPOR could provide a different kind of support for those involved in this shift, such as publishing bios and skillsets of members or facilitating discounts and resources.

As many AAPOR members follow the job market and pivot into adjacent fields, many are looking to expand AAPOR's reach as well as mentioned previously, to include more Market Research, Data Science, UX and Entrepreneurial support. Many attendees were eager to hear from those who had successfully pivoted their careers into these fields.

The pivot of AAPOR members toward market research was a key topic of conversation, warranting thoughtful consideration going forward, with some mentioning the importance of strengthening ties to market research and some urging caution and mentioning a historical

tendency for AAPOR members to look down on market research. Many attendees wondered what AAPOR could do to help facilitate better connections with market research and encourage open-mindedness about strategic collaborations, our relationships with different conferences, and how different fields approach problems. Some attendees mentioned the value that the AAPOR community could bring to adjacent fields like market research and UX, noting that people in these fields generally don't know what they are missing from the skill sets of AAPOR members. However, AAPOR members took note that market researchers were quick to adapt to non-probability methods and embrace less rigorous trends. Qualtrics was mentioned as a good example of a balanced approach, because they "cater to academic [communities], but they [also] do a lot of market research and could help offer solutions if positioned properly."

The pivot to AI was also a key topic of conversation, both by attendees interested in strengthening their AI skillset and attendees concerned about the rapid growth of AI and its effects. In one breakout room, the attendees spoke about the pivot to AI and expressed their concerns. One mentioned that there was less interest in landscape analyses or human coders for qualitative research. These attendees mentioned the decrease in time expectations associated with AI use. They mentioned looking for a balance between high quality research and expedient research with AI. One mentioned the standoffishness of government clients toward AI, mentioning that there was a lot of scrutiny around its use, often cutting off any conversation around its potential uses. There was interest expressed in further conversation about what is acceptable use and where the challenges lie or a vetting of tools for appropriateness. One attendee asked about reskilling or upskilling for AI, or how to "remain employable."

Most notably, as important as an expansion to better include adjacent fields is to AAPOR members, it was also consistently important to AAPOR members for AAPOR to stay connected to its compass and core and expand in a thoughtful way. Rigor and passion for work are core AAPOR values. One attendee noted with frustration that the appetite for research has grown but with AI there is less tolerance for how much time it can take to do rigorous work. Attendees spoke about AAPOR's role in advocating for the importance of rigor in research methods. Some attendees expressed concern that AAPOR will move in the direction of market research and AI and neglect other core areas and activities. It is important for AAPOR to communicate that it is not shifting away from its long-time core membership.

Another strong theme that emerged was the continued uncertainty associated with federal employment and contracts, including the uncertainty about whether or when recurring contracts will return and how they will have changed when they do return, as well as concern about continued contracts with reduced scope, longer approval processes, and contracts cut after data was collected. Many attendees mentioned a transition away from work that is federally funded, and some expressed an interest in pivoting to state level research and funding. A few expressed concern over the potential for growing competition over contracts, and a few mentioned the possibility of AAPOR facilitating conversations and support around these shifts and the potential for collaboration. One attendee mentioned "cuts that happened before in the Reagan administration. [...] When you have fewer resources competition becomes more fierce." But

“can we get together and figure out how to work together as a group?” Another attendee asked: “If the pool of funding is tighter, would people be open to sharing? Could we have some kind of forum for sharing?”

Another key theme related to the uncertainty and loss of federal work and the “decimated federal grant pipelines” was an interest in continuing the work that the federal sector had begun, either by finding ways to fill in the gaps of research statistics or by finding other avenues to get important data collected (such as for-profit companies that might be willing to pay for this data to be collected). Said one attendee: “Wall Street can’t live without these important statistics but is probably yet to realize it so there might eventually be a push for other companies to pick up this work.” Another asked, “[The] US doesn’t lack for resources, how do we find our way into a funding stream that allows us to come back strong?” Some attendees mentioned other venues for public policy research, such as state organizations that are forming their own data collection initiatives, the west coast consortium for health funding and research, and the New England health consortium. Attendees wanted AAPOR to let states know about our expertise, as some of the former federal funding will shift down to state levels. There was an interest across groups in AAPOR facilitating further conversation about the future of this work and the importance of continuing to conduct benchmark surveys. One attendee noted that the CDC started an initiative to fund a survey under the omnibus survey with different areas content each month using probability-based panels. A couple of attendees wondered whether AAPOR could help facilitate communication and resource sharing between groups as the funding landscape evolves.

Most importantly, even with the adapting and pivoting, many attendees think of AAPOR as their home organization. They want to hold these conversations with other AAPOR members and to continue their connections with AAPOR.

## Conclusion

The AAPOR membership has been significantly impacted by the changes to the federal employment and contracting environment, as well as changes to the conduct of federal statistics. Attendees wished to see AAPOR play a bigger role in acknowledging the shifts, supporting members, advocating for the importance of official statistics, and creating opportunities for continued conversation about the future of the field and the organization.

### Recommendations and related AAPOR actions:

- AAPOR should be cognizant of those affected by these changes in its general conduct and in key communications, such as communications about the conference or membership, and AAPOR should explore ways to make membership and conference attendance more accessible to those affected. Toward this end, AAPOR is/has already:
  - Hosted the AAPOR Community Forum on current challenges with federal research from which this report was written.

- Extended the AAPOR 2026 Annual Conference abstract submission deadline to November 26 and added a special impacted abstract call (open January 1–15, 2026).
- Added skill-up sessions to the 2026 conference program. These sessions will help attendees build their professional skills that can be applied broadly across many sectors.
- Offering hardship grants for the 2026 conference.
- Offered a special 2025 conference discount for members facing job loss or financial hardship.
- Offered income-based membership dues options. If a members' employment situation has changed (e.g., job loss, reduced hours, or financial hardship, etc.), they can update your income level in your AAPOR profile at any time to qualify for a reduced dues rate. Contact [membership@aapor.org](mailto:membership@aapor.org) for assistance.
- Encouraged connection through AAPORnet, AAPOR Chapters (geographically based), and Affinity Groups (interest- and demographic-based). Affinity groups tend to meet more frequently and are available to those who are not AAPOR members.
- AAPOR should explore ways to support those facing uncertainty and career transitions, such as offering resume review and skills training, sharing job opportunities, and offering online sessions such as a panel of participants who successfully transitioned away from federal service. Toward this end, AAPOR is/has already:
  - Featured opportunities in the public opinion research field and resources on resume prep, interviewing, LinkedIn Profiles, and more via AAPOR's Career Center ([www.jobs.aapor.org](http://www.jobs.aapor.org) and in the webinar archives [www.aapor.org/media/webinars](http://www.aapor.org/media/webinars) ).
  - Offered monthly AAPOR webinars at no cost to members, including access to the past three webinars on-demand.
- AAPOR should explore ways to advocate for the importance of federal statistics and trust in the federal statistical system. Toward this end, AAPOR is/has already:
  - Provided representation on the Council of Professional Associations on Federal Statistics (COPAFS) Board to advocate for our community.
  - Enacted a new Executive Council policy to enable AAPOR to sign organizational letters of support and calls for action more easily. Members who wish to share a letter for consideration should contact AAPOR Executive Director Betty Whitaker at [bwhitaker@aapor.org](mailto:bwhitaker@aapor.org).

AAPOR has made steps toward all of the recommendations listed here. Based on the forum, it is recommended that AAPOR continue to make a concerted effort to increase member awareness of these resources and continue to listen to community members and provide resources and support accordingly.

## Appendix One: Session Guide

### **Introduction:**

Welcome, and thank you for joining us today.

The public opinion research community has felt the impact of sweeping changes to the federal workforce and contracting environment. Many colleagues are navigating unemployment, rethinking career paths, and seeking new business strategies.

We are gathered here together to discuss and better understand these shifts, share how individuals and organizations are adapting, and offer support and ideas for strengthening our community.

All AAPOR members are welcome to join this discussion, especially those affected by these changes or invested in the future of the field. This event is NOT open to the press or approved for press coverage. Anything said here is for this conversation only and off the record.

### ***Discussion goals***

- Understand how recent federal changes are affecting our community and the field of public opinion research
- Exchange ideas on how to better support our colleagues through career uncertainty
- Explore the future direction of public opinion research
- Encourage resilience and adaptability

### ***Community goals***

- Strengthen professional networks
- Foster deeper connections and a sense of solidarity

### **Community Guidelines and Notes:**

- Participation is voluntary. You may leave at any time.
- The session may be recorded for internal notes only—it will not be shared publicly.
- Resources will be provided after the event.
- Facilitators may help balance conversation so all voices are heard.

Let's begin together, your voice is essential, and there's so much we can learn from each other.

### ***Agenda:***

#### **1) Welcome + Session Goals, 5 minutes**

Ground rules, expectations, optional intros (if group size allows).

This is a respectful, inclusive space. Everyone deserves to be heard.

## 2) Impact Discussion, 10 minutes

As we begin, I want to take a moment to recognize how these changes have affected us as a community. I'm going to ask you, "How have the recent federal staffing and contracting changes and uncertainty affected you, your work or the field?"

We have a few key questions for discussion today. Because of the size of the group, and because we want to make sure people are heard, we are going to split up into breakout rooms for a bit. While we set them up, we are going to present a poll.

Poll (check all that apply):

How have the changes to the federal employment and contracting environment affected you?  
(Check all that apply)

- Loss of job or career transition
- Job uncertainty
- Loss of contract(s)
- Contract uncertainty
- Restrictions in the way you work
- Other. Specify:\_\_\_\_\_

*We'll now split into breakout groups during the session.*

*Breakout room guidelines by number of attendees:*

*<20, no breakout rooms*

*20-28, two breakout rooms*

*29-45, three breakout rooms*

*46-64, four breakout rooms*

*65-85, five breakout rooms*

*86- 96, six breakout rooms*

*96-107, seven breakout rooms*

*108-138, eight breakout rooms*

*139- 160, nine breakout rooms*

*161+, ten breakout rooms*

*Moderators:* Luis Tipan, Lena Centeno, Jessica Weinberg, Jessica Rowden, Kathleen Kephart, Melissa Silesky, Better Whitaker, Harmoni Noel, Kelly Bell and Casey Langer Tesfaye.

Each breakout room will have an assigned moderator and assign a notetaker. Notes will happen on one Google doc, accessed through a table of content

Questions for discussion in the breakout rooms:

### 1. **Impact & Support**, 20 minutes

How have the recent federal staffing and contracting changes and uncertainty affected you, your work or the field?

What support is needed right now? What role can AAPOR play?

**2) Debrief & Insights, 10 minutes**

Reconvene as a single group, share key takeaways from small groups. Feed Google doc into AI for a summary to guide discussion.

**3) Looking ahead & Strengthening Community, 14 minutes**

What lies ahead? How can we move forward as individuals and as a profession?  
What can AAPOR do to continue building and supporting our community?

Use the chat to respond or raise your hand to speak

Thank you

## Appendix Two: Communication regarding the event

This is how the event was framed in communication materials:

### ***Discussion goals***

- Understand how recent federal changes are affecting our community and the field of public opinion research
- Exchange ideas on how to better support our colleagues through career uncertainty
- Explore the future direction of public opinion research
- Encourage resilience and adaptability

### ***Community goals***

- Strengthen professional networks
- Foster deeper connections and a sense of solidarity

### **Brief Description:**

The public opinion research community has felt the impact of sweeping changes to the federal workforce and contracting environment. Many colleagues are navigating unemployment, rethinking career paths, and seeking new business strategies.

Let's come together to understand these shifts, share how individuals and organizations are adapting, and offer support and ideas for strengthening our community.

All AAPOR members are welcome, especially those affected by these changes or invested in the future of the field.

### **Community Guidelines and Notes:**

- Participation is voluntary. You may leave at any time.
- The session may be recorded for internal notes only—it will not be shared publicly.
- Resources will be provided after the event.
- Facilitators may help balance conversation so all voices are heard.

Let's begin together, your voice is essential, and there's so much we can learn from each other.

## Appendix Three: Supplemental Resources:

Planning document for the event:

[https://docs.google.com/document/d/1n4\\_NbrgKFby1uzn5LvJU7iKUR5IsPoIFxGt0ga\\_cd5Y/edit?usp=sharing](https://docs.google.com/document/d/1n4_NbrgKFby1uzn5LvJU7iKUR5IsPoIFxGt0ga_cd5Y/edit?usp=sharing)

## Appendix Four: Resources for Community Conversations and Career Transitions

- Compiled resources for current and former federal workers:  
[https://ourpublicservice.org/event/virtual-federal-worker-town-hall/?utm\\_campaign=22824829-Deferred%20Resignation%20Program%20Guide%202025&utm\\_medium=email&hsenc=p2ANqtz-jnYCWu7nDQt8PtCquR-BHikB8Eyn5eOHDNuhOHXqQS6lJcg6iT75roe7PNw2FyV9ypL9uEyLIVbowU5jN6u-S-SVjw&hsmi=382489124&utm\\_content=382489124&utm\\_source=hs\\_email](https://ourpublicservice.org/event/virtual-federal-worker-town-hall/?utm_campaign=22824829-Deferred%20Resignation%20Program%20Guide%202025&utm_medium=email&hsenc=p2ANqtz-jnYCWu7nDQt8PtCquR-BHikB8Eyn5eOHDNuhOHXqQS6lJcg6iT75roe7PNw2FyV9ypL9uEyLIVbowU5jN6u-S-SVjw&hsmi=382489124&utm_content=382489124&utm_source=hs_email)
- Free weekly meditation on Mondays and other resources for former federal employees and contractors:  
Well Fed: <http://wearewellfed.com>
- Free coaching sessions for feds:  
<http://www.groundedidealist.com>
- Meditation or calming apps:
  - Headspace (also a website and a Netflix show)
  - Insight Timer
  - Calm App
  - Iyanla Vanzant (also on YouTube)
- Mental health referrals:  
<https://mhanational.org/>
- Mental health hotlines:  
<https://www.apa.org/topics/crisis-hotlines>
- 7cups: online therapists, chatlines and phone lines just to talk to someone, also takes volunteers  
<https://www.7cups.com/>
- Loveland foundation: therapy resources and healing retreats for people of color  
<https://thelovelandfoundation.org/>
- Resources for all states:  
<http://www.findhelp.org>

## Career Pivot

- Substack for job seekers
- Passion in Motion podcast  
YouTube channel with interviews about career transitions  
<https://www.youtube.com/@PassionInMotionPodcast>
- Innovative uses of AI in the job search via [HiringCoach.ai](https://hiringcoach.ai)  
<https://hiringcoach.ai/>
- Apprenticeships for career retooling:  
<https://openclassrooms.com/en/apprenticeships>
- Public health hiring help:  
[https://open.substack.com/pub/publichealthhiringhelp/p/job-opportunities-8625?utm\\_source=share&utm\\_medium=android&r=4u3x7](https://open.substack.com/pub/publichealthhiringhelp/p/job-opportunities-8625?utm_source=share&utm_medium=android&r=4u3x7)
- Misc job resources:  
[https://open.substack.com/pub/publichealthhiringhelp/p/job-opportunities-8625?utm\\_source=share&utm\\_medium=android&r=4u3x7](https://open.substack.com/pub/publichealthhiringhelp/p/job-opportunities-8625?utm_source=share&utm_medium=android&r=4u3x7)
- Insights career network resources:  
<https://insightscaerenetwork.org/>
- Job search with a peer group through the job search council:  
<https://www.neversearchalone.org/government>
- FiredFed resource list:  
[https://thejobhopper.substack.com/p/special-edition-resources-for-unemployed?utm\\_source=post-banner&utm\\_medium=web&utm\\_campaign=posts-open-in-app&triedRedirect=true](https://thejobhopper.substack.com/p/special-edition-resources-for-unemployed?utm_source=post-banner&utm_medium=web&utm_campaign=posts-open-in-app&triedRedirect=true)
- AI learning resource:  
<https://academy.openai.com/>
- Free food for feds and contractors  
<https://www.capitalareafoodbank.org/dmv-help/>
- The 51st state:  
<https://51st.news/discounts-free-services-impacted-federal-workers-dc/>  
Discounts and free services for impacted federal workers in D.C.

- Small business resources:  
[SCORE business mentoring](#)