



## Celebrating 20 Years!

FY24 marks the 20th anniversary of the NIH Training Center. Looking back to FY04, when our Highlights newsletter was first published, it's incredible to see how much we have evolved over the years. One thing rings true—we have weathered change and worked closely with the NIH and HHS ecosystem to provide the services most needed to support the NIH mission. In balancing agility with sustainable consistency, each year of our Highlights news reveals the incremental changes that brought us here today.

### The Early Days

Back in 2004, we offered classes in travel, ITAS, property management, professional service orders, and a few simplified acquisitions and purchase card classes. We also administered several intern and fellow programs, as well as the **Senior Leadership Program**. HHS University provided soft skills training to the HHS Operating Divisions, instead of the NIH Training Center. A few more years into the 2000s, we began serving roughly 20 executive coaching clients per year.

### Steady Growth

Weathering HHS and OHR organizational changes and championing new ideas, our portfolio has expanded exponentially over the years. We've added hundreds of acquisitions, professional development, supervision and leadership, civility and equity, budget and data skills, pre-retirement planning, and computer applications **classes**, and we also support ICs to deliver a full suite of their own IC-specific group trainings. We now boast a full **Continuum of Leadership Development programs**, having added the **Executive Leadership Program** (2010) and **Mid-level Leadership Program** (2011), graduating hundreds of leaders per year. We also converted our small but mighty **Management Seminar Series** from an internal-facing opportunity to hear from NIH leaders on management topics to a large multi-tier series of events that 250 diverse high-performers across the ICs participated in last year. Some intern programs have come and gone, but our **Presidential Management Fellows** and **Management Intern** programs continue to thrive—and many graduates from 20 years ago now serve in NIH leadership roles.

NIHTC also provided a whopping 218 **executive coaching** engagements to NIH in FY23. In addition, our career and leadership opportunities include **Individual Development Plan consulting** and **Internal Leadership Coaching** to meet a much wider range of NIH staff levels. Finally, the **DDM Seminar Series** is now a regular headliner event four times a year.

### Solid Reputation

Through it all, we have diligently maintained a cost-recovery model with overhead rates that have decreased over the years as our volume has increased, a commitment to customer service, rates competitive with the external market, and NIH-relevant content, with a network of NIH subject matter experts to help us keep our content current. I'm incredibly proud of how the organization has grown and thrived, and I look forward to our celebrating this milestone throughout FY24.

If you have memories of our early days that you'd like to share, please reach us at [NIHTrainingCenter@nih.gov](mailto:NIHTrainingCenter@nih.gov) with the subject line of "NIHTC 20th Anniversary." We'd love to hear from you.

My sincere thanks to the NIH community for partnering with us over the years—and for helping to make NIH truly a learning organization!

Sincerely,

Elena Juris  
NIH Training Center Director

