Introducing the NIH Emerging Talent Program

NIH Training Center
Workforce Support and Development Division
Office of Human Resources
Julian Brooks
NIHTC Program Manager
Emerging Talent Program

Pam Welbon
NIHTC Programs Unit Chief
AGENDA

01. Program Overview
02. Program Outcomes
03. Your Next Steps
04. All About Support
# NIHTC Programs, Classes & Services

<table>
<thead>
<tr>
<th>Junior Level</th>
<th>Mid Level</th>
<th>Senior Level</th>
<th>Executive</th>
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<tr>
<td>GS- 5/6</td>
<td>GS- 12</td>
<td>GS-14</td>
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<tr>
<td>GS- 7/8</td>
<td>GS- 13</td>
<td>GS-15</td>
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<td>GS- 9/10</td>
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<td>GS-11</td>
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- **Emerging Talent**
- **Management Intern**
- **Presidential Management Fellows**

**Mid-Level Leadership**
- **Senior Leadership**
- **Executive Leadership**
- **Executive Coaching**

**Supervisory Training**
- **Women in Leadership**
- **Internal Leadership Coaching**

**Management Seminar Series**
- **Deputy Director for Management Seminar Series**

**Open and Closed Enrollment Classes & Independent Development Plan Consulting**

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### Legend
- 2-Year FTE Position
- Cohort Programs
- Individual Training

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**NIH**
National Institutes of Health

**Office of Management**

**Office of Human Resources**
hr.nih.gov
Two program cohorts in 2024
• Cohort 1: Blended (mostly in-person) begins February 26
• Cohort 2: Blended (mostly virtual) begins April 22

Six-month program
• 2 days per month

30 participants per program
• GS 5-11, Wage Grade, and T42
• IC Representation

2024 Tuition
• Approximately $2800

Program Overview
<table>
<thead>
<tr>
<th>Emerging Talent Program</th>
<th>Timeline</th>
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<tbody>
<tr>
<td><strong>Topics And Timeline</strong></td>
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<tr>
<td>COHORT 1</td>
<td></td>
</tr>
<tr>
<td>Orientation/ Kick-Off</td>
<td>February 26-27* 2024</td>
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<tr>
<td>COHORT 2</td>
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<tr>
<td>Orientation/ Kick-Off</td>
<td>April 22-23* 2024</td>
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**Federal Career Mgmt.**
- March*
- May

**Emotional Intelligence**
- April*
- June

**Communications**
- May*
- July

**Performance Mgmt.**
- June

**Networking/DEIA**
- July*
- August
- September

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For COHORT 1, Orientation/Kick-Off was on February 26-27* 2024.

For COHORT 2, Orientation/Kick-Off was on April 22-23* 2024.

COHORT 1 included topics on Federal Career Mgmt. in March*, Emotional Intelligence in April*, Communications in May*, and Networking/DEIA in July*.

COHORT 2 included topics on Federal Career Mgmt. in May, Emotional Intelligence in June, Communications in July, Performance Mgmt. in August, and Networking/DEIA in September.
NIH Experiences & Individualized Support

Individual Development Plans

Mission Connection Experiences

NIH Career Success Speakers
ETP Candidate Requirements/Considerations

- **GS 5-11**
  - (Wage Grade and T42 equivalents)
  - Displays inclusive behaviors

- **Permanent Federal Employees**
  - Embraces challenges as opportunities

- **Non-Pathways**
  - Desire for growth and advancement
How Do I Get Into the Emerging Talent Program?

- **The Call for Nominations is Out**
- **Every IC has their own process**
- **The NIHTC does not directly take applications or names**

- **Follow your ICs instructions for submitting your application/interest**
- **Your IC alone determines who they will send as nominee(s)**
- **Talk to your Supervisor**

**OPTIONAL APPLICATION**
- **IC deadline is January 31; internal deadlines will be earlier**
- **Be an ADVOCATE for yourself!**

Be an ADVOCATE for yourself!
If you qualify and you’re interested... be an advocate for yourself!

If you supervise a GS 5-11 employee, share the opportunity with them.

If you send emails or talk to people at NIH – help spread the word.

If you want to support the program in another way, please feel free to reach out.
Questions/Comments

Contact Our NIHTC Team:

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ETP Mailbox: NIHTC-ETP@nih.gov

What you can find on the webpage:
ETP 2024 dates and topics
ETP OPTIONAL application
ETP Program Manager Office Hours times and link
ETP Info Session Recording and Presentation Slides