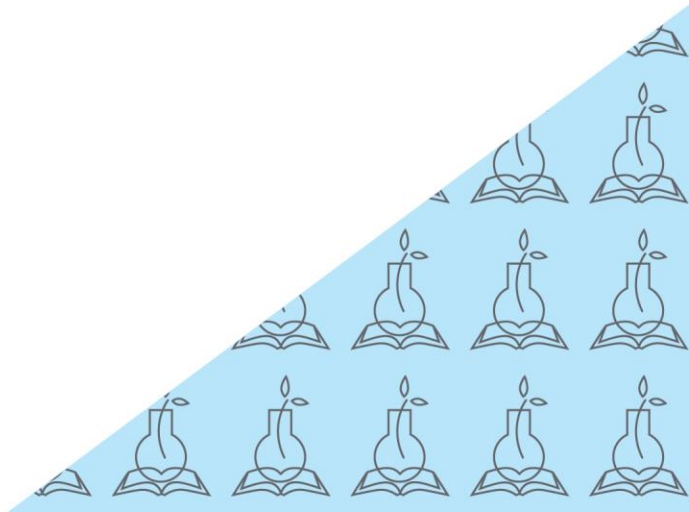
National Institutes of Health
Office of Management

Office of Human Resources
hr.nih.gov

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

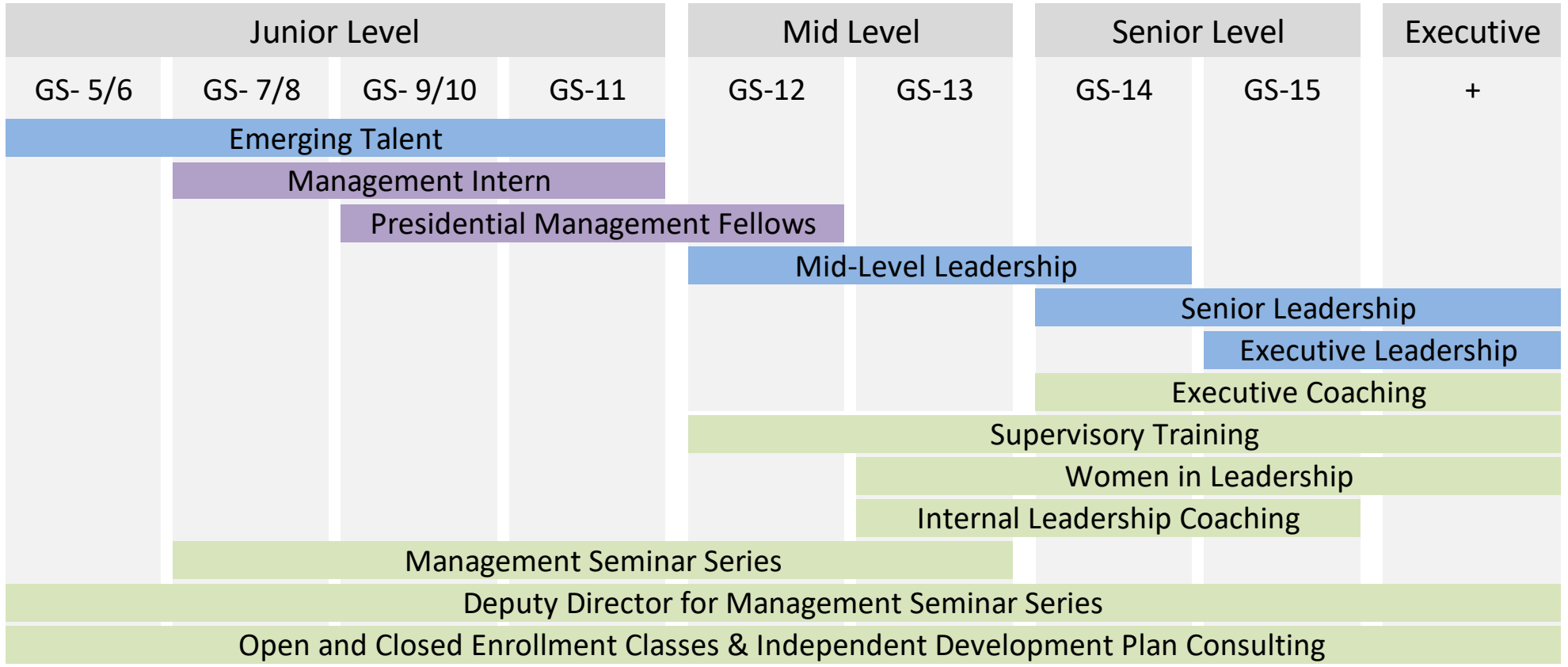
01 → Program Overview

02 → Program Outcomes

03 → Your Next Steps

04 → All About Support

NIHTC Programs, Classes & Services



Program Overview

Logistics

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

Emerging Talent Program

Topics And Timeline

COHORT 1

Orientation/ Kick-Off

February 26-27* 2024

Federal Career Mgmt.
March*

Emotional Intelligence
April*

Communications
May*

Performance Mgmt.
June

Networking/DEIA
July*

COHORT 2

Orientation/ Kick-Off

April 22-23* 2024

Federal Career Mgmt.
May

Emotional Intelligence
June

Communications
July

Performance Mgmt.
August

Networking/DEIA
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)	**Permanent Federal Employees**	**Non-Pathways**
Displays inclusive behaviors	**Embraces challenges as opportunities**	**Desire for growth and advancement**

ETP Outcomes

Career Advancement/Growth

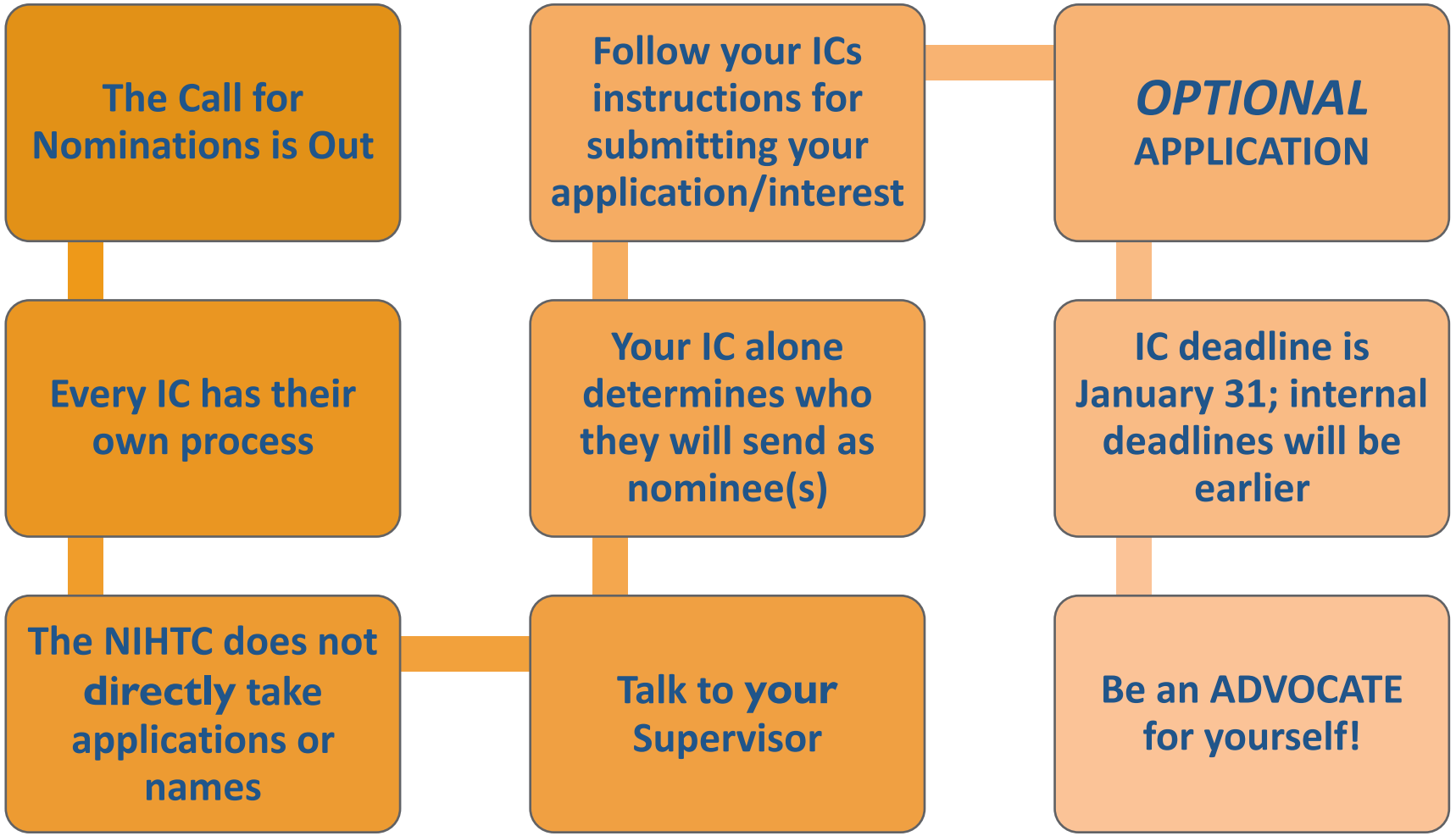
+

Networking Opportunities

+

Program Alumni

How Do I Get Into the Emerging Talent Program?



NIH Contributors

EDI	Ombudsman	OITE
Cross-OHR Divisions	OER	CC
UNITE	NIH Library	OSPMO
	Children's Inn	

Support

- 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

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

Contact Our NIHTC Team:

Julian Brooks (office hours Wed/Fri)
Program Manager, NIHTC
julian.brooks@nih.gov

Pam Welbon
Programs Unit Chief, NIHTC
pam.welbon@nih.gov

Elena Juris
Director, NIHTC
Deputy Director, WSDD
elena.juris@nih.gov

ETP Mailbox: NIHTC-ETP@nih.gov