



OFFICE
OF **HUMAN**
RESOURCES



HHS -DAY Early Career Talent and Pathways Programs



EARLY CAREER TALENT AND PATHWAYS PROGRAMS

MEET THE TEAM



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Early Career Talent
and Pathways Program Specialist



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Early Career Talent and Pathways
Program Specialist

AGENDA

About HHS

Entry to Federal Experience

Where to Find HHS Opportunities

Q & A

GOALS



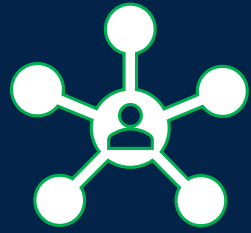
- **Educate** potential candidates on HHS and entry-level opportunities available through the Early Career Talent and Pathways Programs.
- **Advise** potential candidates to improve their chances of achieving success.
- **Build Connections** between HHS agencies, and potential candidates.
- **Hire** students and recent graduates into positions within HHS.

MISSION STATEMENT



The U.S. Department of Health and Human Services' (HHS) mission is to enhance the health and well-being of all Americans.

About HHS



HHS has thirteen (13) operating divisions, including ten (10) public health service agencies and three (3) human services agencies.



These divisions administer a wide variety of health and human services and conduct life-saving research for the nation, protecting and serving all Americans.



The Office of the Secretary (OS), HHS's chief policy officer and general manager, administers and oversees the organization, its programs, and its activities. The Deputy Secretary and a several Assistant Secretaries and Offices support OS.

HHS - Family of Agencies

Clinical Doctors

Statisticians/
Bioinformatics

Policy Analyst

Grant
Administrator

Human Resources
Specialist

Attorney
Advisor

Information
Technology



Entry to a Federal Experience



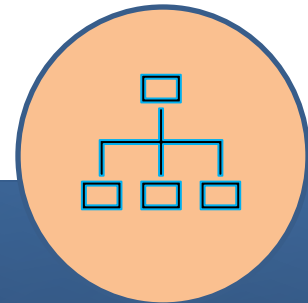
Internships

1. Pathways Programs or Post Student and College Graduate Appts



Fellowships

2. Fellowship and Industry Exchange Programs – Sch A (r) Authority or Title 42



Non-Federally Funded Programs

3. A pathway to federal work experience managed by 3rd Party

EARLY CAREER TALENT ENTRY POINTS

1

Competitive Appointments

- Post Secondary Authority
- College Graduate Authority

2

Apprenticeships

3

CyberCorps (Scholarship for Service)

4

U.S. Digital Corps

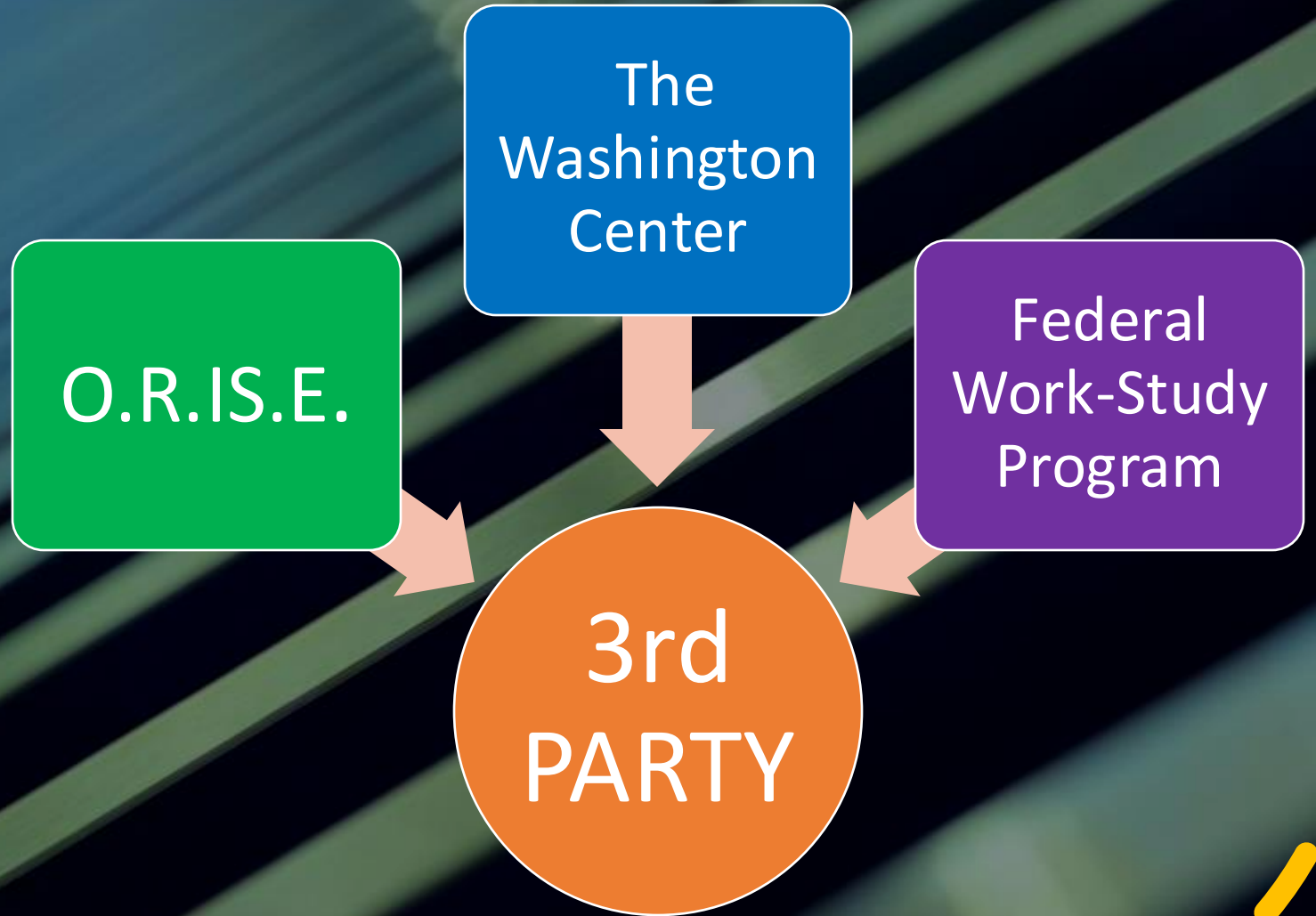
U.S Public Health
Commission Corps

5

Workforce Recruitment Program

- Department of Labor
Disability Employment
Policy and the U.S.
Department of Defense

EARLY
CAREER
TALENT
ENTRY
POINTS



WHAT IS PATHWAYS, AND IS IT FOR ME?



The Pathways Programs offer clear paths to careers for recent graduates and to federal internships for students from high school through post-graduate school. They provide meaningful training and career development opportunities for individuals who are beginning their federal service.

PATHWAYS PROGRAMS

AVAILABLE ACROSS THE FEDERAL GOVERNMENT

Internship Program

Recent Graduate Program

Presidential Management Fellows Program

Internship Program

PROGRAM REQUIREMENTS



Must be current high school students, undergraduate students, including those enrolled in community and technical colleges, graduate and doctorate programs.



Qualifications based on the level of education.



Complete at least 480 hours of work experience acquired through the Internship Program.



Eligible for conversion to a permanent position (or, in some limited circumstances, to a term position lasting 1-4 years) within 180 days of successful completion of the program.

STUDENT INTERNSHIP QUALIFICATIONS

Grade	Level of Education
GS-01	Enrollment in a high school diploma or GED program
GS-02	High school or GED diploma
GS-03	1 full academic year of post high school study
GS-04	2 full academic years of post-high school study or an associate's degree
GS-05	4 academic years of post- high school leading to a bachelor's degree or equivalent degree
GS-07	1 full academic year of graduate level education OR eligibility under the Superior Academic Achievement Provision of bachelor's degree
GS-09	2 full academic years of graduate level education, or a master's degree or equivalent graduate degree
GS-11	PhD or equivalent degree

RECENT GRADUATES PROGRAM

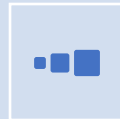
PROGRAM REQUIREMENTS



At least 40 hours of formal, interactive training each year of the program.



Individual Development Plan to create and track Recent Graduates' career planning, professional development, and training activities.



To be eligible for conversion, Recent Graduates must meet the qualifications for the position to which they will be converted and successfully complete at least one year of continuous service, in addition to all requirements of the Program.



Recent Graduates may be converted to a permanent position (or, in some limited circumstances, a term appointment lasting 1-4 years).

PRESIDENTIAL MANAGEMENT FELLOWS (PMF) PROGRAM

PROGRAM REQUIREMENTS



At least 80 hours of formal, interactive training each year of the program, for a total of 160 hours. PMFs are placed on a performance plan and must obtain a successful rating each year.



Developmental opportunities in the occupation or functional discipline the PMF would most likely be placed.



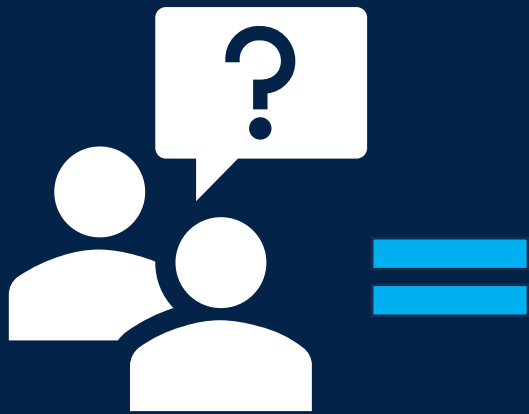
Finalists who obtain an appointment as a PMF serve in a two-year excepted service position.



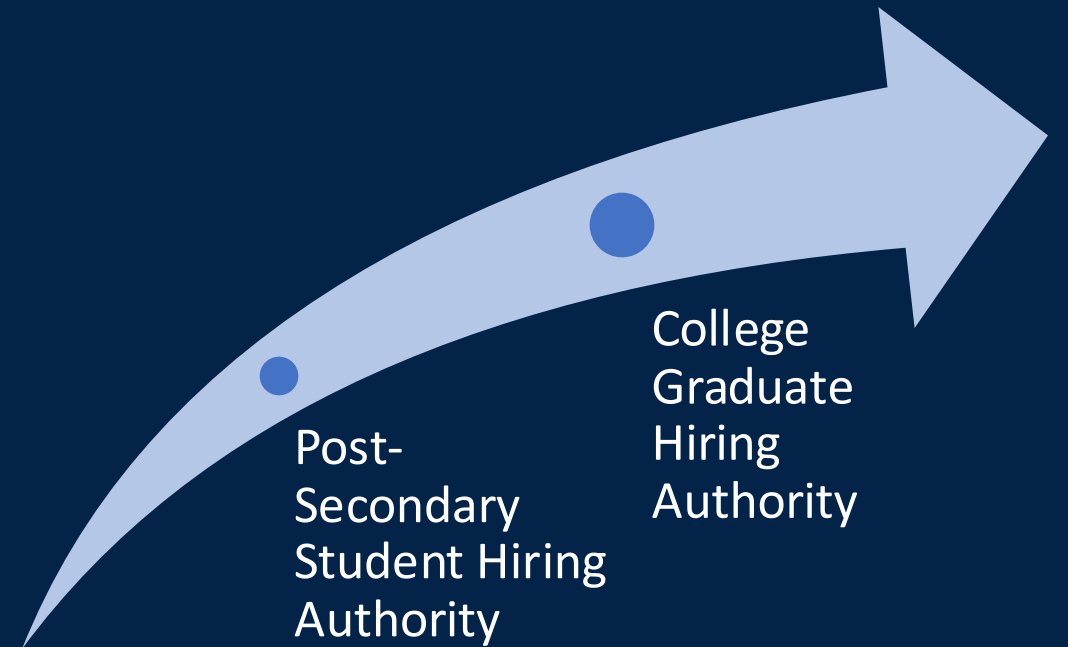
After successful Program completion and job performance, the PMF may be converted to a permanent position (or, in some limited circumstances, a term appointment lasting 1-4 years) in the competitive service.

ALTERNATIVE STUDENT AUTHORITIES

AVAILABLE ACROSS THE FEDERAL GOVERNMENT



Hiring mechanism
for managers that
targets students and
recent graduates.



Post-
Secondary
Student Hiring
Authority

College
Graduate
Hiring
Authority

Workforce Recruitment Program

Workforce Recruitment Program
Managed by the U.S. Department of Labor's Office of Disability Employment Policy and the U.S. Department of Defense

[About Us](#) [Students](#) [Recruiters](#) [Employers](#) [School Coordinators](#) [Resources](#)
[Success Stories](#)

Student Registration Now Open!

Recruiter Registration Starts 06/02/2025

Employer Registration Now Open! **WRP Chatbot**

Connecting employers with postsecondary

The Workforce Recruitment Program (WRP) connects federal and select private-sector employers nationwide with college students, graduate students and recent graduates with disabilities who are eager to demonstrate their abilities in the workplace through internships or permanent jobs.

HHS FELLOWSHIPS



Application Deadline
January 06, 2025



Application Deadline
January 14, 2025



Application Deadline
OPEN NOW Rolling Basis *



Application Deadline
January 03, 2025

**PLUSS applications are open October 7, 2024 through January 31, 2025. Programs may be in person, hybrid, or remote*

WHERE DO I FIND EARLY CAREER OPPORTUNITIES?



The screenshot shows the main navigation and search area of the USAJOBS website. A green arrow points to the "Career Explorer" link in the "Find your perfect job with the Career Explorer" section. Another green arrow points to the "Students" hiring path button in the "What jobs can you apply for?" section.

USAJOBS Sign in Events Help Center Search

Find your federal government job

Keywords Location or Remote

Job title, dept., agency, series or occupation City, state, zip, country or type remote Search Search tips

Find your perfect job with the Career Explorer

Shape America's future

- Save your favorite jobs and searches
- Upload your resumes and documents
- Make your resume searchable
- Apply for jobs in the federal government

Create profile or Sign in

Just starting out in your career? Start here. +

Explore career fields that are hiring now. +

Learn more about the federal hiring process. +

What jobs can you apply for?

Hiring paths help you understand what jobs you are eligible to apply for and why. You may fall under multiple hiring paths.

Open to public Students Federal employees Veterans

Learn about all hiring paths



The screenshot shows the "Students" page on USAJOBS. A green arrow points to the "Early careers" link in the top navigation menu. Another green arrow points to the "Students" section header.

USAJOBS Events Help Center Search

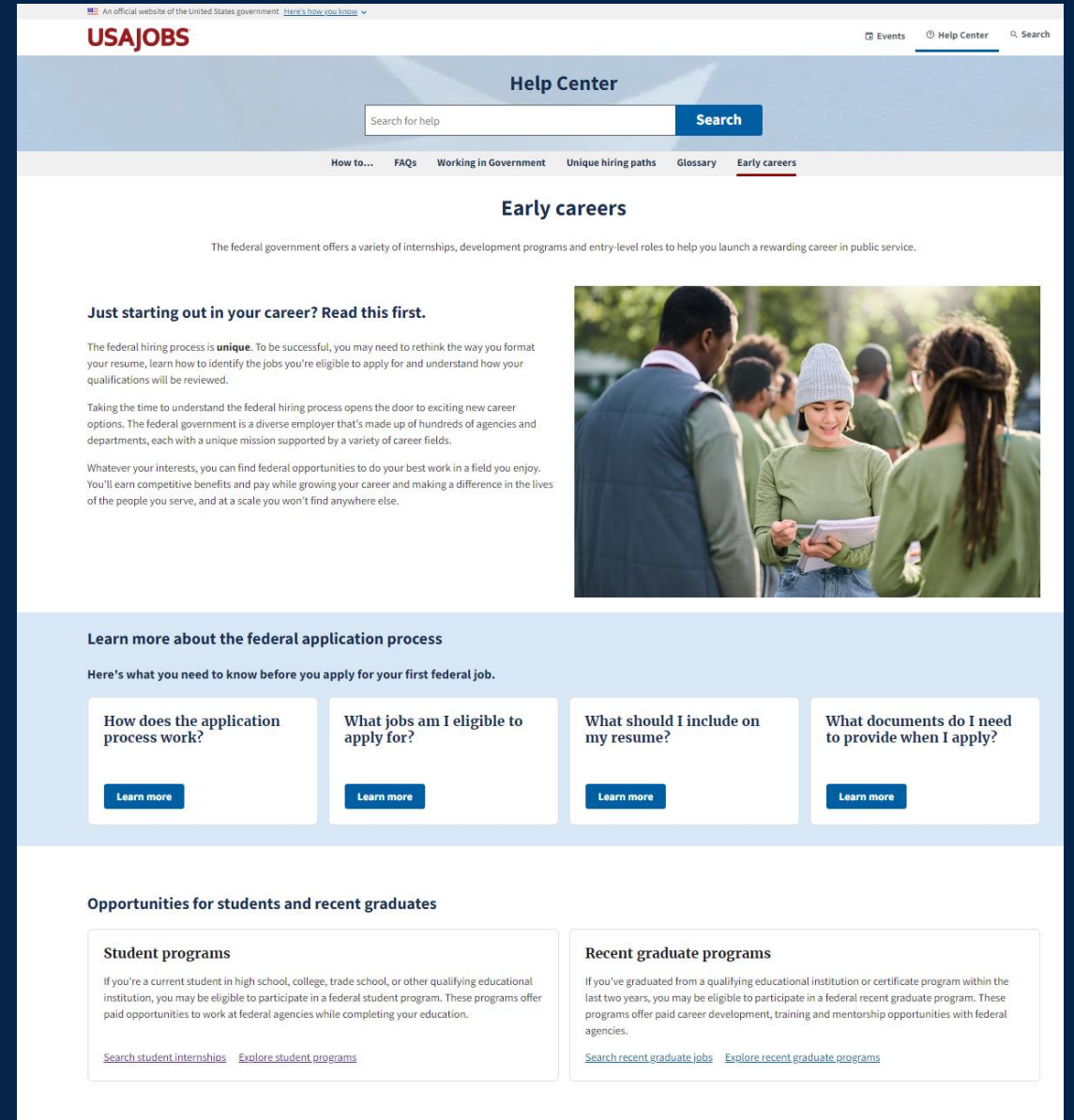
How to... FAQs Working in Government Unique hiring paths Glossary Early careers

Students

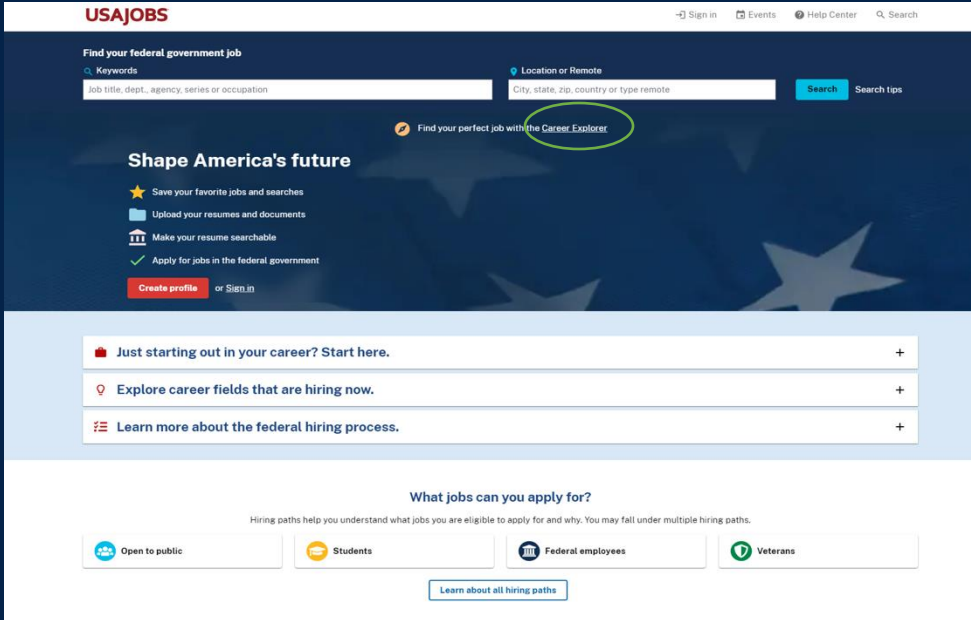
Make an impact and learn what it's like to work for the federal government.

The federal government offers paid and unpaid internships, scholarships and other opportunities for current students in high school, college, trade school, graduate school or other qualifying educational institutions.

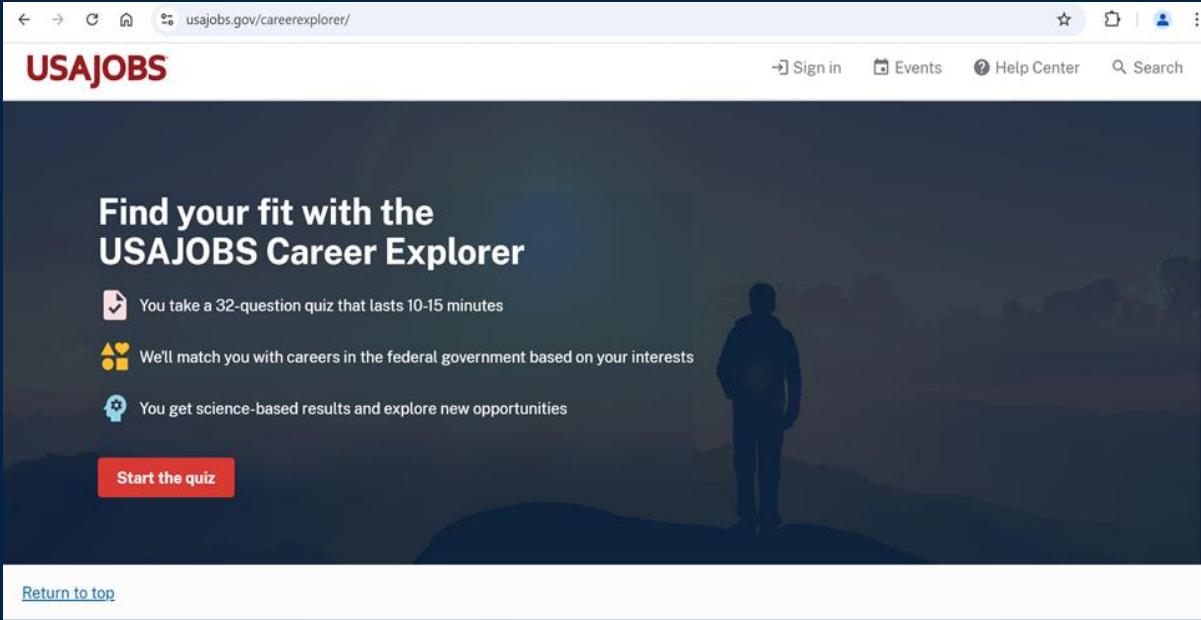
WHERE DO I FIND EARLY CAREER OPPORTUNITIES?



WHERE DO I FIND EARLY CAREER OPPORTUNITIES?



The screenshot shows the USAJOBS homepage. At the top, there is a navigation bar with 'USAJOBS' on the left and 'Sign in', 'Events', 'Help Center', and 'Search' on the right. Below the navigation bar, there is a search section with two input fields: 'Keywords' (with a placeholder 'job title, dept., agency, series or occupation') and 'Location or Remote' (with a placeholder 'City, state, zip, country or type remote'). A 'Search' button is to the right of the second field. Below the search fields, there is a link that says 'Find your perfect job with the Career Explorer', which is circled in green. Underneath, there is a section titled 'Shape America's future' with four bullet points: 'Save your favorite jobs and searches', 'Upload your resumes and documents', 'Make your resume searchable', and 'Apply for jobs in the federal government'. At the bottom of this section are two buttons: 'Create profile' and 'Sign in'. Below this is a section with three expandable cards: 'Just starting out in your career? Start here.', 'Explore career fields that are hiring now.', and 'Learn more about the federal hiring process.'. At the bottom, there is a section titled 'What jobs can you apply for?' with a sub-header 'Hiring paths help you understand what jobs you are eligible to apply for and why. You may fall under multiple hiring paths.' and four buttons: 'Open to public', 'Students', 'Federal employees', and 'Veterans'. A 'Learn about all hiring paths' button is at the bottom of this section.



The screenshot shows the USAJOBS Career Explorer page. The navigation bar is the same as the previous page. The main heading is 'Find your fit with the USAJOBS Career Explorer'. Below the heading, there are three bullet points: 'You take a 32-question quiz that lasts 10-15 minutes', 'We'll match you with careers in the federal government based on your interests', and 'You get science-based results and explore new opportunities'. At the bottom of this section is a red button that says 'Start the quiz'. At the very bottom of the page, there is a 'Return to top' link.

USAJOB Career Explorer ← Exit

1 How interested are you in doing these activities at work?

Operate machines to cut, shape and fit metal, glass or concrete parts. Use tools to create finished products or structures.

Not Interested

Slightly Interested

Moderately Interested

Very Interested

Extremely Interested

[Report a Show details](#)

USAJOB Career Explorer ← Exit

1/32 questions answered

2 How interested are you in doing these activities at work?

Fix electronics, machines and work equipment using hand and power tools. Replace parts, make repairs and perform tests to check the results.

Not Interested

Slightly Interested

Moderately Interested

Very Interested

Extremely Interested

[Report an issue](#)

USAJOBS Career Explorer

This tool will help you understand what jobs within the federal government might fit your interests. Read each question and determine how much you think you would like or dislike doing each activity.

Don't think about whether you have the skills to do the activity or how much money you would make. Our goal is to allow you to explore careers in the federal government you might like or find rewarding.

[Accessibility help](#)

[Continue](#)

USAJOB Career Explorer ← Exit

2/32 questions answered

3 How interested are you in doing these activities at work?

Study plant and animal growth in settings such as farms, forests, zoos or shelters. Tend to crops or animals and learn what affects their growth or survival.

Not Interested

Slightly Interested

Moderately Interested

Very Interested

Extremely Interested

[Report an issue](#)

USAJOB Career Explorer ← Exit

3/32 questions answered

4 How interested are you in doing these activities at work?

Provide health care and treatment to patients with various conditions and needs. Perform medical procedures and track patient progress.

Not Interested

Slightly Interested

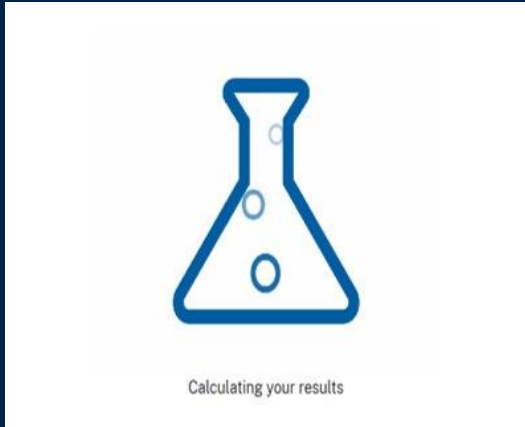
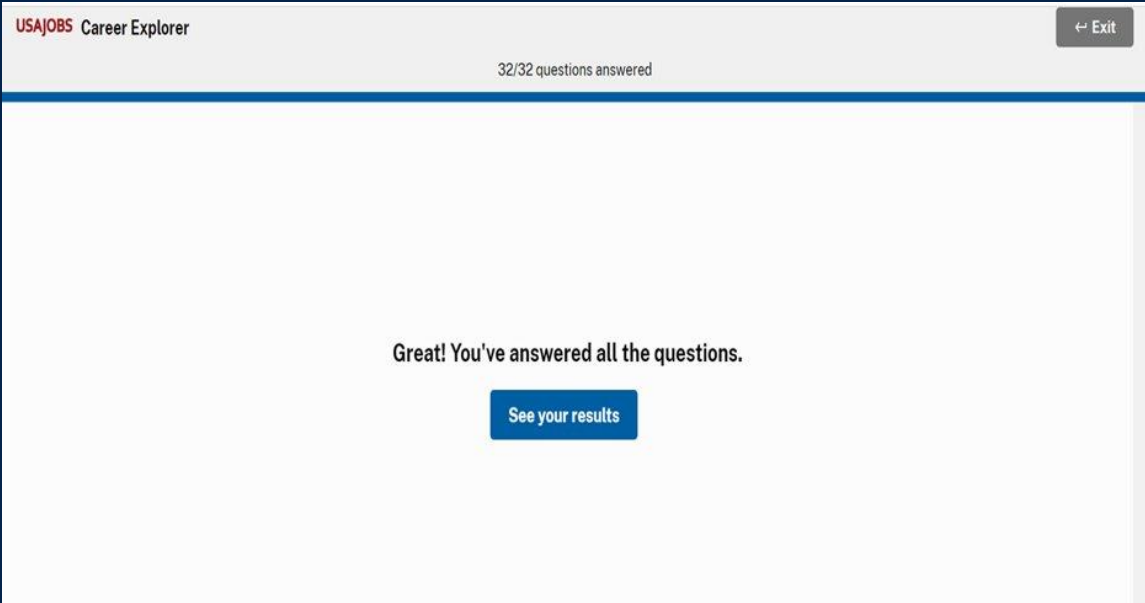
Moderately Interested

Very Interested

Extremely Interested

[Report an issue](#)

WHERE DO I FIND EARLY CAREER OPPORTUNITIES?



Your results are in!

Here are your top **job series** matches.

Recreation/creative arts therapist (series 0638)

Social services aid and assistant (series 0186)

General attorney (series 0905)

Patent examining (series 1224)

Equal opportunity investigation (series 1860)

Education services (series 1740)

Criminal investigating (series 1811)

Physician's assistant (series 0603)

Psychology (series 0180)

Speech pathology and audiology (series 0665)

[What's a job series?](#)

[How did you find my match?](#)

[Can I save my results?](#)

[Help us improve](#)

Frequently asked questions +

Psychology (series 0180)

Based on your answers, your interests are a **strong match** with this job series.

You will work in psychology, focusing on human and animal behavior, capacities, traits, interests and activities. In this career, you may:

- Experiment or research to develop scientific principles and laws.
- Develop practical applications of scientific results.
- Apply psychological principles, theories, methods and data to practical situations and problems.
- Educate or train others on principles, theories or methods and how to use them.

Popular job titles

- Counseling psychologist
- Clinical psychologist
- Engineering psychologist
- Research psychologist
- Senior social worker
- Social science psychologist

[Help us improve](#)

Frequently asked questions +

Education services (series 1740)

Based on your answers, your interests are a **strong match** with this job series.

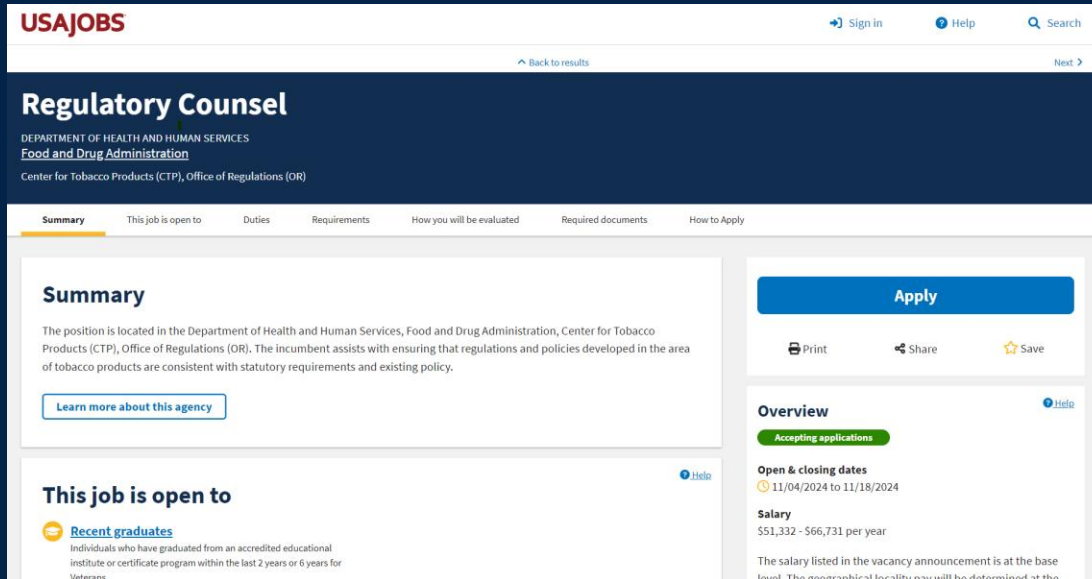
You will manage, promote, conduct or evaluate programs that help people create career plans or develop their skills. A career in education services requires that you understand educational theories and practices for high school, adult or continuing education students. You may also help students set educational and career goals.

Popular job titles

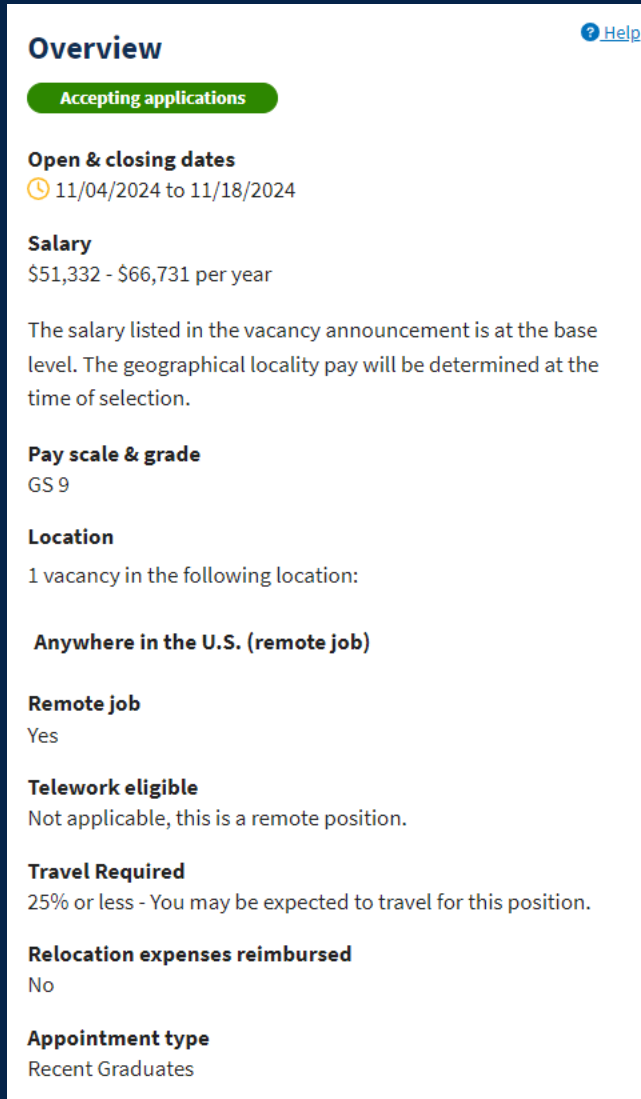
- Guidance counselor
- Education services specialist
- Psychologist
- Social worker

[Search for jobs in this series](#)

WHERE DO I FIND EARLY CAREER OPPORTUNITIES?



The screenshot shows a USAJOBS job listing for a Regulatory Counsel position. The header includes the USAJOBS logo, navigation links for Sign in, Help, and Search, and a search bar. The job title is "Regulatory Counsel" under the "DEPARTMENT OF HEALTH AND HUMAN SERVICES" and "Food and Drug Administration". The position is located at the "Center for Tobacco Products (CTP), Office of Regulations (OR)". The listing includes a "Summary" section with a description of the role, a "This job is open to" section with a "Recent graduates" icon and text, and an "Overview" section with an "Apply" button, "Print", "Share", and "Save" options. The "Overview" section also displays the status "Accepting applications", "Open & closing dates" (11/04/2024 to 11/18/2024), and "Salary" (\$51,332 - \$66,731 per year).



Overview [Help](#)

Accepting applications

Open & closing dates
🕒 11/04/2024 to 11/18/2024

Salary
\$51,332 - \$66,731 per year

The salary listed in the vacancy announcement is at the base level. The geographical locality pay will be determined at the time of selection.

Pay scale & grade
GS 9

Location
1 vacancy in the following location:

Anywhere in the U.S. (remote job)

Remote job
Yes

Telework eligible
Not applicable, this is a remote position.

Travel Required
25% or less - You may be expected to travel for this position.

Relocation expenses reimbursed
No

Appointment type
Recent Graduates

WHERE DO I FIND EARLY CAREER OPPORTUNITIES?

Duties

- Performs research on regulatory issues and provide recommendations to revise existing or to create new policies and/or regulations.
- Reviews proposals and make recommendations for new guidance documents that affect regulatory activities.
- Assists in the development of programs involving matters affecting the regulation of the tobacco industry.
- Assists in drafting replies to correspondence from the regulated community and other interested persons on issues that effect one or more portions of the regulated industry.
- Participates in the development of regulations, petition responses, and other written statements of agency policy.
- Communicates current policies applicable to a regulated industry, clinical investigators and medical/scientific community.

[Help](#)

Qualifications

Applicants must meet the following eligibility requirements to participate in this Recent Graduate Program:

- A. Completed all requirements for an associates, bachelors, masters, professional, doctorate, vocational, or technical degree or qualifying certificate from an accredited educational institution within the 2 years preceding the closing date of this announcement. -
OR-
- B. Released or discharged from active duty within the previous two years by 11/18/2024, where as a veteran who, due to a military service obligation, was precluded from applying to the Recent Graduate Program during any portion of the 2-year eligibility period following completion of degree or certificate requirements, are entitled to a full 2-year period of eligibility upon release or discharge from active duty. In no event, however, may the eligibility period extend beyond 6 years from the date on which the preference eligible veteran completed the requirements of the degree or certificate. -**OR-**
- C. Individuals who are expected to graduate with a qualifying Associate's, Bachelor's, Master's, Doctorate, professional, vocational or technical degree or certificate program by December 31, 2024. Current students must meet all eligibility and qualification requirements before a final offer can be made.

NOTE: You must submit transcripts or official documentation to verify your eligibility under the Recent Graduate Program. Transcripts MUST reflect the degree/certificate program and the degree conferred date. If your degree/certificate has not been conferred, you must provide proof of the anticipated graduation date. Selectee's entry on duty date will be upon degree conferment.

In addition to the eligibility requirements for the Pathways Recent Graduate Program, you must also meet the following OPM Qualification Requirements listed below by 11/18/2024 in order to qualify for the Regulatory Counsel, 0301, at GS - 9.

For GS-9:

- A. Applicants must have at least one full year of specialized experience, equivalent to the GS-07 grade level in the Federal service which includes in researching regulatory issues and providing recommendations to revise existing or create new policies, procedures and/or programs; drafting correspondence regarding policies, procedures and/or other process documents. -**OR-**
- B. Have completed a Master's or equivalent graduate degree, or 2 full years of progressively higher-level graduate education leading to such a degree, or LL.B. or J.D. that is related to the position to be filled. -**OR-**
- C. Have a combination of specialized experience as described in "A" above and graduate education as described in "B" above. To combine education and experience, determine the applicant's total qualifying experience as a percentage of the experience required for the grade level. Then determine the applicant's education as a percentage of the education required for the grade level. Finally, add the two percentages. The total percentage must equal at least 100 percent to qualify.

Tips for Making the Application Process Less Intimidating



Read for Understanding -The Details Matter

- Follow the instructions
- Each section contains a hyperlink for more information

Don't Procrastinate

- Announcements may have an applicant limit
- Do not wait until the last day to apply
- Give yourself enough time to ask questions to the agency contact and receive a response

Have Your Documents Ready

- Resume
- Transcripts
- Cover Letter (optional)
- Reference Letters (if applicable)
- DD214 (if applicable)
- Schedule A Letter (if applicable)

WHERE TO GET HELP?

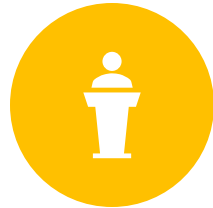
Federal Resources



[OPM: STUDENTS AND RECENT GRADUATES](#)



[USAJOBS: STUDENTS AND RECENT GRADUATES](#)



[PRESIDENTIAL MANAGEMENT FELLOWS PROGRAM](#)



[START YOUR CAREER WITH HHS](#)



[LEARN MORE ABOUT HHS' AGENCIES AND OFFICES](#)



[HOW DOES THE FEDERAL APPLICATION PROCESS WORK?](#)

MORE FEDERAL RESOURCES

- [Veteran Applicant Information](#)
- [Special Hiring Authorities for Veterans](#)
- [OPM – Hiring Authorities](#)
- [Military Spouse Eligibility](#)
- [Schedule A Hiring Authority](#)
- [Jobseekers with Disabilities Applicant Information](#)
- [Federal Resume Tips](#)

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**LinkedIn &
Handshake**



Connect With Our Team

Early Career Talent and Pathways Programs
Office of Human Resources

Email: pathways@hhs.gov

OFFICE
OF **HUMAN**
RESOURCES



AUDIENCE Q&A



The Excellence in Mentorship of Underrepresented Groups (EMURG) for Health Equity Leaders 12-Month Fellowship Program supports federal public health careers and professional development to address health disparities. EMURG Fellows will be placed in one of the Department of Health and Human Services Agencies, for example:

- a) Administration for Children and Families (ACF)
- b) Administration for Community Living (ACL)
- c) Agency for Healthcare Research and Quality (AHRQ)
- d) Centers for Disease Control and Prevention (CDC)
- e) Centers for Medicare and Medicaid Services (CMS)
- f) Food and Drug Administration (FDA)
- g) Health Resources and Services Administration (HRSA)
- h) Indian Health Services (IHS)
- i) National Institutes of Health (NIH)
- j) Office of Minority Health (OMH)
- k) Office of Population Affairs (OPA)
- l) Substance Abuse and Mental Health Services Administration (SAMHSA)

1. Kennedy Krieger partnering with:
 - a) Johns Hopkins School of Medicine, School of Nursing, School of Medicine, Bloomberg School of Public Health
 - b) Historically Black Colleges and Universities
2. The University of South Dakota partnering with Tribal Serving Institutions
3. The University of California, Davis (UC-Davis) MIND Institute partnering with UC-Davis Office of Health Equity, Diversity, and Inclusion (*6-week program)
4. Aaniiih Nakoda College/Fort Belknap Community



LEWIS FERGUSON

CDC John R. Lewis Undergraduate Public Health Scholars Program

Dr. James A. Ferguson Emerging Infectious Diseases Graduate Fellowship

Columbia University | University of Michigan | Southern Plains Tribal Health Board
Morehouse College | University of Pittsburgh | Kennedy Krieger Institute | UCLA