



NC Public Health Pathways

● Program Overview & Upcoming Opportunities



NCDHHS
Division of Public Health



NORTH CAROLINA
FOUNDATIONAL
CAPABILITIES



NORTH CAROLINA INSTITUTE
FOR PUBLIC HEALTH

December 17, 2025

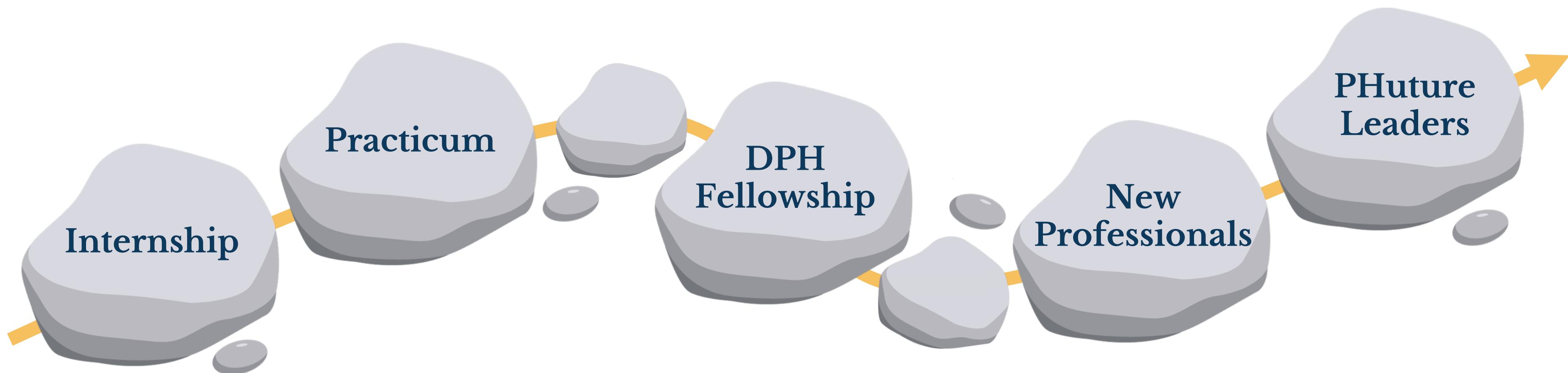
Background & Funding

How We Started

The NC Division of Public Health (NC DPH) Fellowship launched in 2023 through a partnership between NC DPH and the NC Institute for Public Health (NCIPH) using ARPA funds. With Public Health Infrastructure Grant (PHIG) funds, the program has grown into the NC Public Health Pathways (NCPHP) program.



NC Public Health Pathways Programs



NC Public Health Pathways Programs

Internship Program

Who

Junior & Senior Undergraduate Students

When

Fall & Spring

How Long

12 Weeks

First Cohort: Fall '25

Practicum Program

Who

Masters-level Public Health Graduate Students

When

Summer

How Long

6 Weeks

First Cohort: Summer '26

DPH Fellowship

Who

Recent Graduates of Related Degree Programs

When

New Cohorts Each July

How Long

Up to 22 Months

First Cohort: Summer '23

New Professionals Program

Who

Early Career LHD/DPH Staff New to Public Health

When

New Cohorts Each July

How Long

11 Months

First Cohort: Summer '25

PHuture Leaders Program

Who

Early Career LHD/DPH Staff (1-3 Years)

When

New Cohorts Each May

How Long

14 Weeks

First Cohort: Summer '25

Our Model



1

Centralized Application System

Our system displays open opportunities, accepts applications, and kicks off candidate selection.

2

Applicant Recruitment & Early Screening

Our team actively promotes positions through strategic outreach and pre-screens candidates to ensure the right fit.

3

Educational Curricula

Our curricula include coaching, continuing education, and professional development guided by the **Public Health Services Framework**.

Our Curricula



Continuing Education

Synchronous and asynchronous learning providing essential contextual information about NC public health and designed to complement on-the-job experience.

Professional Development

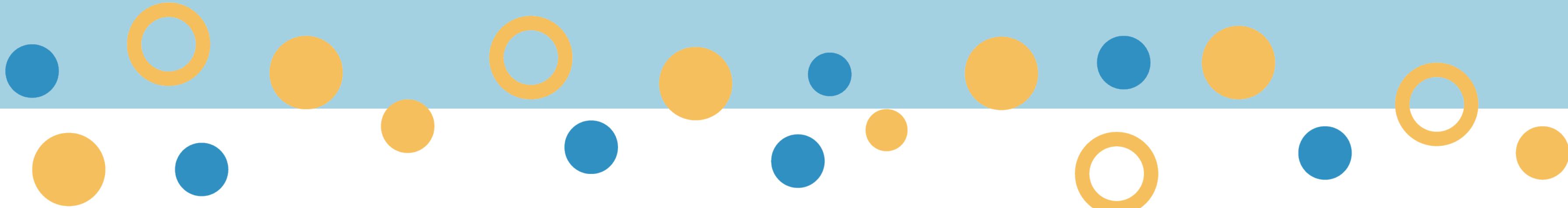
Professional development, networking events, and other applied learning opportunities encouraging self-directed learning and connection to the broader public health landscape.

Professional Coaching

Professional coaching sessions focusing on goal setting, progress, constructive feedback, and collaborative problem-solving.

Early Wins

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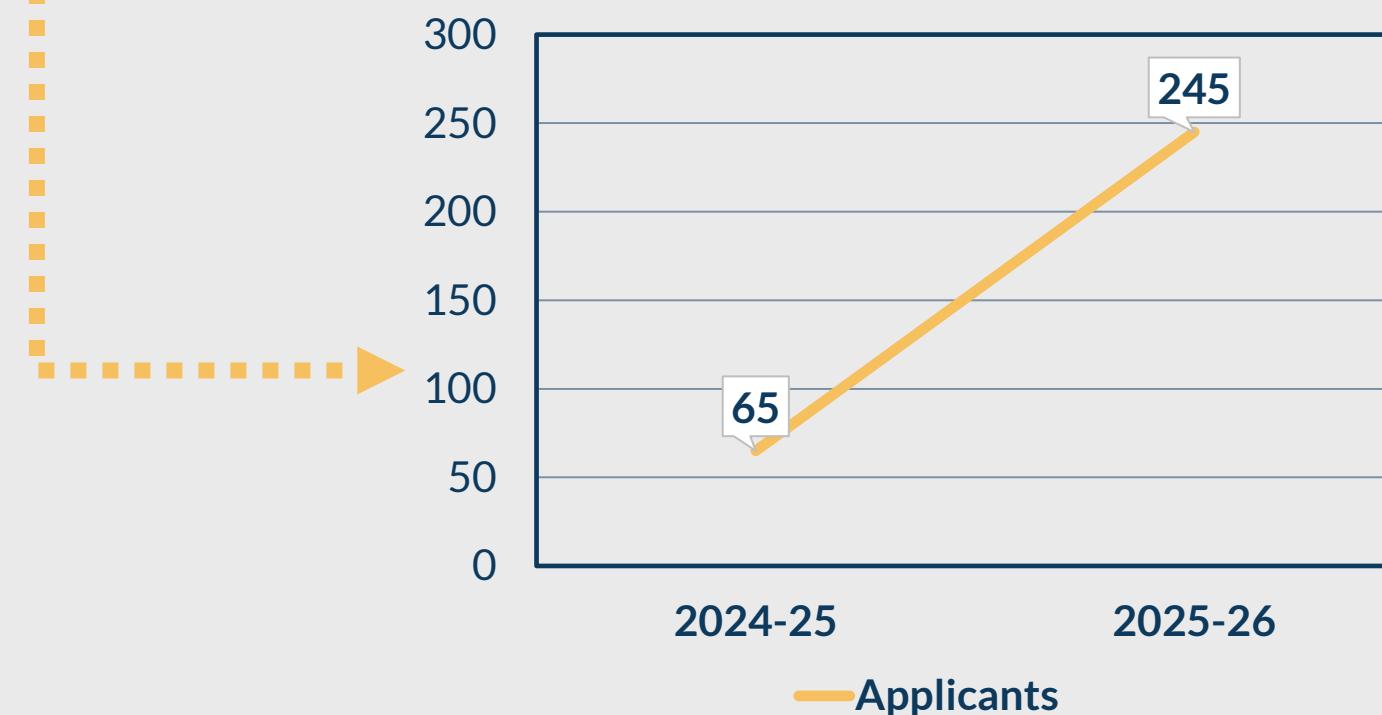


Application Numbers

$$245 + 3 + 62 = 310$$

DPH Fellowship **New Professionals Program** **Internship Program**

Total 2025 Applicants: **310**



= **277%**
YoY Growth!

Participant Numbers



NC DPH Fellowship

July 2023-Present



New Professionals Program

July 2025-Present



Internship Program

August 2025-Present

LHD Partners



NENCPPH

Northeastern North Carolina Partnership for Public Health



BURKE COUNTY
PUBLIC HEALTH

CHA CABARRUS
HEALTH
ALLIANCE

THRIVE
NC Region 5 Public Health
COLLABORATIVE

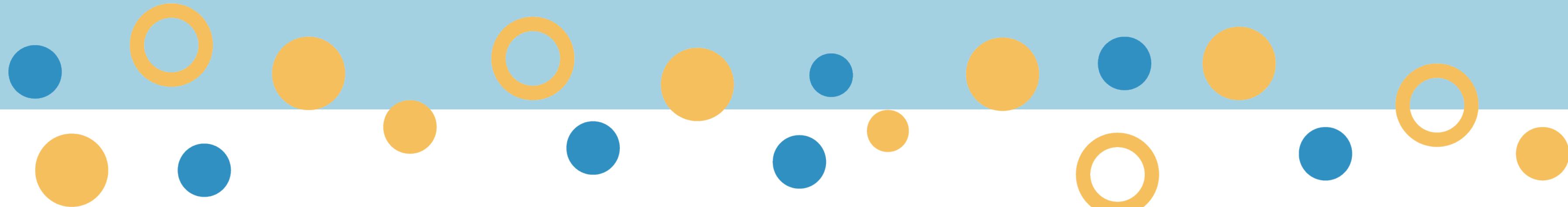
Key

- New Professionals Program
- Internship Program
- Practicum Program



Become a Partner

...



Getting Started

Interested in Hiring an Intern or Practicum Student?



Partner To-Dos:

- 1 Complete Submission Form
- 2 Sit Back & Relax
- 3 Select Final Candidate

NC PHP To-Dos:

- 1 Review & Approve Opportunity
- 2 Recruit & Pre-Screen Applicants
- 3 Enroll Final Candidate in Curriculum

Submission Form

1

Contact Details

Agency, Primary Contact, Supervisor Contact

2

Logistics

Applicant Screening*, Dates, Location,
Compensation

3

Position Description

Title, Description, Work Products,
Required vs. Preferred Skills &
Experience*

Practicum Position Submission Form

The Opportunity Submission Form should **only** be completed by representatives from a North Carolina local health department or the North Carolina Division of Public Health.

Key Dates:

- November 10 - December 8: Summer '26 Practicum Submissions Open to LHDs/DPH
- December 15 - January 9: Summer '26 Practicum Applications Open to Students
- January 23: Practicum Sites Receive Applicant List/Strong Candidates List*
- February 23: Final Candidate Selection Due
- May 25: Earliest Summer '26 Practicum Start Date

*if requested by practicum site

Please read the following before completing:

1. The purpose of this form is to gather important details about open governmental public health practicum opportunities as part of the North Carolina Pathways Program.
2. Please review the entire form before beginning to ensure all required information is ready. Once submitted, the Pathways Program Team will contact the submitter or primary contact if any edits or additional information is needed.
3. Upon request, the Pathways Program Team can provide a list of qualified applicants for the posting who meet the minimum required criteria specified in the Opportunity Submission Form. Alternatively, or in addition, an unscreened list of all applicants is also available.
4. The organization is responsible for selecting a candidate in their preferred manner; while interviews are recommended, they are not required. Once a candidate is selected, the organization's primary contact (as listed in this form) must notify the Pathways Program Team to ensure the candidate is properly enrolled in the appropriate Pathways Program.

Agency/Organization Name *

Agency/Organization Website Link *



Upcoming Opportunities

Recruitment for our **'26-27 New Professionals Program** begins in **March 2026**.

Recruitment for our **'26 PHuture Leaders Program** begins in **April 2026**.

Recruitment for our **Fall '26 Internship Program** begins in **May 2026**.

*For more details and key dates,
visit our website:* ncphpathways.org



THANK YOU!



Interested in becoming an early adopter of our program?

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