



NC Public Health Pathways

● Program Overview & Upcoming Opportunities



NCDHHS
Division of Public Health



**NORTH CAROLINA
FOUNDATIONAL
CAPABILITIES**



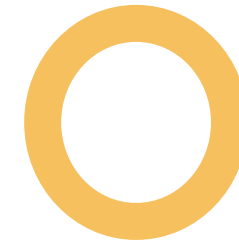
**NORTH CAROLINA INSTITUTE
FOR PUBLIC HEALTH**

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.

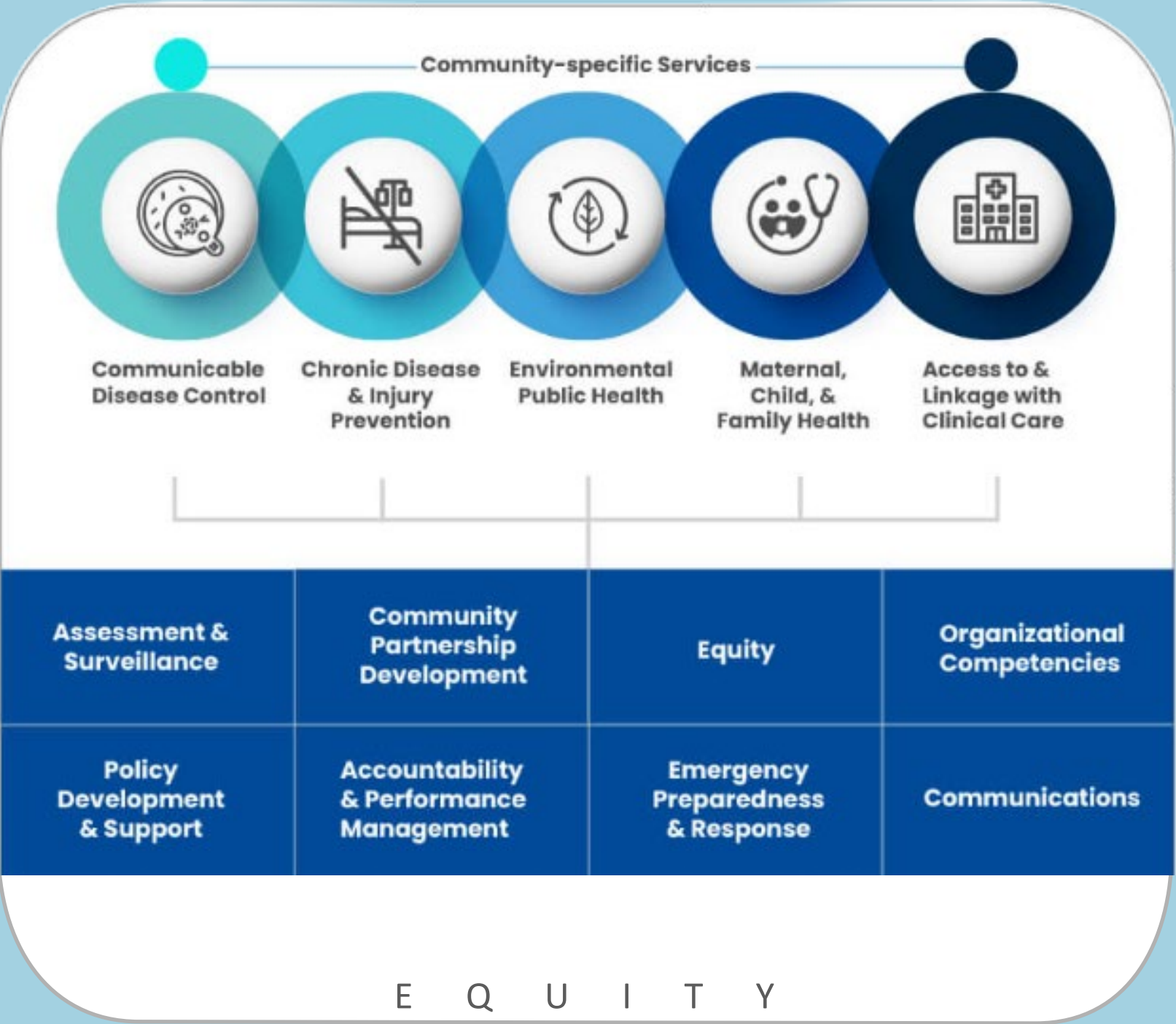
2 Applicant Recruitment & Early Screening

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

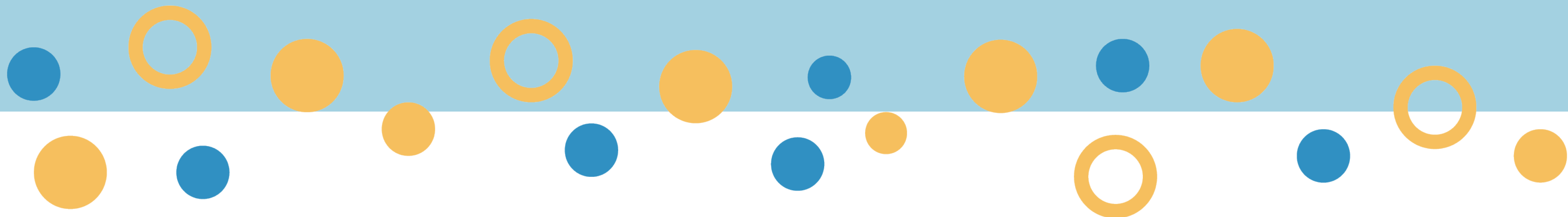
Professional development, networking events, and other applied learning opportunities encouraging self-directed learning and connection to the broader public health landscape.

Professional Coaching

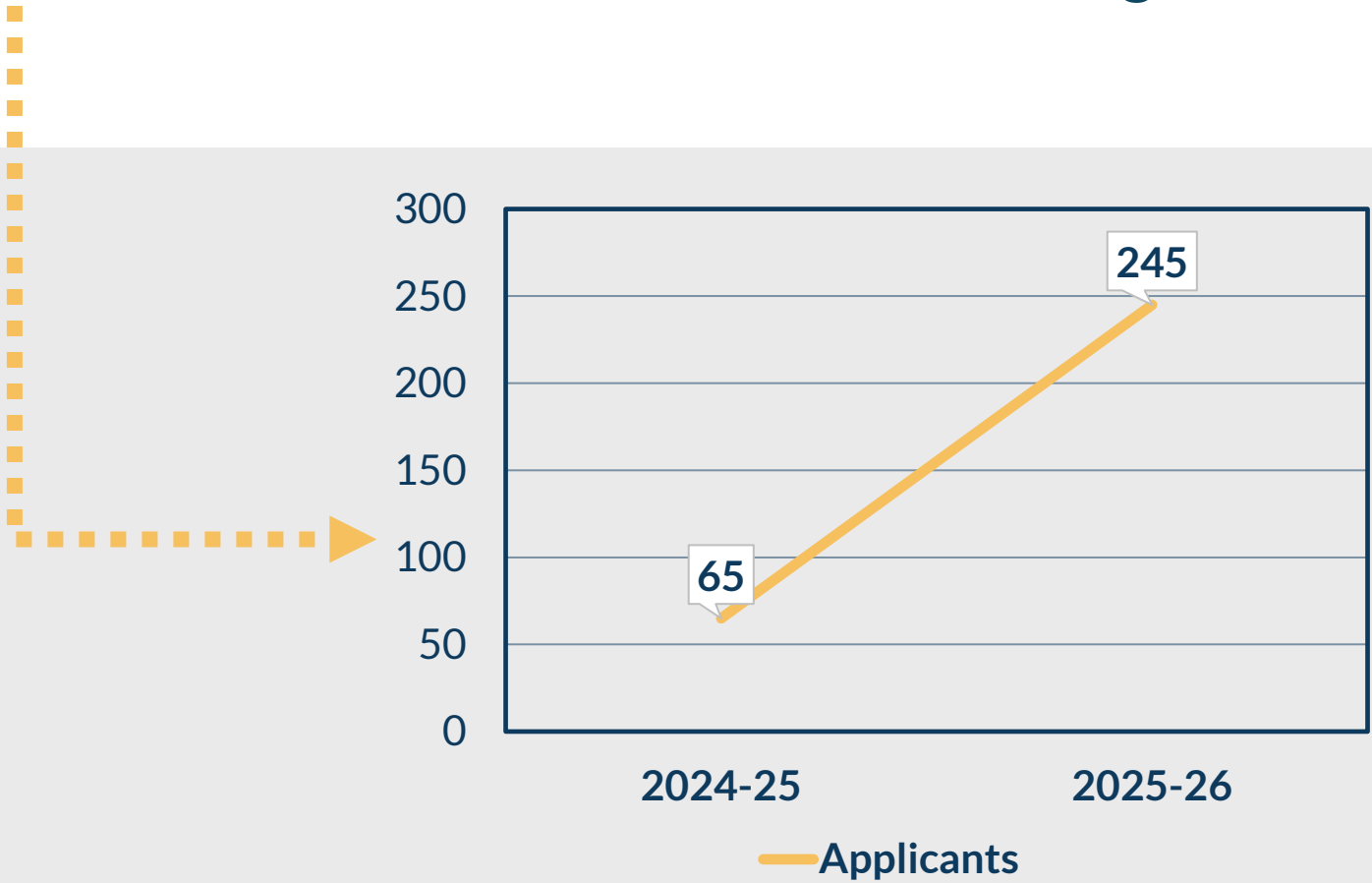
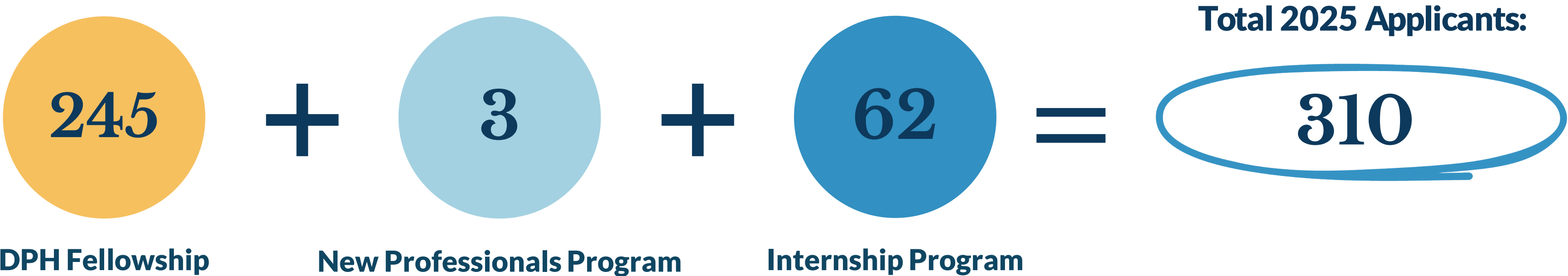
Professional coaching sessions focusing on goal setting, progress, constructive feedback, and collaborative problem-solving.

Early Wins

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Application Numbers



= 277%
YoY Growth!

Participant Numbers

17

NC DPH Fellowship

July 2023-Present

3

New Professionals Program

July 2025-Present

7

Internship Program

August 2025-Present

LHD Partners



NENCPPH

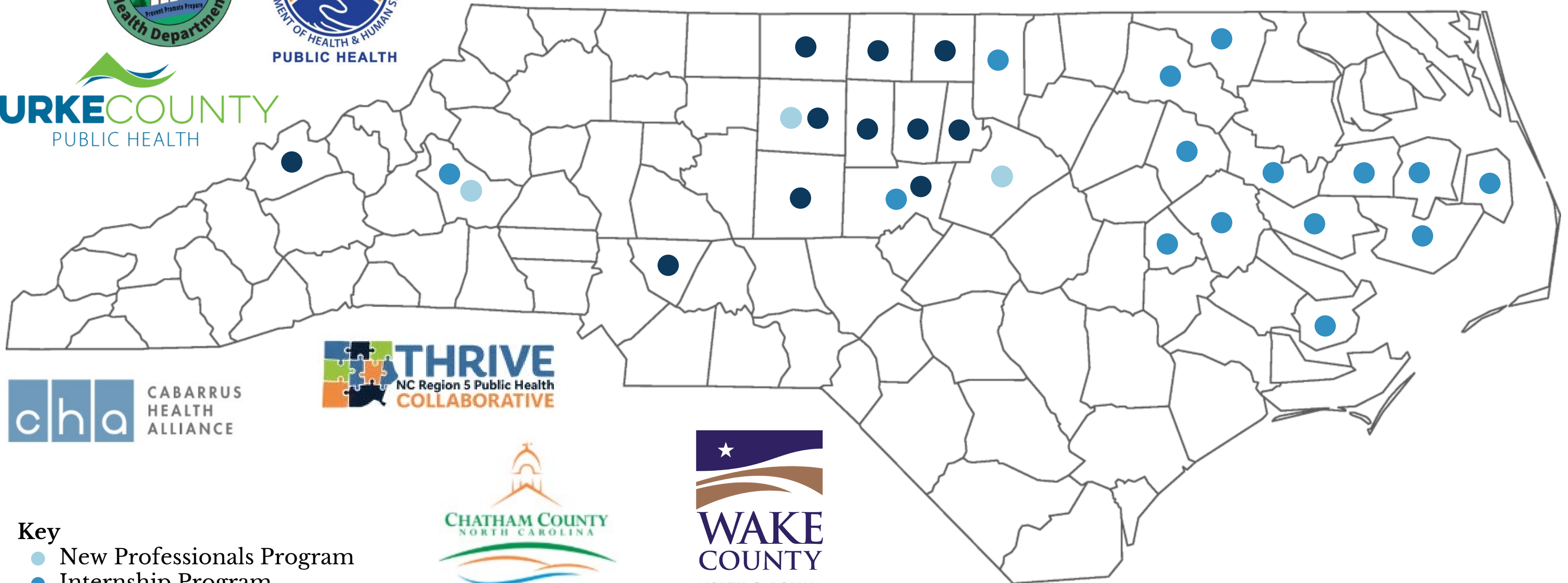
Northeastern North Carolina Partnership for Public Health



GRANVILLE VANCE
public health



Martin-Tyrrell-Washington District Health
Promoting Healthier Lifestyles Through Personal and Environmental Health Services



Key

- New Professionals Program
- Internship Program
- Practicum Program



Become a Partner

...

Getting Started

Interested in Hiring an Intern or Practicum Student?



Partner To-Dos:

NCPHP To-Dos:

1

Complete Submission Form

1

Review & Approve Opportunity

2

Sit Back & Relax

2

Recruit & Pre-Screen Applicants

3

Select Final Candidate

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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