

## **PATHWAYS TO PUBLIC SERVICE: MINORITY SERVING INSTITUTIONS PROJECT**

### **Overview**

The Pathways to Public Service (PTPS) program was initiated in 2019 by the Office of the National Coordinator for Health Information Technology (ONC) - in collaboration with representatives from the Centers for Disease Control (CDC), the Centers for Medicare and Medicaid Services (CMS), the National Institutes of Health (NIH), and the Health Resources and Services Administration (HRSA) – to equip students of Minority Serving Institutions (MSIs) with the knowledge and skills needed to be viable candidates in their pursuit of careers in public service.

Through virtual fairs and professional development workshops, students are educated on the mission of HHS, the Federal Government’s Pathways Programs, and the federal hiring process. Students will also have the opportunity to learn about possible career paths within the Department of Health and Human Services (HHS) and how various paid/unpaid internships and entry-level opportunities can help them develop their career in public service.

In partnership with other HHS agencies, it is our mission to develop a pipeline of diverse, qualified, highly motivated students to become the next generation of public servants providing effective health and human services and fostering advances in medicine, public health, and social services through internship and entry-level positions. This targeted outreach will not only equip students with the knowledge and skills needed to be viable candidates in their pursuit of careers in public service, but will also aid in increasing the number of minority students in the federal applicant pool and hired into federal positions.

### **Participating HHS Partners - HR Directors and Executive Officers**

<b>OPDIV/ STAFFDIV</b>	<b>Name</b>	<b>Title</b>
OS/ONC	Lisa A. Lewis	Deputy National Coordinator for Operations/Chief Operating Officer
	Tiffany Bonner	Management and Program Analyst, Human Capital Branch
NIH	Camille Hoover	Executive Officer, National Institute of Diabetes and Digestive and Kidney Diseases
	Camilla Torrella	Director, Performance Management & Engagement
CMS	Heather Campbell	Senior Recruiter, Office of Global Hiring and Outreach
HRSA	Chris Parker	Talent Acquisition Strategy Manager, Office of Human Resources
CDC	Celeste Smalls-Sumpter	Program Manager, Workforce Planning Activity, Strategic Programs Office, Human Resources Office
ACF	Lindsey Gersbach	Workforce Development Specialist

## Targeted MSIs

Categories	# Institutions Reached	% Students Reached
<b>AAPISI</b> - Asian American and Pacific Islander Serving Institutions	7	1%
<b>HBCU</b> - Historically Black Colleges and Universities	33	39%
<b>HSI</b> - Hispanic Serving Institutions	65	19%
<b>NASNTI</b> - Native American-Serving Nontribal Institutions	2	3%



Examples of Targeted Institutions	
Bowie State University	North Carolina A&T State University
Charles R. Drew University	AUC – Atlanta University Centers (Spelman College, Morehouse, & Clark Atlanta)
Clayton State University	St. Mary’s University Texas
Coppin State University	Tennessee State University
Fayetteville State University	Texas Southern University
HACU- Hispanic Association of Colleges and Employers	The University of Texas at San Antonio
Hampton University	The University of Texas at El Paso
Howard University	Towson University
Johnson C. Smith University	Trinity University – San Antonio, Texas
Latino Medical Student Association (LMSA)	Tuskegee University (School of Nursing/Allied Health)
Mercer University	University of North Carolina at Pembroke
Morgan State University	Virginia Union University
Norfolk State University	Winston-Salem State University





**Performance Measures**

The following measures will guide the development of action plans and the routine monitoring of progress to the goals stated above:

Measure*	Projection	2019-2020	2020-2021	2021-2022
		Baseline	Goal	Goal
Number of HHS agencies participating in the initiative	Increase agencies by 1 annually	5	5	6
Number of MSIs reached by this initiative	Increase MSIs by 5 annually	12	25	30
Number of virtual fairs hosted	Host 8 fairs per academic year (1per academic month)	12	8	8
Number of students on the mailing list	Increase students by 400 annually	747	1,200	2,700
Number of MSI recruited students hired for internships by HHS partners**	Report results 1-2 year timeframe			
Number of MSI recruited students hired or converted into permanent positions by HHS partners**	Report results 1-2 year timeframe			

\* measures will be collected quarterly and reported at the cumulative level

\*\*compilation of data pending

**2019-2021 Performance**

Total Active on Mailing List (Students, Alum, and Faculty)	2293
Total Institutions Reached	230
Total Events	34

Top Majors	Top States	International Countries
1. Public Health	1. California	• Canada
2. Biology	2. Texas	• Mexico
3. Social Work	3. New York	• India
4. Psychology	4. North Carolina	• Saudi Arabia
5. Health Science	5. Maryland	

