

NC DHHS HBCUs/MSIs & Change Champion Internship Program Summary Report 2022 – 2024

The NC DHHS HBCUs/MSIs and Change Champion Internship program, in coordination with the Division of Public Health, is a component of the department’s workforce development initiative that encourages college students to seek careers in public health and government.

The program targets recruitment efforts in partnership with HBCUs and MSIs in North Carolina to allow more equitable opportunities for internship access within NC DHHS and supports our initiative to build a strong and inclusive workforce. In doing so, interns will become future public health professionals, public administrators, social workers and policy makers.

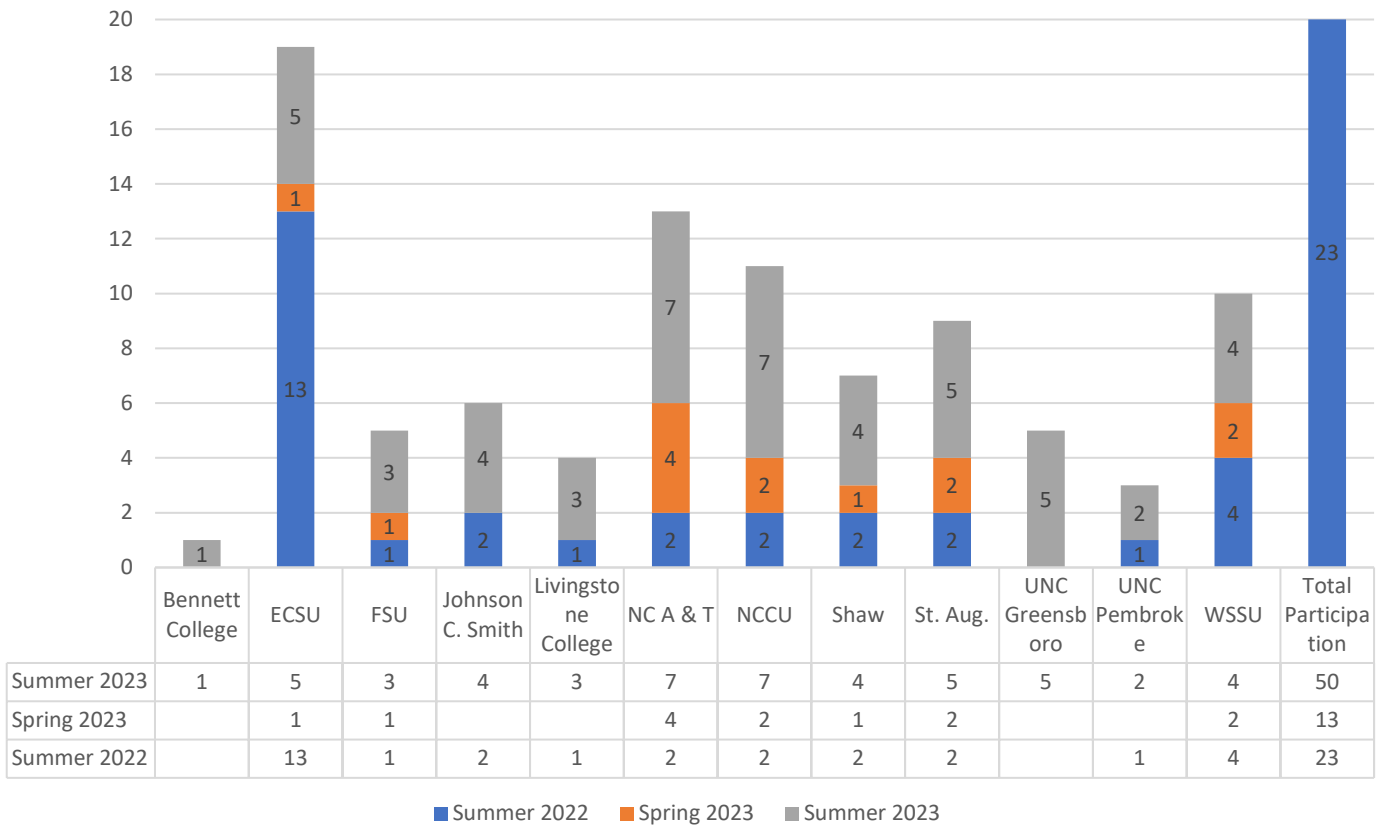
Within the scope of the internship, we provide a series of development opportunities that include an introduction to DHHS and the Division of Public Health, resume writing, personality assessment and group dynamics, and communication skills among other activities. We also pair interns with staff that are graduates of HBCUs and MSIs. We believe students are most successful when wrap-around-supports like HBCUs/MSI graduates serving as mentors to interns.

Our initial cohort was held during the summer of 2022. We currently have proposed projects through the spring of 2024. We began with a total of 131 students submitting applications for summer 2022 and selected 23 for the cohort. For the fall 2022 cohort, we didn’t have interns. Funds were reallocated to cover staffing costs. A total of 67 students applied for the spring 2023 cohort and 13 were selected for the internship. With fewer placements made in spring 2023, we were able to provide opportunities for 50 of the 262 interns that applied for summer 2023 cohort. For fall 2023, 43 applications were submitted, and we anticipate 20 interns will be selected. A total of 503 applications have been submitted by the 12 HBCUs/MSIs. The chart below highlights the totals by cohort as well as college/university.

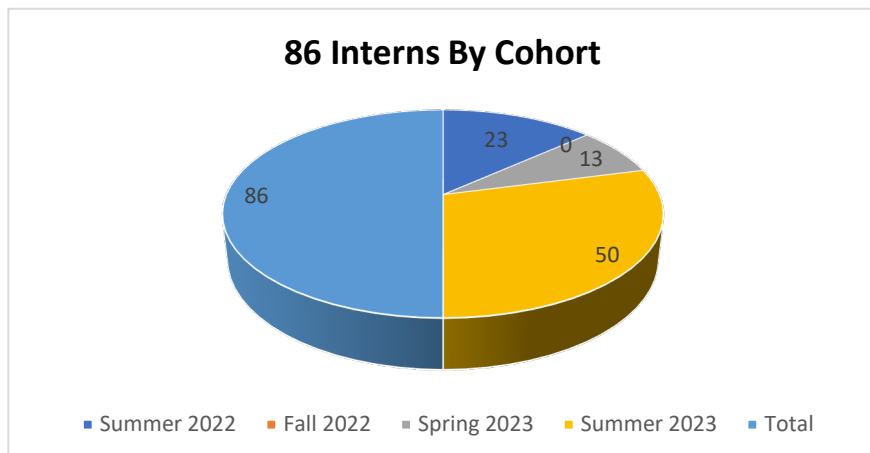
503 Applications Submitted by Colleges/Universities

College/University	Summer '22	Fall '22	Spring '23	Summer '23	Fall '23	Total Application by School
Bennett College	0	0	1	1	0	2
Chowan	0	0	0	0	0	0
ECSU	74	0	1	15	1	91
FSU	4	0	3	38	21	66
Johnson C. Smith	0	0	1	11	0	12
Livingstone College	0	0	0	2	0	2
NC A & T	26	0	12	73	12	123
NC Wesleyan College	0	0	0	0	0	0
NCCU	12	0	16	32	1	61
Shaw	7	0	4	15	2	28
St. Augustine's	4	0	2	14	1	21
UNC Greensboro	3	0	6	18	4	31
UNC Pembroke	1	0	1	17	0	19
WSSU	0	0	20	22	1	43
Others	0	0	0	4	0	4
Total Applicant by Cohort	131	0	67	262	43	503

Interns Selected by College/University - 3 Cohorts Totaling 86 Interns



We selected 86 interns within these three cohorts and all 10 HBCUs are represented as well as 2 of the identified MSIs. The remaining MSIs that we would like to see represented in the future are North Carolina Wesleyan College and Chowan University.



Summer 2023 has been our largest internship placement. Fifty interns were placed at DHHS for 10-weeks. In contrast, spring 2023 was our shortest internship placement that consisted of 13 interns for 8-weeks. We did not have interns for *fall 2022**. It is represented in the chart above as 0. The total number of interns is 86. For fall 2023, we anticipate hosting 20 interns. Currently, interns have not been selected to participate.

43 Applications Submitted by Colleges/Universities for Fall '23 and Spring '24 (TBD)

College/University	Fall 2023	Spring 2024
Chowan	0	-
Bennett College	0	-
ECSU	1	-
FSU	21	-
Johnson C. Smith	0	-
Livingstone College	0	-
NC A & T	12	-
NCCU	1	-
NC Wesleyan College	0	-
Shaw	2	-
St. Aug.	1	-
UNC Greensboro	4	-
UNC Pembroke	0	-
WSSU	1	-
Others	0	-
Total Applicants	43	(TBD)

Note: Spring '24 cohort will be selected by October 2023.

Based on recruitment and funding projections, we have started planning for fall 2023 and spring 2024 cohorts. We anticipate hosting 20 part-time fall and spring interns for ten weeks each assigned primarily to DPH and some to Office of the Secretary, Legal Counsel and Health Equity Portfolio. The deadline closed for the fall 2023 cohort. Forty-three applications were received, e.g., 21 from FSU, 12 from NC A & T, 3 from UNC – Greensboro, 2 from SU, 1 from ECSU, 1 from SAU, and 1 from WSSU.

The positive gains in the high submission of applications for the HBCUs/MSIs internship Program are the direct results of communication and networking efforts conducted on HBCUs/MSIs' campuses, meetings with chancellors/presidents and their staff, social media releases, and the DHHS/DPH workforce development initiatives.

Interns have been primarily assigned to multiple sections within DPH including the Director's Office, Tobacco Prevention and Control, Environmental Health, Women, Infant and Community Wellness, and Epidemiology. However, we have expanded our placement efforts to include the Office of the Secretary, Office of the Legal Counsel, Health Equity Portfolio, and the Division of Budget and Analysis.

Grant Breakdown

Workforce Grant Allotment	\$857,000.00
Workforce Grant Projected	\$915,961.11
Projected Variance	(\$58,961.11)
Workforce Grant Spent	\$174,036.84

Diagrams 1 – 6: Projects Specifics

Diagram 1: Project - Summer 2022	Total	Project Estimate	To Date
HBCU/MSI Internship Expense Summer 2022			
Project Total:		\$ 118,742.21	\$ 118,742.21

Diagram 2: Project – Salary for Staff	Total	Project Estimate	To Date
HBCU/Program Coord 2			
Project Total:		\$ 74,972.50	\$ 14,430.30

Diagram 3 – Project – Spring 2023	Total	Project Estimate	To Date
HBCU/MSI Internship Spring 2023			
Project Total:		\$ 35,820.90	\$ 34,820.90

Diagram 4 – Project Summer 2023	Total	Project Estimate	To Date
HBCU/MSI Internship Summer 2023			
Project Total:		\$ 529,098.00	\$ 6,043.43

Diagram 5 – Project – Fall 2023	Total	Project Estimate	To Date
HBCU/MSI Internship Fall 2023			
Project Total:		\$ 78,663.75	\$ -

Diagram 6 – Project – Spring 2024	Total	Project Estimate	To Date
HBCU/MSI Internship Spring 2024			
Project Total:		\$ 78,663.75	\$ -

The HBCU/MSI Change Champion Internship Program is funded by the ARPA Public Health Workforce Development Initiative budgeted at \$857,00.00. This projected budget includes expenses of cohort operational cost of 126 interns would be funded throughout the grant with a pay rate of \$20 to \$25 per hour for the duration of the internship placements. Staff pay rate of \$26 per hour for a 40-hour work week has been included in this budget. The decision to increase time to 40 hours/week was to recruit high quality candidates for the summer. The funds are needed to continue critical mass to impact the workforce pipeline. Additionally, the program would have to forego the immersion event which provides interns with an in-person collective experience of networking and trainings, engages other divisions/offices within the department, and brings visibility to the program and allows the team to seek future funding for sustainability. Based on the projections of expenses and expenditures of \$915,961.11, there is a projected variance of \$58,961.11. We have been allocated additional grant funds to meet our program needs for 2023-2024.