



Talent Development Program – Frequently Asked Questions (FAQs)

1. What are the benefits of becoming a TDP member?

By becoming a member, you will have access to several THF exclusive benefits: *career coaching, cover letter and resume development, professional development webinars, networking events, newsletter, online resource portal, and job board.*

2. Who qualifies for the Talent Development Program (TDP)?

Prospective TDP members must:

- have a bachelor's degree from an accredited 4-year college or university or be currently enrolled at an accredited 4-year college or university with an upcoming fall or winter graduation date
- have at least one year of professional work experience; previous internship experience is acceptable
- be able to work full-time (Note: To be considered for full-time employment opportunities you must be within 90 days of your graduation date.)
- be a U.S. citizen or Permanent Resident

3. If my graduation date is more than 90 days away, can I still apply?

Yes. You will be able to access and take advantage of *most* of the TDP benefits, however, keep in mind that *most* companies will not consider you for full-time employment opportunities until you are closer to graduation.

4. How do I apply to the T. Howard Foundation's Talent Development Program?

Membership forms are available at <http://www.t-howard.org/talent-development-program>.

5. Can I upgrade my membership?

Yes. If you would like to upgrade your membership to Level 2 before your Level 1 membership ends, please [contact us](#). *Note: All benefits would expire one year from the date your Level 1 membership began.*

6. Can I split my membership fee into two (or more) payments?

No. You must submit your payment in full at the time of registration.

7. How long does my membership last?

Membership is anniversary-date based starting from the day your payment is processed and continuing for the next 364 days.

8. Why am I required to complete a career assessment/questionnaire before my resume is submitted to THF partner companies?

The questionnaire allows us to learn more about your professional interests, career goals, and job preferences, as well as your career development needs. It also helps us to identify additional skills, knowledge areas, or experiences that we can highlight with our partner companies when you're being considered for job opportunities.



9. Can I access the online Resource Portal if I don't have a WordPress account?

No. Once your membership form is processed, you will receive an invitation to the online Resource Portal. At that point, you can sign up for a WordPress account. *Note: You must use the email address listed on your TDP membership form.*

10. Are all of the TDP webinars broadcast live? What if I cannot attend?

Most of the TDP webinars will broadcast live and include a segment for Q & A. They will also be recorded and shared on the TDP Resource Portal where you can access them at your convenience.

11. Can I attend additional THF networking events that are *not* included in my TDP membership package?

Yes. You will be notified of other networking event opportunities. If there is a fee to attend, you will be required to pay the fee.

12. Who can I contact if I have any questions about the Talent Development Program?

LaShika Howard, Senior Manager, Career and Alumni Services
lhoward@t-howard.org
(301) 588-6767 x228

Ada Rodriguez, Program Coordinator, Career and Alumni Services
arodriguez@t-howard.org
(301) 588-6767 x 231

For Talent Development Program-Expansion (TDP-E) Members

▪ **What is TDP-E?**

TDP-E stands for **TDP-Expansion**. TDP-E members are those who are not an alumnus of the T. Howard Foundation Internship Program or past member of the Final Talent Pool. *All* TDP members receive the same benefits according to their membership level (Level 1 or Level 2).

▪ **Why do I have to submit my transcript?**

Your undergraduate transcript is required to verify your dates of attendance, major/program of study, and awarded degree.

▪ **If I don't submit my transcript, am I still considered a member of the TDP?**

Yes. However, you *will not* receive access to the THF Job Board, receive job notifications from the T. Howard Foundation, or qualify to have your resume submitted to THF partner companies until you have submitted a copy of your undergraduate transcript.

▪ **Why am I required to complete a new member interview?**

The interview is designed to 1) establish a connection with, and learn more about, you and 2) answer any questions you may have about the program, membership, and benefits.