



Building the Next
Generation of Diverse
Public Health Leaders
and Professionals

Collaboration of National Public
Health Pipeline Programs

National Public Health Workforce Needs

- State and Local Health Departments need an additional 80,000 workers to meet basic public health community needs, an 80% increase (DBF Staffing Up, 2021)
- PH WINS Survey Data, 2021
- The PH Workforce is predominately white, female 79% and over 40
- 37% have an advanced degree, only 14% have a specialized public health degree
- More than 25% were considering leaving in the next year
- To training needs: Budget/Financial Management, Systems and Strategic Thinking, Change Management, Community Engagement, Policy Engagement

Mission

We collaborate to strengthen and support the public health workforce through research, public engagement, advocacy, convening, and by creating learning opportunities.



GOALS

1



Achieving Health Equity

Support the public health workforce to become more diverse and inclusive, with the knowledge, insight, and structures they need to help their communities overcome systemic barriers to health equity.

2



Recruitment and Retention

Recruit and retain a diverse, skilled public health workforce that is well-prepared to achieve health equity in their communities.

3



Building Robust and Equitable Pathways

Support a diverse public health workforce to continue to learn and develop professionally throughout their careers to be able to respond to the unique and always-evolving needs of their communities.



Other National Initiatives

- \$3.2 Billion CDC Infrastructure Grants to invest in people and expertise at state and local levels to expand, train and modernize the public health workforce
- \$400 Million Public Health AmeriCorps Expansion
- \$226 Million Community Health Worker Training Program
- Regional Public Health Training Centers, IE Part of Western Region
- Public Health Foundation- TRAIN and other workforce resources
- PH WINS and CWORPH- Research on Public Health Workforce Needs and Solutions
- Academic Public Health Departments

California Initiatives

California Department
of Public Health

California Pathways into
Public Health-
Fellowships and
Internships

The California Alliance
of Academics and
Communities for Public
Health Equity (the
Alliance)

California Health
Professions Consortium

California Future Health
Workforce Commission
Report

The California
Endowment- Social
Bond Investments

Community Economic
Resilience Fund (CERF)
regional grants

Regional Education to
Career Pipeline Grants

Golden State Pathways

California Accountable
Communities for Health
(CACHI)

Launching a powerful new national collaboration

In August 2022, Leaders of top national public health workforce pipeline programs and ASPPH began a new collaboration.

The collaboration is developing a coordinated, connected ecosystem across leading programs and with public health schools and employers to achieve the following:

Connect leading programs to create a strong and growing pipeline to recruit a more robust, diverse public health workforce,

Empower and provide more opportunity to students and alumni through a linked, sequential continuum of support from college, public health internships and jobs, to graduate school and advancement of as public health leaders.

increase the scale, diversity, sustainability and impact of participating programs

Strengthen formal mechanisms to prepare and connect students and alumni for jobs, graduate school and leadership in governmental public health. Provide public health workforce leaders with access to the programs and best practices for recruitment of a diverse workforce.

Participating Programs and Scope

Summer Health Professions Education Program (SHPEP)- Exposure to and prep for healthcare and public health careers. Freshman and soph in college.
<https://www.shpep.org/>

HCC- Empower college students, recent grads and alumni to pursue public health and other health careers. Paid summer internships, Health Equity Scholars Program, alumni connection to employers and graduate programs. <https://www.healthcareers.org/>

CDC Lewis Internships/Ferguson Fellowship Programs- provide undergraduate students with paid internships and graduate fellowships to pursue public health careers and graduate education. <https://www.cdc.gov/minorityhealth/internships/index.html>

Participating Programs and Scope

Public Health Associates Program (PHAP)- 2-year training program for recent college graduates to gain experience in local government public health and impact communities as foundation for public health career. <https://www.cdc.gov/phap/index.html>

Public Health AmeriCorps- fund PH AmeriCorps Programs to provide opportunities for Members, regardless of degree status, to gain experience in public health and address community needs. <https://americorps.gov/about/what-we-do/public-health-amerikorps>

ASPPH- promote academic public health and excellence and innovation in public health education, research and practice. Increase awareness of public health, support entry into public health education for undergraduates and graduates and jobs, internships and fellowships in the field. <https://asp-ph.org/>

Linked, Sequential Support and Opportunity Across the Continuum into Public Health

High School:

College Freshman and Soph:

College Juniors and Seniors:

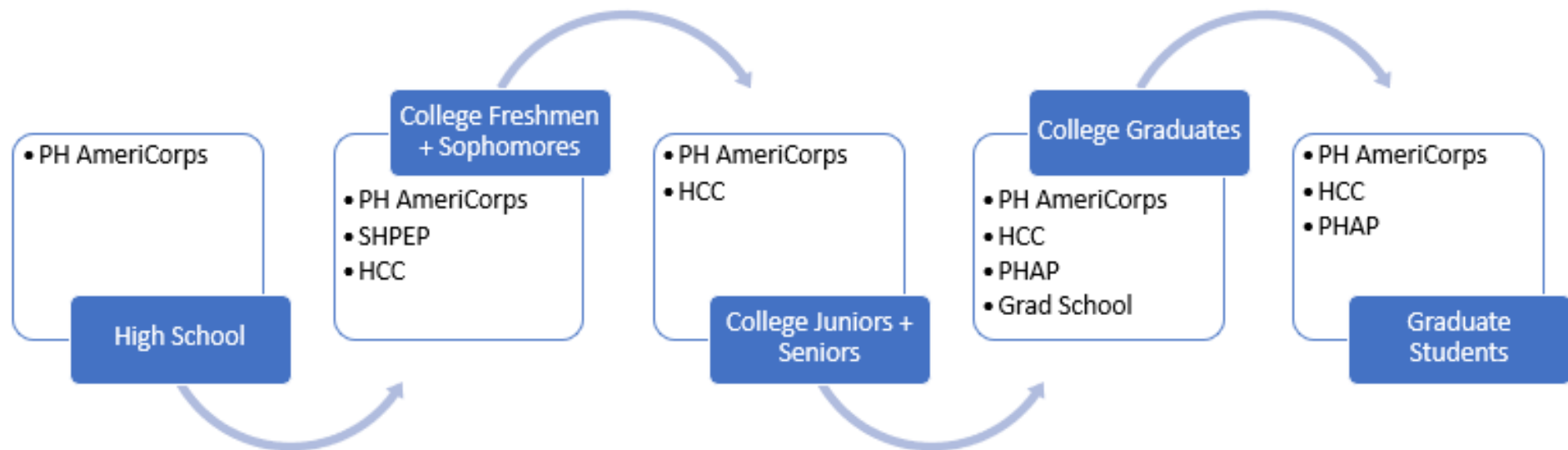
Recent college graduates:

Graduate Students:

Program alumni connection to public health jobs and leadership

- PH AmeriCorps, linkages with high school pathway programs
- Summer Health Professions Education Program (SHPEP), Health Career Connection (HCC), PH AmeriCorps.
- HCC, CDC Lewis Internships, PH AmeriCorps
- PH AmeriCorps, HCC, Public Health Associates Program, CDC Public Health Associates Program (PHAP)
- HCC, ASPPH Schools and Programs, PH AmeriCorps, CDC Ferguson Fellows
- All Programs and the Collaboration

Current Connections





What we can do
together systematically
on a large scale

These professionals are alumni of SHPEP. HCC, CDC CUPS, PHAP
Graduate Students in ASPPH Public Health Programs
Health Education Specialist, County of Santa Clara

Collaboration Vision



Develop and expand a formal systematic, public health “ecosystem” that increases awareness of public health careers, recruits and empowers students, prepares them for jobs and graduate schools, connects them to public health employers and health professions schools and supports them to impact health and equity in our communities.



Provide linked, sequential support, opportunity and mentorship across the continuum- college success, early career experience and service, graduate training and employment, advancement as public health leaders.



Through collaboration increase support, connectivity and effectiveness of our individual programs and larger scale collective impact. Significantly increase diversity, equity and excellence in the public health workforce and training programs.

Collaboration Elements

Systematic promotion of our respective programs to participants, alumni and applicants and more targeted, supportive referrals and consideration.

Share insights with program alumni about how to effectively apply for, gain entry, succeed in and finance participation in respective programs.

Create more formal, systematic channels for program alumni into governmental public health, other public health employers or healthcare careers that best suit them.

Increase the pool of qualified, diverse candidates pursuing and succeeding in our programs and the field. Work together to increase participation of targeted groups that are currently underrepresented.

Share programing, resources, speakers and expertise in ways that enhance participant learning and development, leverage program strengths and enhance program efficiencies.

Learn from and support each other – share best practices and expertise and leverage successful partnerships

Collaboration Elements



Connect program alumni for networking, professional development, jobs, graduate school and advocacy.



Pursue funding in ways that support scaling and sustainability of individual program and infrastructure and initiative funding to enhance program connectivity and creation of the ecosystem.



Storytelling around success stories. Show benefits of students moving from one program to another and the overall collective impact on them and the field. Develop data base and tools for tracking students.



Share evaluation and tracking tools. Develop a database to track participants across programs and as they advance in public health. Measure impact and learn from experience.



Engaging with fed gov't, state and local governmental public health partners



Inform, educate and convene to advance public health workforce and diversity, including CDC grantees, TA providers and new workforce development directors.

Immediate Actions: Student and Program Support



Promote respective 2023 program opportunities and events to increase the number, diversity and quality of applicants and enhance continuity in the pathway to public health for students and alumni. Provide insights and support to enhance student success (Fall 2022-March 2023).



Share promising practices and lessons learned on successful outreach and support for difficult to recruit populations (Fall 2022-June 2023).



Support program alumni to successfully apply for graduate schools and programs in public health (Fall 2022-March 2023).



Connect alumni from programs to public health jobs, Link to new sites and programs. (Ongoing)



Plan for shared summer programming, networking events, speakers, and promotion of 2024 programming (Feb –June 2023)

Immediate Actions: Collaboration Development and Linkages

Refine vision, goals and scope and develop 3 year business plan (Jan-May 2023)

Implement structure, meeting schedule, communication and connectivity mechanisms (Jan-May 2023)

Create linkages with key public health workforce initiatives and partners. Align with PH AmeriCorps and CDC grantees (Jan-July 2023)

Develop formal linkages and mechanisms to connect alumni to health departments and partners (Jan-Dec 2023)

Secure funding for collaboration infrastructure, tracking and shared programs (Jan-Dec 2023)

Plan and launch opportunities for convening, communication and education of the public health field about the collaboration. (Jan-Dec 2023)



Next Steps?
