



Technical Assistance for the 2023 PHAP Host Site Application Process

January 17, 2023

Public Health Associate Program (PHAP)

Center for State, Tribal, Local, and Territorial Support (CSTLTS)

Centers for Disease Control and Prevention (CDC)

Session Objectives

- **Upon completion of this session, participants should be able to**
 - Describe the mission of CDC's Public Health Associate Program
 - List at least two of the goals of PHAP
 - Describe the CO-STARR Model
 - List at least one example of each CO-STARR model characteristic
 - Identify the phases of the PHAP host site application process

What is PHAP?

- **Two** year, paid, competency-based training program for early-career public health professionals in **one** subject area
 - Associates are federal government employees while in PHAP
- CDC partnership with host sites
 - State, tribal, local, and territorial health departments and nongovernmental organizations
- PHAP is **NOT**
 - An internship
 - Administrative staffing support
 - A program that provides host sites with CDC subject matter experts




PHAP Mission

- To train and provide experiential learning to early-career professionals who contribute to the public health workforce.



2023 PHAP Competency Domains

- **1.0: Analytic and assessment**
 - **2.0: Public health science**
 - **3.0: Program planning, management, and improvement**
 - **4.0: Public health policy and law**
 - **5.0: Professionalism**
 - **6.0: Communication**
 - **7.0: Health equity**
 - **8.0: Community dimensions of public health**
 - **9.0: Public health funding and budgeting**
 - **10: Emergency preparedness and response**
 - **11: Evaluation**
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“Three-Legged Stool” Concept of PHAP Goals

1. Host site benefits

- The associate provides value-added service to the host site through:
 - Traditional public health programs
 - Accreditation
 - Local emergency response efforts

2. Associate benefits

- Provide associates with experience in onsite public health programs and service delivery

3. Public benefits

- Public benefits from the work of the associate at your host organization

CO-STARR Model:

Seven Characteristics of a Quality PHAP Host Site Training Experience

Competency-based work plan

Opportunities for advancement

Supervisor involvement

Training, education, and development are ongoing


Aligns with the categorical program goals and strategy

Realistic for an early career public health professional

Robust public health learning experience



“C” Competency-Based Work Plan

- Program structure and work plan should provide opportunities for associate to meet PHAP competencies
 - “See, Do, Teach” approach
 - **Skills and performance**; not just observation
 - Disease intervention specialist
 - Community education
 - Collaboration efforts
 - Health department accreditation
 - Water sampling
 - Health promotion
 - Community needs assessment
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“O” Opportunities to Build Skills

- Associate’s work should be progressive to build skills over the two-year training program
- Activities should build upon each other
- Provide additional experiences to reinforce acquired skills, for example—
 - Implement a survey → assist in data analyses
 - Interview contacts → assist supervisor in managing local disease control efforts
 - Conduct Directly Observed Therapy → assist tuberculosis manager to identify barriers to care
 - Help conduct immunization assessments → interact directly with health care providers

“S” Supervisor Involvement

- Proximity
 - Direct oversight of associate’s day-to-day work activities;
 - Close to the work the associate will be doing
- Time commitment
 - About 10 percent of time (~4 hours per week)
- Capacity
 - Staffing infrastructure of host site can support an associate
- Experience
 - Host site supervisor’s skills, supervisory experience (e.g., supervising early-career staff, fellows, interns, students), mentoring, and interest in supervising associate

“T” Training, Education, and Development Are Ongoing

- Develop a training plan for the two-year assignment—
 - Three components to a quality training plan:
 - 1. Host site orientation**
 - Local regulations, policies, and procedures (e.g., security, use of IT, professional attire, ethics, sexual harassment)
 - 2. Technical training**
 - Provide specific knowledge and skills needed to complete work activities
 - 3. Public health and professional education**
 - Collaboration among public health program areas
 - Provide broader training of public health concepts, methods, and issues to foster professional growth
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“T” Training, Education, and Development... (continued)

- Progressive training and creative opportunities to build knowledge, skill, and ability
- Include a variety of training methods, including—
 - Instructor-led
 - Web-based/online learning
 - One-on-one
 - Self-paced study
 - Independent study

“A” Aligns with Host Site Goals

- Associate’s work should support your effort to meet your goals
- *Ask: How can an associate’s work activities supplement our efforts to meet our goals and objectives?*
- Focus on work activities that provide public health experience
- Examples include conducting the following:
 - Disease investigation
 - Disease-specific surveillance
 - Community needs assessment
 - Health promotion inventory

“R” Realistic

- Work plan should be realistic and appropriate for an early-career public health professional
- Work activities should be progressive, with specific measurable deliverables and clear timelines
- Associates are **NOT**:
 - Supervisors
 - Spokespersons for CDC or their host site
 - CDC subject matter experts

“R” Robust Public Health Experience (continued)

- More examples:
 - Conduct immunization record audits (e.g., school, daycare, or healthcare-provider-based)
 - Assist with developing and staging preparedness and response exercises for key community-based partners
 - Conduct restaurant inspections
 - Develop and deliver public health education to community

2023 PHAP Host Site Application Process

- **Now through February**
 - Develop your associate's training experience based on the CO-STARR model
- **February 1 - 28**
 - Complete and submit your 2023 PHAP host site application
- **May – June**
 - Host sites notified of the results of their application
- **July – August**
 - Matching of accepted PHAP candidates to PHAP host sites
- **Early October**
 - New associates report to host sites
- **November**
 - In-person orientation at CDC headquarters in Atlanta

Key Takeaways

- Develop a PHAP training experience early
- Respond to application questions when application system opens
- Demonstrate an increased level of skill building over the two-year assignment
- Include specific work activities with timelines, milestones, and deliverables
- Identify a strong primary and back-up host site supervisor
- Include strategies to communicate with CDC PHAP supervisor throughout two-year assignment

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