



# PHAP 101

## Overview of the Public Health Associate Program

## Does My Organization Want to Host an Associate?

Public Health Associate Program (PHAP)

Center for State, Tribal, Local, and Territorial Support

Centers for Disease Control and Prevention

# Session Objectives

- **Upon completion, participants should be able to—**
  - Identify the mission of PHAP
  - Describe the history of PHAP
  - List at least two of the goals of PHAP
  - Name at least three characteristics of the typical PHAP candidate and host site
  - Understand the PHAP application process



# PHAP Mission

The mission of the Public Health Associate Program is to train and provide experiential learning to early-career professionals who contribute to the public health workforce.



# What Is the Public Health Associate Program?

- **A two-year, paid, and competency-based training program**
  - Associates have little to no public health experience
  - Some have little to no work experience
  - A two-year assignment in one primary focus area
  - Associates are federal government employees while in the program
- **A partnership between CDC and—**
  - State, tribal, local, and territorial health departments
  - Nongovernmental organizations



# Nine PHAP Competency Domains

- **1.0: Analytic and assessment**
- **2.0: Public health service**
- **3.0: Program planning, management, and improvement**
- **4.0: Public health policy and law**
- **5.0: Professionalism**
- **6.0: Communication**
- **7.0: Cultural competency**
- **8.0: Community dimensions of public health**
- **9.0: Financial planning and management**

Source: Public Health Associate Program Competencies (as of 9/2019). Available at [https://www.cdc.gov/phap/pdf/PHAP\\_Competencies\\_Curriculum.pdf](https://www.cdc.gov/phap/pdf/PHAP_Competencies_Curriculum.pdf)



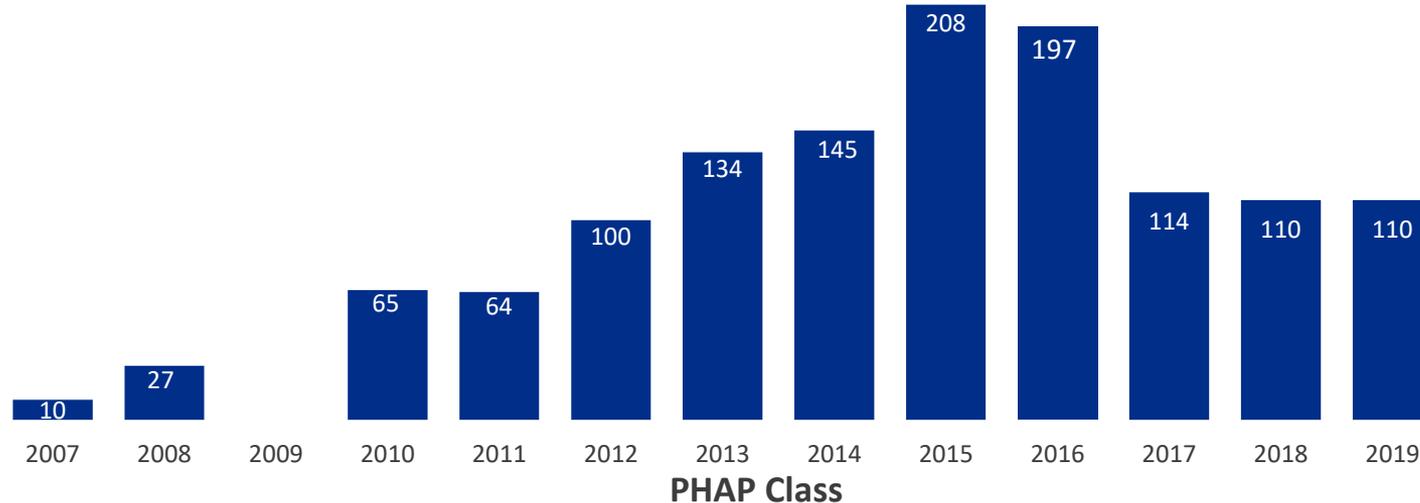
## PHAP Is NOT—

- An internship program
- A source of administrative staffing support
- A federal government employment service
- A program that provides host sites with CDC subject matter experts



# History of PHAP

- Piloted in Florida in 2007
- Field-based CDC program began to train early career public health professionals
- Since 2007, 1284 associates have been hired into PHAP



# Candidate and Host Site Applications, 2012–2019



# “Three-Legged Stool” Concept of PHAP Goals

- 1. Provide a value-added service to the host site to help it meet its goals**
  - Traditional public health programs
  - Accreditation
  - Local emergency response efforts
- 2. Provide associates with experience in public health programs and service delivery**
- 3. Ensure that associates achieve the PHAP competencies**



# Value Added to Host Sites

- **Associates add value to host sites by:**
  - Supporting host sites' efforts to meet program goals (e.g., reviewing an immunization registry)
  - Providing capacity-building support (e.g., assisting with preparing for public health accreditation process)
  - Advancing public health project initiatives (e.g., aligning hospital preparedness program goals with public health emergency preparedness)



# Minimum Candidate Application Criteria

- **Earned at least a bachelor's degree from an accredited four-year college or university**
- **Have at least a 3.0 grade-point average**
- **Graduated with most recent degree within the last two years**
- **Be a US citizen or permanent resident**
  - US nationals are also eligible to apply



# BEST FIT Characteristics of the Associate

Big picture thinker

Effective communicator

Socially and culturally inclusive

Thrives in a dynamic environment

Flexible

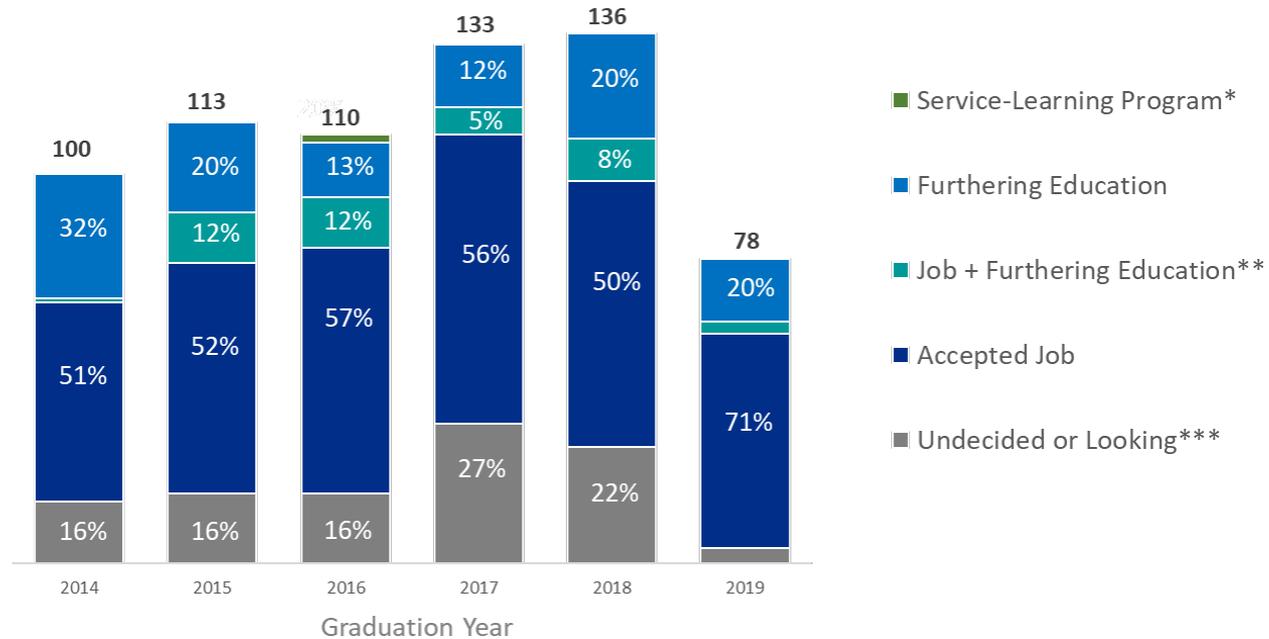
Intelligent

Tactile learner



# Disposition of PHAP Graduates

The majority of graduates accepted a job immediately after PHAP..



\*2% of PHAP 2014 enrolled in another service-learning program

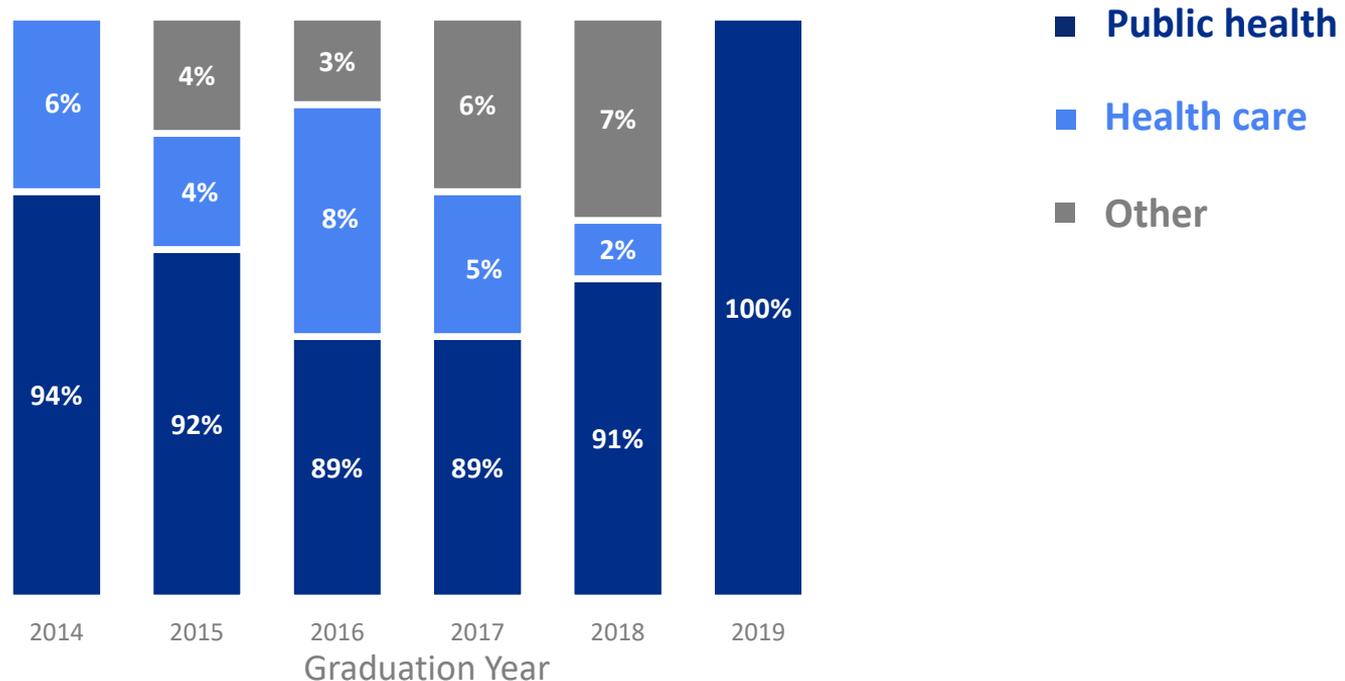
\*\*1% of PHAP 2012 accepted a job and were furthering education at the same time; 4% of PHAP 2017 accepted a job and were furthering education at the same time.

\*\*\* 5% of PHAP 2017 were undecided or looking at graduation.

Data Source: CSTLTS Science Unit, Graduate Survey

# Type of Employment

Most employed graduates accepted a job in public health after PHAP.



# Typical Host Site Administrative Requirements

- Pay for associate's local travel and training costs
- Provide work space, telephone, internet access, computer, and other necessary work supplies
- Approve associate's time and attendance



# CO-STARR Model

## Characteristics of a Quality PHAP Training Experience

Core competencies

Opportunities for skill-building

Supervisor involvement

Trainning and development are ongoing

Aligns with the program goals and strategy

Realistic for an early-career public health professional

Robust public health learning experience



# Annual PHAP Host Site Application Process

- **By April**
  - Develop your associate's training experience and work plan based on the CO-STARR model
  - Complete PHAP application to host an associate
- **May–June**
  - Host sites notified of the outcome of their application
- **July–August**
  - Matching of accepted PHAP candidates to PHAP host sites
- **October**
  - New associates report to host sites
- **Late October/Early November**
  - In-person orientation for associates at CDC headquarters in Atlanta

# My Organization Wants To Host an Associate. What Should We Do Next?

- **Develop your host site strategy to host an associate before applications open. This includes**
  - Proposed work activities
  - Host site supervisor
  - Training activities
- ***View **PHAP 201: Strategic Development of a Quality PHAP Training Experience—The CO-STARR Model*****

[https://www.cdc.gov/phap/become\\_hostsite/webinars.html](https://www.cdc.gov/phap/become_hostsite/webinars.html)



# Public Health Associate Program Center for State, Tribal, Local, and Territorial Support

E-mail: [phap@cdc.gov](mailto:phap@cdc.gov)

Web: [www.cdc.gov/phap](http://www.cdc.gov/phap)

[www.facebook.com/CDCSTLTConnection](https://www.facebook.com/CDCSTLTConnection)

For more information, contact CDC  
1-800-CDC-INFO (232-4636)  
TTY: 1-888-232-6348 [www.cdc.gov](http://www.cdc.gov)

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