



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



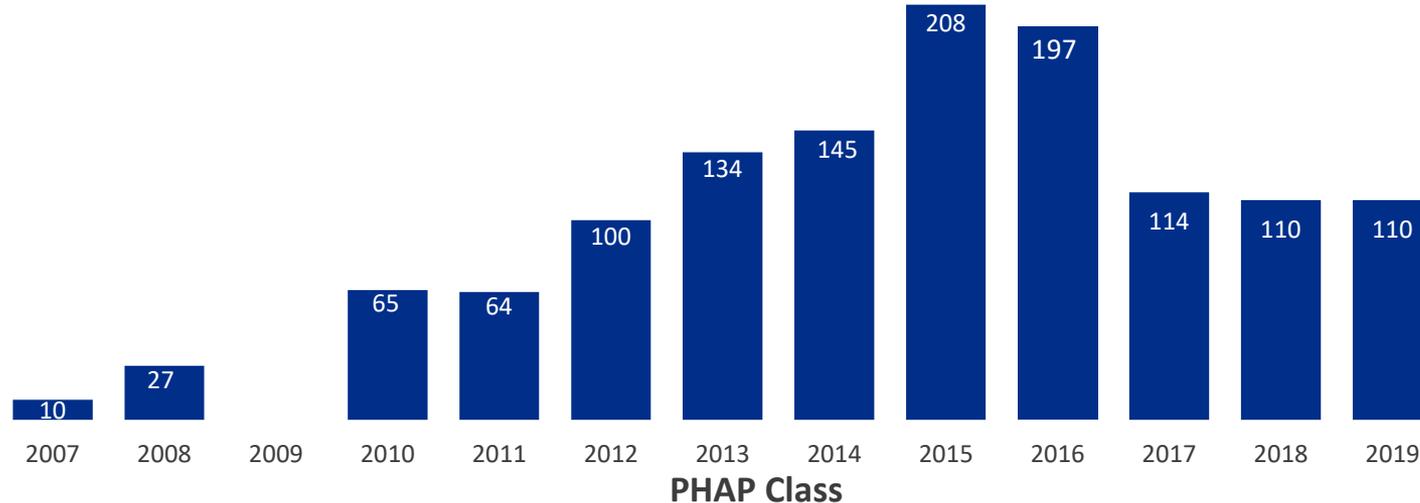
PHAP Is NOT—

- 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 competent

Thrives in a dynamic environment

Flexible

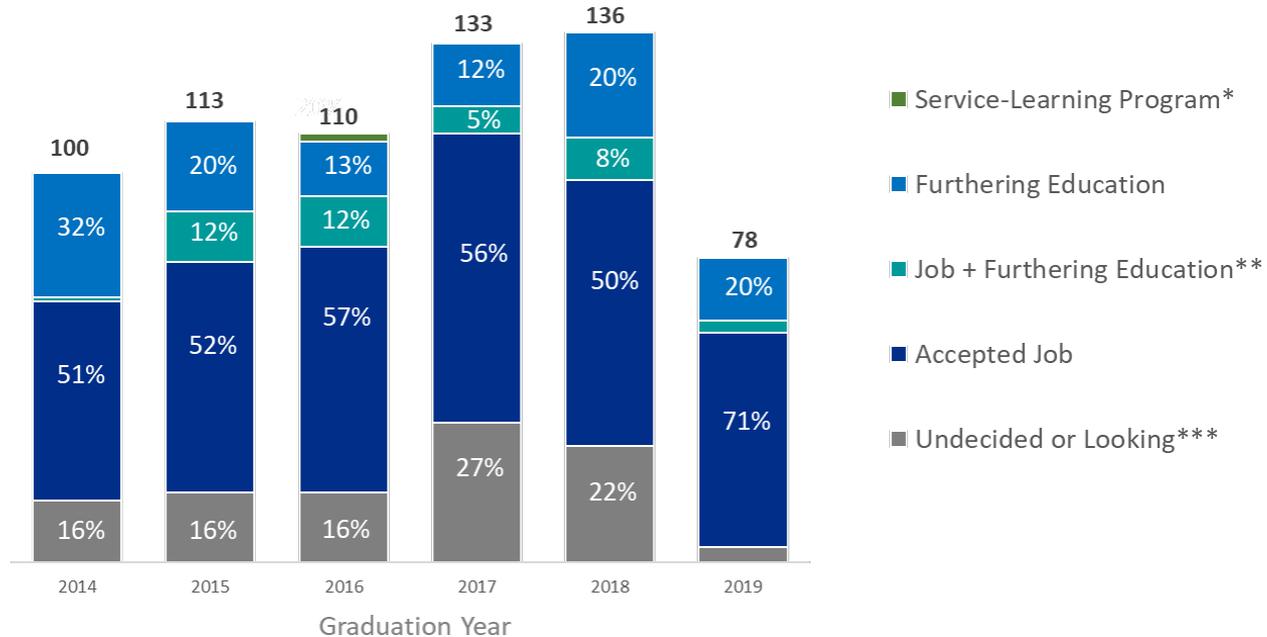
Intelligent

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

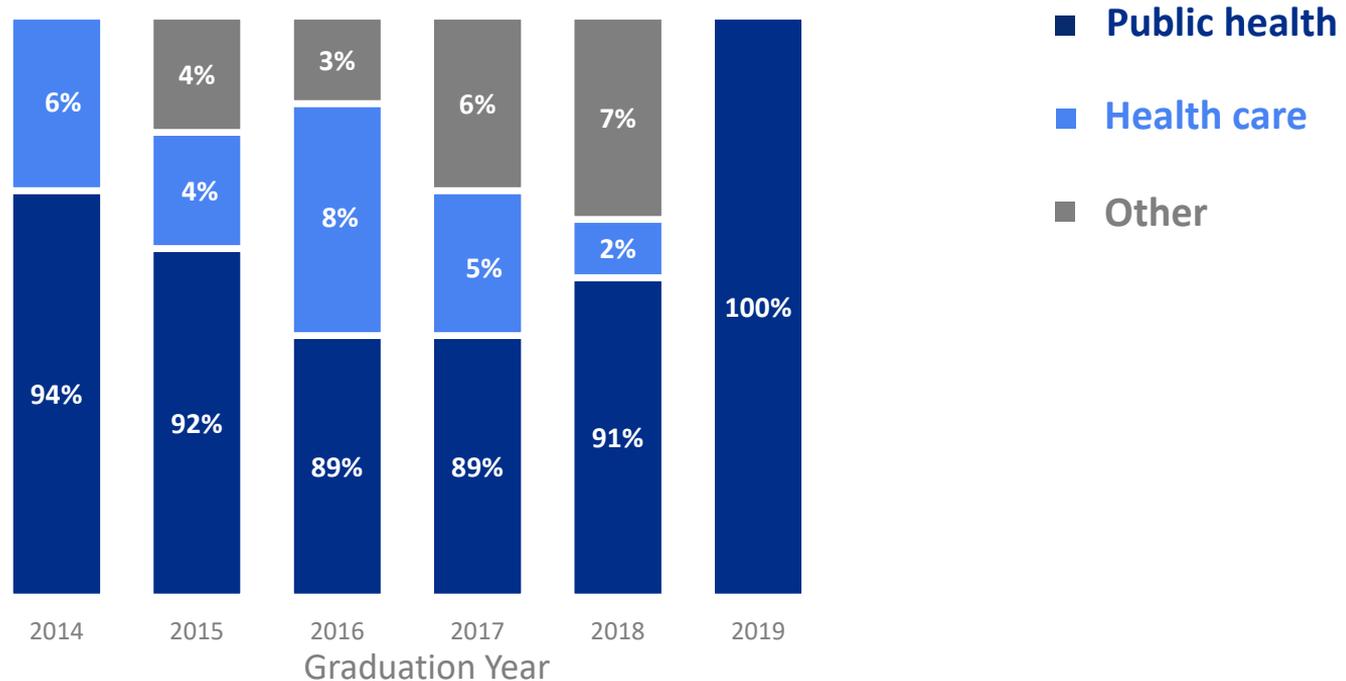
**1% of PHAP 2012 accepted a job and were furthering education at the same time; 4% of PHAP 2017 accepted a job and were furthering education at the same time.

*** 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

Training 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



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