



PHAP 101

Overview of the Public Health Associate Program (PHAP) Does My Organization Want to Host an Associate?

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Partnerships and Stakeholder Engagement

Public Health Associate Program

Office 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
 - Identify the phases of the PHAP application process

PHAP Mission

- The mission of PHAP is to train and provide experiential learning to early career public health professionals that 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
 - One, two-year assignment in the same program focus area
 - Associates are federal government employees while in the program
- A partnership and collaboration between CDC and—
 - State, tribal, local, and territorial health departments
 - Nongovernmental organizations
 - Host site supervisor

Nine PHAP Competency Domains

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

Source: Public Health Associate Program Competencies (as of 8/24/2012). Available at:
<https://www.cdc.gov/phap/pdf/phap-competencies-2015-pilot-curriculum.pdf>.

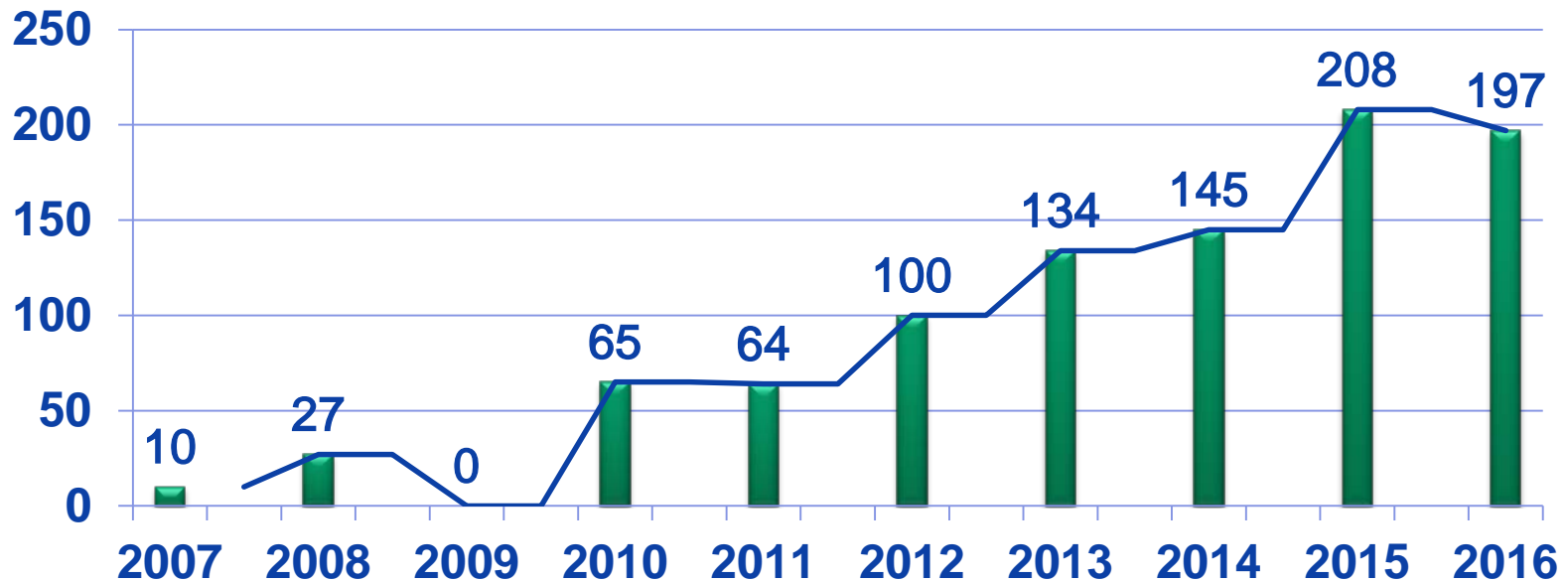
PHAP Is NOT—

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

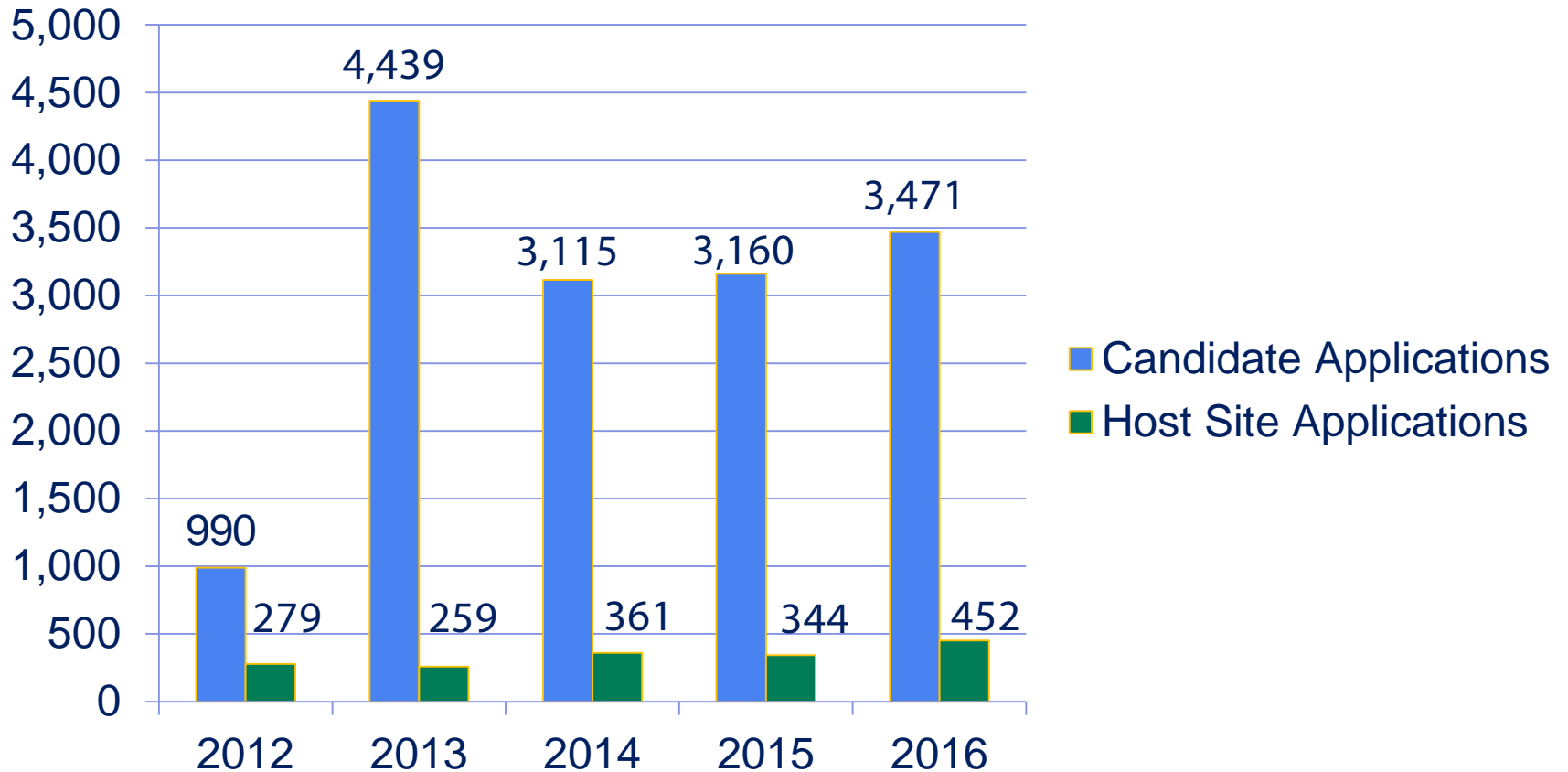
History of PHAP

- Piloted in Florida in 2007
- New, field-based, CDC program began to train early career public health professionals

Number of Associates Hired



Candidate and Host Site Applications, 2012–2016



“Three-Legged Stool” Concept of PHAP Goals

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



Value Added to Host Sites

- Ways associates contribute value to host sites include the following:
 - Support host sites' efforts to meet program goals (e.g., reviewing an immunization registry)
 - Provide capacity-building support
 - Advance 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
- Less than two years since graduating with most recent degree
- Be US citizen or permanent resident
 - US nationals are also encouraged to apply



BEST FIT Characteristics of the Associate

B: Big picture thinker

E: Effective communicator

S: **Socially and culturally inclusive**

T: Thrives in a dynamic environment

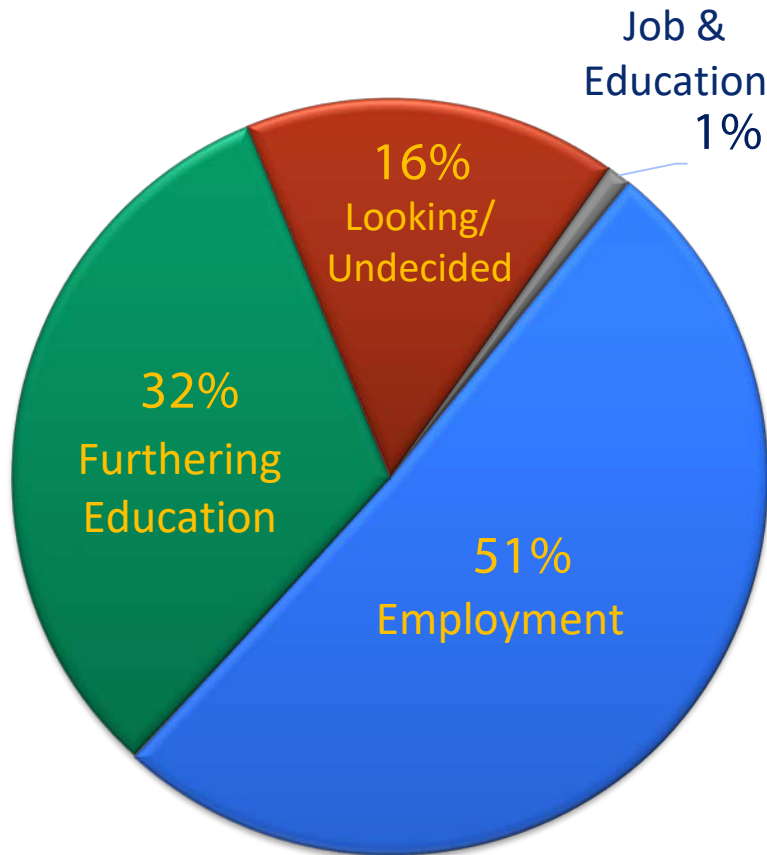
F: **Flexible**

I: Intelligent

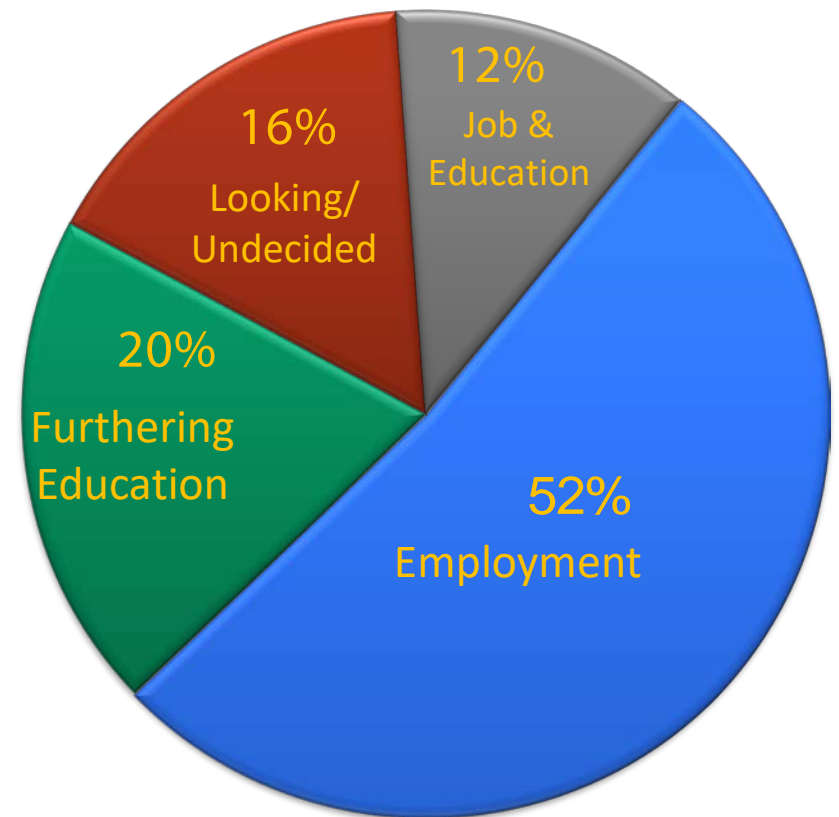
T: Tactile learner

Disposition of Recent PHAP Graduates

2014 Graduates



2015 Graduates



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

CO-STARR Model

Characteristics of a Quality PHAP Training Experience

Core competencies

Opportunities for advancement

Supervisor involvement

Trainning 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



Annual PHAP Host Site Application Process

- By January
 - 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
 - Five-day orientation in Atlanta at CDC headquarters



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
- Take *PHAP 201: Strategic Development of a Quality PHAP Training Experience—The CO-STARR Model*

Public Health Associate Program
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The findings and conclusions in this report are those of the authors and do not necessarily represent the official position of the Centers for Disease Control and Prevention.

