



PHAP 201

Strategic Development of a Quality PHAP Training Experience: The CO-STARR Model

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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 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
 - Associates are federal government employees while in PHAP
- CDC partnership with host sites
 - State, tribal, local, and territorial health departments and nongovernmental organizations
- Two-year training assignment in the same program focus area
- PHAP is **NOT**
 - An internship
 - Administrative staffing support
 - A program that provides host sites with CDC subject matter experts



PHAP Mission

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



PHAP Competency Domains

- 1.0: Analytic and assessment skills
- 2.0: Public health science skills
- 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

https://www.cdc.gov/phap/pdf/PHAP_competencies.pdf

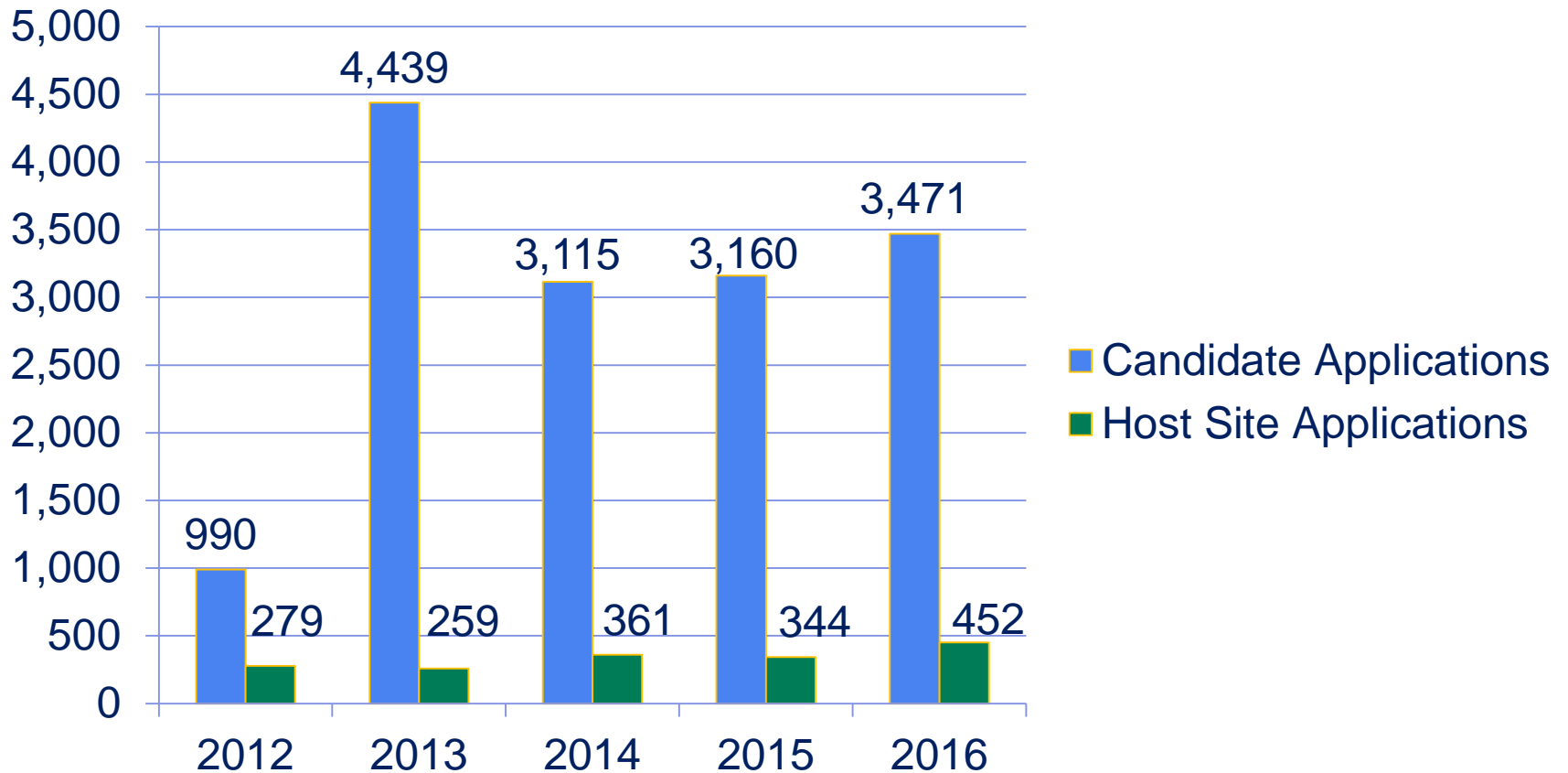


“Three-Legged Stool” Concept of PHAP Goals

- Provide value-added service to the host site through the associate
 - Traditional public health programs
 - Accreditation
 - Local emergency response efforts
- Provide associates with experience in public health programs and service delivery
- Ensure that the associate attains the PHAP competencies

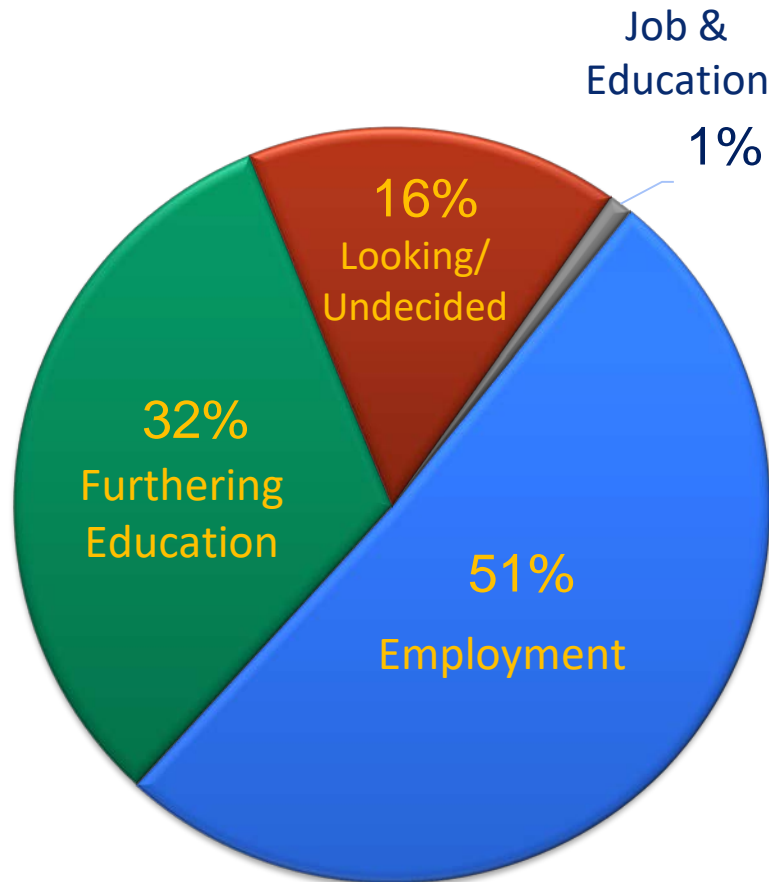


Candidate and Host Site Applications, 2012–2016

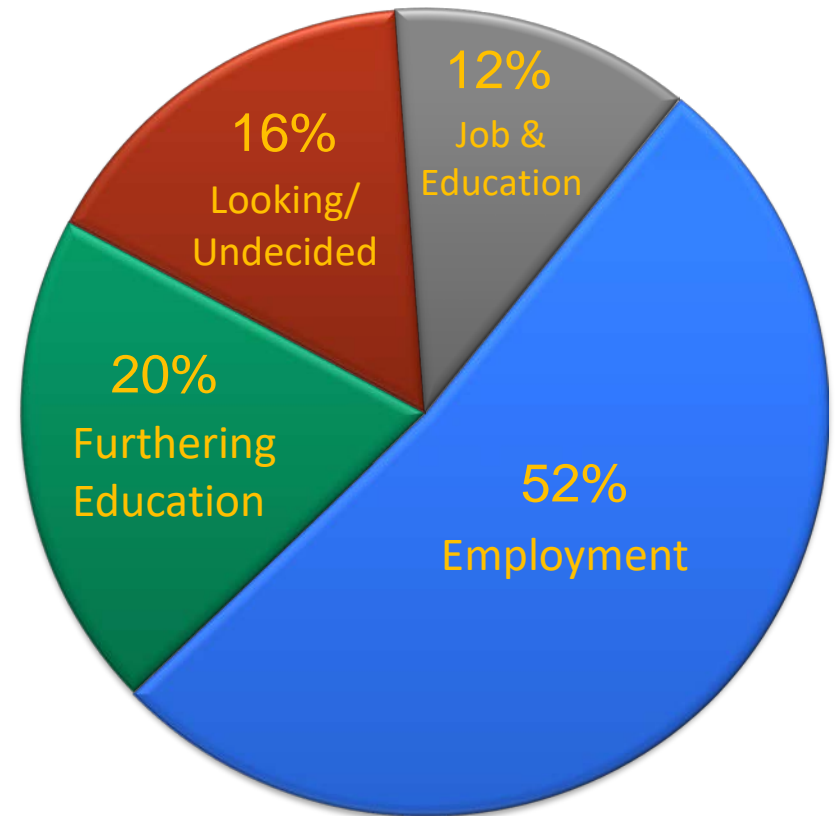


Disposition of Recent PHAP Graduates

2014 Graduates



2015 Graduates



CO-STARR Model: 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
- Public health experience tied to program goals—
 - Disease intervention specialist
 - Community education
 - Collaboration efforts
 - Health department accreditation
 - Water sampling
 - Health promotion
 - Community needs assessment



“O” Opportunities for Advancement

- The work plan should be progressive over the two years
- 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; hands closest to the work that 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, interns, students, fellows) mentoring, and interest in supervising associate



“T” Training, Education, and Development Are Ongoing

- Develop a training plan for the two-year assignment—
 - Host site orientation
 - Local regulations, policies, and procedures (e.g., security, use of IT, professional attire, ethics, sexual harassment)
 - Technical training
 - Provide specific knowledge and skills needed to complete work activities
 - 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



“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

- Ask: How can an associate supplement host site’s efforts to meet its 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 the CDC or their host site
 - CDC subject matter experts



“R” Robust Public Health Experience

- Develop work activities to provide broad public health experience
- Examples:
 - Survey implementation
 - Track/interview STD contacts
 - Provide TB Directly-Observed Therapy
 - Develop communications tools
 - Support partnership and collaboration efforts
 - Support host site policy development, accreditation, systems improvement



“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 inspection
 - Develop and deliver public health education to community



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 results of their application
- July – August
 - Matching of accepted PHAP candidates to PHAP host sites
- Early October
 - New associates report to host sites
- Late October/Early November
 - Five-day orientation in Atlanta at CDC headquarters



Key Messages

- Develop a PHAP training experience early
- Respond to application questions when application system opens
- Demonstrate an increased level of complexity 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



Public Health Associate Program (PHAP)

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For more information, contact CDC
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