



June 1, 2022

## Revitalizing the State's Public Health Workforce

The California Academic Health Department (CAHD) Project:

**THE GOAL:** To promote health equity by enhancing the public health workforce in local health departments. The California Academic Health Department (CAHD) project will match graduates of California public health programs with local health departments (LHDs) through a strategic recruiting process and by providing financial and professional support to graduates with the intention of enhancing the feasibility of a career in local public health. The project will increase the pipeline of diverse public health graduates into LHDs to expand and deepen connections between Schools and Programs of Public Health (SPPHs) and LHDs through three core activities: (1) full-time, one-year post graduate residencies with financial and professional support; (2) student internships with professional development support; and (3) provide opportunities for increased connections between LHD leadership and SPPH faculty.

Preference will be given to students, graduates, and faculty fellows from underserved communities, first-to-college, Underrepresented Minority (URM) (Black, Latinx, Native American, Southeast Asian, and Pacific Islander), health disparity backgrounds with demonstrated financial need, as well as those who express a commitment to applying their newly acquired academic and professional skills in underserved regions of California upon program completion. Placement sites will take a regional approach to addressing the maldistribution of public health professionals in the state. Preference will be given to LHDs in geographic areas identified as *Public Health Professional Shortage Areas (P-HPSAs)*.

**THE PROGRAM OFFICE:** The Public Health Institute (PHI) Center for Health Leadership and Impact (CHLI) will manage the CAHD project. Since 1991, The Center for Health Leadership and Impact has been creating adaptable, scalable programs and intersectional solutions that improve health equity and drive lasting impact for over 30 years. CHLI leads programs for teams, coalitions, and professional networks to advance leadership skills, reduce health inequities, and address structural racism. CHLI has a robust team with excellent strategic and tactical leadership, project management expertise, and administrative support.

### STARTUP ACTIVITIES:

- Establish a program office at CHLI.
- Establish an advisory process for input from representatives from SPPHs, LHDs, and community partners, including a relationship with the Alliance and the County Health Executives Association of California (CHEAC) and/or the Health Officers Association of California (HOAC) providing intellectual capital in an advisory role.
- Research to identify best practices and opportunities for innovation in:
  - Academic Health Department (AHD) models
  - Public health fellowship and internship programs, and
  - Scholars-in-residence programs



June 1, 2022

#### PROGRAM ACTIVITIES:

- 1. *Develop and launch a Governmental Public Health (GPH) Residency program for recent public health graduates*** (undergraduate and graduate level) from UCs, CSUs, and private California universities. GPH Residents will build the skills, experience, and relationships necessary to qualify for and secure public sector employment at the end of their residency. GPH Residents will spend one year gaining hands-on experience and on-the-job training in governmental public health. They will be placed in the LHD with an agreement about their assignment that will enhance their knowledge of LHDs while supporting their learning as they contribute to department priorities through a project that applies health equity principles. GPH Residents will receive a stipend comparable to the entry level salary in the LHD where they serve, a health insurance stipend, and eligibility for loan repayment assistance. The GPH Residency program will operate with biannual entry points.
- 2. *Develop and launch a Governmental Public Health (GPH) Internship program*** for public health students (undergraduate and graduate level) from UCs, CSUs, and private California universities. GPH Interns will work at least 160 hours in an LHD to gain exposure to governmental public health work and programs. The GPH internship will provide useful information to guide students in selecting their elective coursework, capstone or thesis project, and other skill-building pursued during the remainder of their undergraduate or graduate studies. The GPH Internship program can also serve as a recruitment tool for the GPH Residency program.
- 3. *Explore the feasibility and utility of a Governmental Public Health Scholars in Residence (GPH-SIR) program*** that allows for fixed period exchanges of faculty from SPPHs and LHD staff. These exchanges will be designed to create a bridge between academia and LHDs will assure that the research and education at the Alliance SPPHs are relevant to the needs of their local community and bring innovative science and methods to the LHD. Governmental public health leader scholars-in-residence will serve as guest residents at the university, teaching future public health professionals about the realities of implementing specific interventions aimed at reducing disparities and improving population health. Faculty scholars-in-residence will spend designated time on site at LHDs working on high priority projects, learning from LHD staff while helping to advance health equity on the frontlines of public health practice. The faculty exchange will have two tracks: one for early career faculty and one for mid- and senior-level faculty. The GPH-SIR program will be supported by a flexible fund that will be used to pay for “release time,” allowing both faculty scholars and government public health leader scholars to spend a designate amount of time on site.