



# From Classroom to Community

Cultivating Public Health Careers



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SHAPING TOMORROW'S PUBLIC HEALTH TODAY.

# Agenda

- A. Exploring the Outcomes of Early Exposure to Public Health on Our Youth**
- B. Connecticut Public Health Next Gen Workforce Showcase: Building Partnerships and Building the Workforce**
- C. Investing in Kentucky's Public Health Workforce through Partnerships**
- D. Question & Answer**



# Exploring the Outcomes of Early Exposure to Public Health on Our Youth

Public Health Camp – The Power of You



SHAPING TOMORROW'S PUBLIC HEALTH TODAY.

# Agenda

- A. Public Health Camp Video
- B. Public Health Camp Team
- C. Goals
- D. Process Specifics
- E. Evaluation & Impact



# Public Health Camp – The Power of You



NNPHI The Public Health Camp Story\_V2

▶ PLAY FILM

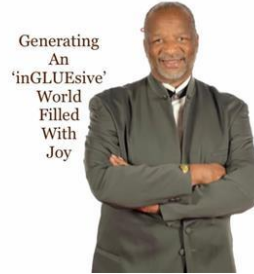
# Public Health Camp Team



## Public Health Camp Leads



Shayla Holcomb



Greg Wilson



Debbie  
Baker



Joie  
McCracken



Stefan  
Agyemang



Christina Riley



Sarah Cox



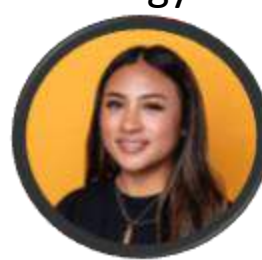
Jose Reyes



Alle Glover



Megan Chua



Mikylla  
Pascua



Hyoju Park



Andy Pham

## Ambassadors & Interns

## Education Engagement Strategy Troupe



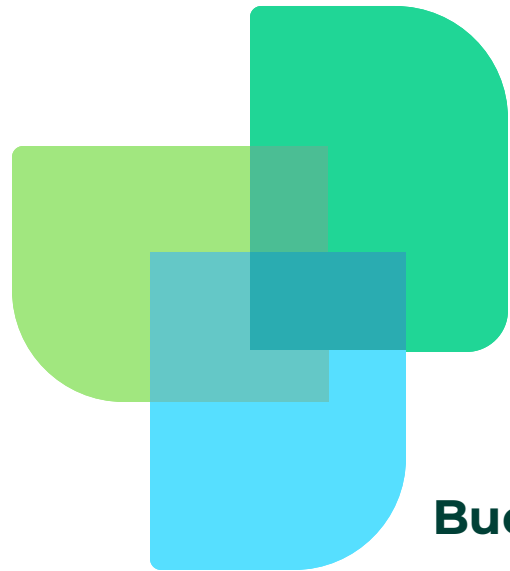
# Public Health Camp Goals



- **Provide underrepresented/underfunded youth with access to Public Health careers and open pathways to professions.**
- **Introduce and highlight the diversity of jobs in Public Health.**
- **Humanize the work and inspire the youth with passion.**
- **Meet everyone where they are.**



# Process – Subcommittee Structure



## **Budget & Logistics**

- PHIG funding (\$100,000)
- PHIG funding (\$100,000)
- Existing workforce (EES)
- Paid student intern
- Existing workforce (EES)
- Paid student intern

## **Application & Enrollment**

- Design equitable application & enrollment process
- Collect and gather required consents & liability waivers

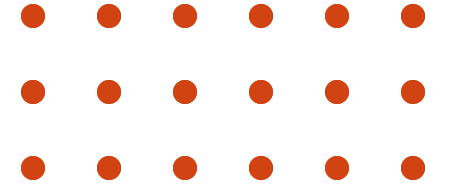
## **Schedule & Curriculum**

- Develop content that aligns with FPHS
- Engage workforce to learn directly from those doing the work
- Hands-on & engaging

## **Evaluation**

- CDC Precede-Proceed Framework & justice language principles
- Survey development
- Grad student to conduct program evaluation





# Process - Application and Enrollment

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- Window to submit interest (March – July)
- Low barrier process
- Targeted outreach to population
- Participant liability and consent



# Student Demographics

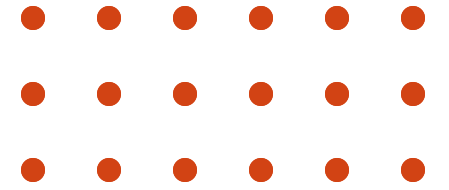
## STUDENT PARTICIPANTS

- 38 attended
- English Primary language
  - 15 additional languages represented
- Ages 15-23
- Local High Schools
  - A few college students

## WHAT PARTICIPANTS WANTED TO LEARN?

- Learn about PHSKC and the structure
- Different jobs at PHSKC
- Autopsy field!
- How bacteria and viruses spread
- Meet new people
- How food safety and audits work
- Day in the life of someone working in Public Health

# DAILY SCHEDULE



## **DAY 1 - EQUITY & SOCIAL JUSTICE**

Overview of Public Health – Seattle & King County and engaging youth in the work of Equity and Social Justice

## **DAY 2 - HEALTH SCIENCE**

Overview and participation in different programs offered by Public Health - Seattle & King County

## **DAY 3 - ENVIROMENTAL HEALTH**

Overview of Environmental as a career and the role it plays in supporting the community.

## **DAY 4 - CARING FOR COMMUNITIES**

Fieldtrip to Medical Examiner's Office using King County Metro and overview of different community resources.

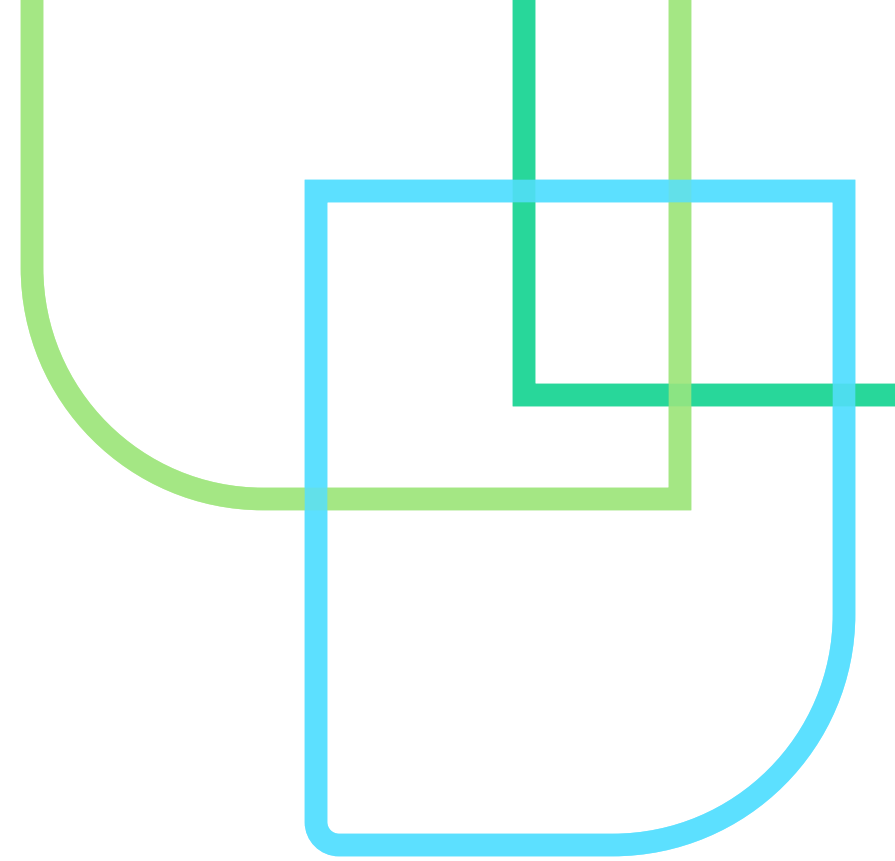
## **DAY 5 - CONNECTION & THE POWER OF YOU**

Field Trip to Fire Station 10 and Office of Emergency Management. Networking opportunities with different community vendors.

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# Budget & Logistics

- Gift Card Stipend
  - Food
  - Staff Time
  - Travel & Transportation
  - Space Securement
  - Planning & Execution (Prep/Retreat)
- 



# Evaluation & Impact

- Utilized Previous Evaluation Results
- Pre/Post Camp Survey for participants
- Requested Session Feedback
- Planning & Implementation Survey



- Students see themselves reflected in the opportunities.
- Students see the potential for opportunities
- Students see a way to access those opportunities.
- Demystify local health department work
- Combat the public health workforce shortage
- Engagement from current staff
- Bringing youth voice to the table

 **astho**<sup>™</sup>

 **NNPHI**<sup>™</sup>

 **PHAB**

# PUBLIC HEALTH CAMP 2024

The Power of YOU: An Overview of Program Highlights



## 100%

OF YOUTH PARTICIPANTS EXPRESSED SOME LEVEL OF INTEREST IN PUBLIC HEALTH AFTER ATTENDING PH CAMP 2024

"I genuinely learned so much it has expanded my horizon. I feel more invigorated to be a part of public health and, it wouldn't have been possible without the team."

POST-CAMP SURVEY RESULTS SHOW AN OVERALL INCREASE IN KNOWLEDGE, INTEREST AND POSITIVE ATTITUDES TOWARDS PUBLIC HEALTH

## PARTICIPANTS' TOP 3 FAVORITE SESSIONS

MEDICAL EXAMINER'S OFFICE  
MEDIC ONE/EMS  
OPIOID OVERDOSE PREVENTION TRAINING

WHY 95% OF PARTICIPANTS SAID THEY WOULD RECOMMEND PH CAMP

1. FUN, ENGAGING & POSITIVE EXPERIENCE
2. ENHANCED LEARNING & EDUCATION
3. NETWORKING & CONNECTIONS

## TOP SUCCESSES OF PH CAMP 2024 ACCORDING TO STAFF

- STUDENT ENGAGEMENT
- COLLABORATION WITH PHSKC STAFF
- SCHEDULE & CURRICULUM
- PRE-CAMP PREPARATION & SUPPORT

91% of STAFF felt supported during planning and implementation process



## 96%

OF STAFF INVOLVED AGREED THAT PH CAMP PROVIDED A VALUABLE EXPERIENCE FOR BOTH YOUTH AND STAFF.

"I HAD A WONDERFUL TIME-RESET MY PASSION FOR THE WORK I DO."



## 80%

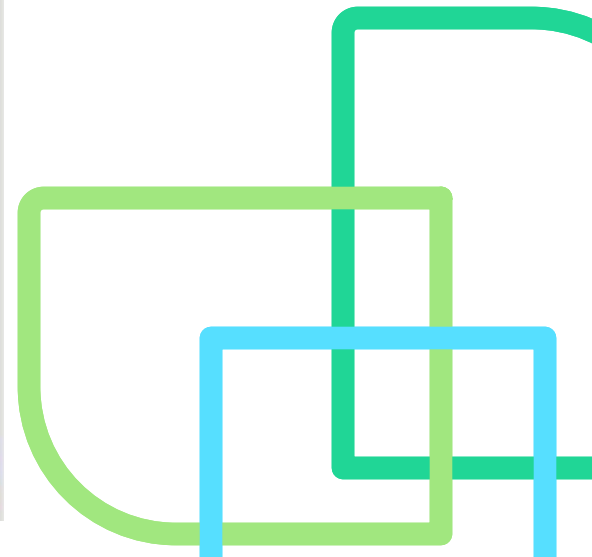
OF YOUTH PARTICIPANTS IDENTIFIED AS BIPOC



## 100%

OF YOUTH PARTICIPANTS SAID THEIR EXPECTATIONS WERE MET OR EXCEEDED.

MANY PARTICIPANTS PRAISED THE CAMP'S INCLUSIVITY, ORGANIZATION, AND THE PASSION OF THE PH CAMP ORGANIZERS.





# Thank You!

Debbie Baker, PHR

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debbaker@kingcounty.gov



**AUGUST 19, 2025**

## **Next Gen Workforce Showcase: Building Partnerships and Building the Workforce**

**Presented by:**

**Tom St. Louis, MSPH, Director**

**On behalf of:**

**Susan Hacking, LLB, MS, Academic Programs Manager**

**CT DPH Office of Public Health Workforce Development**

## Acknowledgement

This work is supported by funds made available from the Centers for Disease Control and Prevention (CDC) of the U.S. Department of Health and Human Services (HHS), National Center for STLT Public Health Infrastructure and Workforce, through OE22-2203: Strengthening U.S. Public Health Infrastructure, Workforce, and Data Systems grant. The contents are those of the author(s) and do not necessarily represent the official views of, nor an endorsement, by CDC/HHS, or the U.S. Government.

# Welcome!

## Connecticut Public Health Next Gen Workforce Showcase



**Connecticut  
Public Health  
Association**

Supporting Connecticut's Public Health Since 1916

**RATIONALE - Bring together graduating public health students and potential employers.**


**Students present their capstone projects, share résumés, connect with potential employers, participate in roundtable discussions.**

**In Partnership with**

- **CPHA (CT Public Health Association and MOR committee)**
- **CADH (CT Association of Directors of Health)**
- **CEHA (CT Environmental Health Association)**
- **Local Health and Community Organizations**
- **Academic Partners**

# CT Public Health Next Gen Workforce Showcase: Building Partnerships and Building the Workforce

## LOGISTICS: Planning 6 months out




### 2025 CONNECTICUT PUBLIC HEALTH NEXT GEN WORKFORCE SHOWCASE

Thursday, April 10<sup>th</sup>, 9am – 2pm  
Central CT State University  
Student Center Alumni Hall  
1615 Stanley St, New Britain, CT 06051

**Register by April 1<sup>st</sup> to reserve your seat!**

**Register:**  
<https://forms.office.com/g/ITshTZBfk6>



#### Public Health Students

As the next generation of public health workers you will have the opportunity to:

- Present posters of your capstone work
- Speak with and share your résumés with potential employers
- Sit in roundtable discussions on a variety of topics related to working in public health
- Participate in speed mentoring sessions with a variety of public health professionals from across the public health field

PHWorkforce@ct.gov

#### Scheduled Speakers

**Manisha Juthani, MD - Commissioner**  
CT Department of Public Health

**Maggie Litwin - Mentor Committee Chair**  
CT Public Health Assoc. (CPHA)

**Robert Rubbo - President**  
CT Assoc. of Directors of Health (CADH)

**Brianna Britos-Swain - President**  
CT Environmental Health Assoc. (CEHA)

**Thomas St. Louis - Director**  
Public Health Workforce Development

- Venue Central CT State University (Free)
- Working lunch for students
- Partner collaboration
- Worked with CPHA / MOR on Programming




### 2025 CONNECTICUT PUBLIC HEALTH NEXT GEN WORKFORCE SHOWCASE

Thursday, April 10<sup>th</sup>, 9am – 2pm  
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Student Center Alumni Hall  
1615 Stanley St, New Britain, CT 06051

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**Register:**  
<https://forms.office.com/g/M8mzpyQmvh>



#### Public Health Partners

Meet the next generation of public health workers looking for employment in our state. You will have the opportunity to:

- View poster presentations of students' capstone work
- Collect résumés from students looking for employment
- Speak directly with students about their interests
- Lead roundtable discussions or mentoring sessions with students on a variety of topics related to working in public health

PHWorkforce@ct.gov

#### Scheduled Speakers

**Manisha Juthani, MD - Commissioner**  
CT Department of Public Health

**Maggie Litwin - Mentor Committee Chair**  
CT Public Health Assoc. (CPHA)

**Robert Rubbo - President**  
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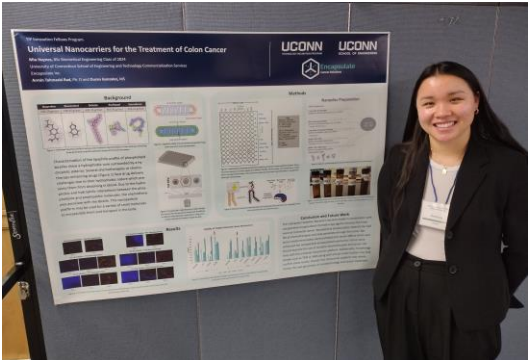
**Brianna Britos-Swain - President**  
CT Environmental Health Assoc. (CEHA)

**Thomas St. Louis - Director**  
Public Health Workforce Development



# CT Public Health Next Gen Workforce Showcase: Building Partnerships and Building the Workforce

## Year 1 - Format



Time	Activity
10:00am	Welcome Remarks & Introductions
10:30am	Capstone Poster Presentations and Networking
11:30am	Roundtable Discussions (3x 30 min.) with Lunch
1:00pm	Speed Mentoring (6x 10 min.)
2:00pm	Closing Remarks



# CT Public Health Next Gen Workforce Showcase: Building Partnerships and Building the Workforce

## Year 1



- Transportation
- Feedback survey QR code needs to be completed at event
- Single Registration was confusing
- Lack of breaks between sessions
- Expand to other disciplines (not just PH)
- More posters
- 144 students registered – 44 attended (31%)



- Venue (CCSU)
- Partners were happy!
- Good timing for Students



- Academic partners provide transportation
- Provide a speaker guide
- Better signage from parking to venue
- Improve registration process
- International Students



# CT Public Health Next Gen Workforce Showcase: Building Partnerships and Building the Workforce

## Year 2 Format



Time	Activity
9:30am	Welcome Remarks & Introductions
10:05am	International Students Panel Discussion
10:50am	Capstone Poster Presentations and Partner Table Networking
12pm	Roundtable Discussions (3x 30 min.) with Lunch
1:05pm	Speed Mentoring (6x 10 min.)
2:00pm	Closing Remarks



# CT Public Health Next Gen Workforce Showcase: Building Partnerships and Building the Workforce



## 2025 Connecticut Public Health Next Gen Workforce Showcase



### Public Health Career Roundtable Discussions

Hosts, please first introduce yourself, your current organization, and your role.

You will host two rounds of guests at your table, for 20 minutes each round.

Possible speaking points can include...

- What was your career path?
- What college degree or training brought you to where you are now?
- What other positions and experiences brought you to where you are now?
- What are the critical skills or training needed to perform effectively in your role?
- What are the soft-skills or training needed to perform effectively in your role?
- What were the critical skills to getting started in the public health field (e.g., communication, networking, professionalism, flexibility, curiosity)
- How are these skills transferable into other public health opportunities or career tracks?
- Explain your roles and responsibilities in your role
- How do you collaborate with other roles in public health?
- Can you share an example of how your work has had a direct impact on the health and well-being of communities?
- What was something unexpected you learned along the way in your career in public health?
- If time allows, students may have questions for you.

*Thank you for inspiring the next generation of our public health workforce!*



**Thank you for attending the  
2025 Connecticut Public Health  
Next Gen Workforce Showcase**

**Please provide us with your  
feedback so we can improve  
our event next year.**



**Scan this QR code to  
access the survey.**



## CT Public Health Next Gen Workforce Showcase: Building Partnerships and Building the Workforce

### Year 2



- Transportation still an issue
- Expand to other disciplines (not just PH)
- More employment opportunities
- 110 students registered – 52 attended (47%)



- More students attended
- More Partners attended
- Right timing for students
- Include Academic Institutions
- More feedback surveys



- Academic partners and student no-shows
- Partners understand F-1 student opportunities (OPT)

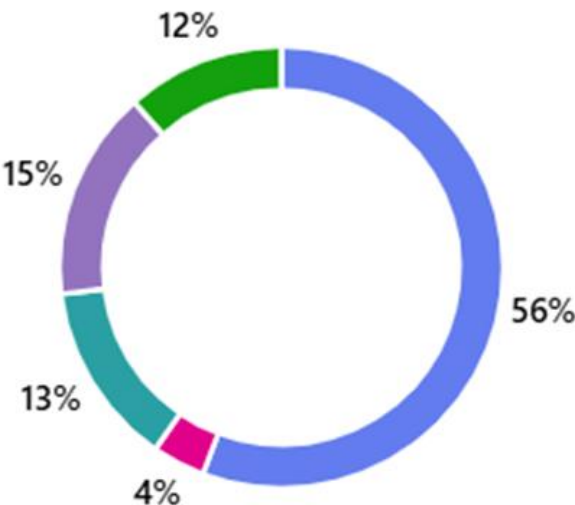


CT Public Health Next Gen Workforce Showcase: Building Partnerships and Building the Workforce

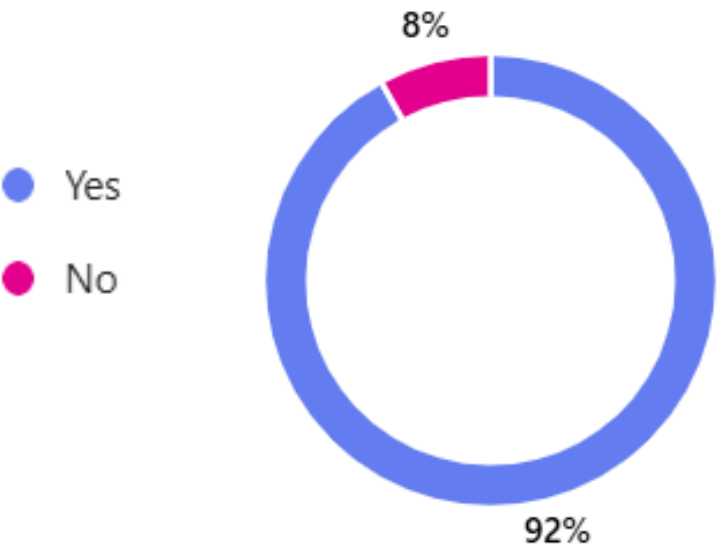
Feedback from 2025 (n=52)

I attended the Next Gen Showcase event as a...

- Student
- Potential Employer
- Academic Partner
- Mentor
- Other



Did you feel the event met your goal?





## CT Public Health Next Gen Workforce Showcase: Building Partnerships and Building the Workforce

### Feedback from 2025

Please rate the following sessions held today:

● Excellent ● Good ● Neutral ● Fair ● Poor

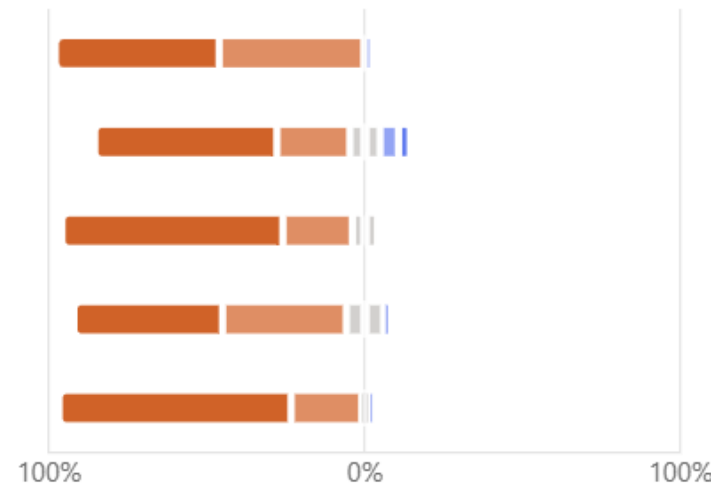
Welcome Session

Panel Discussion

Roundtable Discussions

Capstone Presentations

Speed Mentoring



Comments:

- Start Later!
- More network & job opportunities talks.
- More exhibitors and vendors.
- More roundtable discussion sessions.
- More publicity for the program, so more students know about it.

# CT Public Health Next Gen Workforce Showcase: Building Partnerships and Building the Workforce

## KEY TAKEAWAYS



### Strengthened partnerships:

- Academic Institutions/Faculty
- CPHA / MOR
- Local Health
- Community Partners

Student relationships

Open to adjacent disciplines

Reproducible



Student  
commitment

Timing

Location

Posters



Public Health news

Lack of available jobs

**Thank You**  
**Any Questions**  
**?**

## CT Public Health Next Gen Workforce Showcase: Building Partnerships and Building the Workforce

**Contacts:**

**[Thomas.St.Louis@ct.gov](mailto:Thomas.St.Louis@ct.gov)**

**[Susan.hacking2@ct.gov](mailto:Susan.hacking2@ct.gov)**

# Investing in Kentucky's Public Health Workforce through Partnerships

James R. House, B.S. MEP

Workforce Director

Kentucky Department for Public Health

Kirstin King, MPH, MDEM, MA

Grants Program Evaluator

Kentucky Department for Public Health

August 19, 2025



**Kentucky Public Health**  
Prevent. Promote. Protect.



**TEAM**   
**KENTUCKY**<sup>®</sup>  
CABINET FOR HEALTH  
AND FAMILY SERVICES

# Objectives

- 1. Describe how the Kentucky Department for Public Health's (KDPH) is utilizing the Public Health Infrastructure Grant (PHIG) to develop and implement workforce development initiatives and programs for Kentucky's state and local public health workforce.**
- 2. Explain the purpose and membership of Kentucky's public health workforce development committees, subcommittees and workgroups that support the recruiting, hiring, training and retaining of a competent and diverse response-ready public health workforce.**
- 3. Compare the different public health career pathways available to Kentucky's high school students, university/college students and state and local public health employees.**
- 4. Describe the leadership programs and training opportunities available to student interns and Kentucky's current and emerging public health leaders.**
- 5. Explain how Kentucky is evaluating, documenting, analyzing and reporting on the impact of workforce development initiatives for Kentucky's state and local public health workforce.**

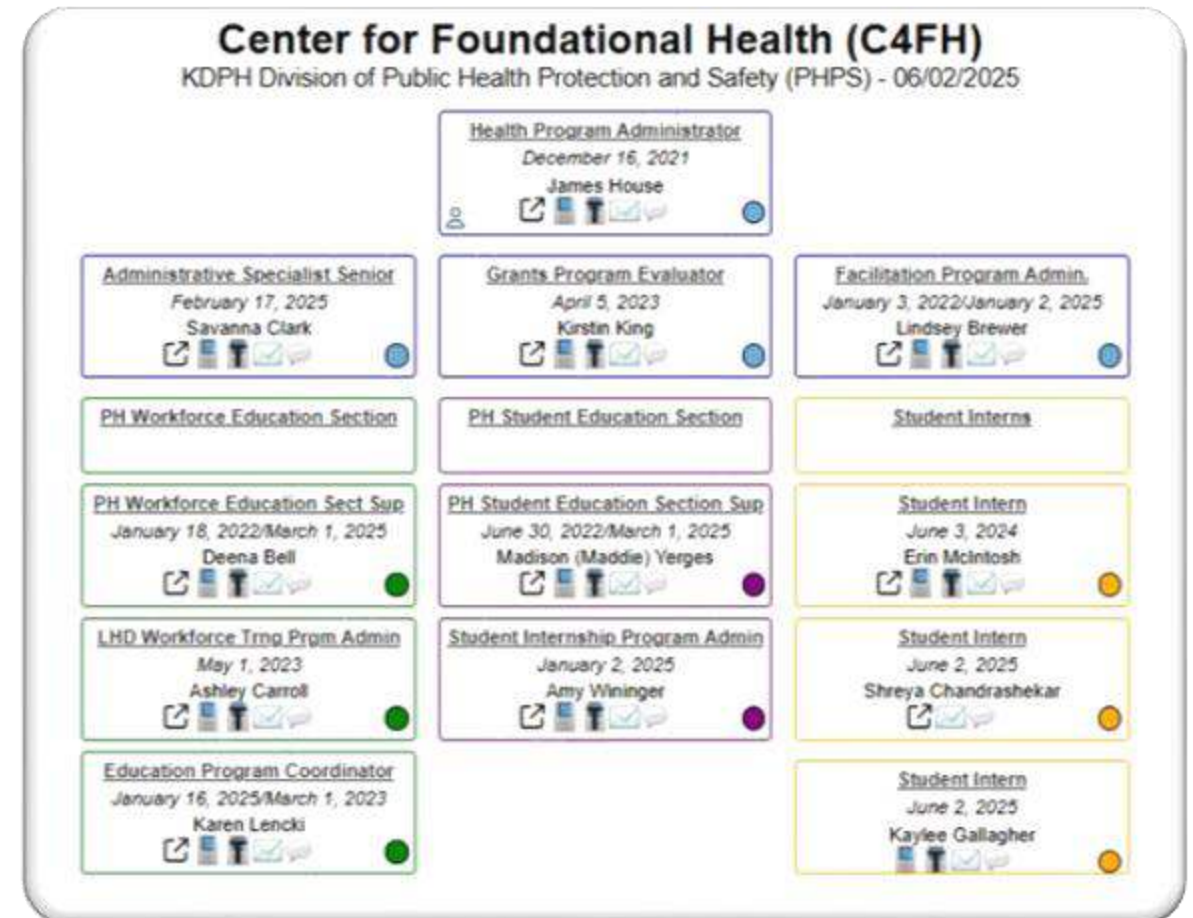


# Public Health in Kentucky

- **Kentucky**
  - **Population:** 4,505,836 (*2020 Decennial Census*)
  - **Counties:** x 120, mostly rural with highest populations in Louisville, Lexington and Bowling Green.
  - **Bordering States x 7:** IN, OH, WV, VA, TN, MO and IL
- **Kentucky Department for Public Health (KDPH) - Cabinet for Health and Family Services (CHFS)**
  - **Organization:** Commissioner's Office + seven divisions with over 900 employee
  - **Mission:** To improve the health and safety of people in Kentucky through prevention, promotion and protection.
- **Kentucky's Local Health Departments (LHD) x 61: Single County x 44, Districts x 14 and Independent x three with over 2800 employees.**

# Center for Foundational Health (C4FH)

- Established: January 2022
- Goal: Recruit, train and sustain a competent and diverse response-ready public health workforce for Kentucky through Public Health Career Pathways:
  - High School Students
  - College/University Students
  - State and Local Public Health Workforce
- Staffing
  - Nine Employees
  - Three Interns
- **Federal Grants Administration Team - Grant Documentation and Reporting**
  - Budget and Expenditure Tracking
  - GrantSolutions Reporting



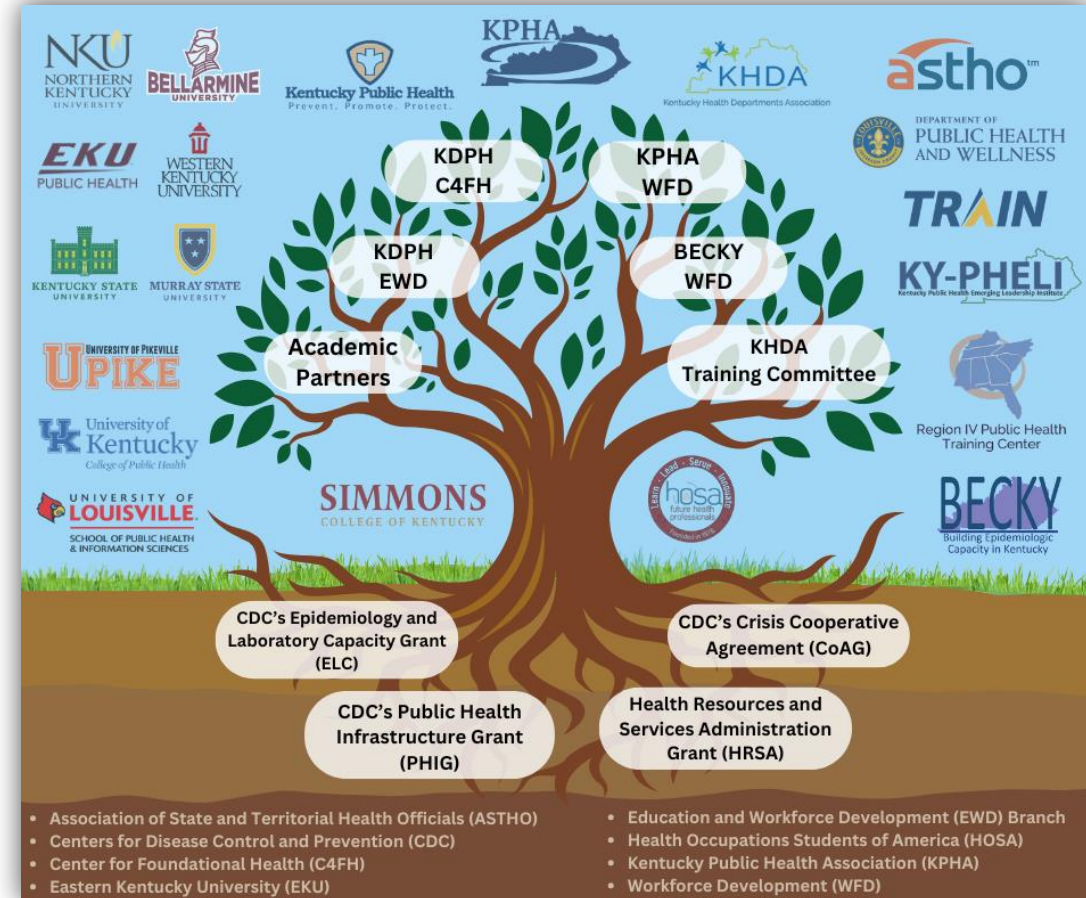
# Public Health Workforce Development Committees

- **Public Health Workforce Development and Infrastructure Advisory Committee**
  - **Purpose:** Provide guidance to recruit, hire, retain, sustain and train a public health workforce that can support current and future public health programs and build stronger programs for the future.
  - **Membership:** Senior leadership from the Kentucky Department for Public Health (KDPH), Kentucky Health Departments Association (KHDA) and Cabinet for Health and Family Services (CHFS)
  - **Policy:** New Organization Policies Approved July 31, 2025
- **Public Health Workforce Readiness Subcommittee**
  - **Purpose:** Develop/implement programs that support recruiting, hiring, retaining, sustaining and training of a competent and diverse response-ready public health workforce in alignment with KDPH's Strategic Plan and the Public Health Infrastructure Grant (PHIG).
  - **Membership:** Program leaders from KDPH, KHDA, Kentucky Public Health Association and Kentucky's Academic Institutions.
  - **Workgroups:** 1) Assessment, Evaluation and Reporting; 2) Community Partnerships; 3) Marketing and Communications; 4) Student Engagement; 5) Training and Development

# Public Health Partnerships

1. Area Health Education Centers (AHEC)
2. Cabinet for Health and Family Services (CHFS)
3. Centers for Disease Control and Prevention (CDC)
4. \*KY Department for Public Health (KDPH)
  - *Building Epidemiological Capacity in KY (BECKY)*
5. KY Health Departments Association (KHDA)
6. KY Health Occupations Students of America (HOSA)
7. KY Public Health Association (KPHA)
8. \*Louisville Metro Public Health and Wellness Department (LMPHW)
9. Region IV Public Health Training Center (Region IV PHTC)
10. Shaping Our Appalachian Region (SOAR)

\*Recipients of CDC's Public Health Infrastructure Grant (PHIG)



Kentucky's Workforce Development Partnerships

# Academic Partnerships

## Memorandums of Agreement (MOA)

- 1. Bellarmine University**
2. Eastern Kentucky University
- 3. KY Community and Technical College System**
4. Kentucky State University
5. Murray State University
6. University of Kentucky
7. University of Louisville
8. University of Pikeville
9. Western Kentucky University

## Memorandums of Understanding (MOU)

- 1. Bellarmine University**
- 2. Eastern Kentucky University**
- 3. KY Community and Technical College System**
- 4. Kentucky State University**
- 5. Midway University**
- 6. Murray State University**
- 7. Northern Kentucky University**
- 8. Simmons College of Kentucky**
- 9. University of Kentucky**
- 10. University of Louisville**
- 11. University of Pikeville**
- 12. Western Kentucky University**

# Workforce Development (WFD) Priorities

## Public Health Workforce Readiness Subcommittee

- **November 7, 2024**
  - **Conducted** Success, Opportunities, Aspirations and Results (SOAR) Analysis
  - Determined 34 WFD Priorities
- **March 6, 2025 - Selected five of the 34 priorities to focus on for the next year**
- **June 5, 2025**
  - Further explored the five priorities
  - *“What can you or your organization do to contribute towards the following priorities by June 30, 2026?”*
- ***Other Priorities: Sustainment and Telling Our Story***

**June 5, 2025**

- **Create tools to better communicate public health careers and opportunities.**
- **Evaluate which activities/programs are most valuable and continue them based upon the Return on Investment (ROI).**
- **Increase scholarships and incentives.**

**September 4, 2025**

- **Integrate Artificial Intelligence (AI) into public health practices.**
- **Increase non-traditional partnerships to mobilize resources and assets - explore advocacy groups.**



# KDPH's Public Health Career Pathway Programs

- **Kentucky Public Health Exploration Program (KY-PHEP) - since June 2022**
  - Provided public health career information at 34 events to over 3428 high school students
  - Conducted seven experiential learning opportunities – 215 students and 20 educators
- **Student Internship Program - since January 2022**
  - Hosted 158 student interns– nine have been hired by KDPH!
  - Conducted seven experiential learning opportunities x 369 students
- **Employee Learning and Development Program – since February 2022**
  - Employees have participated in 2218 professional training sessions
  - 50 employees have participated in the TAP – five have earned a degree and/or completed a certificate program.

Note: The above numbers increase as events are conducted

# LHD Workforce Readiness Program

## KHDA (LHDs) and KDPH Partnership – 2024/2025

- **PHIG Funding x \$400,000 per year**
- **Outcomes:**
  - 120 memberships - Kentucky Association for Local Board of Health (KALBOH)
  - 8 KHDA regional meetings
  - 61 LHDs participated in a Data Inventory and Needs Assessment
  - New KHDA Website developed.
- **In 2025, PHIG funds will also be used to support LHD Special projects.**

## Program Foundational 6000 Funding (PGF 6000)

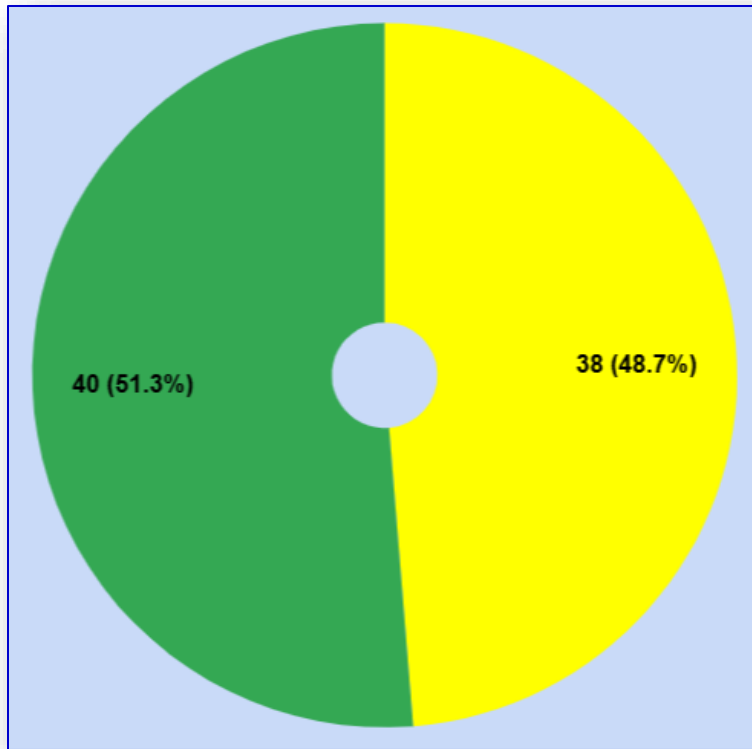
- **Purpose: Support Workforce Capacity and meet Public Health Transformation Regulations.**
- **Project Period: July 1, 2024 through June 30, 2025**
- **Top activities supported:**
  - Recruiting, hiring or sustaining of LHD personnel
  - External support to assist with Community Health Assessments (CHA), Community Health Improvement Planning (CHIP) and Strategic Planning
  - Incentives, transportation and food for community member participation in CHA
  - Expenses related to Core and Foundational Public Health Programs + Meeting Expenses
  - Strengthening Training and Outreach programs
  - Expenses related to workforce engagement, well-being and other related programs and services



# Leadership Development Programs

- **Kentucky Enhancing Excellence in Public Health Leaders (KEEPH)**
  - Partnership: KDPH and the Association of State and Territorial Health Officials (ASTHO)
  - Goal: Support the leadership growth of local and state public health leaders. Through this program participants are provided with practical skills, self-awareness and the ability to inspire and motivate teams.
  - Audience: Senior Public Health Leaders and Directors
  - Length: Six months of in-person, virtual and self study sessions.
- **Kentucky Public Health Emerging Leadership Institute (KY-PHELI)**
  - Partnership: KDPH And the Region IV Public Health Training Center
  - Goal: Advance adaptive and strategic leadership skills “that support the multi-sector vision setting and leadership needed to address the social, community-based, and economic determinants of health.”
  - Audience: Emerging Public Health Leaders
  - Length: Eight-months providing 50 hours of interaction through virtual orientation, in-person opening/closing retreats and five virtual sessions.
- **CliftonStrengths**
  - Introduction to CliftonStrengths sessions are offered to staff, student interns and university students.
  - Deeper Dive Sessions into CliftonStrengths is offered to staff and/or KDPH teams.



# Public Health Infrastructure Grant (PHIG) Workplan

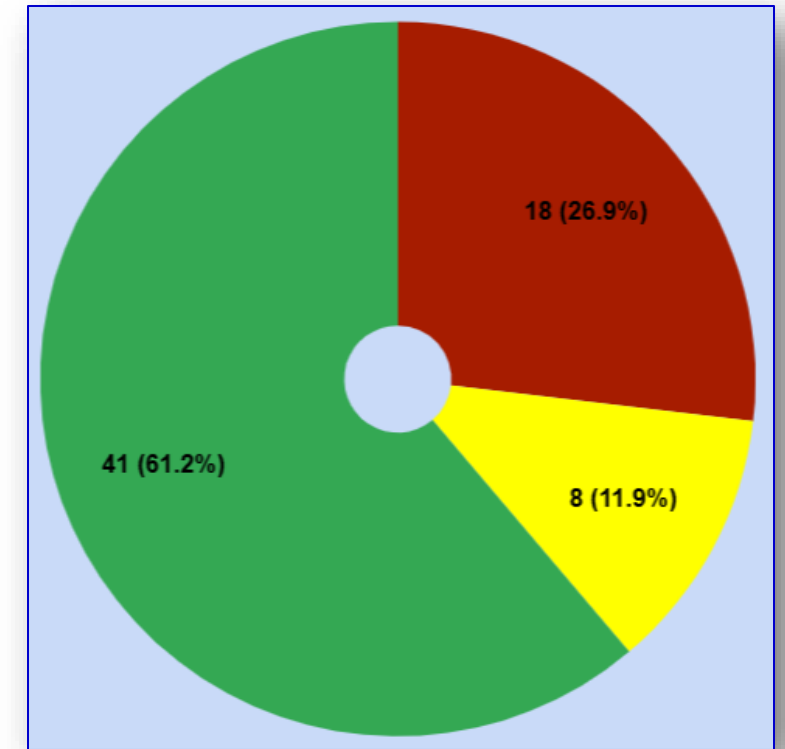


*Strategy A1: Workforce  
78 Measures of Success*

DPH Strategic Priority	
Priority	Count
Select	0
People	80
Quality	12
Efficient & Effective	6
Build PH Capacity	48

## Strategy A1/A2 Status

-  In Progress
-  Complete



*Strategy A2: Foundational Capabilities  
68 Measures of Success (BP1, BP2, BP3  
and BP4)*

# Assessment, Evaluation and Reporting

1. **Workplan Monitoring and Documentation:** The PHIG Strategy A1 and A2 workplans are monitored by the Grants Program Evaluator through collaboration with the Workforce Director and Program Leads utilizing ReadyOp/Google Docs (Working Records) and CDC's PHIVE System (Formal Reporting).
2. **Assessments/Surveys**
  - a. Public Health Workforce Pulse Check Surveys – sent to DPH Staff every six months to support KDPH's Strategic Plan "People Priority".
  - b. Core Competency Assessments for KDPH: Completed in October 2024 through Technical Assistance by the Public Health Foundation.
  - c. Public Health Workforce Impact Survey: Completed in October 2024 by persons who participated in the Public Health Career Pathways Program – second survey October 2025
  - d. Public Health Workforce Interests and Needs Survey (PH WINS) for KDPH: 750 Surveys Sent, 345 Surveys Completed = 46% Response Rate

# Assessment, Evaluation and Reporting

- 1. Evaluation and Analysis is completed by reviewing the status of each Measure of Success through collaboration between the Grants Program Evaluator and:**
  1. Workforce Director
  2. Federal Grants Administration Team
  3. Designated Staff
  4. Subject Matter Experts
  5. Program Leaders
  6. Quality Assurance Program
  
- 2. Reporting: Results of assessments/surveys are shared through meetings, information sheets and quarterly workforce development newsletters:**
  - a. Senior Leadership
  - b. Upper Leadership
  - c. All KDPH Employees
  - d. Project Officer
  - e. Collaborating Organizations

# Moving Forward

- Establishment of the Public Health Workforce Readiness Branch
- Establishment of Career Services Center
- Scheduling the first New to Public Health Residency Program Cohort
- Development of a LHD Training Calendar
- Development of LHD Supervisor Training Sessions
- Training on how to “Tell Our Story” for Kentucky’s Public Health Workforce Development Initiatives
- Completion of the first Certification in Public Health Cohort: 13 KDPH employees participating - December 2025
- 2025 / 2026 Kentucky Emerging Public Health Leadership Institute
  - Applications Due: August 11, 2025
  - Dates: October 16, 2025 through May 18-20, 2026

**Sustainment of Workforce Development Programs beyond  
November 30, 2027**



KY Public Health Association Workforce Development Committee

# Questions?

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**Division of Public Health Protection and Safety**  
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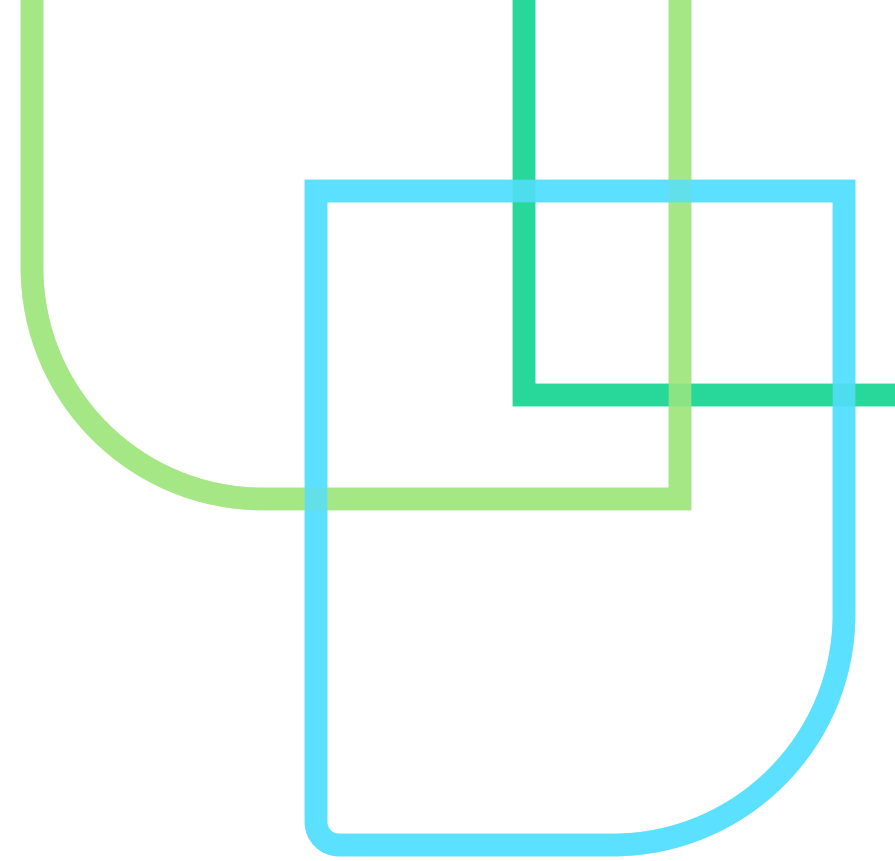


## **Question & Answer**

Where do these stories lead you?

# Thank You!

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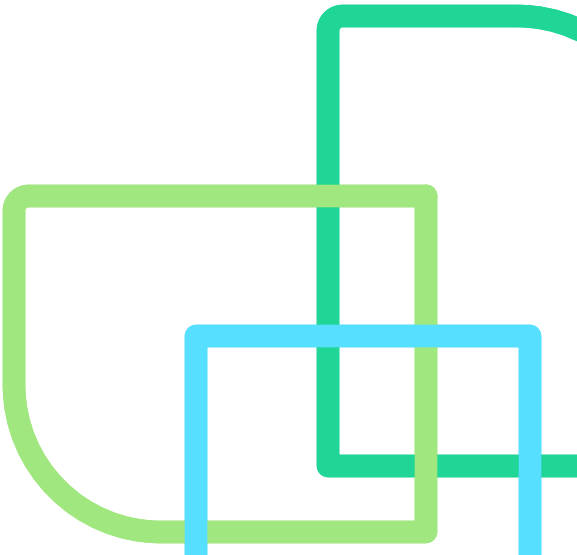


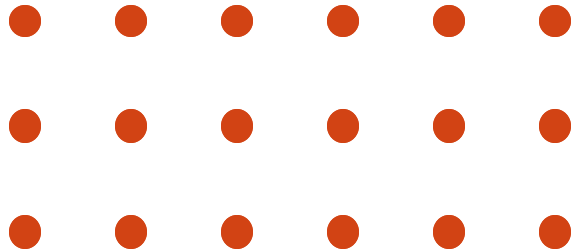


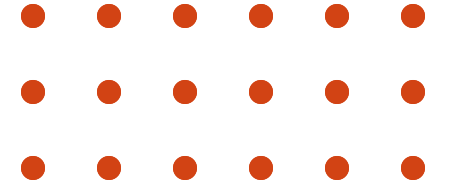
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