



Bridging the Gap: Strengthening Public Health Through Internships and Community Capacity Building

BY PHIG PARTNERS



SHAPING TOMORROW'S PUBLIC HEALTH TODAY.

VIRGINIA DEPARTMENT OF HEALTH

INTERNSHIP ACADEMY



Creating a pipeline of talent and passion for Public Health

Jeff Stover, MPH

Director of Community Relations
Virginia Department of Health

PHIG ARC – August 21, 2025

Mission

Identify and develop the next generation of the public health workforce

Core Values

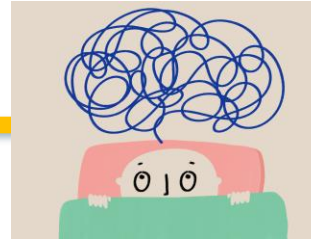
- Inclusivity
- Creativity/Innovation
- Opportunity
- Strategic thinking

Program Objectives

- Knowledge of the public health sphere
- Real world experiential learning
- Enhanced skillsets
- Build professional networks

In the beginning...

There was a state laboratory with a "public health" internship program.



A proposal was created:
the VDH Internship Program (VIP)

Public Health Infrastructure
Grant (PHIG)



CDC
Workforce
Grant



It sat here for several years...



VIRGINIA DEPARTMENT OF HEALTH
**INTERNSHIP
ACADEMY** 

Administrative Structure

- **Primary Funding Sources:** Academy funding from the prior CDC Workforce and current Public Health Infrastructure Grant (PHIG).
- **Strategic Partnerships:** Interns are hosted in central office programs and local health districts who provide the expertise and mentorship for learning and growth.
- **Logistics:** Logistics planning and administrative responsibilities are managed by the Internship Academy team allowing mentors to focus on a robust learning experience.



Flipping the Paradigm

A framework shift for internship success



Location

Interns choose preferred locations, allowing for proximity to family/housing, etc. and/or geographic areas of interest.



Programmatic Choice

Interns define focus areas of interest rather than predefined by programs. This promotes individual passions and interests.



Custom Experience

Host sites are made aware of an interns' interest areas and matched accordingly. Then, an individualized project(s) is developed. This approach provides for tailored experiences to match career goals.

Anonymity in Application Review

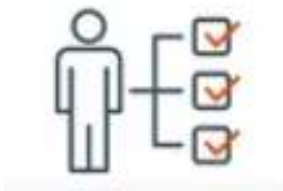
Ensuring Impartiality



- **Anonymous Screening:** Applications are reviewed without identifiable information until the interview stage.



- **Bias Reduction:** Anonymity helps minimize potential selection bias, ensuring fair evaluation based on application merit.



- **Focus on Applicant Interests:** Screeners focus solely on Letters of Interest (i.e. why interested?, qualifications, skills and experience).

The Application Process



Online Application

Candidates complete a structured online form to provide relevant details about qualifications and interests.



Scoring and Ranking

Applications are scored based on specific criteria to ensure fair assessment and ranking.



Interview

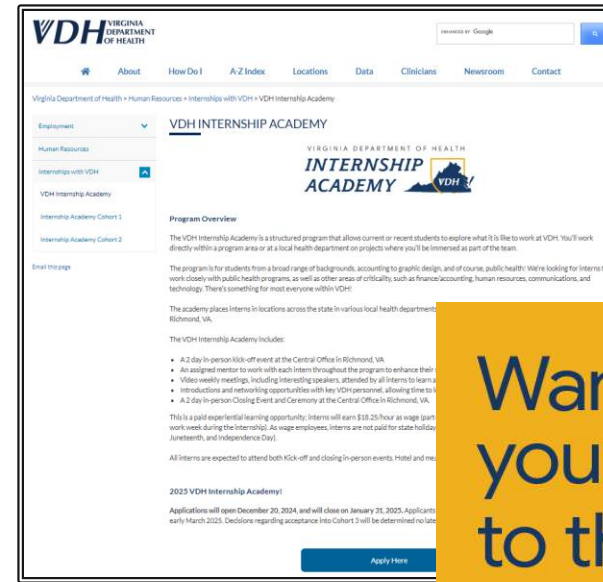
Top-ranked applicants proceed to interviews, evaluating fit and alignment with Academy values and student goals.






Marketing and Outreach

Promoting the Academy Through Strategic Channels

- **VDH Internships Webpage:** Used to describe the Academy, requirements and how to apply, as well as previous/existing cohorts and their respective projects.
- **Handshake:** Handshake is used to connect with prospective interns through well-established academic networks.



Want to take
your  
to the  ?

Put your passion
to work!

VIRGINIA DEPARTMENT OF HEALTH
**INTERSHIP
ACADEMY** 

- \$18.25/Hour
- 10-Week Program
- Full-Time & In-Person
- One-on-One Mentorship
- All Majors Welcome (Yep, even ones that don't scream science.)

You've got what VDH needs to help protect and promote the health of Virginians this summer.



Apply today!
Scan code or go online:
vdh.virginia.gov/internships

VDH VIRGINIA
DEPARTMENT
OF HEALTH
VDH celebrates diversity as a proud
EOE/Disabled/Veterans/LGBTQ employer.

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- **Social Media:** Active presence on major social media platforms boosts visibility and engagement.

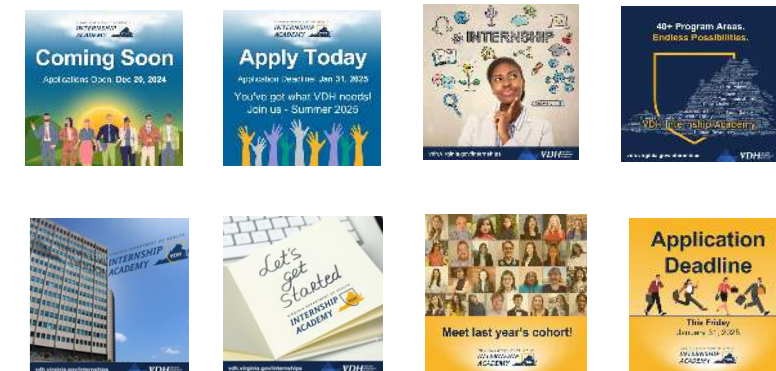
Cohort 1



Cohort 2



Cohort 3



Cohort 3 Social Media Posts



12/11/2024
(I=739)



12/20/2024
(I=741)



12/27/2024
(I=2,539)



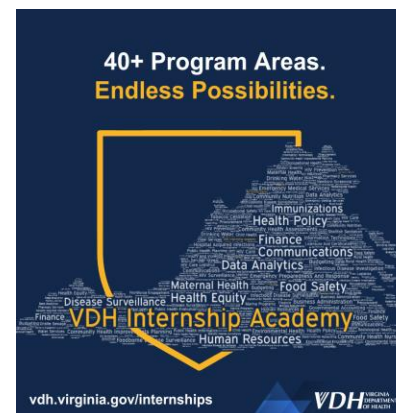
1/03/2025
(I=1,490)



1/10/2025
(I=647)



1/17/2025
(I=801)



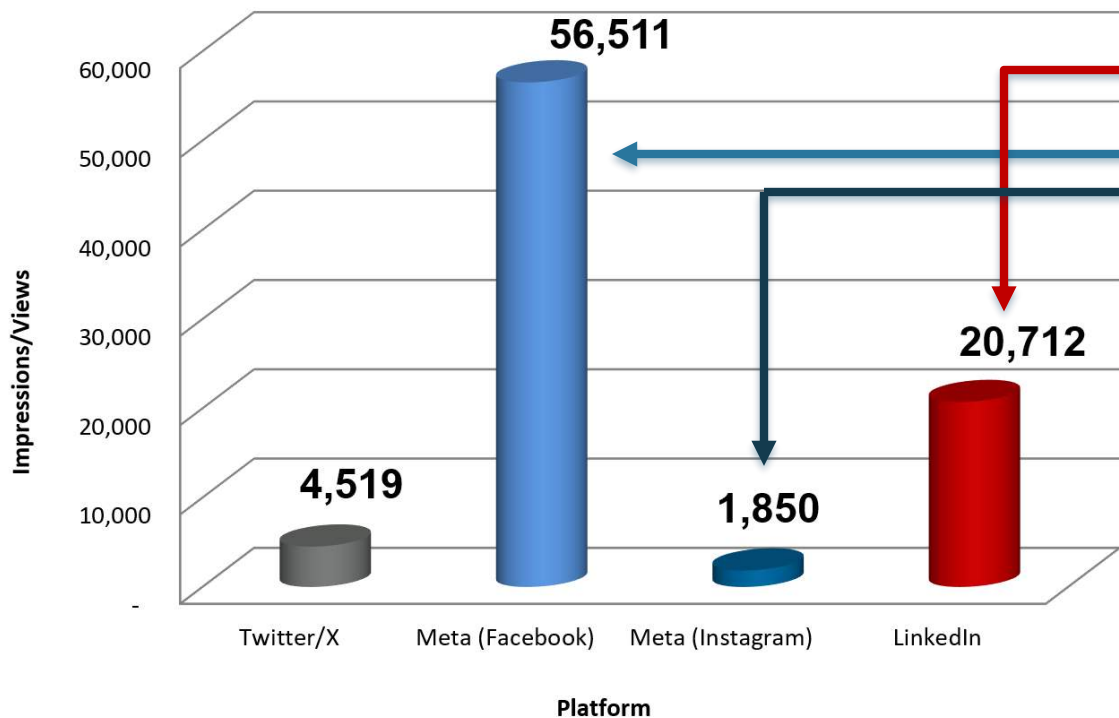
1/24/2025
(I=679)



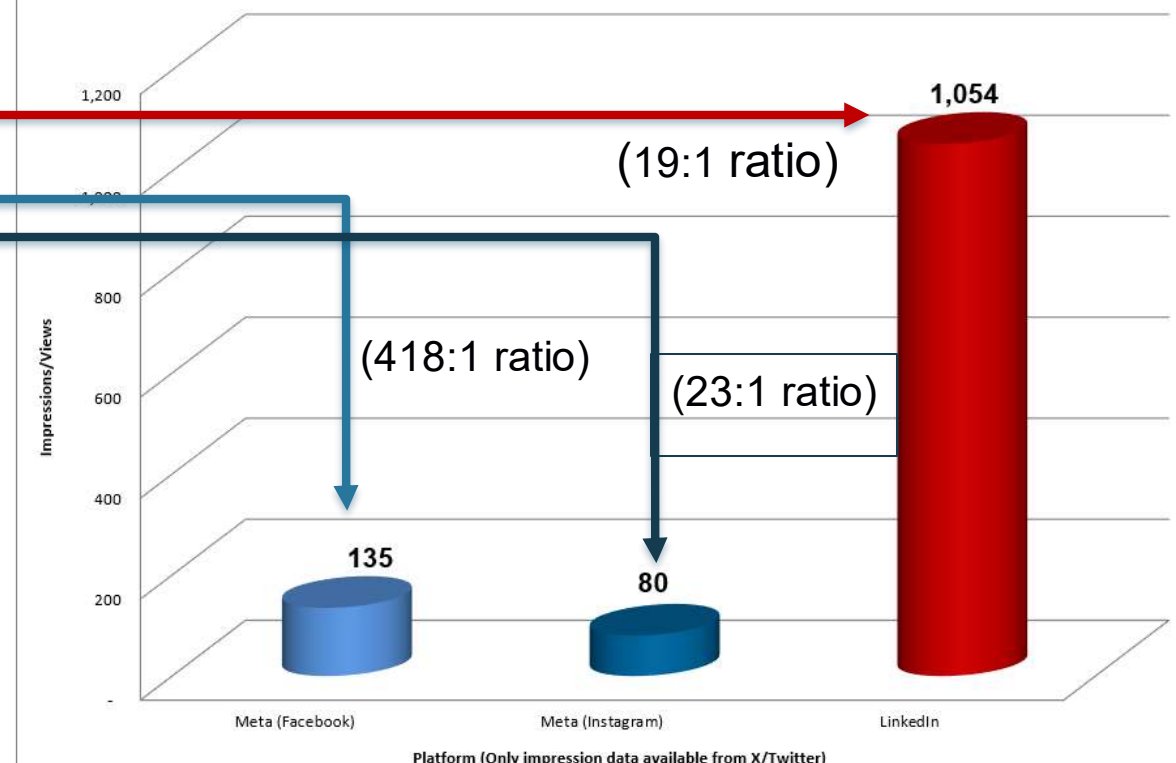
1/29/2025
(I=460)

Social Media Impact – VDH Accounts

Impressions/Views



Link Clicks

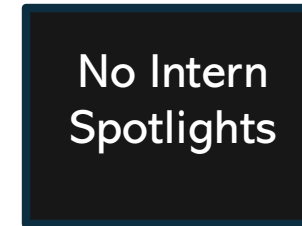


Marketing and Outreach

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- **Handshake:** Handshake is used to connect with prospective interns through well-established academic networks.
- **Social Media:** Active presence on major social media platforms boosts visibility and engagement.
 - **Continuous Storytelling**
 - **Intern Spotlights began with Cohort 2**

Cohort 1



Cohort 2



Cohort 3



2024 INTERN SPOTLIGHT

MAY SALAMA

SCHOOL: Old Dominion University
DEGREE: PhD Health Services Research
LOCATION: Chesapeake Health Department
PROJECT AT VDH: Baby Care Study of Births and Program Manual Update



INTERNSHIP ACADEMY  VDH VIRGINIA DEPARTMENT OF HEALTH

2025 INTERN SPOTLIGHT

Safiyyah Ogundipe

 **SCHOOL:** Massachusetts Institute of Technology
DEGREE: Chemical-Biological Engineering
LOCATION: Central Shenandoah Health District
PROJECT AT VDH: Childhood Lead Poisoning Process Improvement and Training



VIRGINIA DEPARTMENT OF HEALTH
INTERNSHIP ACADEMY 

“My goal is to gain a practical understanding of public health responses to exposures, which will inform my perspectives on environmental health and remediation and make me a more community-oriented researcher/engineer in the future.”

2025 INTERN SPOTLIGHT

Jessica Wei

 **SCHOOL:** University of Virginia
DEGREE: Master's of Public Health
LOCATION: Roanoke Health District
PROJECT AT VDH: Data-Driven Engagement: Standardizing Reporting and Enhancing Strategic Visibility



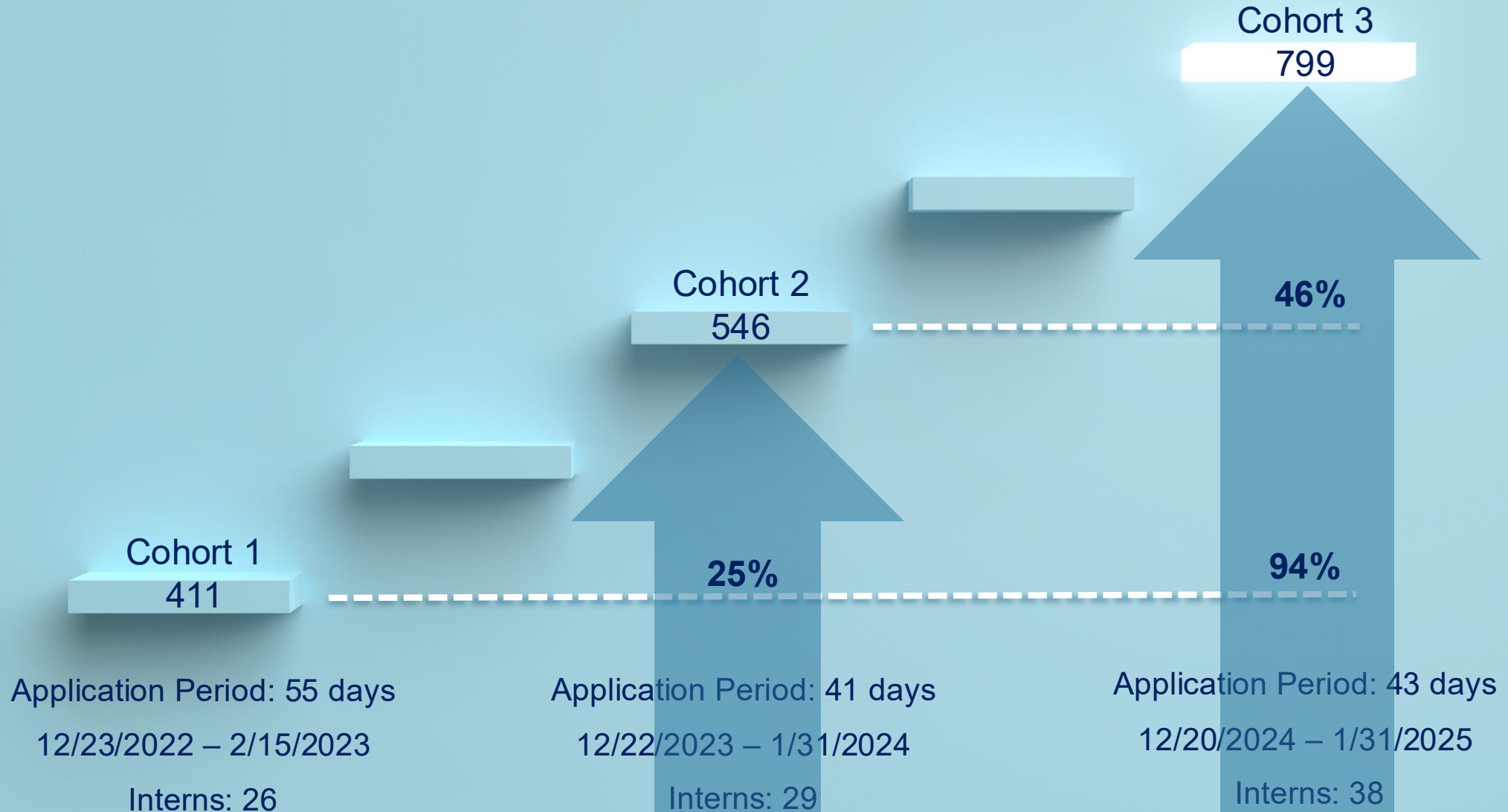
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INTERNSHIP ACADEMY 

“I look forward to applying and growing my knowledge of public health in the real world to directly serve my community.”

Weekly Intern Spotlights

Academy Interest

Application Growth



Academic Institutions in the Academy (N=38)

In-State (n=16)

Out-of-State (n=22)

Cohort 1
N=26




Cohort 2
N=29



Cohort 3
N=38





Poster Symposium: Showcasing Intern Projects and Findings

- **Project Summaries:** Interns create posters summarizing their projects, findings and impacts.
- **Presentation Skills:** Presenting posters helps interns develop key communication and public speaking skills.
- **Peer and Staff Engagement:** Posters provide a forum for discussion with peers and staff, enabling knowledge sharing and potential new hires!

Cohort 3 Example

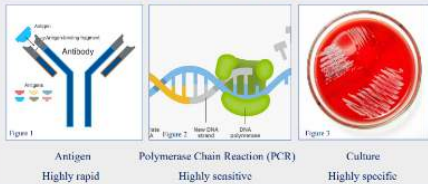
A Comparative Analysis of Campylobacter Testing and Antibiotic Practices in Acute and Chronic Gastrointestinal Cases

Hemanya Bhatt
Richmond & Henrico Health District
Cohort 3, 2025, Epidemiology

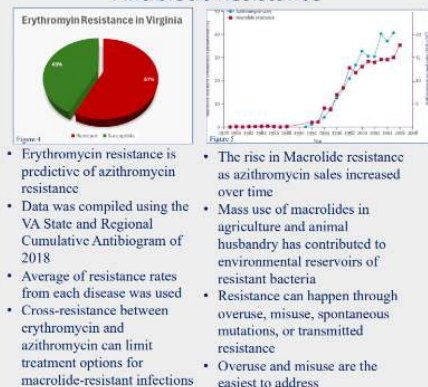
Background

- Campylobacteriosis is the leading bacterial cause of acute gastroenteritis globally caused by *Campylobacter jejuni* and *Campylobacter coli*
- Acquired by consuming contaminated food or water or through improper meat handling practices
- Symptoms may include diarrhea, nausea, vomiting, abdominal pain, and fever. In rare cases, a Campylobacter infection can lead to Guillain-Barré Syndrome
- Usually do not require antibiotics and resolve with oral rehydration therapy (drinking water and electrolytes)

Diagnostic Tests

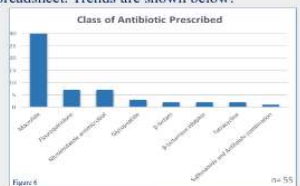


Antibiotic Resistance

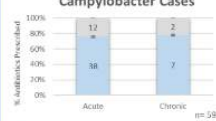


Data Collection and Analysis

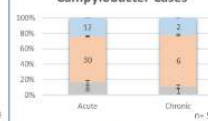
- Data from Virginia Electronic Disease Surveillance System (VEDSS) and paper case report forms from 2024 were compiled into a spreadsheet. Trends are shown below:



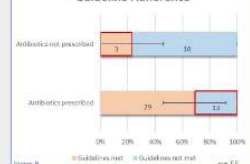
Antibiotic Prescription Rates in Acute and Chronic Campylobacter Cases



Choice of Diagnostic Test in Acute and Chronic Campylobacter Cases



Antibiotic Prescription vs Guideline Adherence



- In summary:**
 - The most common type of antibiotic prescribed were **macrolides**, which VA is building resistance against (Fig. 4)
 - Chronicity does not seem to play a role** in whether antibiotics are prescribed, or which **diagnostic method** is used
 - Around **22%** of cases had **antibiotics not prescribed** when they met the guidelines for prescription
 - Around **30%** of cases had **antibiotics prescribed** when they did not meet the guidelines for prescription

Clinical Application

- Most common **enteric diseases** (campylobacter, salmonella, yersinia, etc.) **resolve without antibiotics**, so doctors should be cautious about prescribing them, especially when guidelines are not met
- Avoid using antibiotics** to treat **colonization or contamination**
- When diagnosing a **chronic infection**, steer away from less sensitive tests such as antigen tests
- Consider **stool cultures** and sensitivity testing before initiating antibiotics whenever possible
- If antibiotics are truly needed, **educate patients** on misuse and overuse
- Use the **narrowest spectrum** antibiotic for the patient's condition
- General antibiotics are often prescribed and later changed

Follow the ABCs of antibiotics!

Ask yourself Were these antibiotics needed?

Bacteria Get a culture to confirm a bacteria is causing the illness, not a virus

Conserve Prescribe for shortest duration possible

Don't give in Don't let patients pressure you into prescribing antibiotics

Educate Tell your patients WHY antibiotics are not needed for:

- cold, flu, and most coughs
- bronchitis
- sore throats not caused by strep
- most ear aches

Figure 10

Other Responsibilities

- Conducting **disease investigations** for enteric disease cases reported in the Henrico County Health District
- Assisting in a **point prevalence survey** for long-term acute care facility and testing patients for *Candida auris*
- Attending **advanced genetic epidemiology training** to gain insight on how genomics plays a role in disease surveillance and investigation
- Creating a **disease investigation guide** for incoming interns



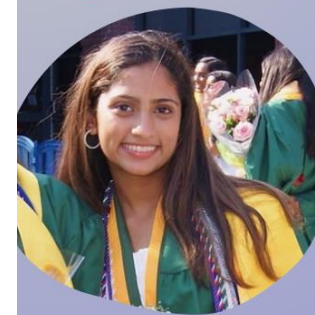
Acknowledgements

I would like to thank my mentors, Courtney Ayers and Olivia Dato and the VDH Internship Academy staff, Bridget Cochran and Jeff Stover, as well as the professors in the Global Public Health department at UVA for giving me a strong foundation and supporting me throughout this experience.



2025 INTERN SPOTLIGHT

Hemanya Bhatt



VIRGINIA DEPARTMENT OF HEALTH
INTERNSHIP
ACADEMY

School
University of Virginia

Degree
Global Public Health

Location
Richmond/Henrico Health Districts

Project at VDH
A Comparative Analysis of Campylobacter Testing in Acute and Chronic Gastrointestinal Cases

Future Career Goals
MD/MPH Program

“I am so excited for this opportunity because it combines my interests in infectious disease research and enteric disease investigation.”

Hiring Outcomes and Roles

Career Progression post-Academy

- **Number of Hires:** 25 of the 93 interns have been hired in varying capacities by VDH following their internships, showing program effectiveness.
- **Diverse Roles:** Interns have been hired into roles spanning public health education, policy, epidemiology, environmental health and program support.
- **Career Growth/Support:** The Academy stays in touch with alumni, providing a linkage for ongoing career development.



Where are they now?

Cohort 1: (3 hired at VDH)

- 3 VDH FTEs: Health Promotion, Epidemiologist & Environmental Health Specialist
- Other:
 - 1 intern now in Community Health Nursing School in San Francisco
 - 1 intern now in Pharmacy School
 - 1 intern became a Governor's Management Fellow
 - 2 interns in grad school: Homeland Security and Emergency Preparedness, and MPH
 - 1 intern is an Infection Preventionist at MaineHealth
 - 1 Senior Program Coordinator at Primary Care Coalition (MD)

Cohort 2: (8 hired at VDH)

- 3 VDH FTEs: 2 epidemiologists and one senior policy analyst
- 2 VDH wage: 1 agency mgmt. specialist & 1 anatomical program support tech
- 3 VDH contractors: 2 community health coordinators & 1 pop health coordinator
- Other:
 - 1 intern in grad school for public policy at Oxford University
 - 1 intern in grad school for MPH at UNC
 - 1 intern now a Senior Policy Analyst at Virginia Health Catalyst
 - 1 intern now a Program Evaluator at ASK Childhood Cancer Foundation
 - 1 intern now a Substance Misuse Prevention Coordinator
 - 1 intern is a Truman Scholar Finalist

Where are they now?

Cohort 3: (14 hired at VDH + 2 volunteers)

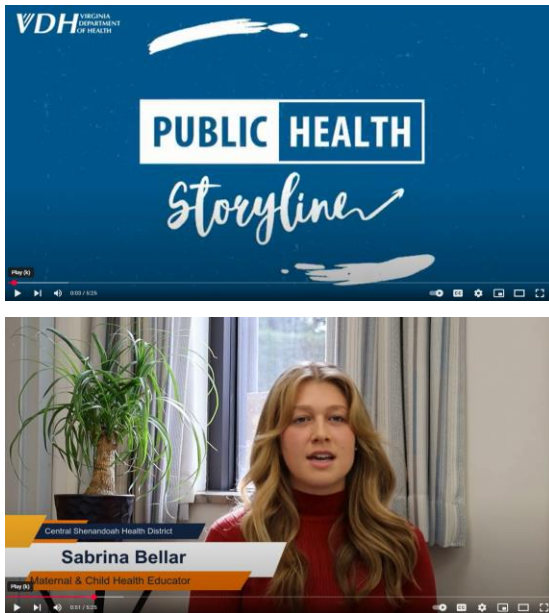
- VDH contractors:
 - 2 health equity
 - 1 FPHS coordinator
 - 1 community health/education
 - 2 policy analyst
- VDH wage:
 - 1 FPHS coordinator
 - 1 health equity
 - 1 community relations
 - 1 HR analyst
 - 1 community outreach
 - 2 community health/education
 - 1 mental health
- Other:
 - 1 attending U. of AZ for PhD in Biomechanical Engineering
 - 1 entering Y2 of med school
 - 1 finishing PhD in Community Health

Keep marketing to the end!

This image of Cohort 3 was posted to LinkedIn, Instagram and FB during our Closing Ceremonies on 7/31/2025.



Tell your story!



<https://www.youtube.com/watch?v=qDk-XWmtiEs&t=4s>



<https://www.astho.org/communications/blog/2025/vdh-internship-academy/>



Jan. 29, 2025

832: PH Workforce Development; PH Well-Being

Jeffrey Stover, chief of staff at the Virginia Department of Health, details the successful VDH Internship Academy made possible by the Public Health Infrastructure (PHIG) Grant; Kristina Herrera, agency manager for the Tuolumne County Department of Public Health in...

② Guests: **Jeffrey Stover MPH**, **Kristina Herrera MPH**

<https://newscast.astho.org/832-ph-workforce-development-ph-well-being/>

And, marketing creative has started for Cohort 4



Picture yourself here!
The 2026 VDH Internship Academy

VIRGINIA DEPARTMENT OF HEALTH



vdh.virginia.gov/human-resources/internships/vdh-internship-academy/

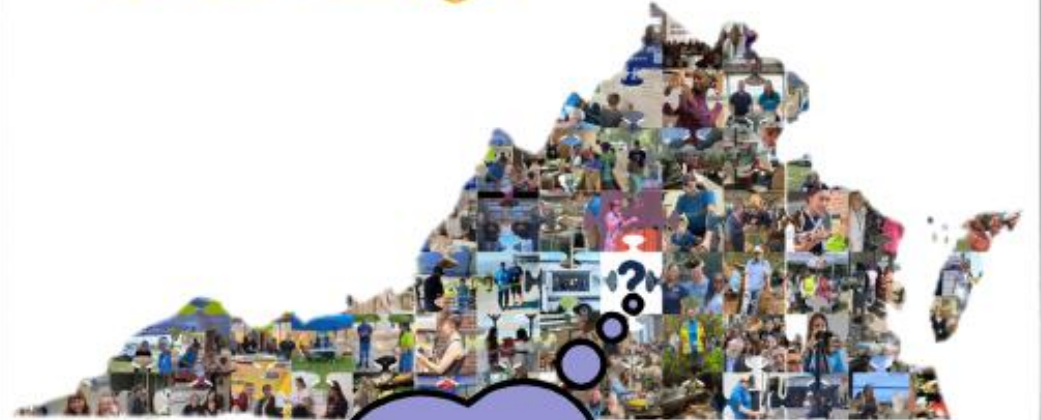


Imagine you,
right here!



12.19.25

VIRGINIA DEPARTMENT OF HEALTH



Imagine you,
right here!



12.19.25

vdh.virginia.gov/human-resources/internships/vdh-internship-academy/

Find yourself, here!

VIRGINIA DEPARTMENT OF HEALTH

**INTERNSHIP
ACADEMY**



**Applications Open
12.19.2025**



VIRGINIA IS FOR PUBLIC HEALTH LO♥ERS™



VDH Internship Academy Creator/Oversight

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Bridget Cochran

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804.512.7040



CT Public Health Internship Program

Cultivating a Diverse and
Capable Workforce

Presented By:

Celeste Jorge, MPH

Epidemiologist & PHIG Evaluator

On Behalf Of:

Chenay Powell, MS

Health Program Associate & Internship Coordinator

CT DPH Office of Public Health Workforce Development

August 21, 2025

Acknowledgments

This program 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.

The Foundation

- Public health workforce crisis
 - Covid-19 pandemic, burnout, early retirement, lack of diversity, recruitment and retention challenges
- CT DPH launched Office of Public Health Workforce Development in June 2022
- Secured funding – **CDC Public Health Infrastructure Grant (PHIG)**
- Public health workforce development is a CT DPH strategic priority
 - **Nurture a sustainable, diverse and culturally competent public health workforce by expanding training opportunities and education pipelines**

CT DPH Internship Program Overview



Fall, Spring and Summer Internships are open to eligible 3rd and 4th year undergraduate and graduate students.



Interns are matched and placed at CT DPH, local health departments and non-profit organizations across the state.



Focus is on mentorship, applied projects and professional development.

Fall & Spring Internship Program

Hybrid and
remote
internship
opportunity

Offered during
the academic
year

Designed for non-
traditional
students

Summer Internship Program Curriculum



Peer-to-Peer In-Person Group Learning Sessions



This is Public Health Virtual Series



Tour the CT DPH State Laboratory, the CT Legislative Office Building, and the State Capitol Building



Poster Presentation and Send Off Celebration

Core Competencies for Public Health Professionals

Domains

- Data Analytics and Assessment Skills
- Policy Development and Program Planning Skills
- Communication Skills
- Health Equity Skills
- Community Partnership Skills
- Public Health Sciences Skills
- Management and Finance Skills
- Leadership and Systems Thinking Skills

Summer Internship Growth & Success

2023



27 INTERNS

2024



71 INTERNS

2025



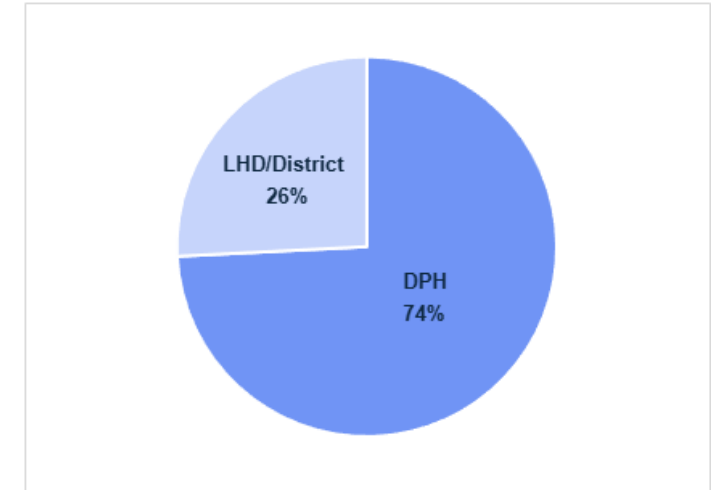
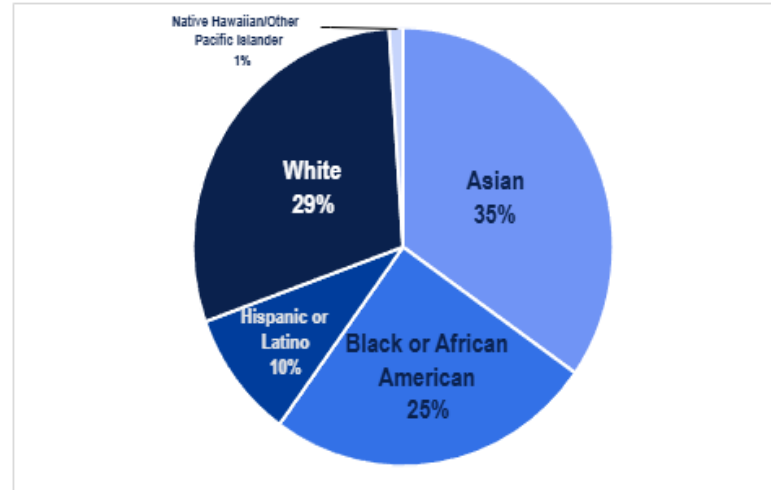
48 INTERNS

2023-2025

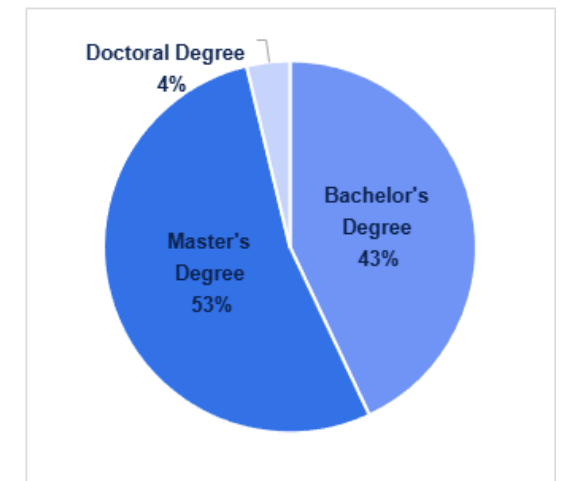
CT DPH Internship Success Highlights

112

Internships
Completed



Students from 49 Colleges and Universities





UConn
UNIVERSITY OF CONNECTICUT



Quinnipiac
UNIVERSITY



CT Academic Institutions



Sacred Heart
UNIVERSITY



University of
New Haven



**UNIVERSITY
OF HARTFORD**



CT State/Local Health Departments & Non-Profits



Public Health
Prevent. Promote. Protect.



Public Health
Prevent. Promote. Protect.
Norwalk Health Department



CT Public Health Fellowship Program (CT PHFP)

- Paid CT DPH internship program, funded by **CDC PHIG**, administered by Yale Office of Public Health Practice.
- Awards \$3,500 stipend to accepted students. Very Competitive.
- Goal is to diversify the public health workforce, reduce barriers to internships, and improve access to paid experiential learning opportunities.

Yale
SCHOOL
OF PUBLIC
HEALTH



2023-2024 CT Public Health Fellowship Program Success Highlights!

CT DPH Fellowship Program By The Numbers

The Connecticut Department of Public Health (CT DPH) launched the CT Public Health Fellowship to enhance experiential learning opportunities for students and remove barriers to participation. This initiative aims to diversify and strengthen Connecticut's workforce in the public health sector for a healthier CT.



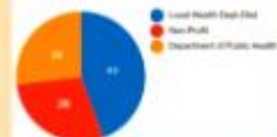
97
FELLOWSHIPS
COMPLETED

"In developing the Public Health Fellowship Program, we are ensuring the continued and experiential learning in public health in our state and providing an opportunity for students from a variety of backgrounds and academic programs, both within and outside of public health, to explore public health careers and experience the critical role that local, state, and non-profit public health agencies do in communities across Connecticut every day."

— CT DPH Commissioner Jernard



39 Unique Placement Sites



For more information, visit the website or contact
Office of Public Health Workforce Development:
phworkforce@ct.gov
<https://publichealth.ct.gov/ctphfp>

**Students from 41
Universities and
Colleges**



**238.9
Average
Internship Hours**



**100% of Preceptors
surveyed would precept
again and would
encourage others to
precept.**



**244 CT TRAIN
Courses Completed**

TRAIN

**29.2% of participants in the CT DPH Fellowship Program
were first-generation college students.**

**Insights Gained by CT DPH Public Health Fellows
from Their Fellowship Experience**

"I would encourage anyone
and everyone to take
advantage of this
opportunity to gain
experiential learning
opportunities in public
health."

"What I learned from this
experience is to be a
public health professional."

95.7%

"This fellowship increased my
confidence in my ability to
precept public health."

90%

"The fellowship program
increased my confidence in my
ability to precept public health
and to be a public health
professional. I am now a
public health professional and
I am proud to be a part of
the public health workforce."

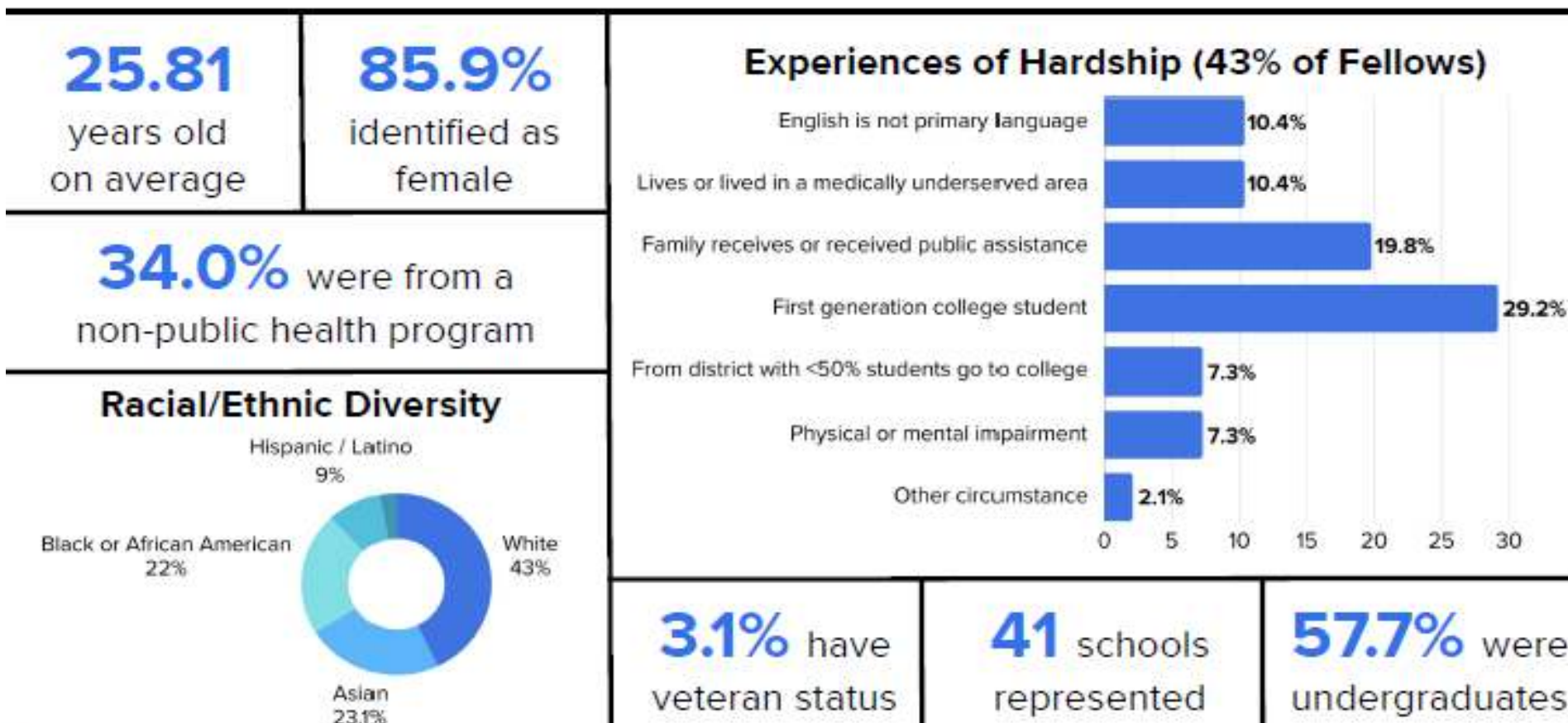
— Dr. Beverly D. DPH Fellow

Summer Internship Schedule

| Week #: | Date | Type of Event | Topic |
|---------|---|-----------------------|--|
| Week 1 | Tuesday, June 3, 2025 | Intern Orientation | Orientation and Kick Off Event |
| Week 2 | Wednesday, June 11, 2025 | Peer to Peer | Domain 4: Health Equity Skills |
| Week 2 | Thursday, June 13, 2025 | Virtual TiPH | Public Health Practice |
| Week 3 | Wednesday, June 18, 2025 | Peer to Peer | Public Health Preparedness and Response |
| Week 4 | Tuesday, June 24, 2025 | Training | QPR: Question, Persuade, Refer |
| Week 4 | Wednesday, June 25, 2025 | DPH Lab Visit | Public Health Sciences |
| Week 4 | Thursday, June 26, 2025 | Virtual TiPH | Childhood Lead |
| Week 5 | No programming - 4th of July Holiday Week | | |
| Week 6 | Wednesday, July 9, 2025 | Peer to Peer | Domain 5: Community Partnership Skills |
| Week 6 | Thursday, July 10, 2025 | Virtual TiPH | Foodborne Outbreak Investigation |
| Week 7 | Monday, July 14, 2025 | Capitol Building Tour | Policy & Legislation (Public Health Committee Chair) |
| Week 7 | Wednesday, July 16, 2025 | Peer to Peer | Domain 1: Data Analytics and Assessment Skills |
| Week 7 | Thursday, July 17, 2025 | Virtual TiPH | Climate & Health |
| Week 8 | Tuesday, July 22, 2025 | Peer to Peer | Domain 3: Communication Skills |
| Week 8 | Thursday, July 24, 2025 | Virtual TiPH | Domain 8: Leadership and Systems Thinking Skills |
| Week 9 | Wednesday, July 30, 2025 | Peer to Peer | Domain 2: Policy Development and Program Planning Skills |
| Week 9 | Thursday, July 31, 2025 | Virtual TiPH | Injury and Violence Surveillance |
| Week 10 | Wednesday, August 6, 2025 | Peer to Peer | Domain 7: Management and Finance Skills |
| Week 10 | Thursday, August 7, 2025 | Virtual TiPH | Office of Oral Health |
| Week 11 | Thursday, August 14, 2025 | Final Event | Poster Presentation & Send-off Event |

Evaluation Results

PHFP Class of 2023-2024

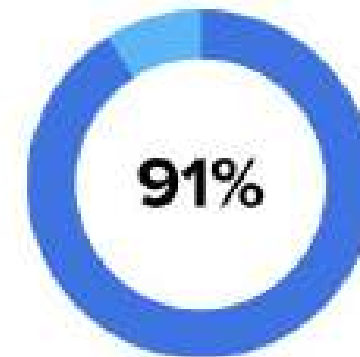


Evaluation Results

What I learned from this experience is relevant to my future academic/career plans.



This fellowship increased my confidence in my ability to practice public health.



Evaluation Results

| Frequency and Percentage of Post-Graduation Intentions (1-2 Years) for PHFP Fellows (n=92) | | |
|--|------|------|
| Characteristics | Freq | % |
| Intentions | | |
| I intend to become employed in a public health career and I intend to work in Connecticut | 35 | 38.4 |
| I intend to become employed in a public health career, but have no location preference | 30 | 32.6 |
| I intend to apply/enroll in new degree program. | 12 | 13.0 |
| My career intentions are uncertain. | 10 | 10.9 |
| Other | 5 | 5.4 |

Sneak Peek of One-Year Follow Up Data (Limited Data Currently!):

54% of fellows one year after PHFP (n=13) intend to work in Connecticut. Of those, 85% (n=11) reported having family ties/established roots in CT as driving factor.

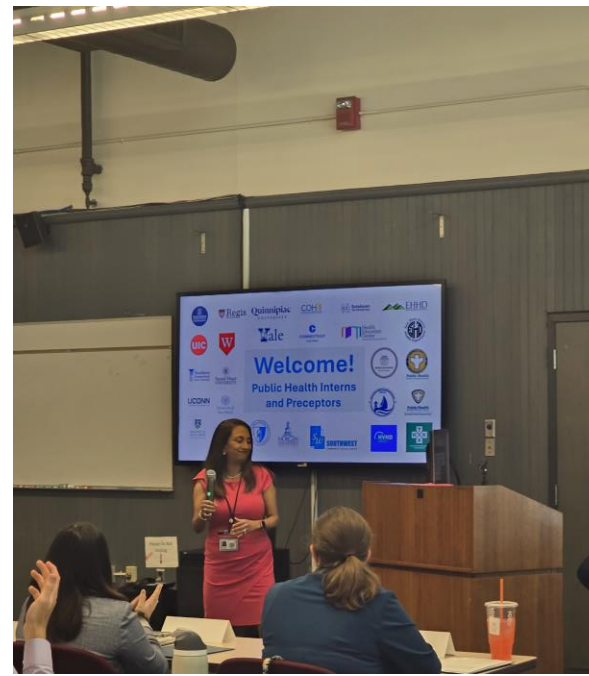
Challenges

- High demand for experiential learning by students and academic institutions
- Lack of available preceptors
- High recruitment of student interns (2024 Summer cohort)
- Awarding of stipends to international students
- Streamline internship and fellowship application process
- Onboarding
- Future funding

Next Steps

- Increase the number of preceptors to improve accessibility
- Provide standardized training for preceptors
- Develop a process for F-1 visa students to receive a stipend





Contact Us

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ARC PHIG Presentation: Minneapolis

Presented by: April Graves

Authored by: April Graves, Giselle Martinez-Izea

City of Minneapolis | Health Department | Workforce Management Unit

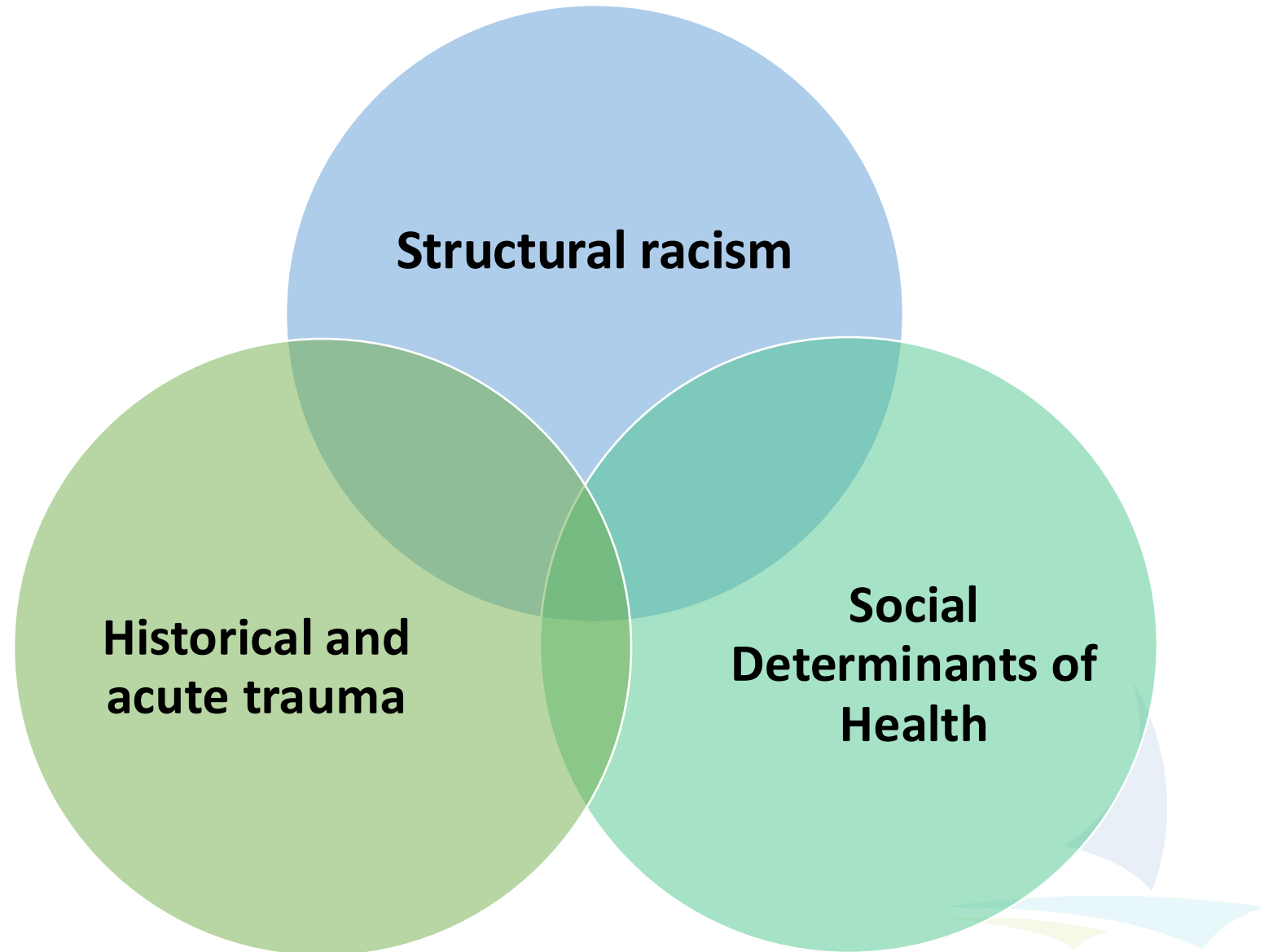
A scenic view of a city skyline reflected in a river, with a large bridge in the foreground and autumn foliage framing the scene. The text "The Challenge: Local Context" is overlaid in white.

The Challenge: Local Context

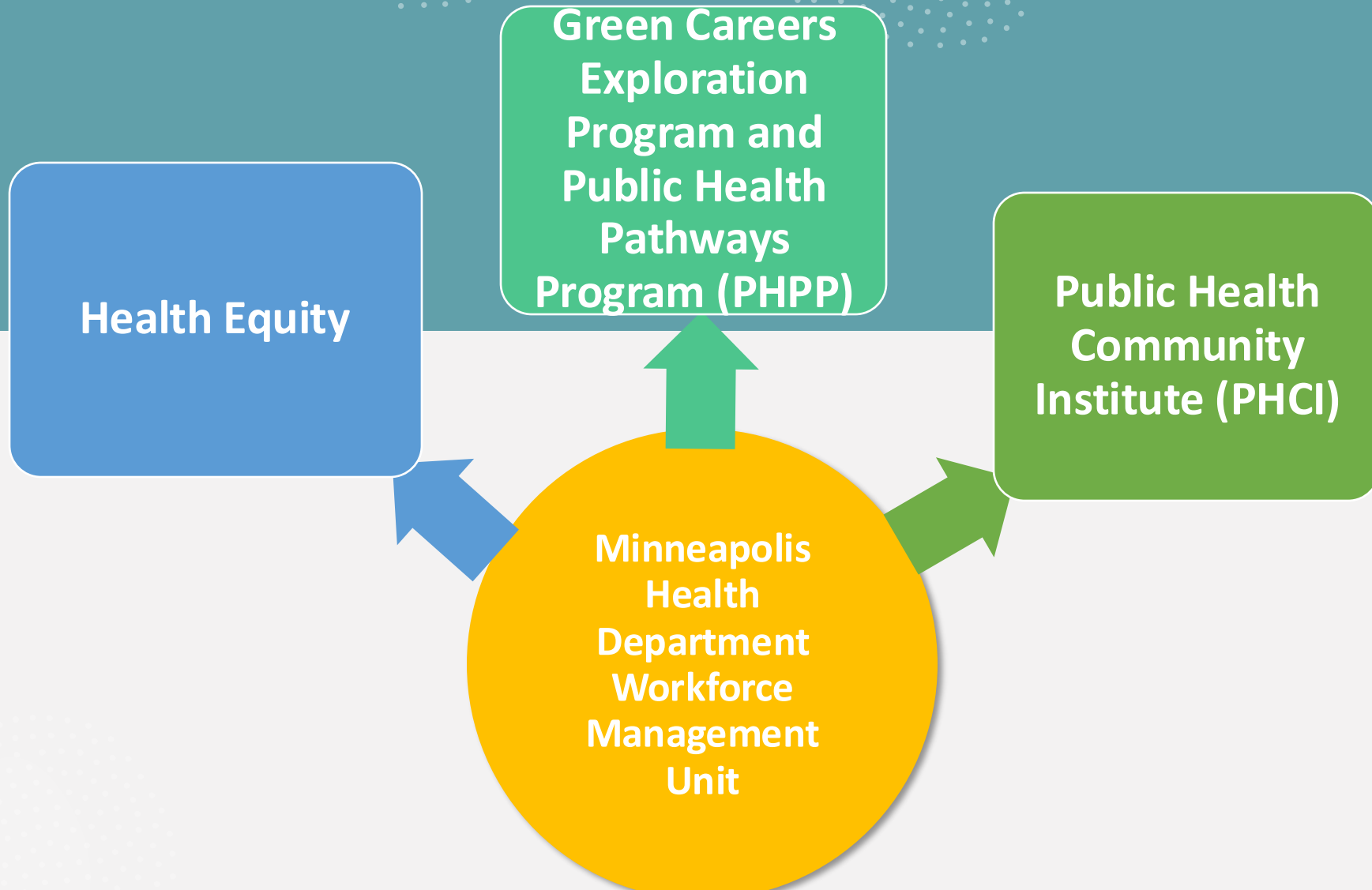
Photo courtesy of Meet Minneapolis

The Challenge: Where Health Disparities Come From

Today's
disparities
belong not
just to today



Public Health Infrastructure: Programs, Partnerships and Collaboration



The Solution: Equity Work

Equity Workgroup

Internal workgroup composed of Health Department staff

focused on advancing equity within the department.

Develops frameworks, policies, trainings, and improvement of operational processes to embed equity throughout the organization.

Antiracism and Equity Leadership Development (ARELD) Workgroup

Intended to support new staff cohorts in becoming equity minded leaders in their future public health work.

MHD Internal Initiatives:

- Ensure all staff have access to training on **how historical systems and policies have shaped community health outcomes.**
- Ensure staff are supported with ongoing training to advance public health strategies centering groundwater strategies - designed to **develop the capacity of leaders to better understand root causes and lasting solutions** to our most pressing problems.
- Ensure all staff have access to training that equips them with the knowledge and skills to effectively understand, interact with, and respond to community health needs and outcomes.

The Solution: PHCI – Minneapolis Public Health Community Institute

Use **public engagement** and **education** to **build** the **capacity** of community organizations to **provide public health resources** to those **most in need**.

Public Health Community Institute Core Competencies:

1. **Public Health and Health Equity 101**
2. **Program Design, Development and Implementation**
3. **Evaluation (Program and Process)**
4. **Budgeting for Success**



The Solution: PHCI Demonstration Projects

Mental Health Awareness for East African Immigrant Women

This project aims to provide outreach, education, and community engagement to raise awareness of mental health resources and support for immigrant women, specifically from the Somali and East African communities.

Nourish to Flourish: P.L.A.T.E (Picking Lifechanging Alternatives To Eat)

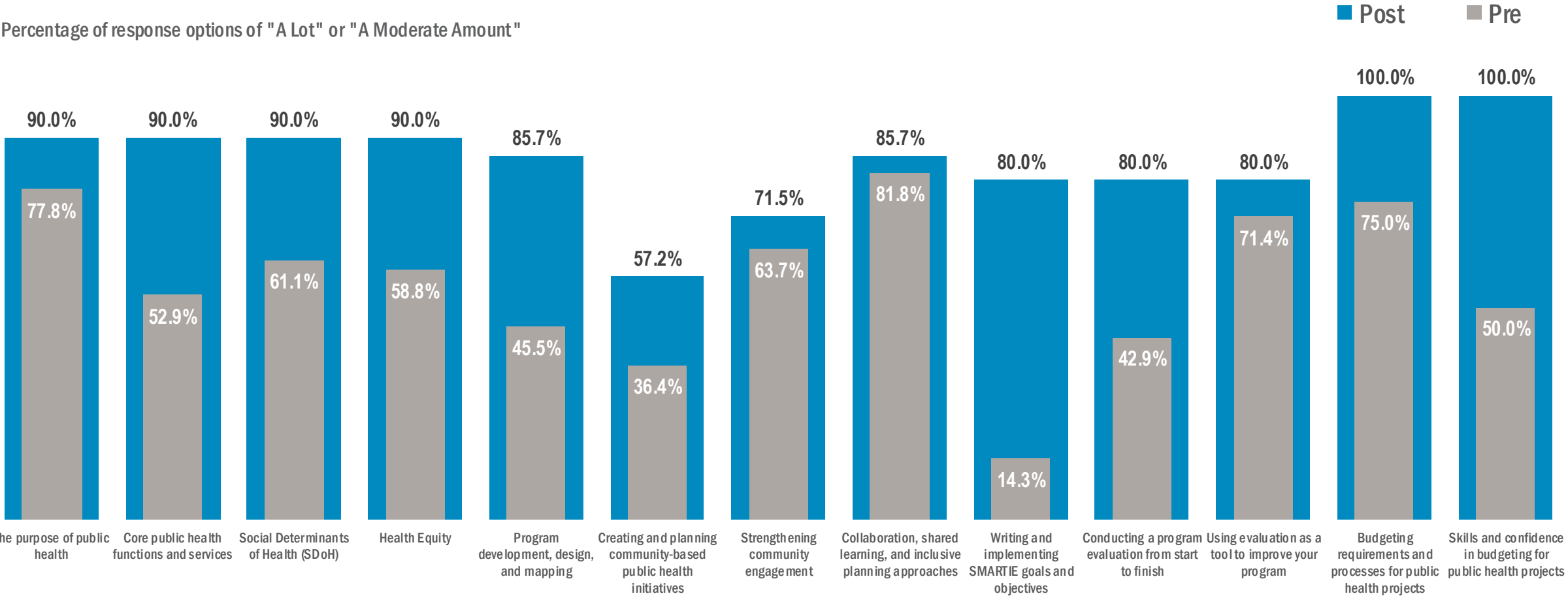
This project aims to educate students on the key health issues affecting young people today, with a special focus on healthy eating habits, nutrition, and mental and physical well-being.

Closing the Gap to Total Wellness

This project aims to address health disparities in the South Asian community by providing diabetes and cardiovascular disease prevention and intervention services.

PHCI Ripple Effects: After completing the Public Health Community Institute, participants knowledge of Public Health Core Competencies and capacity building skills increased significantly.

Survey participants' **knowledge increased** across all training topics in each PHCI Core Competency training.



What changes have PCHI Community participants seen since starting the program?

Our PCHI Community Partners say ...

"The training we had yesterday was excellent and refreshing. I have heard of many entities within the city that talk about wanting to involve the community, but I believe that your intentions are so sincere. The ability for someone who is trying to do the work in the community to be able to have input is top notch. Thank you for organizing these efforts and I am looking forward to the upcoming trainings."

"I can use all the info given at the meeting series for work, helping neighborhoods and communities. Capacity building needed especially in getting funds for work in community public health."

"I hope to get funded so I can continue to do the work I have always done, being a champion for the homeless. We are forming the Twin Cities Unhoused Union and need financial help to continue the process. We have several people waiting to help with the project and we would appreciate it if the project was fully funded so we can make a huge difference in the unhoused population. It's about helping them through their struggles, to instill pride in them, giving them a sense of belonging. That is what I hope PCHI will do to help me. Thank you."

The Solution: Public Health Pathways Program

Offer paid opportunities to explore Public Health careers



**Paid internship –
Access to PD trainings
and certifications**



**Meaningful work
related to degree or
career interest**



**Opportunity to convert to
a full-time position**



137 interns/temporary employees have worked at Minneapolis Health Department



The Solution: Public Health Pathways Program (PHPP)



- **Diversify** the public health workforce
- **Early exposure** and **direct experience** within public health
- Pathways to **Employment in Public Health**

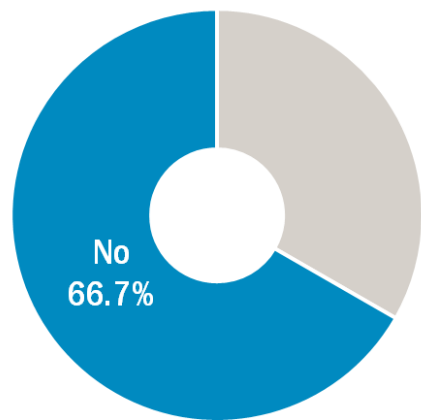
The Solution: PHPP Activities

- Site visits
- MHD Division Introduction Meetings
- Public Health Research Article Discussions
- Career Readiness Presentations
- Public Health Career Panels

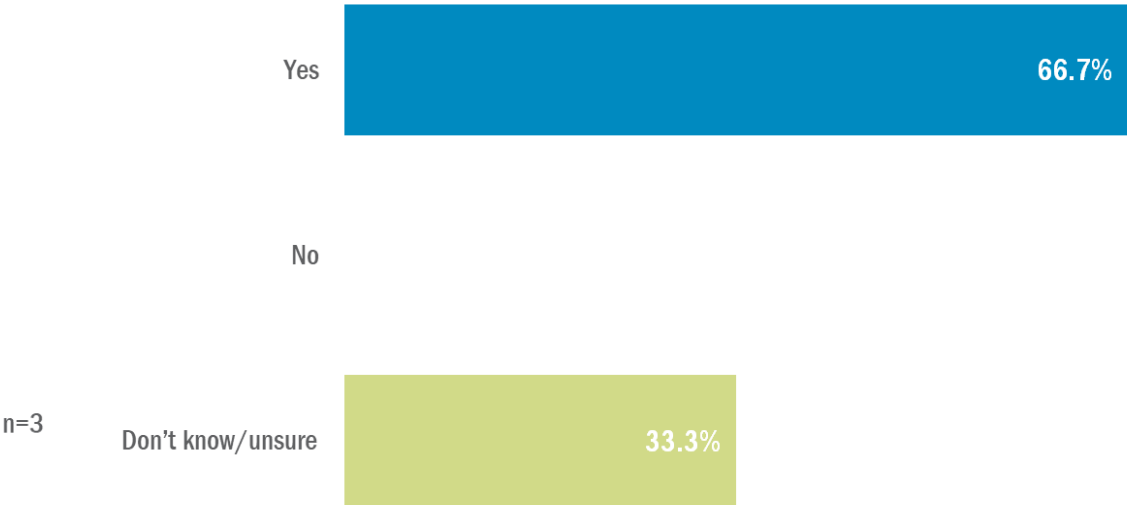


PHPP Ripple Effects: After completing the Public Health Pathways Program how likely are you to consider a career in public health?

Two-thirds of interns who responded to the survey said they have no previous educational or work experience related to public health.



Two-thirds of interns who responded to the survey said they would consider a career path in public health after completing the PHPP internship.



What changes have PHPP Interns seen since starting the program?

Our Public Health Pathways Program Interns say... 

*“We were out at this middle school installing an air monitor, and we got to interact with the students there, and I really felt like, **this is actually affecting these kids. It's really important for them** and we, you know, sat around and we kind of explained what the device did, and **seeing the excitement in their face**. I was like, oh, I'm like, **this is why I want to be in public health**, you know?”*

*“Everything that I've learned so far has been in the classroom, learning about like policy, personal behavior, and theories. And **now that I'm like, actually experiencing the hands-on work, I'm like, OK, like this is actually something I want to do. I'm seeing the communities that I'm helping and I'm interacting with the professionals, and everything is just it's geared towards my passion and a difference that I want to make in the world.**”*

Our Plan For the Future: Looking Forward and Sustainability

The
times
they are
a-changin'

PHIG Strategies: What's Coming Next

PHPP

- 8 month Fall 2025(school year) internship
- Interns placed in MHD and community partner sites
- Expand intern recruitment beyond schools to collaborate with community organizations pathway programs.
- Accepting applicants with equivalent experience and interest in Public Health (not currently enrolled in college)
- Place PHPP interns in PHCI partner sites to continue to help build Public Health capacity in community.

PHCI

- Launch PHCI Partner Organization Public Health demonstration projects
- Place PHPP interns in PHCI partner sites to continue to help build Public Health capacity in community.
- Continue linking participants to ongoing training and capacity building opportunities
- Provide on-going opportunities for networking and collaboration across organizations doing public health work.

PPI

- The Professional Pathways Institute is an upskilling and career development initiative for Minneapolis Health Department staff to obtain professional development through education, group training opportunities, certification, and/or a credential.
- Neurodivergence



Thank You!

For more information:

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