



New to Public Health

RESIDENCY PROGRAM™

Prospectus

New to Public Health Residency Program

September 2024



WISCONSIN
UNIVERSITY OF WISCONSIN-MADISON

PURPOSE

The New to Public Health Residency Program (N2PH) is designed to support early-career public health professionals employed in governmental public health practice.

MISSION

To create and sustain a transformative residency program that effectively transitions new professionals into their current and future roles in public health.

VISION

A thriving, engaged public health workforce.

GOALS

By the end of this program, the N2PH resident will be able to:

- Apply learned concepts from the Foundational Public Health Services model to their public health professional practice.
- Increase knowledge, skills, and confidence for competent public health practice.
- Access tools and resources applicable to public health practice.
- Apply health equity and social justice concepts to public health practice.
- Demonstrate enhanced cultural competency knowledge and skills in their individual practice.
- Research, plan, and present an evidence-based practice quality improvement project within their local health department or community.

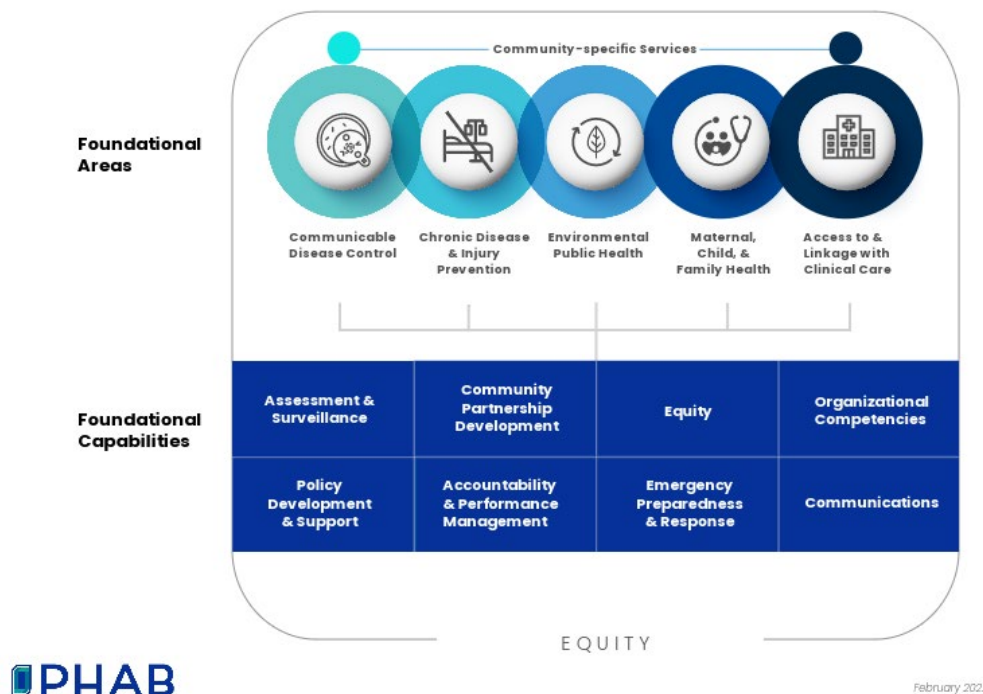
FOUNDATIONAL PUBLIC HEALTH SERVICES

The N2PH Residency Program utilizes the nationally accepted Foundational Public Health Services¹ model as its framework. Content and evaluation for each monthly session is driven by a foundational area or capability within the framework.

Foundational areas are topic-specific programs essential to public health. These areas seek to improve the health of the community affected by diseases or other public health threats.

Foundational capabilities are known as cross-cutting skills and capacities that support and protect public health programs activities to ensure equitable community health outcomes.

Foundational Public Health Services



1. Public Health National Center for Innovations. (2022). Revising the foundational public health services in 2022. <https://phnci.org/transformation/fphs>

PROGRAM DESIGN

The N2PH Residency Program intends to complement usual orientation practices to support the development of early career employees. Residents will learn about foundational areas and capabilities essential to public health practice through a variety of learning activities that build competence and confidence in their professional role.

Key components of the program include:



Online learning
course



Community of
Practice



Mentorship



Evidence-Based
Project

FRAMEWORK AND EVALUATION

Residents will complete the [*Modified Version of the Core Competency Assessment for Public Health Professionals*](#)² and a workplace satisfaction survey at the start and upon completion of the N2PH Residency Program. Monthly session evaluations are also administered. Residents, mentors, and leaders have opportunities to provide feedback about their satisfaction and overall experience throughout the program.

INTENDED OUTCOMES

The N2PH Residency Program is the first accredited online residency program for early career public health professionals employed in governmental health departments. Participants who complete the program will be supported in their critical transition time in ways that result in:

- Greater competency for evidence-based public health practice
- Enhanced confidence for addressing the challenges of public health work
- High satisfaction with their new jobs and clear intentions to remain in public health practice, thus reducing organizational costs associated with turnover

Health departments and the public will benefit through enhanced training opportunities for new employees, improved retention of confident and competent public health professionals committed to serving their communities, and improved workplace culture.

SHOULD I APPLY TO THE N2PH RESIDENCY PROGRAM?

The following qualities are helpful to fully engage the N2PH Residency Program.

Early-Career

Working less than five years in your first public health job at a local or state health department within the U.S.

Motivated

Committed to spend 10 hours per month on activities over one year and balance job commitments

Organization Support

Dedicated time to complete activities; regular team/ leader discussions; desire to stay working at the same organization in the future

Desire Connection

Deliberately network to develop relationships with cohort peers

Curious

Interested in staying up to date with best practices and emerging data

Leadership Potential

Demonstrate qualities that engage others and develop partnerships

Innovator

Think creatively to address complex challenges in an evidence-based way



TRADITIONAL COHORTS

The N2PH Residency Program is designed for early career public health professionals working at a U.S. governmental (local, tribal, state, or federal) public health organization. Cohorts will have individuals from multiple states and diverse roles participating together.



On average, 25 residents per cohort



Residents from diverse backgrounds and roles



1-2 dedicated program facilitators

What's included?

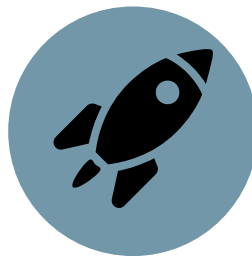
- Access to a comprehensive evidence-based residency program and accredited online learning course based on the [Foundational Public Health Services](#) model
- Discussion-based Community of Practice leaning into the experiences and thoughts of the group on a given topic
- Build connections and relationships with others experiencing a similar transition into public health from across the United States
- Mentor matches based on resident's interests, needs, and preferences
- Complete an evidence-based project based on individual role within the organization, and identified community need
- All program activities can be completed virtually online or via Zoom
- Demonstrate leadership skills by sharing program resources and strategies with their department, leading to increased organizational impact

STATE-BASED COHORTS

State-based cohorts have the same core components as traditional cohorts, with the option to adapt synchronous discussions to the needs of the state's public health workforce. N2PH staff will guide state-based cohort facilitators to implement their own cohort of residents over an 18-month partnership.



Recommended to have
10-40 residents per cohort



Unlimited number of
cohorts within contract
period



144 hours of N2PH staff
time towards state-based
cohort (8 hours per month x
18 months)

What's included?

- Access to a comprehensive evidence-based residency program, and accredited online learning course based on the [Foundational Public Health Services](#) model
- Ability to adapt discussions based on the needs of state public health workers
- Align discussions with state priorities
- Build a stronger connection with state-specific representatives, point people, and resources
- Ability to facilitate state-specific mentor matches
- Ability for cohort discussions or activities to be in person
- Build partnerships between academic and practice organizations to facilitate and support a cohort
- Discounted rates for resident participation
- Deidentified cohort specific data; raw and analyzed for change in confidence, competence, and workplace satisfaction
- Build organization capacity to address state-specific priorities

RESIDENT BENEFITS

Residents who participate in the N2PH Residency Program will have access to the following resources, tools, and benefits to increase their confidence, competence, and workplace satisfaction.



12 online learning courses based on [Foundational Public Health Services](#); earn up to 77 continuing education contact hours



12 virtual discussions with a cohort of peers nationwide; plus, orientation focused on skill building and useful resources



Personalized mentorship tailored to your specific interests and experiences



Support to complete an evidence-based project based on your role and community need



Comprehensive program guidebook



Detailed project workbook and templates



Download your Core Competency assessment before starting and upon completing the program



Access pre-and post-knowledge checks for each session to track your progress



Interactive scavenger hunts to identify and apply key concepts to your role and organization



Intentional reflection to discuss experiences and problem solve towards value-based action



Professional development worksheet to map your growth



Receive monthly communication and regular check-ins with facilitators to stay on track



Engage in micro-learning to build skills and relationships



Identify common transition-to-practice feelings and find hope through self and others

MENTOR BENEFITS

Individuals who volunteer to mentor a small group of early career public health professionals participating in the N2PH Residency Program will have access to the following resources, tools, and benefits. Mentors volunteer for one hour per month over one year.



Receive 12 comprehensive discussion guides to facilitate engaging conversations



Participate in a structured orientation to prepare you for your role as a mentor.



Access to session summaries that highlight key points and provide valuable resources from the online learning course



Formalize your mentoring relationship with a partnership agreement for your mentor group



Access to interactive scavenger hunts to reinforce personal practice needs



Utilize a dedicated Mentor Workbook designed to enhance your mentoring effectiveness



Access a project workbook to guide your mentees through their evidence-based projects



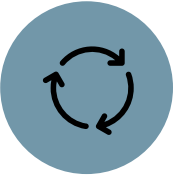
Stay informed with monthly emails that keep you updated on program developments



Enhance your skills with micro learnings focused on professional development topics



Network with other mentors to share experiences and build connections.



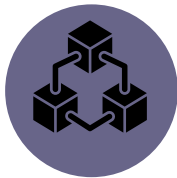
Leverage online evidence-based practice education to stay current in your field



Receive ongoing support from program facilitators to ensure a successful mentoring experience

LEADER BENEFITS

The supervisor/ manager of the resident participating in the N2PH Residency Program plays a key role in the resident's success. As such, a number of resources, guidance, and support are available to organizational leaders.



Access session summaries that highlight key points and provide essential resources from the online learning course.



12 monthly discussion prompts with conversation starters to facilitate meaningful discussions.



Organizational guidebook filled with tips for supporting residents effectively



Professional development plan template to support staff growth and development



Interactive scavenger hunts to discuss key concepts within the organization with staff



Tool to address organizational capacity to advance health equity aligned with N2PH activities



Project workbook to support staff through their evidence-based projects



Stay informed with monthly emails from facilitators providing course updates



Participate in a structured orientation to prepare for staff participation in the program



Enhance your skills with micro learnings focused on professional development topics



Access to competency and knowledge check data via resident download to assess growth



Network with other leaders to share experiences and best practices

STATE-BASED FACILITATORS

State-based facilitators are closely supported by N2PH staff to plan, implement, and evaluate a N2PH state-based cohort. We will work together to guide each step of the program while maintaining the autonomy of state leads to adapt program details and delivery to the needs of the state public health workers.



“See one, do one, teach one” training for state-based facilitators to deliver the program



Communication templates tailored for residents, mentors, and leaders to streamline your messaging



Comprehensive Facilitator Workbook designed to support and customizable program delivery options



8 hours of monthly support from N2PH staff to assist with program implementation for 18 months



12 monthly state-specific online course session evaluations to monitor progress



Application, agreement, and survey templates



Utilize adaptable discussion PowerPoint templates to fit your state's specific context



Monthly meetings to plan, discuss logistics, and ensure smooth program setup over 18 months



Customizable flyer templates to promote the program within your state



Logistical checklist to ensure all program components are in place



Final deidentified raw and analyzed state-specific cohort data to assess outcomes upon cohort completion



All program materials organized into a state-specific Box (cloud-sharing) folder

PROGRAM FEE STRUCTURE

The N2PH Residency Program is a non-profit, revenue-sustaining program. Keeping the cost of the N2PH Residency Program as reasonable as possible, while continuing to deliver the program at the highest standard, is a priority.

Traditional Cohorts

\$2,000 per resident includes:

- 12 online learning modules awarding up to 77 eligible continuing education contact hours (ANCC, CHES, ACE, or a general healthcare credit)
- 12 virtual discussions with peers from across the U.S., plus orientation
- Individually matched mentor group based on resident-specific interests and experiences
- Support and resources guiding the completion of an evidence-based project
- Ongoing professional development activities as a resident and alumni

Initial State-Based Cohort

\$9,000 consultation fee includes the following:

- Training of facilitators
- Box folder with all program resources and templates to use and adapt for N2PH cohort facilitation
- Eight hours of N2PH staff time to support cohort tasks per month over 18 months (144 total hours)
- Monthly download of state-specific session evaluations (Sessions 1-12)
- Final raw and analyzed state-specific cohort data download

Plus, the discounted rate of \$1,000 per resident in the cohort.

Please reach out to N2PH staff to discuss region-specific cohorts and/or coordinating a group of staff wishing to participate together in a traditional cohort. Email us at new2publichealth@son.wisc.edu

*Fee structure is current as of July 1, 2024. Fees are subject to change per annual review.

CONNECT WITH US!

We would love to connect and explore how we can partner to support the needs of early career public health workers across the United States.



Email us at new2publichealth@son.wisc.edu



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