

PHIT Workforce Development Program

PHIT 4 Duty: Year Four Updates

December 4th, 2024

PUBLIC HEALTH INFORMATICS



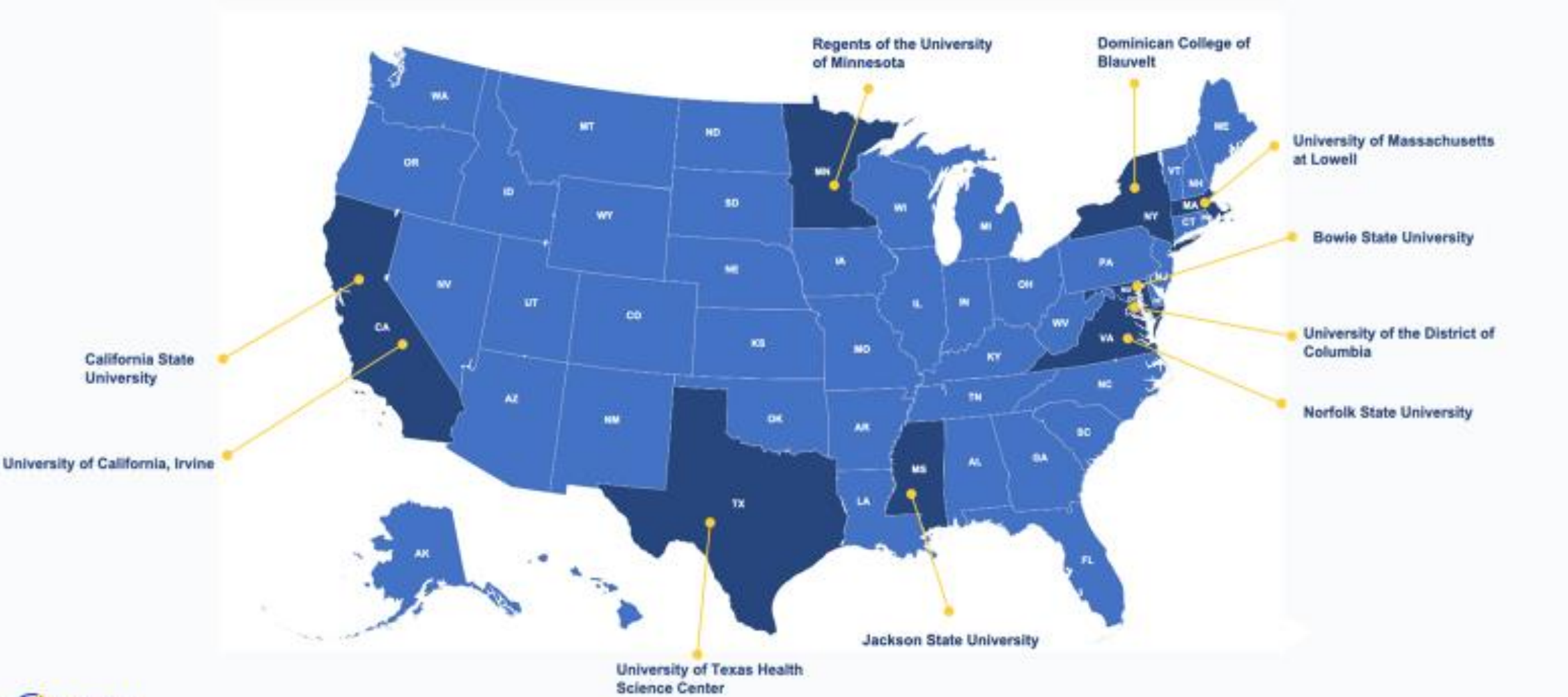
Are You Ready to PHIT?

PHIT Workforce Development Program- Awards

- ASTP made 10 awards totaling \$75 million to train individuals in informatics and technology to increase the number of public health professionals trained in public health informatics and technology.
- Through a period of performance of four years, the PHIT Workforce Development Program provided funding to selected institutions of higher education to expand their existing programs or develop new programs to train at least 5,000 individuals to improve the nation's public health workforce.

<https://healthit.gov/topic/onc-funding-opportunities/public-health-informatics-technology-phit-workforce-development>

PHIT Workforce Development Program- Awards



PHIT Workforce Development Program

Evaluation Findings: A First Look

Meghan Hufstader Gabriel, PhD

PHIT by the Numbers: Consortium Partners

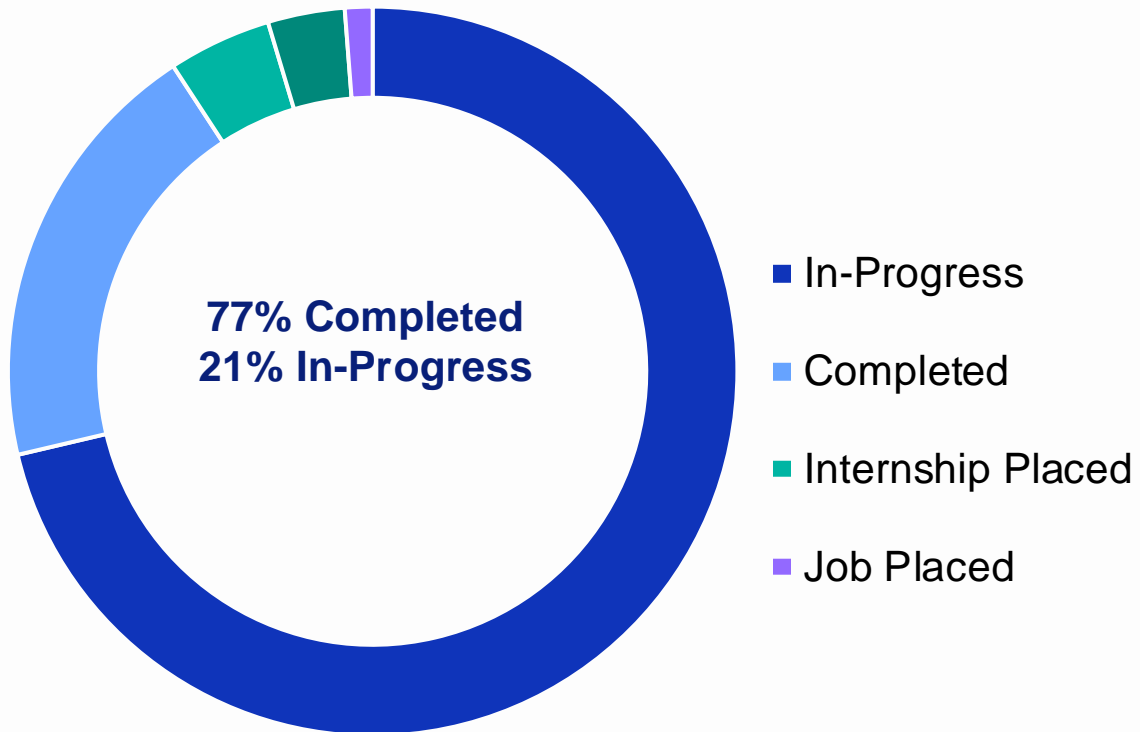
- Consortium partners demonstrate a commitment to advancing public health IT education.

Awardees	Consortium Partners
California State University	3
University of California, Irvine	12
Bowie State University	6
University of Texas Health Science Center	15
University of Minnesota	4
Norfolk State University	2
Jackson State University	18
University of Massachusetts Lowell	13
Dominican University New York	9
University of DC	5
Total Row	87

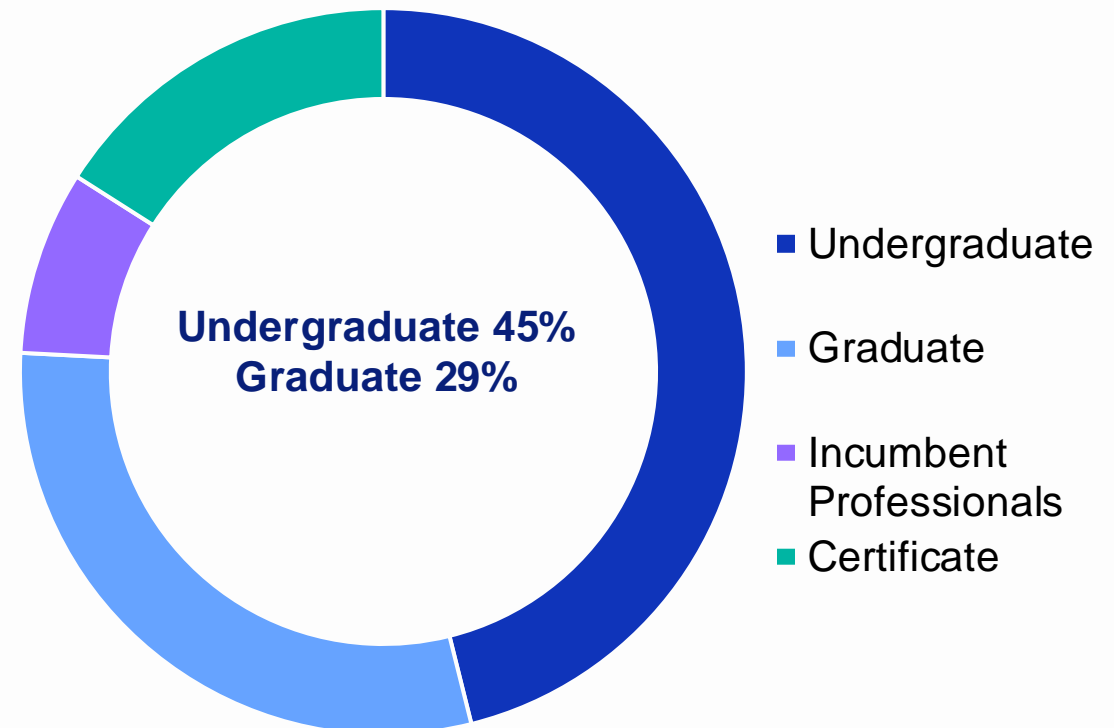
PHIT by the Numbers: Students

- 3,847 students have been trained so far!

Status

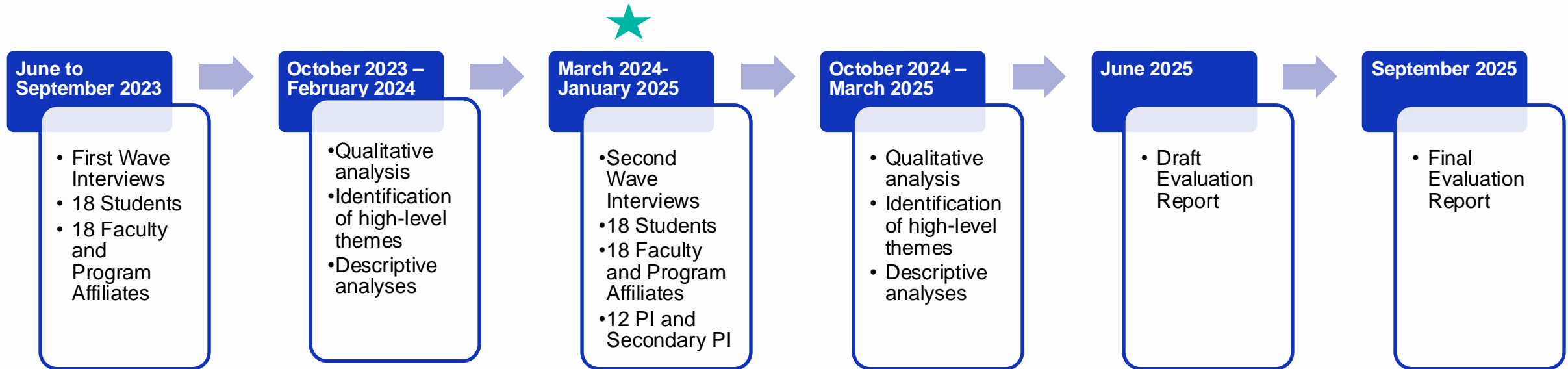


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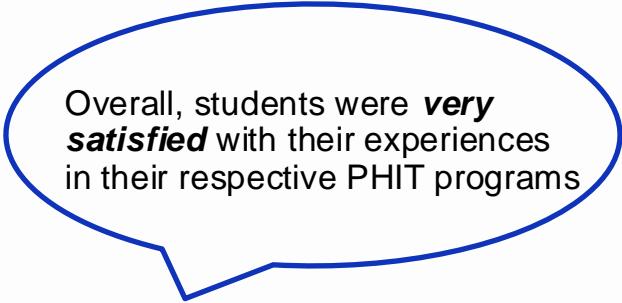
PHIT Evaluation Timeline

- Program Evaluation Sub-contractor: RTI International, through EMI Advisors (Contractor)
- Qualitative Semi-Structured Interviews



Evaluation Themes and Insights

Early Findings from Student Interviews



Overall, students were **very satisfied** with their experiences in their respective PHIT programs

- Students representing graduate, undergraduate, certificate, and workforce programs
- **Career Pathways and Skill Development**
 - ▶ **Valuable Career and Networking Opportunities:** Students find the PHIT program beneficial for career growth, due to networking and skill-building opportunities
 - ▶ **“Upskilling”:** Students find that the software training they receive enhances their employability and competency
- **Curriculum Relevance and Practical Application**
 - ▶ **Up-to-date Curriculum:** Students report that the curriculum reflects current industry trends and public health needs
 - ▶ **Practical Applications in the Classroom:** Students find that the real-world applications taught in the program are highly beneficial
- **Structural Challenges and Accessibility Barriers**
 - ▶ **Internship Timing and Requirements:** For working students, the timing of in-person internships can conflict with job responsibilities
 - ▶ **Accessibility Barriers:** Students face common challenges such as transportation to internship sites
- **Recruitment and Marketing through Ambassadorship and Success Stories**
 - ▶ **Ambassador Programs as a Recruitment Tool:** Students often learn about the program through peer ambassadors, indicating the success of this strategy
 - ▶ **Highlighting Alumni Success:** Featuring successful alumni and the program’s accomplishments in news outlets enhances recruitment and program reputation
- **Program Structure and Support**
 - ▶ **Diversity of Cohorts and Backgrounds:** Students appreciate the diversity of the student body within the program
 - ▶ **Pipeline to Graduate Education:** For undergraduates, the program serves as a pathway to graduate studies, adding value to their educational journey

Evaluation Themes and Insights

Early Findings from Faculty and Program Affiliate Interviews

- Faculty and Internship Coordinators
- **Curriculum Design and Sustainability**
 - ▶ **Relevance and Timeliness of Content:** Faculty are focused on ensuring the curriculum stays relevant to industry needs and is regularly updated
 - ▶ **Sustainable Program Structures:** Faculty are working on establishing long-term partnerships with other departments for course offerings
- **Support Structures for Diverse Student Needs**
 - ▶ **Retention Strategies for Working and International Students:** Faculty note challenges in retaining certain students, such as working students and international students, and are developing strategies to improve retention
 - ▶ **Addressing Social Determinants of Health (SDOH) Needs:** Faculty are implementing flexible approaches to support students with diverse needs, including housing, transportation, and accessibility to virtual resources
- **Innovative Instructional Approaches and Emerging Areas**
 - ▶ **Mini-Modules and Supplementary Instruction:** Faculty are developing supplementary mini-modules to address specific skill gaps
 - ▶ **Cross-Disciplinary Partnerships:** Faculty are increasingly collaborating with other departments (e.g., computer science) to expand course offerings related to data analytics and public health
- **Mentorship and Student Engagement**
 - ▶ **Student Mentorship Programs:** Faculty are implementing mentorship approaches, such as pairing students with mentors at internship sites or within the university's ambassador program
 - ▶ **Engagement and Recruitment Strategies:** Faculty are employing innovative recruitment methods, including networking events and targeted communication with students from various backgrounds, and effectively using alumni success stories as a recruitment tool

Expanding Impact from Community Partnerships

Early Findings from Faculty and Program Affiliate Interviews

Early findings indicate that the PHIT program not only supports PHIT students but also reinforces our commitment to meaningful public health outcomes.

- **Collaborative Learning Across Programs**

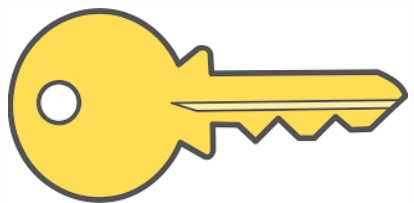
- ▶ Faculty greatly value COP meetings to share strategies and gain insights

- **Building Employment Pipelines**

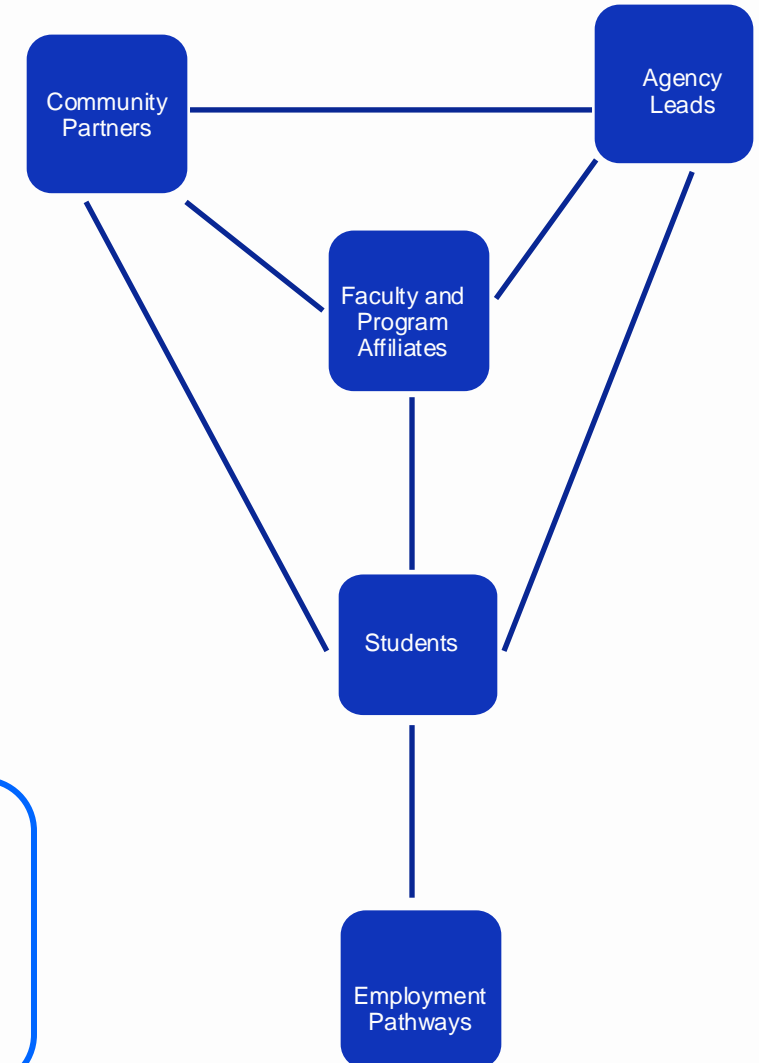
- ▶ Partnerships with community partners and agency leads open career opportunities for students making PHIT graduates visible and hire-ready

- **Success through Partnerships**

- ▶ PHIT serves a dual role in education and community support



Faculty serve as key link to facilitate partnerships and guide students, contributing to strong community ties and job opportunities



Questions?

Thank you!

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