

Directors of Health Promotion and Education (DHPE) Internship Program for Public Health Practice

Workforce Development: Preparing the Next Generations of Minority Public Health Leaders

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Responding to the public health workforce needs of improving the availability of minority public health professionals and strengthening the development of these individual needs, the Directors of Health Promotion and Education (DHPE) has developed a strong partnership with minority-serving institutions of higher education and the public health community to recruit, train and retain minority students to become leaders in the public health field. Since 2002, DHPE has provided workforce development opportunities for over 400 minority students through the implementation of its internship and fellowship programs. Besides providing solid practical public health field experiences for the interns, DHPE's approach to workforce development includes incorporating the 10 Essentials of Public Health Services, core competencies, fostering campus and public health community partnerships, and professional development activities into internship placements. Results: The internship program alumni are tracked for at least five years post internship placement. Through using a mixed method approach to evaluate internship program outcomes, key areas have been identified to empower minority students and facilitate their entry into the public health workforce, thereby positioning them in employment opportunities that will facilitate their progress to become leaders in public health.

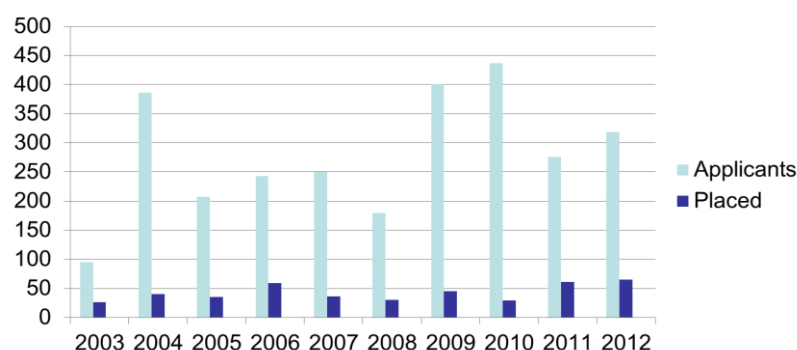
Learning Objectives:

To demonstrate how strong campus and public health partnerships enhances minority public health students professional development. To discuss essential areas that facilitate development of early career minority public health professionals transition into leadership roles in public health

Methodology: An evaluation team was recruited that included representatives from each major stakeholder group –Team members met for 1 ½ to 2 hours monthly for seven months to develop the evaluation plan. Members participated in:

- Creating a program profile that outlined the key elements for the program (i.e., why it was developed, how it is being implemented, expected outcomes). The profile was designed to help everyone, involved in developing the evaluation plan, have a shared understanding of it.
- Developing a program theory (logic model)
- Describing the program goals and objectives
- Developing evaluation questions and indicators

Internship application and participants 2003 - 2012



Internship Program for Public Health Practice

Overview

DHPE's Internship Program offers a unique internship opportunity to prepare students of federally designated minority-serving institutions (MSIs) apply academic skills and problem-solving to real-life work experiences while the public health programs they serve gain vitality and fresh perspectives from future leaders. Since the fall of 2002, DHPE has placed nearly 500 interns in a variety of internship positions within federal, state and local health departments, community-based organizations and other health-related agencies. It's the ideal opportunity to explore career options in public health and define career goals under the mentorship of expert professionals in the public health community.

Activities

- Structured learning objectives based on the ten essentials of public health service and core competencies in health promotion and education
- Mentored by preceptors at federal agencies, state and local health departments, community based organizations and other public and private and nonprofit public health agencies including health clinics and hospitals
- Gain work experience in a variety of public health topics: minority health, reproductive health, HIV/AIDS, physical activity and nutrition, injury prevention, health disparities and health equity

Eligibility

- Graduate and undergraduate students enrolled in federally designated MSI (historical black colleges and universities, Hispanic serving institutions and tribal colleges and universities)
- Enrolled in a public health program or a related field

Benefits

- Paid internship program at no cost to the students, participating preceptors, MSIs or placement sites
- Convenient state-of-the-art online evaluation and progress reporting
- Opportunities to participate in professional development webinars and public health conferences
- Support with applying to master's, doctoral and fellowship programs related to the public health arena
- Mentoring with ongoing guidance and preparation for careers in public health

How to apply

Visit our website at www.dhpe.org to apply as a student or preceptor and for application deadlines.

For more information contact Karen Thompkins, kthompkins@dhpe.org or 202-659-2230.