



Department
of Health



New York State Public Health Corps (NYSPHC) Fellowship Program Updates

Fellow Townhall

March 27, 2024

Agenda

- NYSPHC Program Updates
- Timeline
- Overview from Public Consulting Group (PCG)
- Q and A

NYSPHC Mission and Vision

Mission:

The New York State Public Health Corps Fellowship Program provides professional development opportunities to enhance and apply public health knowledge through training, education, and mentorship, which expands Fellows' public health networks throughout their communities, resulting in a robust New York State public health workforce.

Vision:

Build a robust, diverse, equipped, and dedicated public health workforce that represents the various communities that comprise the State of New York.

Shape a workforce that is aware of the intricacies of systems thinking and the necessity of community collaboration and uses the strengths of the community to achieve health equity.

NYSPHC Program Updates



Key Program Changes

- Fellows will be hired for a set two-year term, all starting in the same time period and ending on the same day.
- Only full-time Fellowship opportunities will be offered.
- 200 positions
- Each of the 200 Fellowship positions will be posted individually, and applicants will apply to individual positions.
- Staffing Solutions Organization will be the employer for all Fellows in NYSPHC 2.0

Eligibility to Reapply

- All current LHD Fellowship and Local Coordinator (LC) positions under the New York State Public Health Corps (NYSPHC) Fellowship Program will end on June 30, 2024.
- All current NYSDOH Fellowships positions will end on July 31, 2024.
- Current Fellows and LCs who have been Fellows or LCs for less than one year as of their end date will be eligible to reapply to be Fellows in NYSPHC 2.0.
- To ensure fairness, current Fellows and LCs who reapply to be Fellows in 2.0 will be required to follow the same application process as other candidates. Fellows and LCs who are rehired must adhere to all 2.0 program requirements.
- Funding to address the gap in employment between 6/30/24 and 8/5/24 for Fellows who are rehired will be covered.
 - Current Fellows continuing in current position start date: July 1, 2024*

*Excludes current NYSDOH Fellows

Fellow Tiers

Example Action Verbs by Fellow level:

- **Public Health Fellow I:** *Assist, Collect, Complete, Create, Document, Draft, Enter, Gather, Interact, Maintain, Perform, Prepare, Process, Provide, Respond, Retain, Review, Support, Track, Update, Utilize*
- **Public Health Fellow II:** *Assess, Assist, Compile, Correspond, Draft, Educate, Enter, Facilitate, Gather, Generate, Maintain, Monitor, Perform, Prepare, Present, Process, Provide, Review, Train*
- **Public Health Fellow III:** *Assess, Collaborate, Communicate, Coordinate, Develop, Educate, Evaluate, Facilitate, Identify, Integrate, Investigate, Monitor, Plan, Prepare, Process, Review, Supervise, Train, Update*

Fellow Levels – Minimum Qualifications

Fellow I

- At least one of the following:
 - One year of experience within a health, public health, education, human services, community-based organization, or institutional setting
 - One year of experience in administrative, personnel, fiscal, or other related operational activity
 - Associate's degree

Fellow II

- At least one of the following:
 - Two years of experience within a health, public health, education, human services, community-based organization, or institutional setting
 - Two years of experience in administrative, personnel, fiscal, or other related operational activity
 - Bachelor's degree

Fellow III

- At least one of the following:
 - Three years of experience within a health, public health, education, human services, community-based organization, or institutional setting
 - Three years of experience in administrative, personnel, fiscal, or other related operational activity
 - Master's degree

Components of NYSPHC 2.0

NYSPHC 2.0 contains several components that Fellows will be required or strongly encouraged as part of the Fellowship:

- **Orientation**

- Orientation is being revised to be a more in-depth introduction to the NYSPHC Fellowship Program. We anticipate that orientation will be held over the course of 3 to 4 days.
- Orientation will include an introduction to the program, a PCG overview, an educational requirements overview, and mentorship overview.
- Orientation will be interactive and provide a space for Fellows to familiarize themselves with the program and engage with their peers.

Components of NYSPHC 2.0

- **Training Programs**
 - **Cornell University's Public Health Essentials (PHE) Certificate Program**
 - If you have successfully completed PHE you will be enrolled in another Certificate Program
 - **University of Miami's Building Expertise in Administration and Management (BEAM) Certificate Program**
 - This course is a 15- to 20-hour self-paced interactive certificate program in budget and financial management to strengthen foundational business skills across the public health profession.
 - **Educational Training Series**
 - This series will occur monthly throughout the Fellowship. These sessions are approximately one hour each and will cover public health core competencies.
 - **Other training programs in Year 2**

Components of NYSPHC 2.0

- **Summit**

- The summit will be an in-person event during the spring of each year. There will be a virtual option, but in-person is highly recommended.

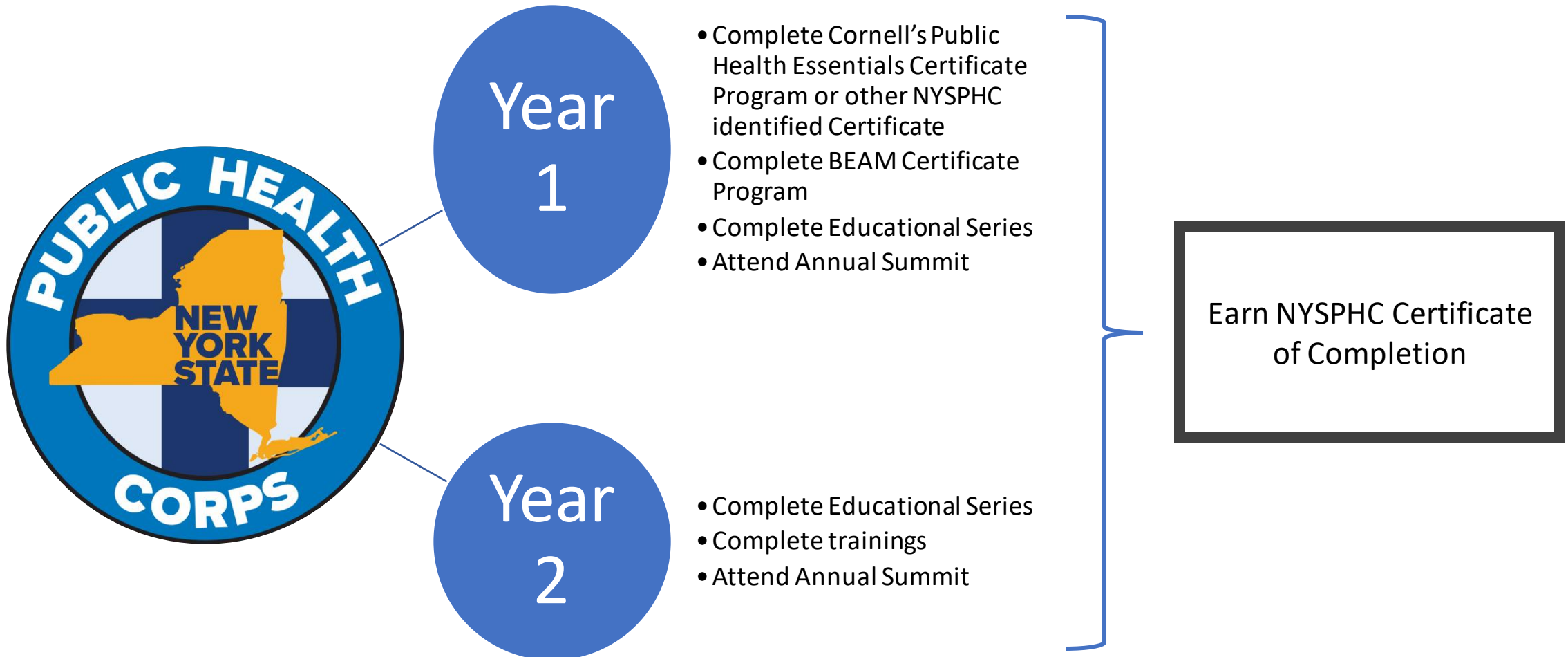
- **Consortia**

- Three two-hour NYSPHC Consortium meetings per year.
- Meetings will focus on networking and skill building.
- Meetings may include a professional presenter, breakout room activities and/or Fellow Spotlights.

- **Mentorship**

- To assist with ongoing professional development, you will be placed with a professional Mentor in a cohort of 3-7 other NYSPHC Fellows.
- Cohorts will be expected to meet on a quarterly basis. You may also request to meet with your Mentor individually.

PHC 2.0 Required Programmatic Components

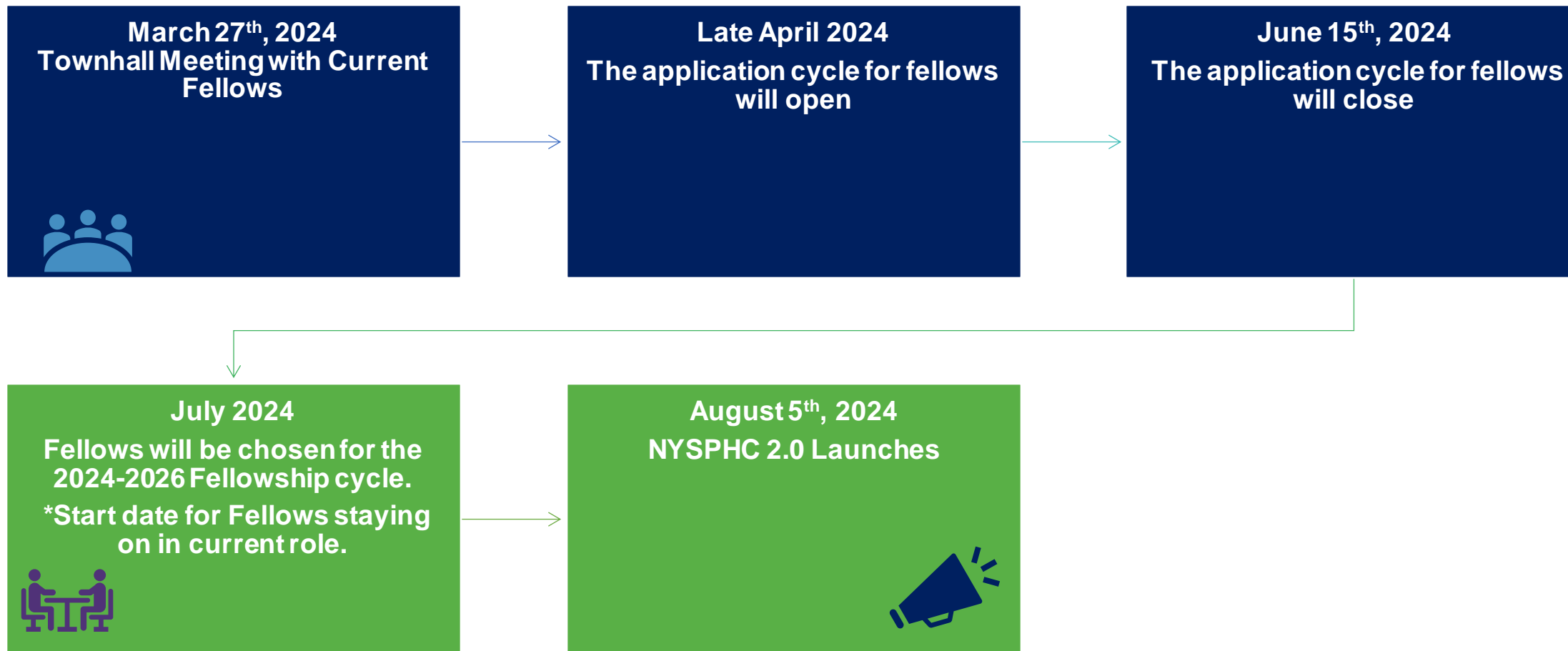


Timeline





NYSPHC 2.0 Timeline



Overview from Public Consulting Group (PCG)



Local Health Department Direct Assistance Project NYSPHC Fellowship

March 27, 2024



PUBLIC
CONSULTING GROUP



Solutions that Matter

Agenda

- Introductions & current counties
- End of project notes
- Next steps
- HR process
- PHC 2.0 Changes



PCG Project Staff



Tina Allen, MBA, BSN, RN
Project Director
Buffalo, NY



Marissa Kawyn, MS
Project Manager
Rochester, NY
mkawyn@pcgus.com



Dan Schrank, MPH
Operations Manager
Albany, NY
dschrank@pcgus.com



Keaton Prashaw
Operations Associate
Salt Lake City, UT

Current Counties & Updates

Current Census & Counties

County	PHS - PHC	PHS II - PHC	Sr PHS - PHC	Total
Clinton LHD			2	2
Dutchess LHD	1	7		8
Erie LHD	35	78	2	115
Franklin LHD		2		2
Fulton LHD		1		1
Greene LHD			2	2
Madison LHD		2		2
Nassau LHD	3	11	3	17
Niagara LHD	10	7		17
Orange LHD			1	1
Rockland LHD		6	1	7
Saratoga LHD	1	1		2
Schoharie LHD	1		1	2
St Lawrence LHD	3	3	1	7
Total	54	118	13	185



Updates

Updates - End of Current Positions

All current Staffing Solution Organization ("SSO") positions will be ending June 30, 2024. Please note, individual employment separations can still occur prior related to resignations, policy violations or job performance concerns.

SSO Employees being separated from employment on June 30, 2024 will receive an email with notification of employment separation and other details related to employment separation (COBRA, Dayforce access, unemployment, etc.)

SSO HR will be providing a FAQ document for staff to address questions



PHC 2.0 Information

Application, Compensation, Benefits

Application

- All fellows (even those who will be eligible for PHC 2.0 will need to **reapply** to the program
- The PHC 2.0 application will exclusively be posted on the Staffing Solutions Organization (SSO) Careers Page
- Application Process:
 - Each fellowship position will be publicly posted on the website on the same day in the following format. [HOST ORG] - [LEVEL] (FOCUS AREA)
 1. For example: **Monroe County – Public Health Fellow I (Health Equity)**
 - Application will be 4 parts:
 1. Personal Information Section (Can be autopopulated from your resume upload)
 2. Personal Statement (500 words or less) - Uploaded under "cover letter" section
 3. Professional References (2) - Uploaded under "additional documents" section
 4. PHC 2.0 Questionnaire – 2nd page of application & eligibility criteria



Compensation Fellows

Compensation:

- Fellows will be compensated as hourly employees
- **Public Health Fellow I**
 - \$24 per hour
- **Public Health Fellow II**
 - \$29.50 per hour
- **Public Health Fellow III**
 - \$35 per hour



Benefits for Fellows

Benefits:

- Full-time Fellows have access to medical, dental, and vision plans
- Paid time off is available to Fellows on an accrual basis (80 hours per year) and for holidays recognized by SSO (11 holidays and 1 floating holiday)
- Additional leave may be available for bereavement and jury duty
- Employee Assistance Program
- 401K with discretionary employer match and a graded vesting schedule
- Additional voluntary benefits include supplemental Life Insurance, short-term disability, critical illness, Pet Insurance, Dependent Care Assistance, Parking Plan, Transit Plan, and Flexible Spending Accounts (FSA)



Message from Project Team

The Public Consulting Group project team and Staffing Solutions Organization LLC would like to sincerely thank all of you for your contributions to the NYS Direct Assistance Project through the NYS Public Health Corps Fellowship program. The partnership with New York has proven successful, and you should be exceptionally proud of the work accomplished, as it has directly impacted thousands of New York residents.



Questions- For Fellows with SSO

SSOHR@pcgus.com





**Questions
Welcome!**

**Please post
to the chat.**



Contact Us:

E-mail: NYSPublicHealthCorps@health.ny.gov

Phone: 518-473-2642

Web: <https://www.ny.gov/publichealthcorps>