



PHAP

PUBLIC HEALTH ASSOCIATE PROGRAM FOR RECENT GRADUATES

PHAP Program Separation Survey

Thank you for participating in the PHAP Program Separation Survey! The PHAP Evaluation Team would like to know what's next for you. We also want to keep track of you over the next few years to learn of your career progression and future accomplishments. In addition, we are interested in learning your opinions of PHAP during your time in the program, including your suggestions for program improvement and how PHAP has made an impact on you.

This survey will take approximately 20 minutes to complete.

We take confidentiality and security very seriously. We assure you that your personal information is immediately separated from all of your responses and kept secure. All information you provide will be analyzed and reported in the aggregate with no identifying information attached (e.g., X% of associates who have accepted a job in public health; X% of associates would recommend their host receive a future associate). Aggregate results will be used for evaluation and program improvement purposes.

If you have any questions or concerns, please feel free to contact [insert program evaluator, title, contact information].

Form Approved

OMB #0920-1163

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Public reporting burden of this collection of information is estimated to average 20 minutes per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. An agency may not conduct or sponsor, and a person is not required to respond to a collection of information unless it displays a currently valid OMB control number. Send comments regarding this burden estimate or any other aspect of this collection of information including suggestions for reducing this burden to CDC/ATSDR Reports Clearance Officer; 1600 Clifton Road NE, MS H21-8 Atlanta, Georgia 30333; ATTN: PRA (0920-1163).



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Program Separation Status

* 1. **Did you leave the program early?** (e.g., resigning before your Graduation in ~July 2026.)

☐ Yes

☐ No



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Early Program Separation

We are interested in learning more about your decision to leave PHAP before program completion.

2. Please share why you decided to leave the program early. What influenced your decision to leave the most?



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Immediate Plans After PHAP

* 3. **What are your immediate plans after PHAP?**

- ☐ I have accepted a job.
- ☐ I will be furthering my education at an academic institution.
- ☐ I have accepted a job and am furthering my education at the same time.
- ☐ I am enrolled in another training or service program such as a fellowship or internship. (e.g., Public Health Informatics Fellowship Program, Peace Corps)
- ☐ I am currently looking for a job. I am undecided.
- ☐ Other (please explain):



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Accepted a Job

* 4. **Employer / Organization Name:**

* 5. **Employer Location:**

6. **Position Title:**

7. **Starting Salary Range:**

- ☐ Less than \$30,000
- ☐ \$30,000 - \$49,999
- ☐ \$50,000 - \$69,999
- ☐ \$70,000 - \$89,999
- ☐ More than \$90,000

* 8. **Which of the following best describes the primary focus of your job?**

- ☐ Public Health (including population health)
- ☐ Health Care
- ☐ Other (please identify):



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Accepted a Job (Primary Focus: Public Health)

9. Why did you decide to accept a job in public health?



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Accepted a Job (Primary Focus: Health Care)

10. Why did you decide to accept a job in health care?



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Accepted a Job (Primary Focus: Other)

11. Why did you decide to accept a job in a field other than public health or health care?



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Accepted a Job (Topical Area)

12. In which of the following topical areas will you be working? (Select all that apply.)

If you are not working in public health or health care and none of these topical areas are applicable, please choose "Not Applicable".

- ☐ Communicable Disease Control (e.g., HIV; Influenza)
- ☐ Chronic Disease (e.g., Diabetes; Smoking and Tobacco Use)
- ☐ Injury Prevention (e.g., Motor Vehicle Injuries)
- ☐ Environmental Public Health (e.g., Asthma)
- ☐ Maternal, Child, and Family Health
- ☐ Access to and Linkage with Clinical Care
- ☐ Public Health Preparedness and Response
- ☐ Global Migration & Quarantine
- ☐ Immunization
- ☐ I do not know
- ☐ Not Applicable (e.g., I am not working in public health or health care)
- ☐ Other (please identify):



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Type of Employment

* 13. **Which of the following best describes your type of employment?**

- ☐ I will be working as a federal government employee (e.g., CDC, FDA)
- ☐ I will be working as a non-federal government employee (i.e., state, local, tribal, territorial; e.g., Georgia Department of Public Health)
- ☐ I will be working as a contractor in support of the government (i.e., federal, local, state, tribal, territorial; e.g., ORISE, Northrup Grumman)
- ☐ I will not be working for the government in any capacity



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Accepted a Job (Federal Government, Job Series & Grade)

14. What will be your occupational job series?

- ☐ 100s / Social Science and Psychology [e.g., Behavioral Scientist (101)]
- ☐ 300s / General Administrative [e.g., Management Analyst (343)]
- ☐ 400s / Biological Sciences [e.g., Microbiologist (403)]
- ☐ 600s / Medical and Public Health [e.g., Health Scientist (601); Public Health Analyst (685)]
- ☐ 1000s / Information and Arts [e.g., Health Communication Specialist (1001)]
- ☐ 1700s / Health Education [e.g., Health Education Specialist (1701)]
- ☐ I don't know
- ☐ Other (please identify):

15. What will be your pay grade / Commission Corps equivalent?

- ☐ GS-5 / O-1
- ☐ GS-7 / O-2
- ☐ GS-8
- ☐ GS-9 / O-3
- ☐ GS-10 / O-3
- ☐ GS-11 / O-3
- ☐ GS-12 / O-3 or O-4
- ☐ GS-13 / O-4 or O-5
- ☐ GS-14 / O-6
- ☐ GS-15 / O-6
- ☐ SES / O-7/8
- ☐ I don't know
- ☐ Other (please identify):



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Accepted a Job (Federal Government, Work Setting)

* 16. **Which of the following best describes the setting in which you will be working?**

- ☐ Centers for Disease Control and Prevention (CDC) **stationed at CDC headquarters**
- ☐ Centers for Disease Control and Prevention (CDC) **stationed in the field**
- ☐ Other (non-CDC) Department of Health and Human Services (HHS) agency
- ☐ Other federal government agency (e.g., State Department, USAID)
- ☐ Other (please identify):



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Accepted a Job (Government: Non-federal, Work Setting)

* 17. Which of the following best describes the setting in which you will be working?

- ☐ City or County Government Agency
- ☐ State Government Agency
- ☐ Territorial Agency / Organization / Coalition
- ☐ Tribal Agency / Organization / Coalition
- ☐ Academic Institution or University
- ☐ Other (please identify):



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Accepted a Job (Contractor in Support of Government, Work Setting)

* 18. **Which of the following best describes the setting in which you will be working?**

- ☐ Centers for Disease Control and Prevention (CDC) stationed at headquarters
- ☐ Centers for Disease Control and Prevention (CDC) stationed in the field
- ☐ Other (non-CDC) Department of Health and Human Services (DHHS)
- ☐ Other Federal Government (e.g., State Department, USAID)
- ☐ City or County Government Agency
- ☐ State Government Agency
- ☐ Territorial Agency / Organization / Coalition
- ☐ Tribal Agency / Organization / Coalition
- ☐ Academic Institution or University
- ☐ Other (please identify):



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Accepted a Job (Non-Government, Work Setting)

* 19. **Which of the following best describes the setting in which you will be working?**

- ☐ State or Local Non-Profit Organization
- ☐ National Non-Profit Organization
- ☐ For-Profit Organization / Company
- ☐ Territorial Agency / Organization / Coalition
- ☐ Tribal Agency / Organization / Coalition
- ☐ Academic Institution or University
- ☐ Other (please identify):



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Accepted a Job (CIOs)

* 20. What will be your CDC Center, Institute, or Office (CIO)?

- ☐ CDC Washington Office
- ☐ Global Health Center (GHC)
- ☐ National Institute for Occupational Safety and Health (NIOSH)
- ☐ CDC Office of the Director (OD)
- ☐ National Center for State, Tribal, Local, and Territorial Public Health Infrastructure and Workforce (NCSTLTPHIW)
- ☐ Office of Infectious Disease Office of the Director (OID/OD)
- ☐ Office of Infectious Disease/Influenza Coordination Unity (OID/ICU)
- ☐ National Center for Immunization and Respiratory Diseases (NCIRD)
- ☐ National Center for Emerging and Zoonotic Infectious Diseases (NCEZID)
- ☐ National Center for HIV/AIDS, Viral Hepatitis, STD, and TB Prevention (NCHHSTP)
- ☐ Office of Noncommunicable Disease, Injury, and Environmental Health Office of the Director (ONDIEH/OD)
- ☐ National Center on Birth Defects and Developmental Disabilities (NCBDDD)
- ☐ National Center for Chronic Disease Prevention and Health Promotion (NCCDPHP)
- ☐ National Center for Environmental Health (NCEH)
- ☐ Agency for Toxic Substances and Disease Registry (NCEH-ATSDR)
- ☐ National Center for Injury Prevention and Control (NCIPC)
- ☐ Office of Public Health Scientific Services Office of the Director (OPHSS/OD)
- ☐ Center for Forecasting and Outbreak Analytics (CFA)
- ☐ National Center for Health Statistics (NCHS)
- ☐ Office of Readiness and Response (ORR)
- ☐ Office of Equal Employment Opportunity and Workplace Equity (OEEWE)
- ☐ Office of Health Equity
- ☐ Office of Laboratory Science and Safety (OLSS)
- ☐ Office of Policy, Performance, and Evaluation (OPPE)
- ☐ Office of Public Health Data, Surveillance, and Technology (OPHDST)
- ☐ Office of Science (OS)
- ☐ Office of the Chief of Staff (OCoS)
- ☐ Office of the Chief Operating Officer (OCOO)
- ☐ I do not know my CIO.
- ☐ Other (please identify):



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Furthering Education

* 21. Which of the following best describes the primary focus of your education?

☐ Public Health (including population health)

☐ Health Care

☐ Other (please identify):

22. Name of University:

(e.g., Johns Hopkins University)

23. Area of Study:

(e.g., Epidemiology; Psychology)

* 24. **Degree(s) Sought:** (select all that apply)

- ☐ Bachelor of Arts (BA)
- ☐ Bachelor of Science (BS)
- ☐ Bachelor of Science in Nursing (BSN)
- ☐ Master of Arts (MA)
- ☐ Master of Business Administration (MBA)
- ☐ Master of Public Administration (MPA)
- ☐ Master of Public Health (MPH)
- ☐ Master of Science (MS)
- ☐ Master of Science in Nursing (MSN)
- ☐ Master of Social Work (MSW)
- ☐ Doctor of Medicine (MD) or Doctor of Osteopathic Medicine (DO)
- ☐ Doctor of Philosophy (PhD)
- ☐ Doctor of Public Health (DrPH)
- ☐ Doctor of Veterinary Medicine (DVM)
- ☐ Juris Doctor (JD)
- ☐ Other (please identify):



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Employment and Education at the Same Time

* 25. **Employer / Organization Name:**

* 26. **Employer Location:**

27. **Position Title:**

28. **Starting Salary Range:**

- ☐ Less than \$30,000
- ☐ \$30,000 - \$49,999
- ☐ \$50,000 - \$69,999
- ☐ \$70,000 - \$89,999
- ☐ More than \$90,000

* 29. **Which of the following best describes the primary focus of your job?**

- ☐ Public Health (including population health)
- ☐ Health Care
- ☐ Other (please identify):



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Employment and Education at the Same Time (Primary Focus: Public Health)

30. **Why did you decide to accept a job in public health?**



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Employment and Education at the Same Time (Primary Focus: Health Care)

31. **Why did you decide to accept a job in health care?**



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Employment and Education at the Same Time (Primary Focus: Other)

32. Why did you decide to accept a job in a field other than public health or health care?



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Employment and Education at the Same Time (Topical Area)

33. **In which of the following topical areas will you be working?** (Select all that apply.)

If you are not working in public health or health care and none of these topical areas are applicable, please choose "Not Applicable".

- ☐ Communicable Disease Control (e.g., HIV; Influenza)
- ☐ Chronic Disease (e.g., Diabetes; Smoking and Tobacco Use)
- ☐ Injury Prevention (e.g., Motor Vehicle Injuries)
- ☐ Environmental Public Health (e.g., Asthma)
- ☐ Maternal, Child, and Family Health
- ☐ Access to and Linkage with Clinical Care
- ☐ Public Health Preparedness and Response
- ☐ Global Migration & Quarantine
- ☐ Immunization
- ☐ I do not know
- ☐ Not Applicable (e.g., I am not working in public health or health care)
- ☐ Other (please identify)



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Employment and Education at the Same Time (Type of Employment)

* 34. Which of the following best describes your type of employment?

- ☐ I will be working as a federal government employee (e.g., CDC, FDA)
- ☐ I will be working as a non-federal government employee (i.e., state, local, tribal, territorial; e.g., Georgia Department of Public Health)
- ☐ I will be working as a contractor in support of the government (i.e., federal, state, local, tribal, territorial; e.g., ORISE)
- ☐ I will not be working for the government in any capacity



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Employment and Education at the Same Time (Federal Government, Job Series / Grade)

35. What will be your occupational job series?

- ☐ 100s / Social Science and Psychology [e.g., Behavioral Scientist (101)]
- ☐ 300s / General Administrative [e.g., Management Analyst (343)]
- ☐ 400s / Biological Sciences [e.g., Microbiologist (403)]
- ☐ 600s / Medical and Public Health [e.g., Health Scientist (601), Public Health Analyst (685)]
- ☐ 1000s / Information and Arts [e.g., Health Communication Specialist (1001)]
- ☐ 1700s / Health Education [e.g., Health Education Specialists (1701)]
- ☐ I don't know
- ☐ Other (please identify):

36. What will be your grade level / Commission Corps equivalent?

- ☐ GS-5 / O-1
- ☐ GS-7 / O-2
- ☐ GS-8
- ☐ GS-9 / O-3
- ☐ GS-10 / O-3
- ☐ GS-11 / O-3
- ☐ GS-12 / O-3 or O-4
- ☐ GS-13 / O-4 or O-5
- ☐ GS-14 / O-6
- ☐ GS-15 / O-6
- ☐ SES / O-7/8
- ☐ I don't know
- ☐ Other (please identify):



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Employment and Education at the Same Time (Federal Government, Work Setting)

* 37. Which of the following best describes the setting in which you will be working?

- ☐ Centers for Disease Control and Prevention (CDC) **stationed at headquarters**
- ☐ Centers for Disease Control and Prevention (CDC) **stationed in the field**
- ☐ Other (non-CDC) Department of Health and Human Services (DHHS)
- ☐ Other Federal Government (e.g., State Department, USAID)
- ☐ Other (please identify):



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Employment and Education at Same Time (Government: Non-Federal, Work Setting)

* 38. Which of the following best describes the setting in which you will be working?

- ☐ City or County Government Agency
- ☐ State Government Agency
- ☐ Territorial Agency / Organization / Coalition
- ☐ Tribal Agency / Organization / Coalition
- ☐ Academic Institution or University
- ☐ Other (please identify):



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Employment and Education at the Same Time (Contractor in Support of the Government, Work Setting)

* 39. Which of the following best describes the setting in which you will be working?

- ☐ Centers for Disease Control and Prevention (CDC) stationed at headquarters
- ☐ Centers for Disease Control and Prevention (CDC) stationed in the field
- ☐ Other (non-CDC) Department of Health and Human Services (DHHS)
- ☐ Other Federal Government (e.g., State Department, USAID)
- ☐ City or County Government Agency
- ☐ State Government Agency
- ☐ Territorial Agency / Organization / Coalition
- ☐ Tribal Agency / Organization / Coalition
- ☐ Academic Institution or University
- ☐ Other (please identify):



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Employment and Education at the Same Time (Non-Government, Work Setting)

* 40. Which of the following best describes the setting in which you will be working?

- ☐ State or Local Non-Profit Organization
- ☐ National Non-Profit Organization
- ☐ For-Profit Organization / Company
- ☐ Territorial Agency / Organization / Coalition
- ☐ Tribal Agency / Organization / Coalition
- ☐ Academic Institution or University
- ☐ Other (please identify):



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Employment and Education at the Same Time (CDC)

* 41. **What will be your CDC Center, Institute, or Office (CIO)?**

- ☐ CDC Washington Office
- ☐ Global Health Center (GHC)
- ☐ National Institute for Occupational Safety and Health (NIOSH)
- ☐ CDC Office of the Director (OD)
- ☐ National Center for State, Tribal, Local, and Territorial Public Health Infrastructure and Workforce (NCSTLTPHIW)
- ☐ Office of Infectious Disease Office of the Director (OID/OD)
- ☐ Office of Infectious Disease/Influenza Coordination Unity (OID/ICU)
- ☐ National Center for Immunization and Respiratory Diseases (NCIRD)
- ☐ National Center for Emerging and Zoonotic Infectious Diseases (NCEZID)
- ☐ National Center for HIV/AIDS, Viral Hepatitis, STD, and TB Prevention (NCHHSTP)
- ☐ Office of Noncommunicable Disease, Injury, and Environmental Health Office of the Director (ONDIEH/OD)
- ☐ National Center on Birth Defects and Developmental Disabilities (NCBDDD)
- ☐ National Center for Chronic Disease Prevention and Health Promotion (NCCDPHP)
- ☐ National Center for Environmental Health (NCEH)
- ☐ Agency for Toxic Substances and Disease Registry (NCEH-ATSDR)
- ☐ National Center for Injury Prevention and Control (NCIPC)
- ☐ Office of Public Health Scientific Services Office of the Director (OPHSS/OD)
- ☐ Center for Forecasting and Outbreak Analytics (CFA)
- ☐ National Center for Health Statistics (NCHS)
- ☐ Office of Readiness and Response (ORR)
- ☐ Office of Equal Employment Opportunity and Workplace Equity (OEEWE)
- ☐ Office of Health Equity
- ☐ Office of Laboratory Science and Safety (OLSS)
- ☐ Office of Policy, Performance, and Evaluation (OPPE)
- ☐ Office of Public Health Data, Surveillance, and Technology (OPHDST)
- ☐ Office of Science (OS)
- ☐ Office of the Chief of Staff (OCoS)
- ☐ Office of the Chief Operating Officer (OCOO)
- ☐ I do not know my CIO.
- ☐ Other (please identify)



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Employment and Education at the Same Time (Education)

* 42. Which of the following best describes the primary focus of your education?

☐ Public Health (including population health)

☐ Health Care

☐ Other (please identify):

43. Name of University:

(e.g., Johns Hopkins University)

44. Area of Study:

(e.g., Epidemiology; Psychology)

* 45. **Degree(s) Sought:** (select all that apply)

- ☐ Bachelor of Arts (BA)
- ☐ Bachelor of Science (BS)
- ☐ Bachelor of Science in Nursing (BSN)
- ☐ Master of Arts (MA)
- ☐ Master of Business Administration (MBA)
- ☐ Master of Public Administration (MPA)
- ☐ Master of Public Health (MPH)
- ☐ Master of Science (MS)
- ☐ Master of Science in Nursing (MSN)
- ☐ Master of Social Work (MSW)
- ☐ Doctor of Medicine (MD) or Doctor of Osteopathic Medicine (DO)
- ☐ Doctor of Philosophy (PhD)
- ☐ Doctor of Public Health (DrPH)
- ☐ Doctor of Veterinary Medicine (DVM)
- ☐ Juris Doctor (JD)
- ☐ Other (please identify):



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Training or Service Program

* 46. **Name of Training or Service Program:**

47. **Location of Training or Service Program:**

(e.g., Washington, D.C.)



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Finding Post-PHAP Job

48. We are interested in learning how you **found the job you accepted**. Select the statement that **best** reflects your experience below.

- ☐ I responded to a CDC position announcement posted on the PHAP SharePoint site.
- ☐ I responded to an external (i.e., non-CDC) position announcement through a link posted on the PHAP.
- ☐ SharePoint site (e.g., to a state or local health department, or non-governmental organization job posting).
- ☐ I responded to a job announcement posted somewhere other than the PHAP SharePoint site (e.g., Monster.com, Indeed.com, USAJobs.gov).
- ☐ A CDC hiring manager contacted me directly as a result of seeing my resume in the PHAP Resume Book.
- ☐ A hiring manager from a state or local health department, or non-governmental organization contacted me directly.
- ☐ My host site hired me.
- ☐ I attended an in-person networking event and learned of, and was connected to, the position (e.g., PHAP in-person training, conference).
- ☐ Someone referred me to the position (e.g., colleague, PHAP mentor, supervisor).
- ☐ Other (please explain):



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The next section will ask about satisfaction with your host site, your CDC PHAP Supervisor, and the program overall.

We take confidentiality and security very seriously. As a reminder, all information you provide will be analyzed and reported in the aggregate with no identifying information attached (e.g., X% of associates would recommend their host receive a future associate). Aggregate results will be used for evaluation and program improvement purposes.



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Host Site Feedback

The first few sets of questions focus on your experience at your host site. Please consider your assignment throughout your two years when responding.

49. The **degree to which I was challenged** by my host site assignment was:

- ☐ Too little
- ☐ Just about right
- ☐ Too much

50. I developed **new knowledge or skills in the program focus area** in which I was assigned.

- ☐ Strongly disagree
- ☐ Disagree
- ☐ Neither agree nor disagree
- ☐ Agree
- ☐ Strongly agree

51. I have been able to **contribute to the team/work unit** at my host site.

- ☐ Strongly disagree
- ☐ Disagree
- ☐ Neither agree nor disagree
- ☐ Agree
- ☐ Strongly agree

52. How satisfied have you been with the **supervision provided by your host site?**

- ☐ Very dissatisfied
- ☐ Dissatisfied
- ☐ Neither satisfied nor dissatisfied
- ☐ Satisfied
- ☐ Very satisfied

53. Based on your experience, which statement best reflects your opinions of your host site?

- ☐ I would not recommend that my host site receive a future associate.
- ☐ I would recommend that my host site receive a future associate, but only with major changes.
- ☐ I would recommend that my host site receive a future associate, but with some minor changes.
- ☐ I would highly recommend that my host site receive a future associate.
- ☐ I am not sure.

54. Is there anything else you would like to share about your host site experience?



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CDC Supervision

The next sections ask you to focus on those activities provided by CDC.

55. Considering everything, how satisfied have you been with the **supervision provided by CDC?**

- ☐ Very dissatisfied
- ☐ Dissatisfied
- ☐ Neither satisfied nor dissatisfied
- ☐ Satisfied
- ☐ Very satisfied

56. Is there anything else you would like to share about the supervision provided by CDC?



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General PHAP Skills

As you know, both PHAP host site assignments and CDC-provided trainings are aimed at increasing your knowledge and skills in key areas. Please consider your experience throughout the two years when answering the following questions.

57. I acquired **new skills** during PHAP.

- ☐ Strongly disagree
- ☐ Disagree
- ☐ Neither agree nor disagree
- ☐ Agree
- ☐ Strongly agree

58. I enhanced **existing skills** during PHAP.

- ☐ Strongly disagree
- ☐ Disagree
- ☐ Neither agree nor disagree
- ☐ Agree
- ☐ Strongly agree

59. As a result of participating in PHAP, my **public health skills** have:

- ☐ Not increased at all
- ☐ Increased slightly
- ☐ Increased moderately
- ☐ Increased significantly



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PHAP Domains/Skill Areas

For each of the specific skill areas listed below, please indicate your level of confidence on the scale provided.

How confident are you in your ability to perform skills related to:

60. **Analytic and Assessment Skills?**

Ability to monitor health risks and factors affecting the community. Use data that is valid and reliable for assessing the health of a community. Synthesize public health information to accurately assess problems. Apply ethical principles in using public health data and information. Use information technology in accessing, collecting, analyzing, using, maintaining, and disseminating data and information. Ability to defend decisions using logic as well as qualitative and quantitative data.

- ☐ Not at all confident
- ☐ Slightly confident
- ☐ Somewhat confident
- ☐ Confident
- ☐ Very confident

61. **Public Health Science Skills?**

Ability to apply knowledge of various approaches for improving population health. Ability to describe the basic public health sciences and how the sciences are used to deliver the 10 Essential Public Health Services. Incorporate public health informatics practices and procedures. Define the roles, responsibilities, and contributions of various organizations and agencies in supporting federal, state, tribal, local, and territorial public health programs. Describe public health as part of a larger inter-related system of organizations that influence the health of populations at local, national, and global levels.

- ☐ Not at all confident
- ☐ Slightly confident
- ☐ Somewhat confident
- ☐ Confident
- ☐ Very confident

62. **Program Planning, Management, and Improvement Skills?**

Ability to identify information required in the program planning process. Gather information for evaluating policies, programs, and services. Contribute to the implementation of an organizational strategic plan and the community health improvement process.

- ☐ Not at all confident
- ☐ Slightly confident
- ☐ Somewhat confident
- ☐ Confident
- ☐ Very confident

63. **Public Health Policy and Law Skills?**

Ability to describe the public health laws, regulations, policies, and procedures for ethical public health practice. Analyze public health legislation, policy, and regulations that impact public health.

- ☐ Not at all confident
- ☐ Slightly confident
- ☐ Somewhat confident
- ☐ Confident
- ☐ Very confident

64. **Professionalism Skills?**

Demonstrate ability to treat others courteously and respectfully. Exercise initiative, persistence, tact, and resourcefulness in establishing and maintaining relationships. Elicit and apply feedback to build professional skills and competencies. Ability to make decisions focused on desired results and use chain of command to address risks, issues, and concerns.

- ☐ Not at all confident
- ☐ Slightly confident
- ☐ Somewhat confident
- ☐ Confident
- ☐ Very confident

65. **Communication Skills?**

Ability to communicate in writing and orally with linguistic and cultural proficiency to target audience. Communicate information that is clear, timely, and accurate and uses plain language. Includes the ability to deliver clear and effective communication that satisfies internal and external customers. Convey data and information to professionals and the public using a variety of approaches. Includes the ability to deliver clear and effective communication that satisfies internal and external customers. Apply communication and group dynamic strategies in interactions with individuals and groups. Demonstrate active listening skills.

- ☐ Not at all confident
- ☐ Slightly confident
- ☐ Somewhat confident
- ☐ Confident
- ☐ Very confident

66. **Community Dimensions of Public Health Skills?**

Ability to establish relationships to improve health in a community and collaborate with community partners to improve health in a community. Serve as a public health ambassador. Identify programs and resources that improve health in a community.

- ☐ Not at all confident
- ☐ Slightly confident
- ☐ Somewhat confident
- ☐ Confident
- ☐ Very confident

67. **Financial Planning and Management Skills?**

Ability to describe public health funding mechanisms. Skilled in assisting with writing grants, cooperative agreements, contracts and other applications. Understand and describe the components of a budget. Ability to track program spending and develop financial reports.

- ☐ Not at all confident
- ☐ Slightly confident
- ☐ Somewhat confident
- ☐ Confident
- ☐ Very confident



PHAP

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PHAP Program Separation Survey

Proficiency in PHAP Learning Outcomes

As you know, PHAP had eight "learning outcomes." For those outcomes listed below, please indicate your level of proficiency.

68. Develop a Work Plan

Ability to develop a work plan for a community public health service or activity.

- ☐ I have a common knowledge or an understanding of basic technique and concepts.
- ☐ I have a level of experience gained in a classroom and/or as a trainee on-the-job. I need help when performing this skill.
- ☐ I am able to successfully complete tasks as requested. Help from a supervisor or team member may be required from time to time, but I can usually perform this skill independently.
- ☐ I can perform the actions associated with this skill without assistance. I have been recognized as a "person to ask" when difficult questions arise regarding this skill.
- ☐ I am known as an expert in this area. I can provide guidance, troubleshoot and answer questions related to this area of expertise and the field where the skill is used.

69. Conduct Data Collection Activities

Ability to use and participate in a data collection activity and analysis.

- ☐ I have a common knowledge or an understanding of basic technique and concepts.
- ☐ I have a level of experience gained in a classroom and/or as a trainee on-the-job. I need help when performing this skill.
- ☐ I am able to successfully complete tasks as requested. Help from a supervisor or team member may be required from time to time, but I can usually perform this skill independently.
- ☐ I can perform the actions associated with this skill without assistance. I have been recognized as a "person to ask" when difficult questions arise regarding this skill.
- ☐ I am known as an expert in this area. I can provide guidance, troubleshoot and answer questions related to this area of expertise and the field where the skill is used.

70. **Deliver an Oral Presentation**

Ability to deliver an oral presentation on a public health program, activity, or topic to a professional or lay group using presentation media.

- ☐ I have a common knowledge or an understanding of basic technique and concepts.
- ☐ I have a level of experience gained in a classroom and/or as a trainee on-the-job. I need help when performing this skill.
- ☐ I am able to successfully complete tasks as requested. Help from a supervisor or team member may be required from time to time, but I can usually perform this skill independently.
- ☐ I can perform the actions associated with this skill without assistance. I have been recognized as a “person to ask” when difficult questions arise regarding this skill.
- ☐ I am known as an expert in this area. I can provide guidance, troubleshoot and answer questions related to this area of expertise and the field where the skill is used.

71. **Develop a Health Communication or Educational Product**

Ability to provide information and insight on a public health program activity, educational service, or topic area to the community such as creating webpages, displays, handouts, fact sheets, brochures, memos, articles, videos, or training materials, etc.

- ☐ I have a common knowledge or an understanding of basic technique and concepts.
- ☐ I have a level of experience gained in a classroom and/or as a trainee on-the-job. I need help when performing this skill.
- ☐ I am able to successfully complete tasks as requested. Help from a supervisor or team member may be required from time to time, but I can usually perform this skill independently.
- ☐ I can perform the actions associated with this skill without assistance. I have been recognized as a “person to ask” when difficult questions arise regarding this skill.
- ☐ I am known as an expert in this area. I can provide guidance, troubleshoot and answer questions related to this area of expertise and the field where the skill is used.

72. **Plan and Lead a Meeting**

Ability to plan, organize, and lead a meeting, then document the outcomes. Develop a meeting agenda and one or more of the following: meeting summary, consensus documents, recommendations/outcomes, or action plans.

- ☐ I have a common knowledge or an understanding of basic technique and concepts.
- ☐ I have a level of experience gained in a classroom and/or as a trainee on-the-job. I need help when performing this skill.
- ☐ I am able to successfully complete tasks as requested. Help from a supervisor or team member may be required from time to time, but I can usually perform this skill independently.
- ☐ I can perform the actions associated with this skill without assistance. I have been recognized as a “person to ask” when difficult questions arise regarding this skill.
- ☐ I am known as an expert in this area. I can provide guidance, troubleshoot and answer questions related to this area of expertise and the field where the skill is used.

73. **Identify a Need and Propose a Solution**

Ability to collaborate with host site supervisors to identify a need and provide a solution or enhancement to a program process or operation.

- ☐ I have a common knowledge or an understanding of basic technique and concepts.
- ☐ I have a level of experience gained in a classroom and/or as a trainee on-the-job. I need help when performing this skill.
- ☐ I am able to successfully complete tasks as requested. Help from a supervisor or team member may be required from time to time, but I can usually perform this skill independently.
- ☐ I can perform the actions associated with this skill without assistance. I have been recognized as a “person to ask” when difficult questions arise regarding this skill.
- ☐ I am known as an expert in this area. I can provide guidance, troubleshoot and answer questions related to this area of expertise and the field where the skill is used.

74. **Write and Submit an Abstract**

Ability to write and submit an abstract following the style requirements for the particular journal, PHAP training session, or conference.

- ☐ I have a common knowledge or an understanding of basic technique and concepts.
- ☐ I have a level of experience gained in a classroom and/or as a trainee on-the-job. I need help when performing this skill.
- ☐ I am able to successfully complete tasks as requested. Help from a supervisor or team member may be required from time to time, but I can usually perform this skill independently.
- ☐ I can perform the actions associated with this skill without assistance. I have been recognized as a “person to ask” when difficult questions arise regarding this skill.
- ☐ I am known as an expert in this area. I can provide guidance, troubleshoot and answer questions related to this area of expertise and the field where the skill is used.



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PHAP Program Separation Survey

10 Essential Public Health Services

We are interested in learning about how you contributed to your host agency. Please consider all of the projects and activities you worked on during your PHAP assignment when answering the below question.

75. We are interested in understanding how associates contribute to their host site's delivery of essential public health services. From the list below, select the public health services that you supported throughout your PHAP assignment. (Select all that apply.)

- ☐ 1.) Assess and monitor population health status, factors that influence health, and community needs and assets
- ☐ 2.) Investigate, diagnose, and address health problems and hazards affecting the population
- ☐ 3.) Communicate effectively to inform and educate people about health, factors that influence it, and how to improve it
- ☐ 4.) Strengthen, support, and mobilize communities and partnerships to improve health
- ☐ 5.) Create, champion, and implement policies, plans, and laws that impact health
- ☐ 6.) Utilize legal and regulatory actions designed to improve and protect the public's health
- ☐ 7.) Assure an effective system that enables equitable access to the individual services and care needed to be healthy
- ☐ 8.) Build and support a diverse and skilled public health workforce
- ☐ 9.) Improve and innovate public health functions through ongoing evaluation, research, and continuous quality improvement
- ☐ 10.) Build and maintain a strong organizational infrastructure for public health



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Public Health Skills and Preparation for Next Position

You're almost done! The last few sections seek to gather your opinions about the program overall and how it has prepared you for what's next.

76. I consider myself to be a **public health ambassador**.

- ☐ Strongly disagree
- ☐ Disagree
- ☐ Neither agree nor disagree
- ☐ Agree
- ☐ Strongly agree

77. PHAP has **prepared** me for my next position. *

*Note: think about what's next for you (i.e., job, academic program, training program, other endeavor). If you don't know exactly what's next, please consider how PHAP has prepared you, in general, for your next position following PHAP.

- ☐ Strongly disagree
- ☐ Disagree
- ☐ Neither agree nor disagree
- ☐ Agree
- ☐ Strongly agree

* 78. As a result of participating in PHAP, I have:

- ☐ **Less interest** in a career in public health
- ☐ **About the same interest** in a career in public health
- ☐ **More interest** in a career in public health
- ☐ Other (please explain):



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PHAP Program Separation Survey

Less Interest in a Career in Public Health

79. Why has your interest in public health decreased as a result of PHAP?



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PHAP Program Separation Survey

Same Interest in a Career in Public Health

80. **How has PHAP helped maintain your interest in public health?**



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More Interest in a Career in Public Health

81. **How has PHAP increased your interest in public health?**



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PHAP Program Separation Survey

Quality and Impact of PHAP

82. I would **recommend PHAP** to others considering a career in public health.

- ☐ Strongly disagree
- ☐ Disagree
- ☐ Neither agree nor disagree
- ☐ Agree
- ☐ Strongly agree

83. Overall, **the quality** of the PHAP program was:

- ☐ Poor
- ☐ Fair
- ☐ Good
- ☐ Very good
- ☐ Excellent

84. Overall, the PHAP program:

- ☐ Did not meet my expectations at all
- ☐ Somewhat met expectations
- ☐ Met my expectations
- ☐ Exceeded my expectations
- ☐ Significantly exceeded my expectations

85. Please describe how PHAP has made an **impact** on you, if at all.

A large, empty rectangular box with a thin black border, intended for the user to provide their response to the question above. It is positioned directly below the question text.



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PHAP Program Separation Survey

Suggestions for Improvement

86. Do you have any suggestions to improve PHAP? Please be specific.



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PHAP Program Separation Survey

Thank You!

Thank you for providing this information. The PHAP Evaluation Team wishes you the very best in your future endeavors!

If you have any questions, please reach out to [insert program evaluator, title, contact information].