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Public Health Infrastructure Workforce Updates

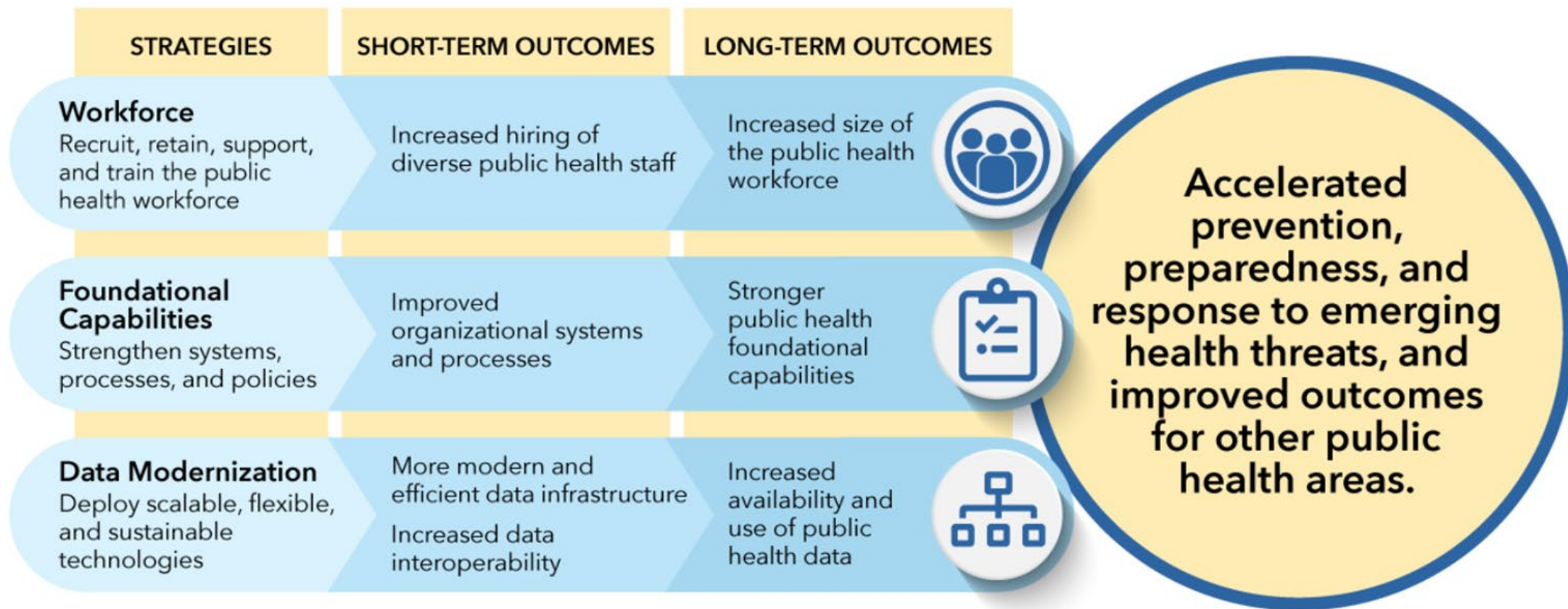
Keshana Owens-Cody, Division Director, Public Health Infrastructure

PHHPC COMMITTEE | JUNE 17, 2025 | DIVISION PUBLIC HEALTH INFRASTRUCTURE

AGENDA

- CDC PHI Grant Overview and Updates
- Recruitment Initiatives
 - Recruitment Spotlight
 - Pathways to Success Internship Program
 - Public Health Sanitarians
- Workforce Development
- Federal Transitions and Employee Wellness

PHI PROGRAM STRATEGIES AND OUTCOMES



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[Public Health Infrastructure Grant](#) | [Public Health Infrastructure Grant](#) | [CDC](#)

STRENGTHENING PUBLIC HEALTH INFRASTRUCTURE



LHD PHI ENGAGEMENT

6 LHD PHIG
Quarterly
Meetings

5 LHD PHIG
Quarterly Bulletins

57 individual LHD
TA calls

39 hours of LHD
PHIG Office Hours

4 resource documents-
LHD Expenditure Guide
(v1 & v2), building
improvement decision
tree, & budget flowchart

Most frequent LHD PHIG
expenditures:

- Furniture (44 LHDs)
- New staff (32 LHDs)
- Training costs (31 LHDs)
- Software (26 LHDs)
- Conference attendance (25 LHDs)



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Recruitment Initiatives

(Strategic Planning and Human Resources Engagement)

Keshana Owens-Cody, HRM, HPE, PHI Grant Workforce Director

THE HIRING PROCESS

Hiring Process





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Recruitment Initiatives

(Academic Engagement)

Cali Messner, OPH Academic Liaison

ACADEMIC ENGAGEMENT AND RECRUITMENT



Increased presence at college career fairs in partnership with NYSDOH Human Resources; Health Research, Inc., Human Resources; Civil Service; and interested OPH units



Expanded distribution list of college, workforce, and high school contacts, resulting in a higher number of applicants for opportunities that were promoted by email



Redesigned the Public Health Works website to promote public health careers and grant-related activities, will be relaunched soon



Providing public health career classroom presentations and an Academic Engagement Webinar Series



Increased focus on public health career promotion for K-12 students





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Recruitment Spotlight: Hard to Fill Positions

Public Health Inspectors and Seasonal Positions

Kathleen Bush, PhD

Director, Strategic Operations- Center for Environmental Health

RECRUITMENT SPOTLIGHT: HARD TO FILL POSITIONS

- Focus on **Public Health Inspectors & Seasonal Positions**
- Targeted recruitment efforts include:



Attending Career Fairs



Developing Outreach Materials



Engaging with Academic Partners



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RECRUITMENT SPOTLIGHT: CAREER FAIRS

- Supported CEH presence at **nine career fairs** across NYS between February – April 2025
- Spotlight on **summer seasonal positions** (student and office assistants, public health inspectors)
- Coordinated with District Offices to **ensure local presence**, filling gaps with Central Office staff as needed

Statewide Summer Hiring Data by Position (as of 5/16/25)

	PHI	SA	OA
<i>Candidates approved to interview</i>	45	128	85
<i>New hire packages approved</i>	8	15	2
<i>Re-hire packages approved</i>	13	3	0
<i>Accepted offers</i>	17	16	1

CEH Strategic
Operations
Unit attending
Mohawk Valley
Community
College STEM
Career Fair.



RECRUITMENT SPOTLIGHT: OUTREACH MATERIALS

Tailored outreach materials developed for hard-to-fill positions



Student Assistant Jobs in Environmental Health

Make a difference, gain experience, build your resume, and earn a paycheck!

- Conduct inspections of hotels, motels, campgrounds, mobile home parks, food service, pools, beaches, and water supplies.
- Conduct tobacco compliance checks/reviews.
- On-the-job training.

Make your summer count.

Eligible candidates must be enrolled in an undergraduate or graduate program.

Learn about public health and start your career today!

Apply at statejobs.ny.gov

Hourly rate: \$20.53

Full- and part-time work available in health offices across New York State.

Work outside.
Be part of a team.




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Environmental Health Careers

Center for Environmental Health helps to improve the lives of all New Yorkers.



Seasonal Public Health Inspectors Needed



Spend a summer as a public health inspector.

- Get hands-on public health experience with the potential to be rehired each summer.
- You'll get training and the opportunity to perform environmental health and sanitary code inspections.
- Flexible employment terms, start in May through September.
- Positions available across New York State.
- Travel reimbursed, valid driver's license required, personal vehicle may be required in some areas.

Make a difference.

- Conduct inspections of hotels, motels, campgrounds, mobile home parks, lodging, food service, pools, beaches, and water supplies.
- Help protect drinking water.
- Reduce community health risks.
- Improve children's health and safety.

Qualifications and how to apply.

- Must have one year of experience in environmental health or sanitation work, medical, or laboratory technology functions OR a combination of college credits in specific science courses listed on the job posting.
- Transcripts must be submitted with applications, and name(s) of the college(s) where credits were obtained, including qualifying course names and credit hours.

Learn about public health and start your career today!

Hourly Rate: \$22.53

Flexible and full-time positions in office settings across New York State.

Work outdoors.
Employment for the summer starts in May with flexible end dates.
Occasional weekend work.



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RECRUITMENT SPOTLIGHT: ACADEMIC PARTNERS

Engaging with academic partners to:

- Align internship/practicum core competencies with CEH positions
- Create template position descriptions and project proposals
- Streamline process for taking on a student/intern and ensure program requirements can be met
- Reduce barriers to supervising and mentoring students



RECRUITMENT SPOTLIGHT: ACADEMIC PARTNERS

Public Health Inspector	CUNY Internship Capabilities	UAlbany Internship Capabilities
Understanding Environmental Health Regulations	Environmental Sciences	Planning & Management to Promote Health
Educating on Best Practices at Regulated Facilities	Evidence-Based Approaches to Public Health	Evidence-Based Approaches to Public Health
Enforce the NYS Regulations and Public Health Laws at Regulated Facilities	Leadership	Leadership
Educate Operators and General Public on Regulations	Communication	Communication
Enforce the NYS Regulations at Regulated Facilities	Environmental and Occupational Health Sciences	Interprofessional Practice
Analyze Inspection Data and Draw Conclusions	Epidemiology and Biostatistics	Systems Thinking



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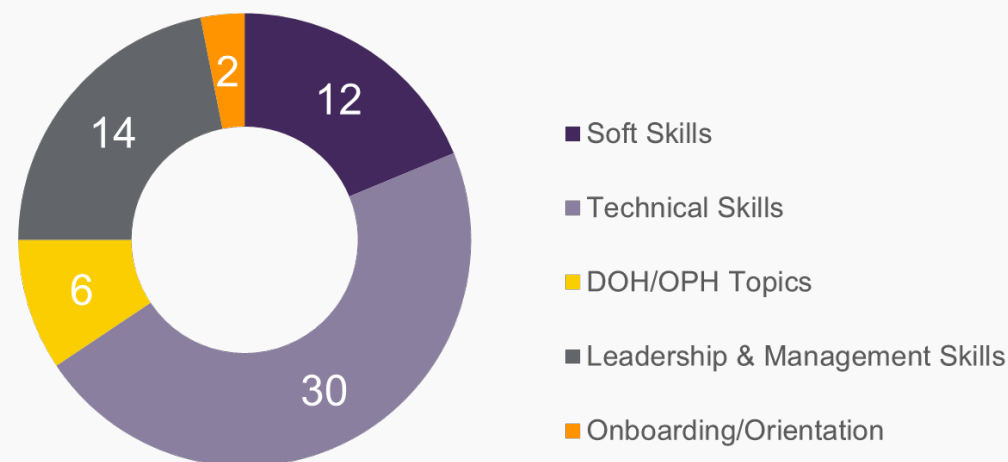
Workforce Development

Michelle Stefanik, Assistant Director, Public Health Continuing Education

WORKFORCE DEVELOPMENT ASSESSMENT

- PHWINS Review & Training Consultations with OPH staff to document public health core competency training needs across the department
- Top Skill Gaps Identified: Graph Below
- Substantiality: Collaboration with Human Resource Group and Health Research Inc.
- Learning Management System Implementation

Training Categories



LEADERSHIP DEVELOPMENT IN ACTION

Leadership & Management Training Gaps

Mentoring	Succession Planning	Project Management	Problem Solving	Communication
Supervisor	Administration & Management	De-escalation	Systems & Strategic Thinking	Risk Assessment
Wellness	Change Management	For New L&M		





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FEDERAL TRANSITION AND EMPLOYEE WELLNESS

Erin Knoerl, MPH, Director, NYS Public Health Fellowship Program
Dr. Jillian Bumpus, PsyD, OPH Workforce Manager

NEW YORK STATE PUBLIC HEALTH CORPS FELLOWSHIP PROGRAM

- Impacted by HHS' termination of federal grants on March 24th
- Fellows and partners notified on April 2nd that program was ending on May 30th
- Preliminary Injunction from the U.S. District Court for the District of Rhode Island postponed layoffs at least through the length of case
- Fellows located at local and state health departments & community organizations
- # active Fellows decreased from 166 (April 4th) to 126 (June 13th)
- 71% of inactive Fellows work in public health or healthcare
- Diversified investment, including State, is needed for future cohorts of Fellows

EMPLOYEE WELLNESS INITIATIVES

- Resume Writing Workshop
- Facilitated and moderated "Interviewing Skills Panel Discussion" with community partners.
- Collaborated with Public Health employee mental health consultant delivering interactive wellness seminar on resilience.
- ENERGY Magazine ~ A Public Health Employee led Organizational Wellness Magazine



QUESTIONS



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