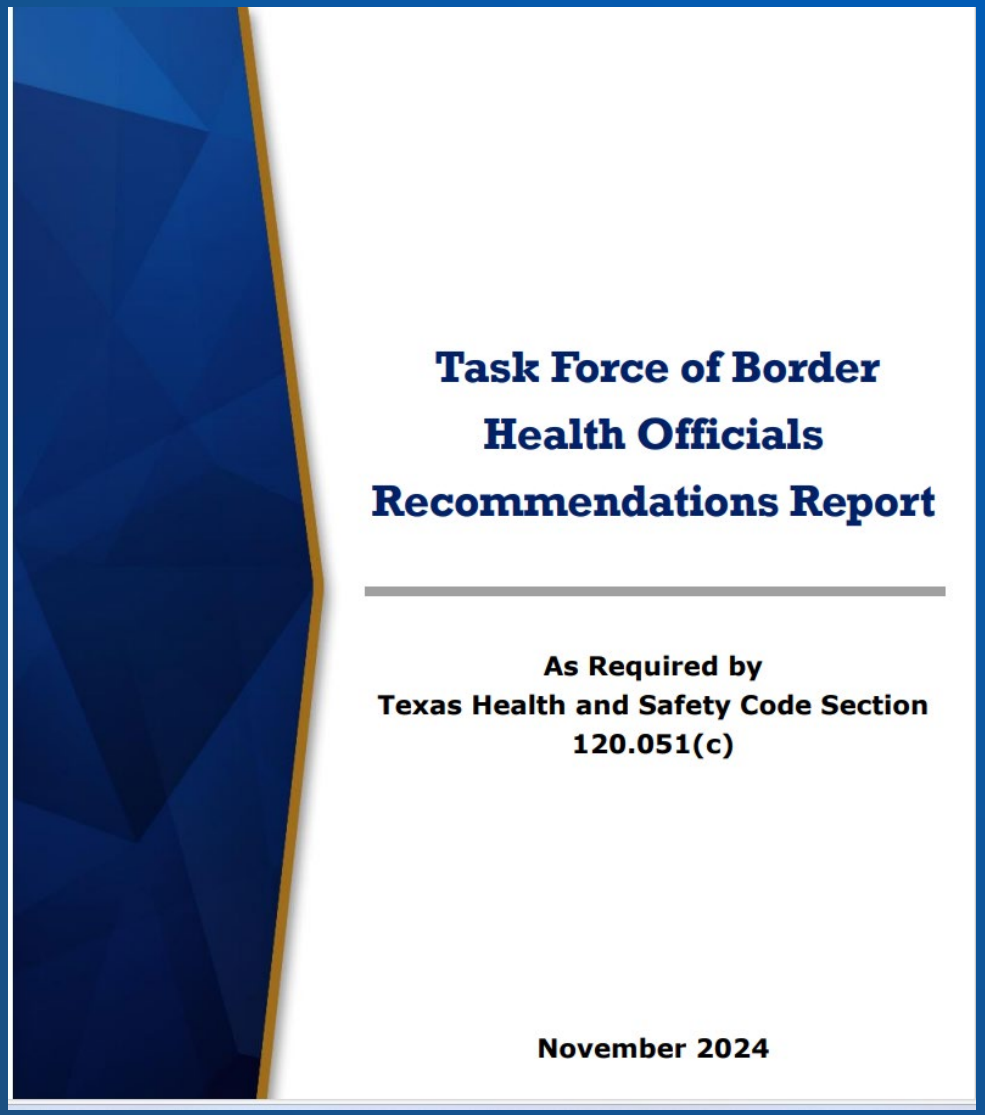
Public Health Workforce Pipeline

Office of Practice and Learning

Texas Department of State Health Services

August 13, 2025



WHAT:

-Provide opportunities for students to gain experience and interest in public health careers.

WHY:

-To address shortage in public health providers.

HOW:

-Build upon existing programs or create new programs.

-Communicate and collaborate with academic institutions.

OPPORTUNITY

-EARLY CAREER IMPACT

-RECRUITMENT & RETENTION

-STAFF DEVELOPMENT & WORKFORCE NEEDS

-PRACTICAL EXAMPLES & IDEAS

Texas Public Health Fellowship Program

- The Texas Public Health Fellowship: a one-year, paid training program for early career public health professionals.
- Three cohorts of fellows (average 33 fellows per cohort) participated in consecutive years.
- Fellows received hands-on experience at local health departments (LHDs) or DSHS.
- Fellows participated in targeted skill-building workshops and received individualized mentoring and professional development coaching.

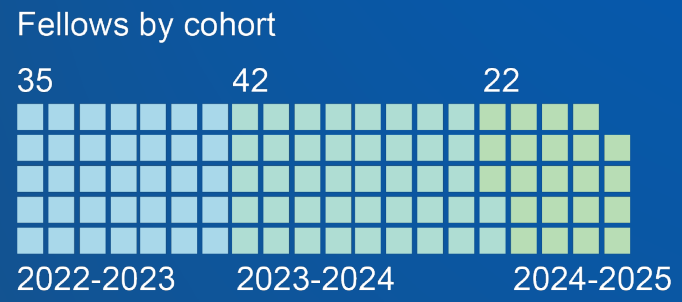
Program Goals:

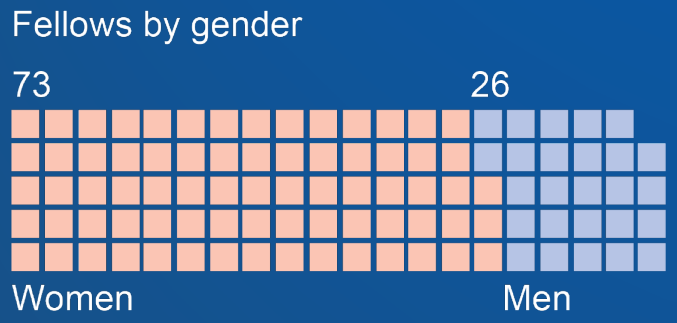
- Strengthen the Texas public health workforce.
- Recruit, train, and retain next generation of public health professionals.
- Bridge the gap between academic preparation and entry-level practice.
- Increase pathways into government public health jobs.
- Address pressing workforce needs within state and local public health.

Fellowship Timeline

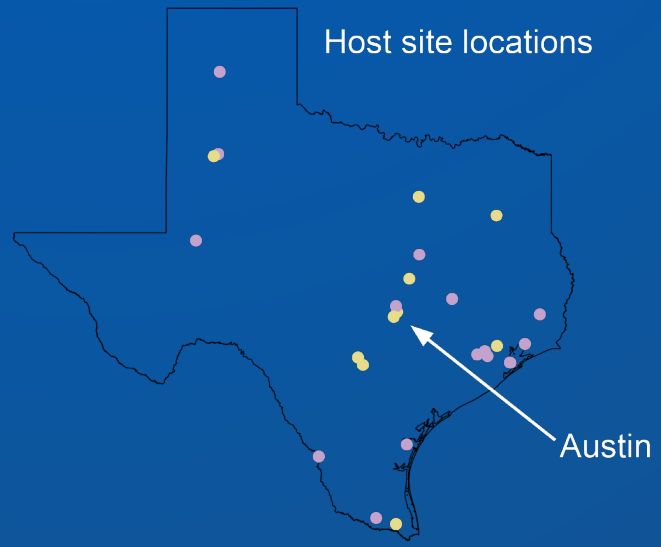
Fellow and Host Site Characteristics

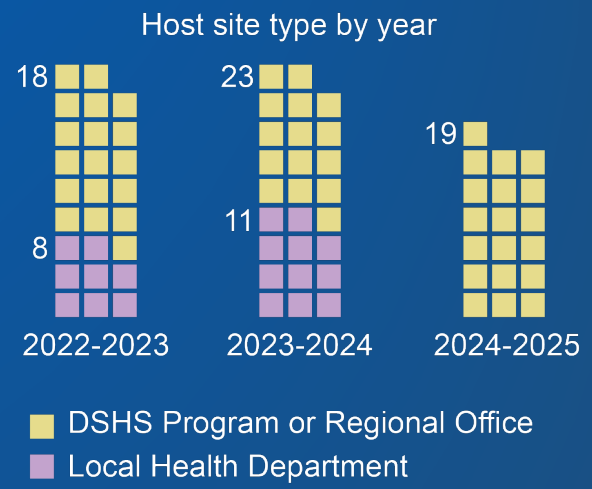
99 Fellows Completed the Fellowship:



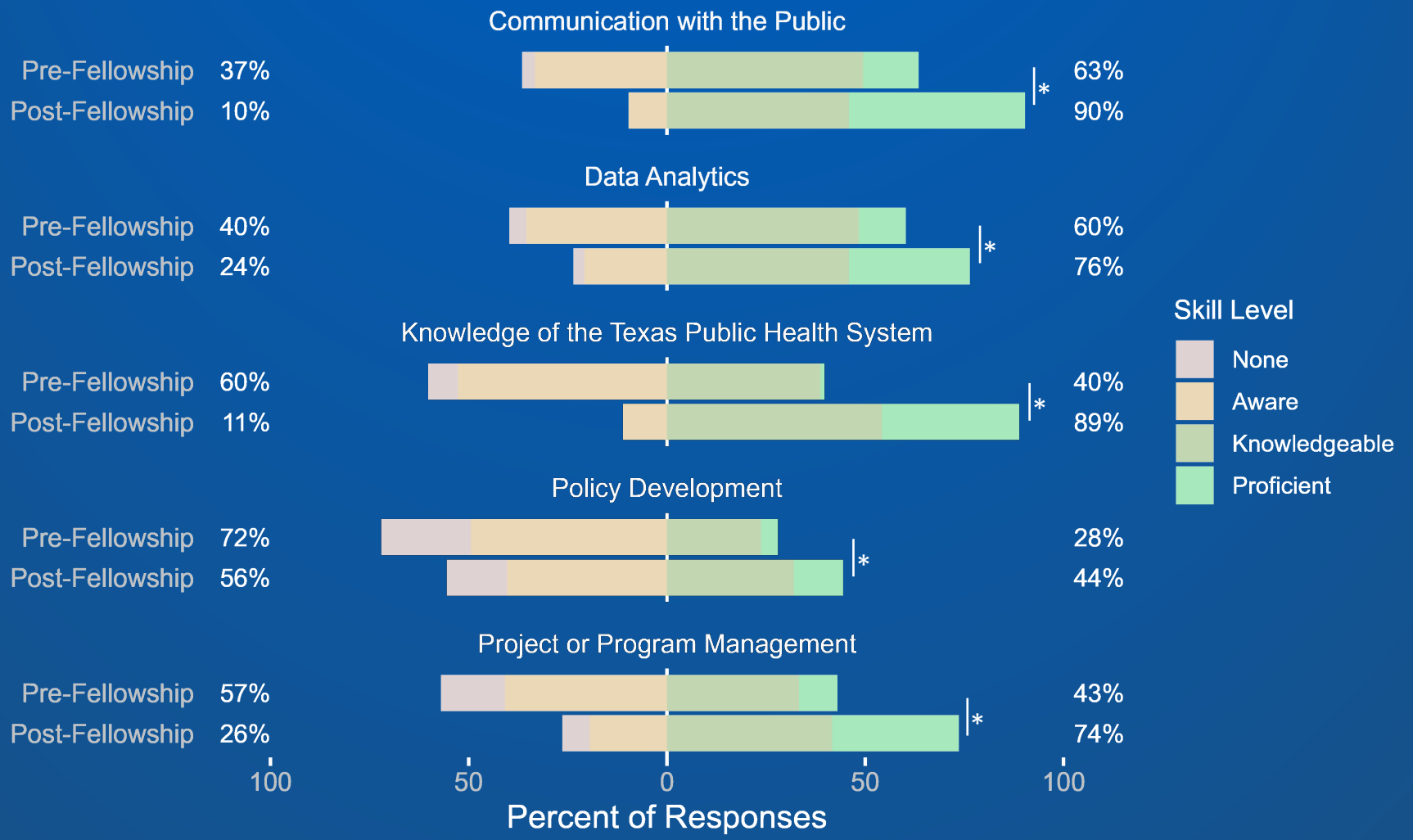


DSHS Programs/Office and Local Health Departments Hosted Fellows:

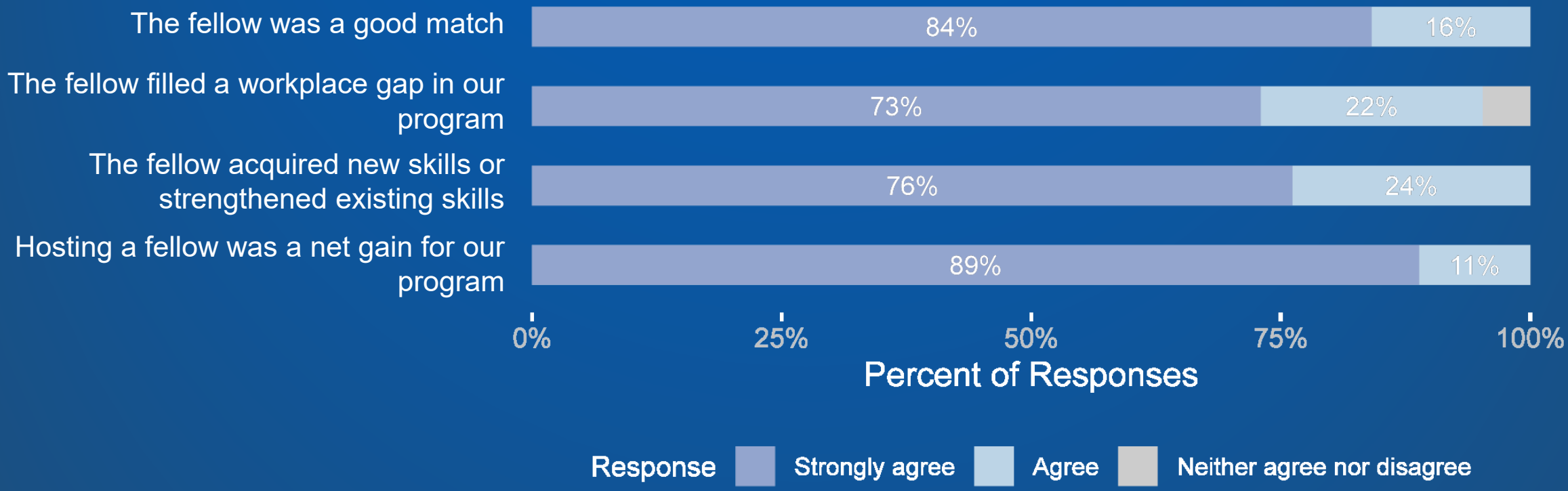




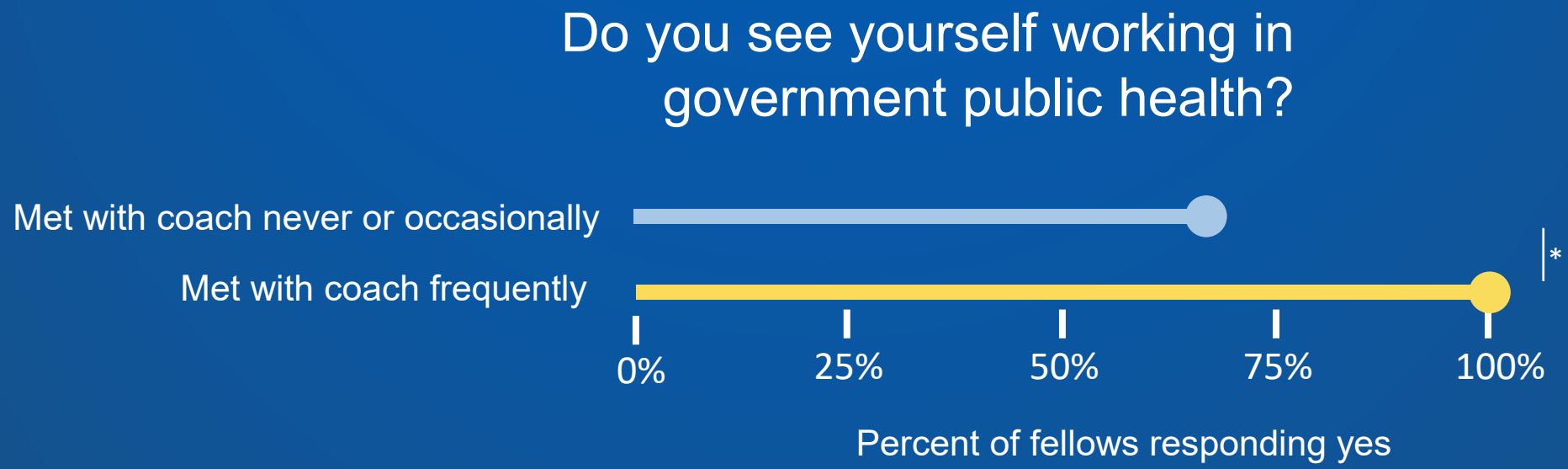
Fellows Skills Proficiency Increased



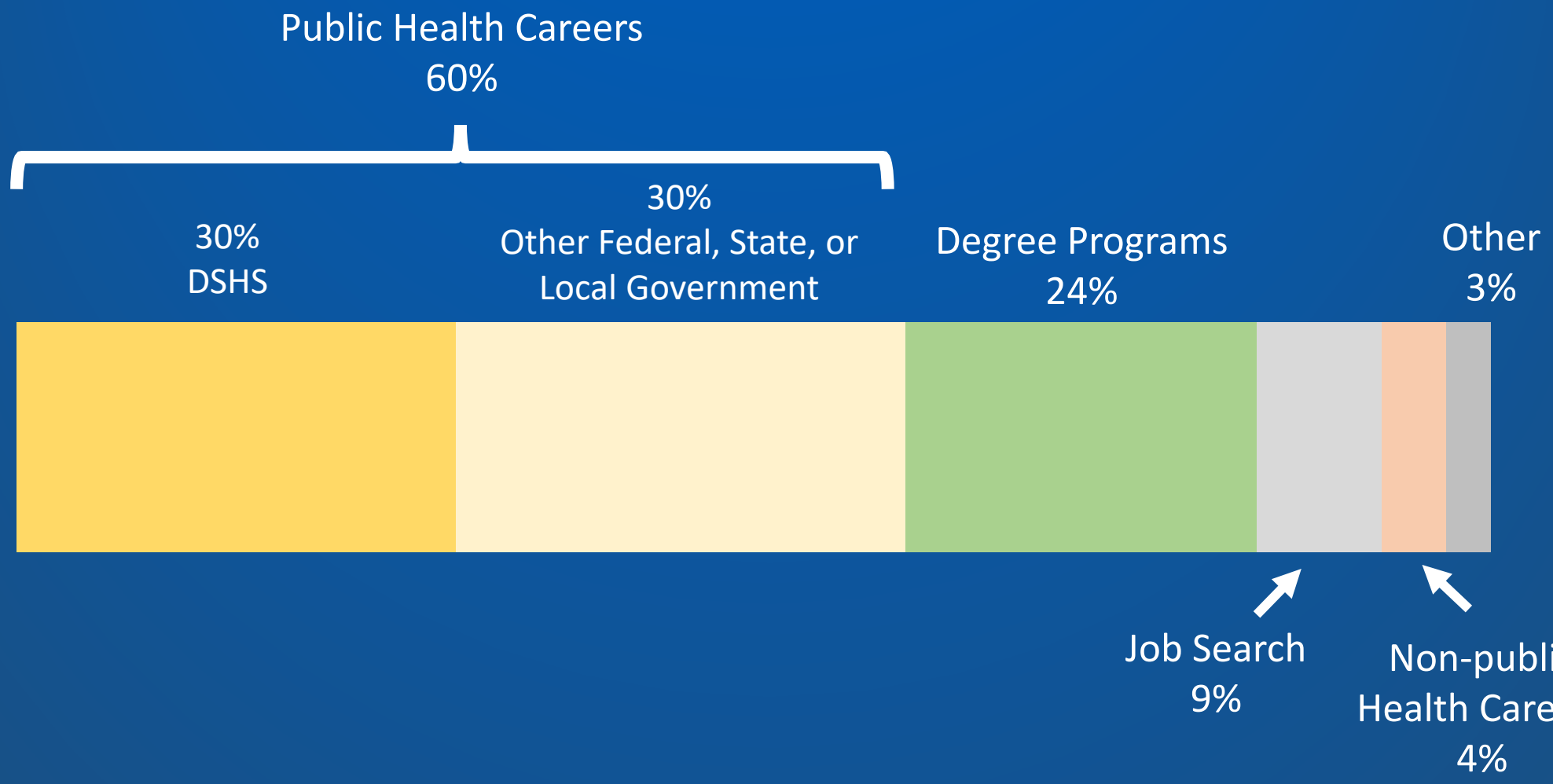
Host Sites Benefitted from Hosting a Fellow



Professional Development Increased Enthusiasm for Public Health



Post Fellowship Workforce Outcomes



IMPLICATIONS FOR PRACTICE

- The Fellowship benefitted fellows, host sites, and DSHS.
- Individualized mentorship, targeted skill-building, and professional development programming are effective strategies for workforce development.
- Engaging early career professionals has potential to improve recruitment and retention for public health agencies.

Resources:

-Contact information for academic partners

-Technical assistance on program planning and design

-Templates for marketing public health careers, building out practicum, internship, and applied learning projects

-Access to virtual professional development and career panels

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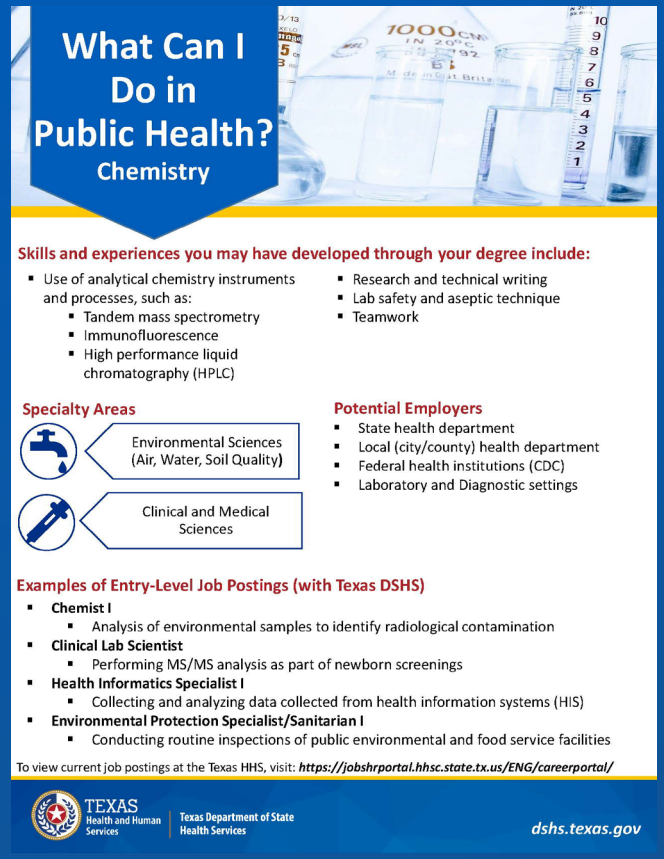

Office of Practice & Learning Website:

https://www.dshs.texas.gov/office-practice-learning/educational-experiences/public-health-career-resources