



Department
of Health

Pathways to Public Health:

**Building a Workforce through
Empathy, Equity, and Experience**

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NYSACHO

Public Health Leaders Summit
October 23, 2025

Redefining Public Health



- Workforce Challenges
- Pathways to Public Health (P2PH)
- What Makes *Pathways* Different
- Impact & Outcomes
- Lessons Learned & Next Steps

- Shrinking public health pipelines and aging workforce
- New health demands meet staffing shortages
- Recruitment and retention remain critical challenges

Workforce Challenge

Opportunity:

Building sustainable pipelines through experiential learning

Pathways to Public Health

INTRODUCING...

- Born from the CDC Public Health Infrastructure Grant (PHIG)
- Designed to rebuild and diversify New York's public health workforce
- Partnership between NYSDOH, regional offices, and academic institutions
- Grounded in empathy, equity, and access

The Pathways Model

Supervisors are mentors and emerging leaders

- Technical skill-building meets human connection
- Daily supervisor journal
- Leadership Book Club
 - *Dare to Lead*, Brené Brown
- Biweekly support and Professional Development series

Interns are contributors, not assistants

- Daily project work in diverse fields
 - Data analysis, newborn screening, K-12 education, and more
- Weekly professional development series
 - Customized per cohort
- Final presentation project to leadership
- Core elements:
 - Orientation series,
 - STAR interview workshops,
 - Community Day,
 - Supervisor office hours

Impact & Outcomes

- High intern and supervisor satisfaction in 2024
- 10 Weeks
• Diverse academic majors represented across disciplines ranging from applied mathematics and biomedical sciences to public health and organizational psychology
- Growing partnerships with academic and regional offices statewide

6

Regional Offices

10-15

Interns per cohort

LESSONS LEARNED & NEXT STEPS

- Supervisor development strengthens the pipeline on both sides
- Humanized internship models build belonging and confidence
- Expansion goals for 2026: 20+ interns across New York State per cohort
- Continue embedding empathy, equity, and experience in every touchpoint

“When *interns* feel seen,
supervisors feel supported, and
communities feel served – public
health **WINS.**”





THANK YOU!

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How are YOU building
belonging
into your
WORKING AHEAD...
workforce initiatives
not just
recruitment?