



2023-2024

American Public Health Association / Kaiser Permanente

COMMUNITY HEALTH FELLOWSHIP



KAISER
PERMANENTE®

PROGRAM ANNOUNCEMENT

The American Public Health Association (APHA) and Kaiser Permanente are pleased to announce a call for applications for the **APHA Kaiser Permanente Community Health Fellowship**. This initiative aims to build a group of diverse, underrepresented public health leaders who are committed to improving the health of our most vulnerable communities and support achieving health equity for all. Fellows will engage in the implementation of programs to positively impact the public's health and key Kaiser Permanente community-health strategies. The Fellowship is funded by a grant from Kaiser Permanente National Community Benefit Fund at the East Bay Community Foundation.

Ultimately, participants will be exposed to evidence-based community health practices, helping to launch meaningful and rewarding future careers in public health. Through creating opportunities for underrepresented new graduate candidates, they will gain practical public health experience and be able to apply skills and knowledge learned in the classroom through this one-year, full-time paid fellowship.

ELIGIBILITY

Applicants will go through an extensive selection process, including interviews with high-level APHA and Kaiser Permanente staff.

All applicants must:

- Be historically underrepresented in the field of public health. Preference is given to those who identify as first-generation college graduates; persons from lower socioeconomic backgrounds, and those who classify under race/ethnicity groups such as Blacks or African Americans, Asians, Hispanics or Latinos, American Indians or Alaska Natives, Native Hawaiians, and Pacific Islanders, and individuals from other communities of color or underrepresented populations.
- Be an early career professional.
- Have a conferred master's or doctorate degree from one of our partner universities between May 2022 and August 2023.
- Be a U.S. citizen or hold a visa permitting permanent residence ("Green Card") in the U.S.

Prospective fellows must meet the educational, public health experience, and other requirements outlined in the application. Prior work experience in public health or healthcare, including internships and leadership demonstrations through community involvement or professional associations, will be strongly considered.

PROGRAM OVERVIEW

Once selected, Fellows will participate in an orientation at the beginning of the program period where they will further discuss the aspects of their site placement. Their fellowship experience will be with a Kaiser Permanente national team, Kaiser Permanente market Community health team or Kaiser Permanente community partner. While Fellows will be placed on one team for the program duration (September 2023-September 2024) they will also gain exposure to other community health programs and initiatives.

Fellows will be assigned to projects focused on creating healthy communities, improving health equity, addressing environmental health concerns, population health, or the social determinants of health. They will engage with APHA through virtual and in-person networking, learning, and professional development opportunities and have access to other APHA member benefits.

PROGRAM PURPOSE

The Program provides Fellows opportunities to gain an in-depth understanding of the public health system by taking part in hands-on, administrative, operational, and focused programmatic projects, research-based projects; and by participating in various leadership activities that nurture professional growth.

The Fellowship program is designed to:

- Identify and foster candidates with strong public health credentials and interest in serving underserved communities and populations for management and future leadership positions within the public health system.
- Increase attention to and focus on the social determinants of health with the goal of improving health equity and creating healthy communities.
- Provide an educational, interactive, and enriching experience that will contribute to the professional development of fellows.
- Create opportunities for fellows to enhance skills in project development, strategic implementation, and operations management.

Ultimately, upon completion of the Program, fellows will have made useful contributions to projects of national public health importance while gaining a significant skill set and foundation for their public health careers.

FELLOWSHIP

Fellows will support and lead projects, programs, and partnerships to address upstream determinants of health/social health across Kaiser Permanente-served communities. Critical determinants prioritized by Kaiser Permanente and our partners include: Housing and homelessness, food security, economic opportunity and education, racism and related-trauma, environmental health and sustainability, and access to healthcare services. Key environments and stakeholders engaged include public schools, safety net healthcare institutions, community-based organizations, government at all levels (city, county, state, federal), housing developers and providers, as well as the Kaiser Permanente clinical environment. Fellows may be placed with Kaiser Permanente partners serving our communities, or within Kaiser.

Ten fellows will be chosen this year to benefit from the acquisition of skills and knowledge to enhance their careers through, but not limited to:

- Direct reporting relationship with program staff who, in collaboration with the Fellow will develop plans for the duration of the fellowship and their career.
- Opportunities for mentorship from a senior leadership team member.
- Opportunities for developing and enhancing project management leadership skills. Opportunities to develop technical skills by working with practitioners, scientists and research staff, and other team members.
- Assist with the design or implementation of public programs.
- Develop management and leadership skills in a dynamic and unique environment.

MENTORSHIP

Fellows will receive formal and informal mentoring through both project and operational work. These relationships will also form a strong professional network, that provides excellent support, insight, and guidance.

PERIOD OF PERFORMANCE

Fellowship positions are full-time training opportunities for one year beginning **September 2023 - September 2024**

LOCATION / PLACEMENT

Fellowships will be in-person, based in to-be-determined locations in [Kaiser Permanente's service footprint](#) in the following states: California, Colorado, Georgia, Hawaii, Maryland, Oregon, Washington, and Virginia, as well as Washington, D.C and Baltimore. Virtual work will be accommodated as required due to COVID-19 in line with public health guidance. As long as remote work is in place for KP employees at the site where the Fellow is located, it will apply to the Fellows as well. The Fellow will follow the remote work rules of the community-based partner.

Any relocation expenses will be the responsibility of the Fellow. Kaiser Permanente and APHA will try to match Fellow preferences with opportunities, but this cannot be guaranteed.

The Fellow will be invited to attend the 2023 APHA Annual Meeting & Exposition.

APPLICATION

A committee of APHA and Kaiser Permanente leaders will review the applications and select the finalists. The application includes essay response questions, letters of recommendation, a one minute video showcasing your commitment to community health, a resume or CV and a biographical sketch. All of the application information, including eligibility requirements is included in the corresponding application. Incomplete applications, and those that have not been submitted by the deadline, will not be accepted. The application deadline is January 13, 2023.

Semi-finalists will be interviewed virtually in March but recipients must be prepared to move to the designated fellowship location by the end of August 2023.

EVALUATION CRITERIA

An objective review committee will assess each application to determine the alignment with the purpose of this fellowship program. All applicants will be notified of decisions via email.

- Candidates receiving a high score in objective review will be contacted for a virtual interview as semi-finalists in March 2023.
- Finalists selected from that pool will be requested to interview virtually with fellowship sites in April 2023.
- Final selections will be made by May 30, 2023.

STIPENDS

The Fellows will receive a stipend of \$120,000 for the year and will be responsible for paying all applicable taxes. Additional funds will be available for travel and other related costs (including attending the APHA Annual Meeting). The Fellows will not be considered an APHA or Kaiser Permanente employee. Therefore, fellowship recipients will receive a 1099 reflecting the stipend payments. No deductions will be made to these payments. Taxes and health insurance will be the responsibility of the Fellow.

Kaiser Permanente sponsors this fellowship program as part of realizing our commitment to support healthy communities where all people can thrive.

IMPORTANT DATES

Application Deadline: January 13, 2023

Virtual Interviews (Semi-Finalists): March 2023

Virtual Interviews (Finalists): April 2023

Offers Extended: May 30, 2023

Program Start Date: September 2023

ABOUT APHA

APHA champions the health of all people and all communities. We strengthen the public health profession. We speak out for public health issues and policies backed by science. We are the only organization that combines a nearly 150-year perspective, a broad-based member community and the ability to influence federal policy to improve the public's health. Learn more about APHA at <https://www.apha.org/About-APHA>.

ABOUT KAISER PERMANENTE

Kaiser Permanente is recognized as one of America's leading health care providers and nonprofit health plans. Our mission is to provide high-quality, affordable health care services and to improve the health of our members and the communities we serve. Care is focused on our members' total health and guided by their personal physicians, specialists, and team of caregivers. Our world-class medical teams are supported by industry-leading technology advances and tools for health promotion, disease prevention, care delivery, and chronic disease management. Learn more about Kaiser Permanente at <https://about.kaiserpermanente.org/>.

Apply Now!

Have questions? Please email us: scholarships@apha.org