



Seven Characteristics of a Quality PHAP Training Experience

The CO-STARR Model

Characteristic	Expanded Definition
C: <u>C</u> ore competencies/Skills	The PHAP training experience should build the associate’s skills and include work activities that provide opportunities for the associate to meet the PHAP competencies .
O: <u>O</u> pportunities to advance skills	The associate’s work activities should provide a variety of opportunities for the associate to build his/her public health skills over the two-year training program.
S: <u>S</u> upervision	The host site supervisor(s) should be prepared to supervise an early-career public health professional. He/she should recognize potential generational differences and provide appropriate guidance. The host site supervisor(s) is expected to devote at least ten (10) percent of the work week (i.e., approximately 4 hours per week) providing direct supervision and be actively involved in the associate’s work.
T: <u>T</u> rainning and development is ongoing	The host site should provide the associate with opportunities for ongoing training and development throughout the two-year training program. Training can include, but is not limited to instructor-led events, web-based on-line learning, self-paced materials, one-on-one training, shadowing, etc. Training should support the associate’s work activities and their attainment of the PHAP competencies .
A: <u>A</u> ligns with host site’s goals	The associates work activities should support the host site’s program goals, strategies, and outcomes.
R: <u>R</u> ealistic for an early-career public health professional	Work activities should be practical and obtainable for an early-career public health professional with little or no public health work experience.
R: <u>R</u> obust public health learning experience	Work activities should provide a rich, hands-on public health experience.