

Centers for Disease Control (CDC) Population Health Fellowship Programs:

- Presidential Management Fellowship
- Steven M. Teutsch Prevention Effectiveness (PE) Fellowship
- Public Health Informatics Fellowship Program (PHIFP)
- Preventive Medicine Residency and Fellowship PMR/F

Class of 2019 Cycle Overview

Presidential Management Fellowship (PMF) Program



The Presidential Management Fellows (PMF) Program is the Federal Government's flagship leadership succession program, providing recruitment, assessment, and development services for agencies seeking to build a powerful leadership pipeline from highly-skilled graduate degree holders.

Presidential Management Fellowship (PMF) Program History

- Established by Executive Order in 1977 to **“attract to the federal service outstanding men and women from a variety of academic disciplines and career paths who have a clear interest in, and commitment to, excellence in the leadership and management of public policies and programs.”**
- The PMF program a PATHWAYS program designed to train future Senior Executive Service (SES) leaders in the federal government.
- PMFs at CDC also achieve specific public health competencies and receive specialized training that prepares them for mission critical positions within the agency.

CDC PMF Program Statistics

THE CDC PMF PROGRAM BRINGS
THE BEST AND BRIGHTEST INTO PUBLIC SERVICE

CDC PMF Candidates undergo a **rigorous screening process**



~15 applicants accepted/year

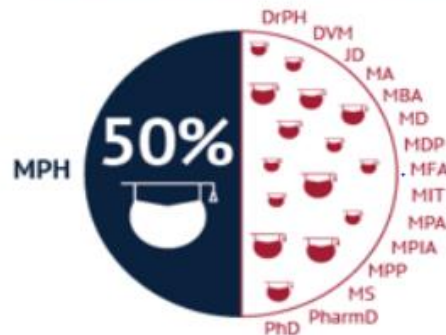
Since CDC adopted the **PMF program in 1988**,

it has recruited **more than 300** exceptional fellows



Four stylized figures are shown running from left to right, carrying briefcases.

Since 2010, half of CDC PMF fellows held an **MPH degree**



The other half came from a variety of academic disciplines

CDC PMF Program Statistics

ADVANCED DEGREE GRADUATES MOVE INTO GOVERNMENT LEADERSHIP POSITIONS

CDC PMF Distribution by Centers, Institutes and Offices, 2010–2018

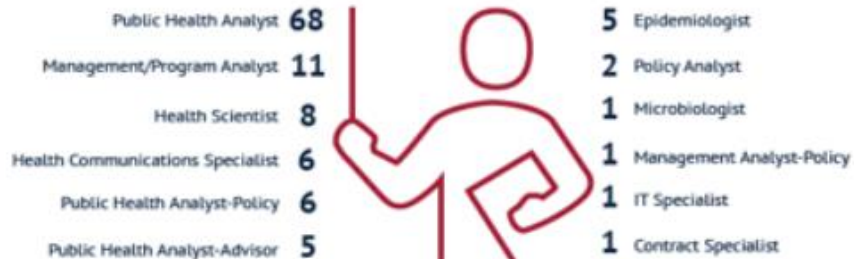


Approximately **87%**
of CDC PMF graduates



went on to be permanent employees of CDC

CDC PMF Distribution by Position Title, 2010–2018



Federal Employment Myths

1. The Political Science Major Myth
2. The Low Pay Myth
3. The Washington, D.C. Myth



Busting Myth #1

- Myth #1: Federal employees are all social sciences majors. The government doesn't need people with other backgrounds.

2018 Entry-Level New Hires (GS-5, GS-7, GS-9)	
Occupation	# of Employees
Administration	11,503
Medical and Public Health	7,495
Legal	6,201
Accounting and Budget	5,301
Investigation	4,177
Business	3,722
Social Science and Psychology	2,881
Engineering and Architecture	2,519

Busting Myth #2

- Myth #2: Salaries for federal employees are low, low, low. You're better off going to work for the private sector.

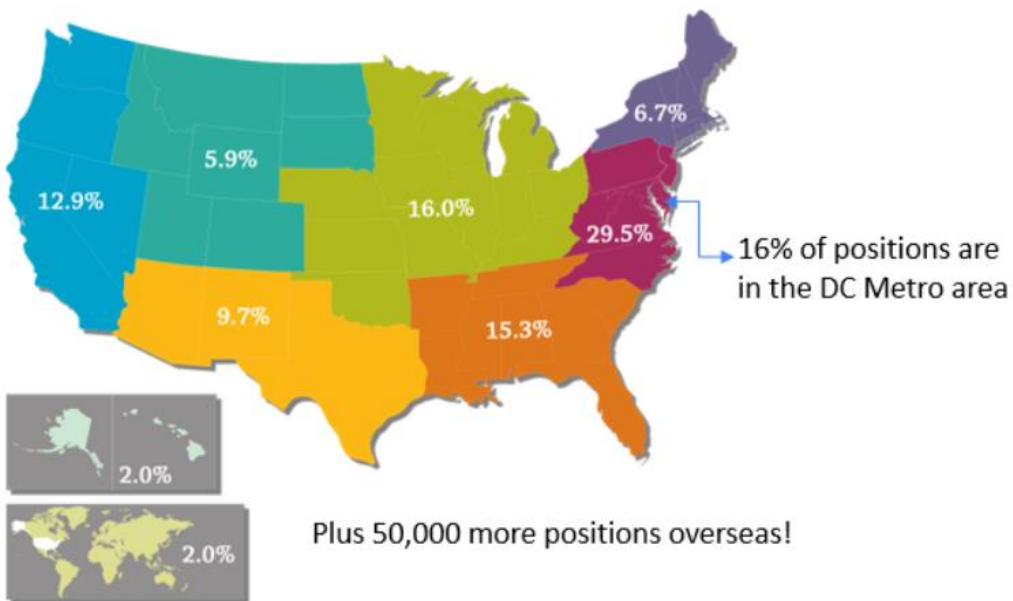
2018 General Schedule Salaries for PMFs				
City	GS-9	GS-11	GS-12	GS-13
Atlanta	\$53,137	\$64,290	\$77,058	\$91,631
Chicago	\$55,905	\$67,638	\$81,071	\$96,403
New York City	\$57,948	\$70,111	\$84,035	\$99,927
Washington, DC	\$56,233	\$68,036	\$81,548	\$96,970

[OPM Pay Tables:](https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2018/general-schedule/)

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Busting Myth #3

- Myth #3: If you work for the federal government, you **have** to work in Washington, D.C. Say goodbye to your friends and family.



CDC is located in:

Atlanta, GA
Hyattsville, MD
Washington, DC
Pittsburgh, PA
Fort Collins, CO
Morgantown, WV
Anchorage, AK
Cleveland, OH
Cincinnati, OH
Spokane, WA
San Juan, PR

**Federal jobs
are
EVERYWHERE!**

The PMF Opportunity:

- Appointed at the GS-9, 11, or 12 (or equivalent), based on applicant qualifications and agency needs
- Two-year, paid full-time position, counts towards federal tenure
- Promotion potential up to the GS-13 (1 full grade every 12 months)
 - Masters: 9/11/12*
 - Doctorates: 11/12/13

*Depending on additional experience and promotions are based on performance

PMF Program Eligibility

- Graduate students from any academic discipline and expected to complete an advanced degree (graduate or professional) from a qualifying college or university during the current academic year (Fall 2017 – Summer 2018), are eligible to apply.
- If you obtained your advance degree from a qualifying college or university no more than two-years prior to the opening date of the announcement.

PMF Application Process

- Applicants complete an on-line application, provide a resume, submit supporting documentation through USAJOBS by searching “Presidential Management Fellows”
- **PMF class 2019 application is now open, running from Tuesday, October 9 – Monday, October 22, 2018**
- Applicants can only submit one (1) application
- Go to www.pmf.gov
- <https://pmf.gov/become-a-pmf/2019-application.aspx>

PMF Assessment Process - Applicant

- Nominees must take an online, un-proctored assessment
- Un-proctored online assessment the four instruments includes:
 - Situational Judgment Test
 - Life Experience
 - Critical Thinking
 - Writing Samples (2 essays)
- Certify responses before submitting
- Review Application and ensure completion
- Finalists announcement, Thanksgiving week

I'm a 2019 PMF Finalist! What's the next step?

- Finalists are invited to attend OPM PMF Job Fair(s)
 - Could be virtual, in person, or combination of both
- Finalists have access to an online PMF Talent Management System (TMS) to identify available agency positions
- Finalists have 12 months from the date they are selected to be appointed to agency positions

PMF Program Requirements

- 80 hours training per year
- Developmental Assignment (4 – 6 months)
- Individual Development Plan
- Mentor
- Successful Annual Performance Appraisal



Examples of PMF Projects

- CDC's 2016 Zika response focused on providing current information to protect the public's health. To increase CDC's understanding of the duration of Zika in the body, we established a cohort study of Zika-infected people in Puerto Rico. Result were published in February 2017 in The New England Journal of Medicine.
- Public Health Analysts/Desktop Officers for the CDC Global AIDS Program to support the President's Emergency Plan for AIDS Relief (PEPFAR)



Other Professional Training Opportunities at CDC

- **Preventive Medicine Residency and Fellowship (PMR/F):** Prepares graduates to provide leadership in disease prevention and health promotion at the federal, state, local, and tribal levels, as well as internationally.
- Application period open July 1 – July 30th.
- **Steven M. Teutsch Prevention Effectiveness (PE) Fellowship:** A two-year postdoctoral research fellowship focusing on the application of quantitative methods to the science of health protection, health promotion, and disease prevention.
- Application period open until January 15, 2019



Other Professional Training Opportunities at CDC

- The **CDC Public Health Informatics Fellowship Program (PHIFP)** is a two-year, applied, competency-based training program for professionals with backgrounds in public health, health care and IT, and interest in applying these skills in the public health setting.
- PHIFP Fellows are assigned to CDC centers and are supervised by a network of formal and informal mentors as they carry out their duties as resident informatics experts.
- Application period open August through November annually.



Other Professional Training Opportunities at CDC

- For more information about these and additional professional training opportunities with the CDC visit: <https://www.cdc.gov/fellowships/>

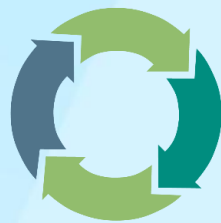
Questions???

Dawn Arlotta, DHs, MPH, CHES

pmf@cdc.gov

www.cdc.gov/pmf





EVALUATION FELLOWSHIP PROGRAM

Daniel Kidder, PhD

Program Performance and Evaluation Office
Office of the Director

October 2018



U.S. Department of Health and Human Services
Centers for Disease Control and Prevention

Overview

- ❑ **Why program evaluation?**
- ❑ **Purpose and History of the Evaluation Fellowship Program**
- ❑ **Types of programs and activities**
- ❑ **Placement – host programs**
- ❑ **Eligibility and what makes a good candidate**
- ❑ **Selection process and timeline**
- ❑ **Post-fellowship**



"My question is: Are we making an impact?"

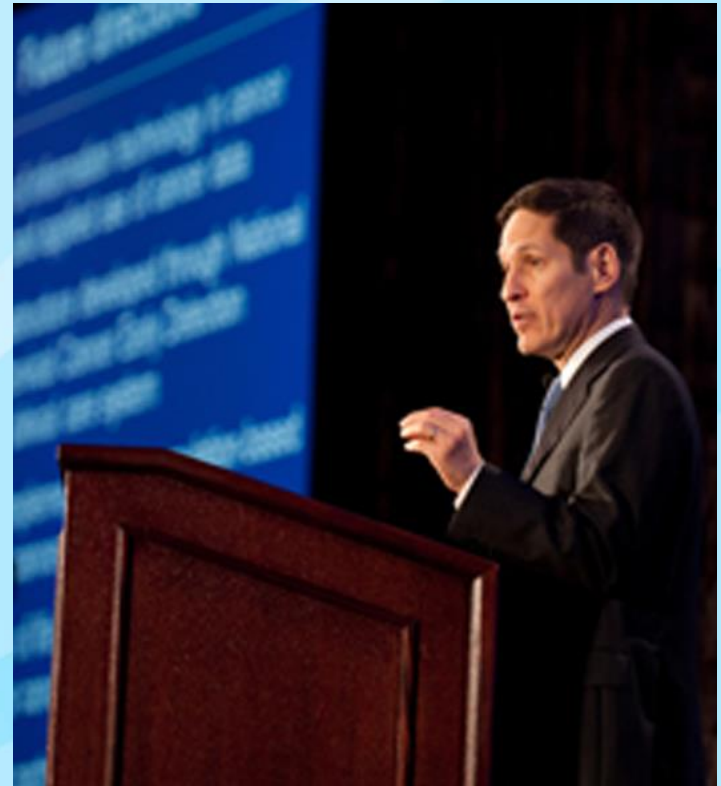
S. GROSS
CN
COLLECTION

“Measuring impact is so important because it allows us to **prioritize** what we’re going to do, to **sustain** it if it’s effective, and to **improve** it if it’s not effective.

The basic goal is very straightforward:

How can we have maximum health impact?”

- Dr. Tom Frieden, CDC Director (2009-17)



Evaluation Fellowship Purpose

Expand capacity of CDC programs to conduct evaluation, increasing **usefulness** and **impact**

Fellowship demonstrates CDC's commitment to:

- Making program evaluation a standard part of CDC programs
- Developing a cadre of professionals with skills to make that happen

Just the Facts

- ❑ **Started in 2011**
 - 5 fellows
- ❑ **About 300 applicants each year**
- ❑ **Average 20 fellows selected in each class**
 - 2018 = 26
- ❑ **Over 100 have completed the Fellowship**



- ❑ **Fellows have been placed in all CDC Centers**
- ❑ **Fellows based in Atlanta**
- ❑ **Fellows aren't CDC employees**

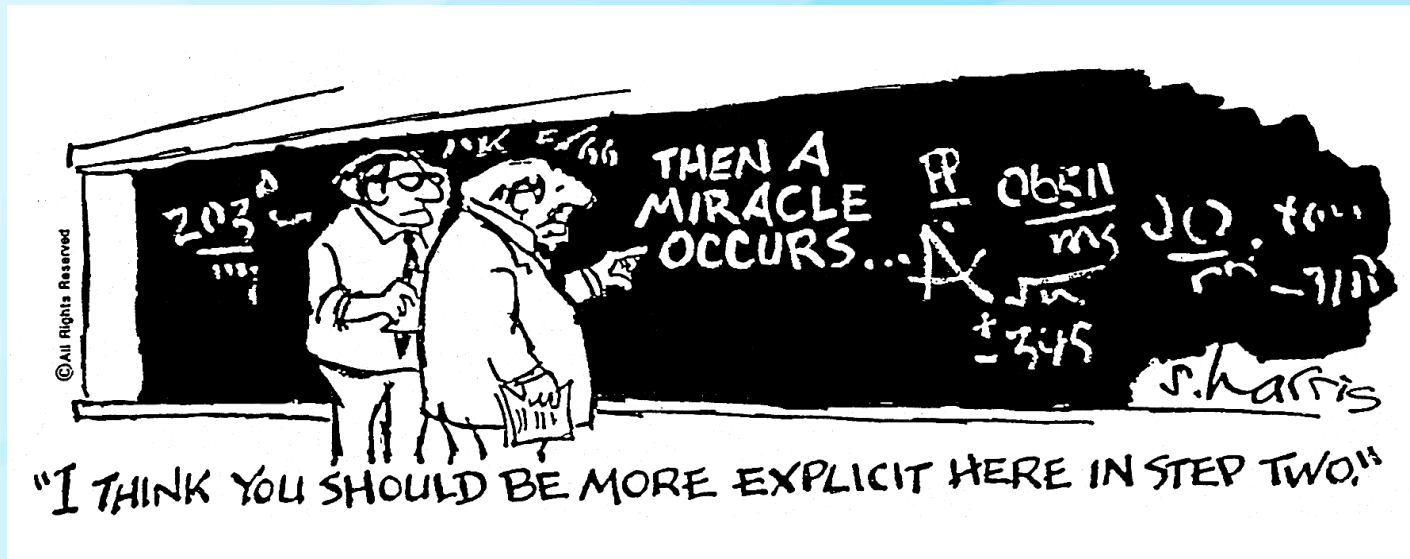
Example Program Areas

- ❑ Opioid response
- ❑ Global HIV
- ❑ Global Health Security
- ❑ Intimate Partner Violence
- ❑ Heart Disease and Stroke Prevention
- ❑ Smoking and Health
- ❑ Cancer Prevention
- ❑ Emergency Operations
- ❑ Emerging Infectious Diseases



Types of Evaluation Fellow Activities

- ❑ Depends on stage of program
- ❑ Describing program activities and outcomes (logic model)
- ❑ Developing and implementing an evaluation plan
- ❑ Evaluation technical assistance to state/territory health departments
- ❑ Evaluation data collection, analysis, & recommendations



Host Programs

- ❑ **Apply for and fund fellows**
- ❑ **Oversee day-to day projects and activities**
- ❑ **Mentor and supervise**
- ❑ **Facilitates program connections**
- ❑ **Supports training, professional development, and other activities**



Eligibility

- ❑ **PhD or Master's Degree**
 - STEM – Broadly defined:
Includes public health, social and behavioral sciences, evaluation
 - By end of Spring semester
- ❑ **Qualifying degree past 5 years**
- ❑ **Non-U.S. citizens are eligible**



What Makes a Good Candidate?

❑ Evaluation Experience

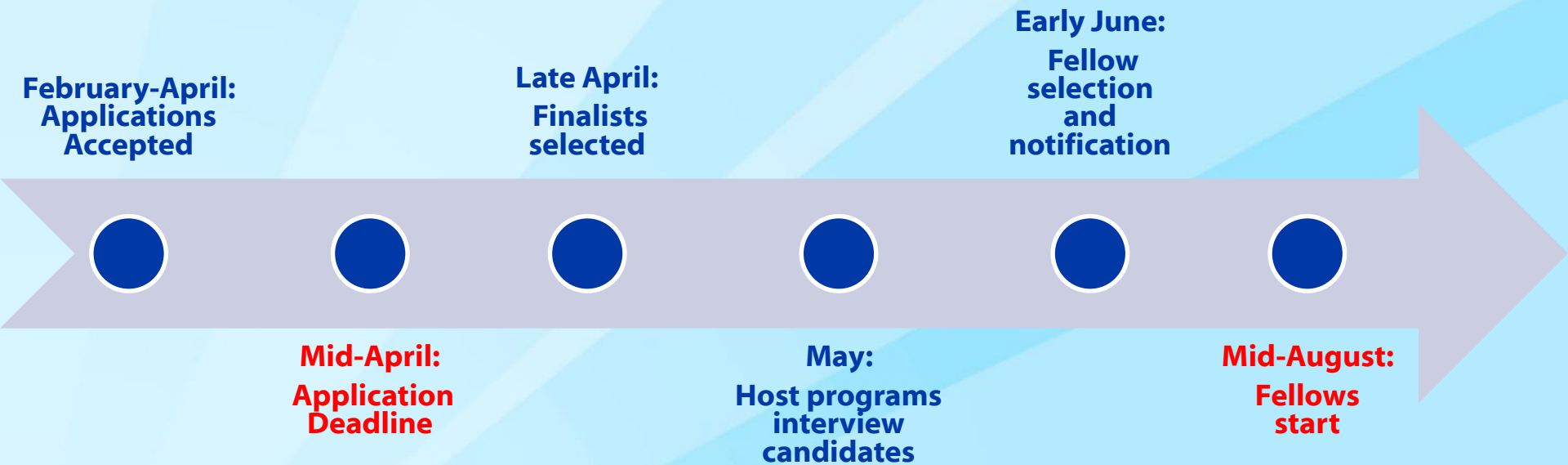
- Types and variety of evaluation experiences
- Various roles evaluating projects

❑ Training

- Academic courses related to evaluation and public health
- Relevant certifications
- Related internships, field experiences, etc.



Fellow Selection Timeline



Selection Process

- ❑ PPEO review and selection of finalists
- ❑ Host program interviews
- ❑ Finalist and host program matching



Funding: 2018 Cohort

❑ Stipend

- PhD: \$64,290 (equivalent to GS-11, step 1)
- Master's degree: \$53,137 (equivalent to GS-9, step 1)

❑ Professional Development Funds

- \$5,000

❑ Insurance Supplement

- Individual: \$5,676
- Individual + one: \$7,944
- Family: \$11,232

Post-Fellowship

- ❑ ~90% remain in some public health area
- ❑ ~60% stay at CDC
- ❑ Other:
 - Consulting
 - State/local Health Depts
 - National/local non-profits
 - University faculty
 - Graduate/Medical School



Benefits of being an Evaluation Fellow



- ❑ Strong camaraderie among Evaluation Fellows
- ❑ Program oversight by Chief Evaluation Officer
- ❑ High-visibility projects
- ❑ Opportunities to learn new skills
- ❑ Career/professional development funds
- ❑ Assistance with job search at end of fellowship

Thank You!



Evaluation at CDC: <https://www.cdc.gov/eval>

Fellowship info: <https://www.cdc.gov/eval/fellowship/index.htm>

Email us at cdceval@cdc.gov