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Building a more diverse public health informatics workforce: preliminary results

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Introduction

- Pandemic revealed weakness in US public health informatics workforce
 - Training
 - Diversity
- Office of the National Coordinator for HIT funded public health information technology workforce development awards



Goals of PHIT Program

- Strengthen US public health information technology efforts
- Improve COVID-19 data collection
- Increase representation of underrepresented communities in the **Public Health IT** workforce



Gaining Equity in Training for Public Health Informatics and Technology (GET PHIT)

- Train 1,400 students from 9 academic partners from Texas, US, all Minority Serving Institutions
 - 75% from underrepresented populations
- Continuing education for 500 professionals across the country
- Place 400 students in internships across Texas



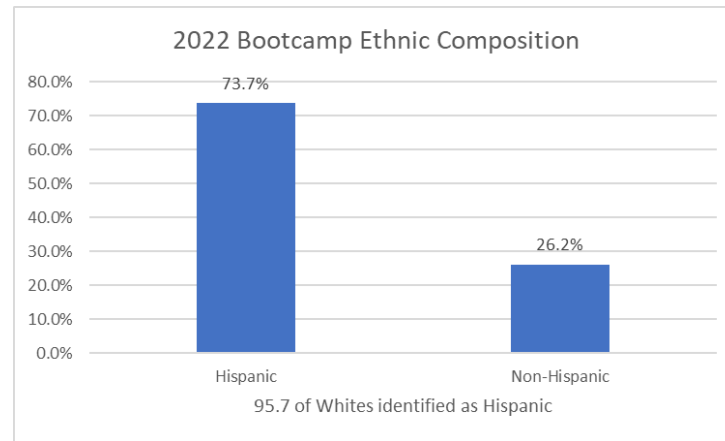
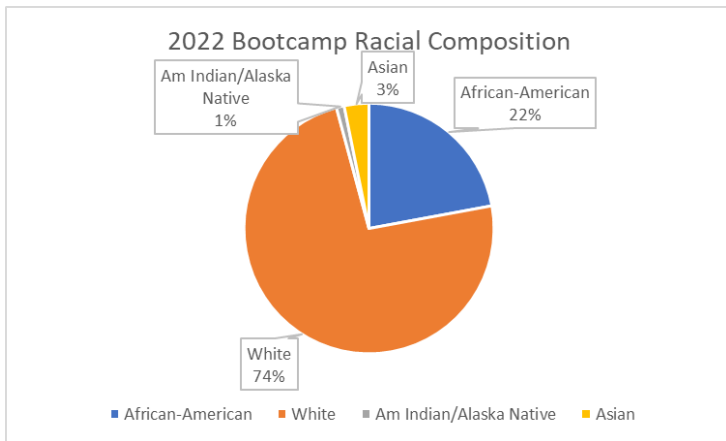
Summer Bootcamp Topics

- Introduction to PHI
- Epidemiology
- Privacy & Security
- Public Health Analytics
- Surveillance
- Health Data Science
- Health Equity
- Bias in Data, Machine Learning & AI





Summer 2022 Demographics



Gender: Male - 28.4%; Female - 69.5%, Non-binary - 2.1%

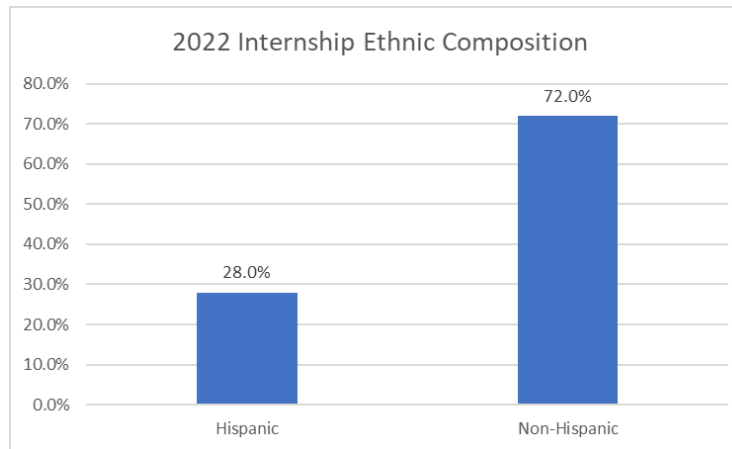
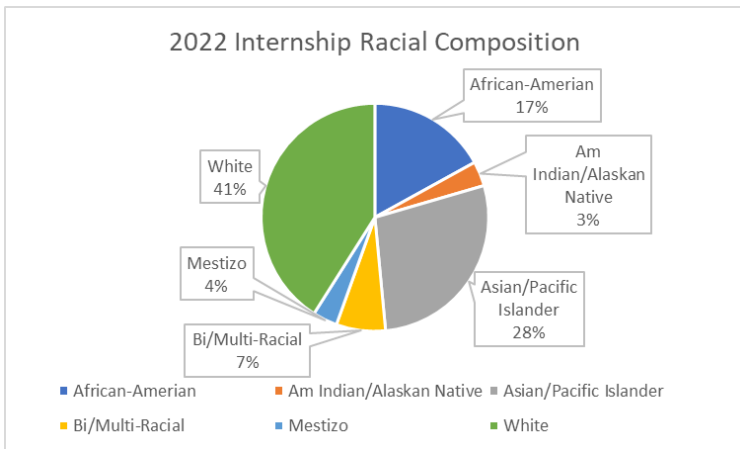


Evaluations

Item	Strongly Agree	Agree	Neither Agree or Disagree	Disagree	Strongly Disagree
Understand subject matter	47.4	47.4	4.2	--	1.0
Enhanced PHI knowledge	50.5	46.3	1.1	2.1	--
Acquired tangible work skills	40.0	51.6	5.3	1.0	2.1
Helped develop professional skills	42.1	50.5	5.3	--	2.1
Modules on race & ethnicity were culturally competent	46.3	46.3	6.3	--	1.1



Internship Demographics



Gender: Male - 17%; Female - 83%



Student Evaluations

- Skills Developed during Internship:
 - Principles and Strategy (54%)
 - Project Management (67%)
 - Communication (71%)
 - Analysis, Visualization, and Reporting (75%)



Host Site Evaluations

- Intern performance is very good or excellent: >90%
- Workforce preparedness is very good: 60%
- Likely to offer an intern a position: 80%



Formative Results from Summer 2023

- 75 Bootcamp Students
- 98.7% (74) learned at least three new concepts
- 37.3% (28) interested in Epidemiology
- 21.3% (16) interested in Public Health Analytics
- 96% (72) would recommend the bootcamp to others



Competencies Gained by Students

- Leadership
- Business Skills
- Critical Thinking
- Professionalism
- Communication Skills
- Knowledge of Health Informatics and Public Health
- Personal Growth and Development





Conclusions

- Training is needed for the public health informatics workforce
- It is a multi-disciplinary field
- It is imperative to train students from underrepresented populations



Thank you!

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