

LOS ANGELES COUNTY  
DEPARTMENT OF  
PUBLIC HEALTH

20  
25

# PUBLIC HEALTH AMERICORPS

## SUMMARY



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# Executive Summary

Public Health AmeriCorps (PHA), launched in 2022 through a partnership between AmeriCorps and the Centers for Disease Control and Prevention (CDC), was designed to strengthen the public health workforce by recruiting, training, and developing emerging public health leaders. As an inaugural grantee, the Los Angeles County Department of Public Health (LACDPH) enrolled 128 part-time AmeriCorps members who served at LACDPH and community-based organization (CBO) host sites from August 1, 2022, to August 31, 2025. Over this period, members contributed 99,280 service hours to support community health efforts across LA County.

Members conducted extensive outreach and health education activities, reaching 194,223 individuals through door-to-door engagement, street outreach, and community presentations. They provided information on infectious disease prevention, mental health, emergency preparedness, and other emerging public health issues. Members also enhanced access to essential services by facilitating 1,604 food assistance referrals, 620 housing referrals, 543 healthcare referrals, 267 mental health referrals, and 1,085 system navigation referrals, and distributed more than 66,953 health and safety supplies such as masks, hand sanitizer, COVID-19 tests, hygiene kits, naloxone, and fentanyl test strips.

At community-based organization host sites, members conducted 10,859 household visits, helped complete 1,113 household assessments, and participated in 178 community engagement activities, helping identify community health needs and connecting residents to appropriate services.

Members consistently reported the experience as meaningful and impactful, citing opportunities to support underserved communities, build practical skills, and develop professional networks. Seventy-four members provided feedback about their program experience and many credited the program with solidifying their interest in public health, with 58 members (78%) planning to pursue public health careers and 14 (19%) considering doing so. The program also contributed directly to workforce development, with 34 members (27%) securing employment in the public health field.

Due to changes in national funding, the program concluded earlier than anticipated in August 2025, and remaining members were exited early with pro-rated education awards.

# About

Public Health AmeriCorps(PHA) is a national service program launched in 2022 through a partnership between AmeriCorps and the Centers for Disease Control and Prevention (CDC). The goal of PHA is to support the recruitment, training, and development of a new generation of public health leaders who will be ready to respond to the nation's public health needs.

The Los Angeles County Department of Public Health (LACDPH) joined forces with AmeriCorps in 2022 with the goal of recruiting members who would be integrated into public health teams across Los Angeles County.

This summary provides an overview of key accomplishments, outcomes, and lasting impact made possible by Public Health AmeriCorps members, Supervising Community Workers, Regional Health Offices, and Community Public Health Team program partners at LACDPH.



# Program Overview

**LACDPH was selected as an inaugural Public Health AmeriCorps grantee in 2022.**

The 3-year PHA program engaged 128 part-time members, supported by a dedicated network of public health department staff/partners to address critical public health needs across the county.

Members completed foundational public health and outreach training to prepare for direct service activities.

Member supervisors were central to the program's success by proving support, mentorship, and guidance. By championing equity, collaboration, and innovation, they cultivated high-performing teams committed to serving diverse communities with compassion and excellence.



AmeriCorps  
members  
contributed  
99,280 hours of  
service.



# Funding Overview

## Grant Award



### Total AmeriCorps Award

\$3,483,434



### Grant Period

8/1/2022-8/31/2025

## Living Allowance

A living allowance is a stipend for members provided in regular increments throughout the service term to assist with living expenses. Members received the following annual living allowance stipends :



### Half-Time

\$16,200



### Three Quarter Time

\$21,600

## Funding Structure

The PHA grant operates as a cost-reimbursement grant. This type of grant primarily funds the living allowances of AmeriCorps members and, with AmeriCorps approval, covers a portion of the program's operating costs. Grantees must draw down AmeriCorps funds as they incur expenses throughout the program year. In this grant structure, grantees contribute a share of cost to support other program and member-related expenses. Grantees are required to identify non-AmeriCorps funding and resources to support the program.

A significant majority of AmeriCorps funds—88.3% went toward covering member living allowance costs. Additionally, the program expensed 9.5% for program staff costs, while 2.1% supported various member-related expenses, including mileage, parking, and service gear.



# Recruitment & Staffing

To ensure an effective and equitable recruitment process, LACDPH partnered with Healthcare Staffing Professionals (HSP) to manage candidate outreach, screening, and hiring. Through this partnership, HSP hired program staff and AmeriCorps members as LACDPH contractors, enabling the program to scale quickly while maintaining consistent and efficient recruitment practices.

A partnership provided several benefits, including:

- Streamlined recruitment for both program staff and members
- Expanded candidate outreach across diverse communities
- Standardized hiring procedures in compliance with AmeriCorps National Service Criminal History Check (NSCHC) requirements and LACDPH hiring procedures
- Reliable management of administrative processes, including member timesheets, living allowance disbursement, and payroll
- Improved onboarding for both staff and members

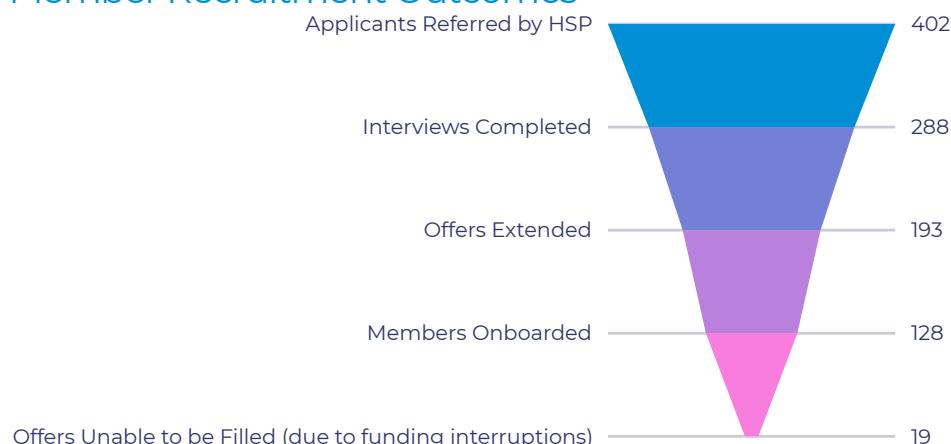
## Recruitment Process Overview

Step	Description
Position Development	Created job descriptions for Supervising Community Health Workers (SCHWs) and AmeriCorps members.
Continuous Recruitment	Collaborated with HSP to manage job postings, promote available positions, initiate candidate sourcing, and conduct preliminary interview screenings.
Candidate Referrals & Interviews	Reviewed qualified candidates and conducted interviews led by host site supervisors and program staff.
Selection & Offers	Extended offers to candidates based on their commitment to service and alignment with public health goals.
Onboarding	Completed NSCHC background checks in collaboration with HSP and LACDPH Human Resources, scheduled orientation dates, and finalized program enrollment through the AmeriCorps portal.

# Continuous Recruitment

A continuous recruitment model was implemented throughout the 3-year Public Health AmeriCorps program, allowing for rolling enrollment every two weeks. This approach helped ensure that member positions remained filled and effectively responded to changing host-site needs. By prioritizing host sites facing urgent personnel shortages or increased outreach demand, the program achieved timely placement of members in areas most needed to support outreach efforts.

## Member Recruitment Outcomes



## Challenges

During the year 3 recruitment cycle, funding interruptions halted member onboarding activities. As a result, 19 members who had received offers could not begin their service as planned. Despite these challenges, the recruitment process showed a strong interest from candidates in public health service opportunities.

## Lessons Learned

Through collaboration with HSP, the program developed a recruitment pipeline reflecting the community's diversity. This was a crucial step toward strengthening the local public health workforce.

Of the **128 members enrolled in the program, 116 (91%) were recruited from the geographical areas prioritized by LACDPH**, allowing members to support public health efforts in their communities.

# Onboarding & Orientation

Member onboarding was a key component of the program, ensuring that all members were fully prepared for their service year. Each orientation covered required program elements to ensure compliance with national and program standards. Incoming members joined a cohort and were required to complete orientation on their first day of service.

A detailed presentation and the Member Service Agreement guided members through program expectations, service responsibilities, administrative tasks, and required trainings.

Orientation sessions were held every two weeks to support the rolling recruitment model and offer flexibility to incoming members.

Following orientation, each member met with their assigned host site supervisor to review service expectations, establish communication protocols, and develop a plan for shadowing community health workers (CHWs) and other outreach staff.

Across Year 1 through 3, the program conducted 48 orientation sessions.

## Recruitment Meetings

Regular coordination meetings were held with HSP throughout the recruitment and onboarding process to review candidate progress, track onboarding status, and address any updates related to hiring or member placement.



### Meeting Frequency

Bi-weekly



### Total Meetings

70



# Member Training

## Overview

The Public Health AmeriCorps program established a structured, tiered training plan to ensure that all members were well-prepared for service and aligned with national service and local public health priorities. This plan combined foundational public health education with practical skill development to support effective community outreach and engagement.

## Training Compliance

Per AmeriCorps requirements, the training plan adhered to the 20% cap on allowable training hours. The team designed training schedules that effectively balanced learning, service, and reflection time. Most training occurred during the two-week onboarding and training period that followed orientation.

## Training Platform

A centralized Canvas learning platform facilitated training management by enabling members to:

- Access instructions, materials, and schedules
- Complete modules and upload completion certificates
- Track progress and maintain records for staff review

## Training Components



### Outreach/CHW Curriculum

Adapted from a Community Health Worker (CHW) curriculum developed during the COVID-19 response, this training enhanced members' skills in community engagement, communication, and outreach strategies.



### Required Onboarding Modules

All members completed mandatory modules covering department policies, workplace conduct, HIPAA compliance, and other relevant topics for LACDPH contractors.



### CDC Train

Members completed required courses through the CDC TRAIN system, including the foundational public health training, which introduced key concepts in health equity, community partnerships, data analytics, and more.



### Ongoing Capacity Building

Monthly Capacity-Building Sessions reinforced knowledge, encouraged skill-building, and allowed members to refresh their knowledge to better support outreach activities. Examples include:

- Updates on emerging public health issues
- Workshops focused on cultural sensitivity, disability justice, and effective communication
- Skill building sessions such as elevator pitch training and storytelling for community outreach

# Member Shadowing

After completing all required onboarding and training components, members entered the shadowing phase of their service. Coordinated by their Site Supervisor, this hands-on experience allowed members to apply their newly acquired knowledge in real-world settings under the guidance of experienced public health professionals at their assigned host site.

## Host Site Placement

Members were placed at a host site, including:



### LACDPH Field Offices

Department sites



### Community Based Organizations

Program partner sites



## Duration

The recommended shadowing period was one week.

Site Supervisors had the flexibility to extend this period for members who were new to outreach or required additional observation time.

This adaptable approach ensured all members entered direct service prepared, supported, and confident in their roles.

## Benefits of Shadowing

The shadowing period was a critical learning bridge between training and active service. Members gained skills and confidence by:

- Observing the field-based workflows of public health teams
- Understanding safety protocols
- Practicing effective communication and engagement techniques with community members
- Building confidence before transitioning to independent and team service

# Member Service Activities

## Overview

AmeriCorps members served in direct, field-based public health roles across Los Angeles County, supporting local health promotion, prevention, and community engagement efforts.

Members participated in a range of outreach and direct service activities tailored to the needs of their assigned communities.

Each activity helped increase community awareness of available resources and contributed to overall health improvement efforts.

Members worked alongside:

- Community Health Workers
- Health Educators
- Other Public Health staff

This collaborative model was intentionally designed to demonstrate that successful public health work relies on cross functional teamwork.

## Outreach Activities



### Residential Outreach

Conducting door-to-door engagement to share public health information and connect residents to local services.



### Street-Based Outreach

Distributing educational materials and health resources in high-traffic areas and neighborhoods.



### Event and Venue-Based Outreach

Tabling support and resource dissemination at health fairs, vaccination events, and produce distributions.



### Community Presentations

Delivering health education sessions to schools, community groups, and partner organizations.

## CBO-Based Member Activities

Members assigned to community-based organizations (CBOs) contributed to outreach and program coordination efforts by:

- Assisting Community Public Health Teams with outreach activities
- Conducting household assessments to identify health and social service needs
- Facilitating referrals and follow-ups to connect residents to essential resources

Through these direct service efforts, members gained exposure to multidisciplinary teamwork, field safety protocols, and effective public health communication strategies.

# Key Contributions

**Members were integrated into regional public health teams and partner host sites, becoming an essential part of local outreach and service delivery.**

The program played an important role in advancing local public health priorities by increasing community awareness, promoting preventive services, and strengthening connections to essential resources. Members participated in a wide range of outreach activities—both in person and virtual—tailored to local needs. These efforts reinforced the capacity of host sites and regional teams, helping to expand the reach of public health messaging and services.



## DISEASE PREVENTION & EDUCATION

Measles, influenza, COVID-19, Pertussis, Varicella, Mosquito-borne illnesses, H5N1



## CHRONIC & BEHAVIORAL HEALTH

Cardiovascular disease prevention, opioid overdose and Naloxone outreach, mental health awareness



## ENVIRONMENTAL & SOCIAL DETERMINANTS OF HEALTH

Exide lead contamination awareness and education, food insecurity and produce distribution



## EMERGENCY RESPONSE & PREPAREDNESS

Wildfire response efforts, emergency preparedness, hands-only CPR training

# Data & Outreach Impact

Members utilized data trackers to document daily outreach activities during the program period of 8/1/2022- 8/31/2025.

Accurate and timely data entry was a critical component to track program progress. The data trackers used captured the types and locations of outreach activities, the number of individuals reached, the services provided, and the educational materials distributed. Systematic data collection enabled accurate measurement of outreach impact.

## Outreach Impact of Members Assigned to LACDPH Host Sites

Members assigned to regional department offices contributed to county-led outreach efforts. Their activities included field-based outreach within their designated geographic areas and on-site programming. The following data reflects their outreach during the program period.



**112**

Members Assigned to LACDPH Host Sites

Individuals Reached



**191,618**

Community Presentations



**153**

Vaccination Appointments

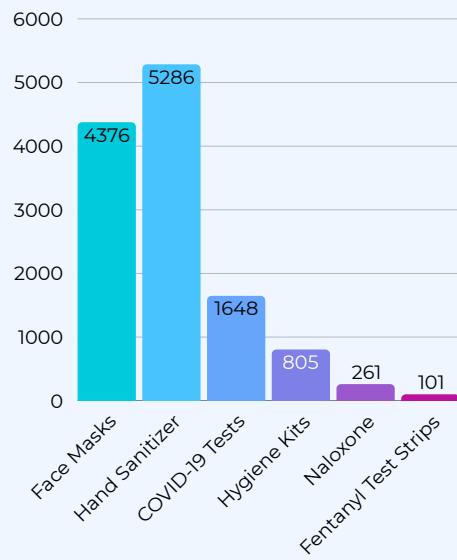


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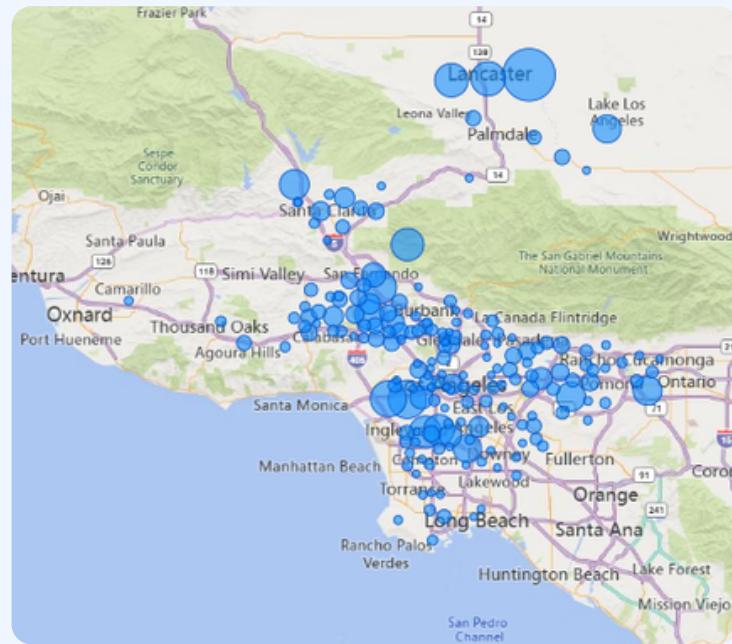
## Referrals



## Items Distributed



## Zip Codes Reached by Members



## Outreach Impact of Members Assigned to CBO Host Sites

Members assigned to Community-Based Organizations (CBOs) conducted outreach directly in the neighborhoods served by the CPHT program and in various community settings. Their activities included residential outreach, household assessments, and planning or supporting community gatherings. The following data illustrates their impact across CBO partner sites.



**16**

Members Assigned to CBO Host Sites

Individuals Reached



**2,605**

Household Assessments Completed



**1,113**

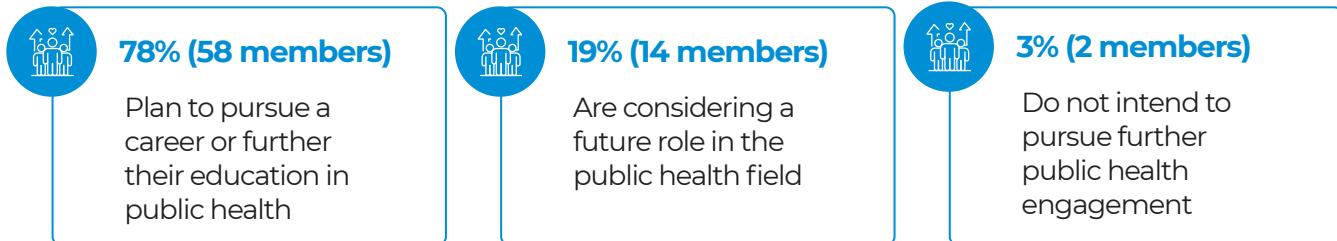
Community Engagement Activities



**178**

# Workforce Impact

Public Health AmeriCorps (PHA) strengthened the emerging public health workforce by providing members with hands-on, community-based experience. End-of-service feedback from 74 members highlights not only the program's positive community impact but also its success in cultivating long-term interest, skill development, and career entry in public health.



## Member Reflections

### AmeriCorps Member, Year 1 Cohort

"I have a new perspective on local government and see that there are people who are dedicated to making a change and helping others."

### AmeriCorps Member Year 3 Cohort

"I valued the opportunity to work with so many professionals in the Public Health field. Not only was I able to build a strong professional network, but also learn of the various opportunities within Public Health for my future career advancements."

### AmeriCorps Member, Year 2 Cohort

"The most rewarding part was being able to help members of the communities it's the best feeling to be able to serve and help others."

### AmeriCorps Member, Year 3 Cohort

"The aspects of my service experience that I found most valuable was getting to work at a community partner organization and learn more about the importance of public health in a healthcare setting. This experience allowed me to learn about behavioral and social determinants of health and how addressing these factors are important to improving one's overall health."

# Member Feedback

Members were asked to share what aspects of their service experience were most meaningful, valuable, or beneficial. The following themes were identified and referenced repeatedly across member feedback.

Theme	% of Responses	Key Insights
Community Engagement & Impact	73%	Most members cited the direct impact of helping underserved communities as deeply meaningful. Members found purpose in providing health resources, education, and support.
Skill Building & Training	30%	Members valued gaining outreach, communication, and technical skills that they will carry forward into future roles.
Professional Networking & Exposure	26%	Many highlighted the opportunity to work with public health professionals, expanding their networks and learning about potential career paths.
Personal Fulfillment & Growth	22%	Members described feelings of joy, purpose, and inspiration gained from making a difference. Several noted increased confidence and a sense of belonging.
Systems Understanding & Health Equity	20%	Exposure to public health systems and a better understanding of health disparities, social determinants, and access to care stood out for several members.
Team Culture & Collaboration	12%	A positive team culture, collaboration, and shared passion for service were described as vital parts of the experience.

# Employment Outcomes

One of the core goals of the program was to not only support communities through public health outreach, but also to serve as a professional steppingstone for members. The program made significant strides in developing the workforce with **34 members** securing employment in the public health field.

Below is a snapshot of employment outcomes:

Outcome	Members
Hired by the Los Angeles County Department of Public Health or Mental Health	16
Hired by Community Based Organizations	10
Hired by Other Government Agencies	3
Hired by Academic Institutions	2
Hired by Other Public Health Organizations	2
Other	1

*“My AmeriCorps experience really helped me get hands on experience in public health that I didn’t have prior. While I was already planning to go into public health, I feel as though my experience with AmeriCorps allowed me to truly understand the importance of public health and that I do want to apply for an MPH program. This was an opportunity that allowed me to grow and better understand my career interests and goals.”*

*—AmeriCorps Member, Year 3 Cohort*

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# Professional Development

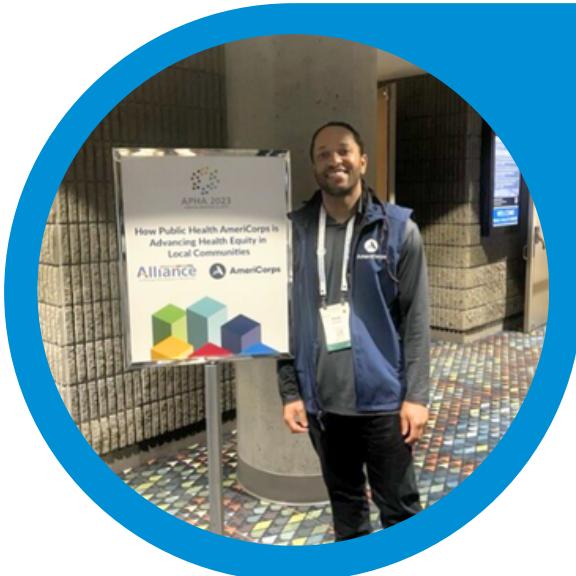
Members were regularly notified of national conference opportunities shared by the Public Health AmeriCorps team. When opportunities became available, interested members applied for conference scholarships, and selected applicants received awards covering all expenses, including travel, lodging, registration, and meals.

## Member Experiences

While attending professional conferences, members engaged in a range of learning and networking activities, including:

- Panel Discussions
- Fireside Chats
- Workshops/Networking

Through these experiences, members strengthened their professional skills, expanded their networks, and represented the program as emerging public health leaders.



## Conference Participation

Year	Conference	Location	Scholarship Awarded	Members in Attendance
2025	NACCHO360*	Los Angeles, CA	Yes	3
2024	NACCHO360*	Detroit, MI	Yes	2
2023	NACCHO360*	Denver, CO	Yes	2
2023	APHA*	Atlanta, GA	Yes	1

\*National Association of County and City Health Officials

\*American Public Health Association

# Conclusion

Reflections and feedback from members underscore that the program delivered impact on multiple levels—strengthening community health efforts while inspiring and equipping the next generation of public health leaders. Members completed their service with new skills, meaningful hands-on experience, and confidence needed to advance health equity.

## Recruitment

- 128 members were recruited from 2022-2025
  - 46 were half-time members (900 hours)
  - 82 were three-quarter time members (1200 hours)

## Segal Education Award

- Members received full and pro-rated education awards
- Only 20 members exited without an award



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## Retention Rate

- The average retention rate from 2022-2025 was 84.4%

## Program End Date

- The program concluded on August 31, 2025
- Lessons learned will be utilized to inform future programs.

*“My service left a lasting impact on me by deepening my compassion and strengthening my commitment to helping others.”*  
*—AmeriCorps Member, Year 2 Cohort*

# Acknowledgements

We extend our sincere gratitude to the leadership teams at the Los Angeles County Department of Public Health and community partners who made this program possible:

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*Program Analyst*

**Emily Turner, MPH**

*Health Program Analyst*

**PIE Integration Unit**

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**Community and Field Service Teams**

**Community Public Health Teams (CPHT)**

*Antelope Valley Partners for Health*

*Providence Health & Services Foundation*

*The University Corporation/Strength United*

*Community Organized Relief Effort (CORE)*

*The Wellness Center*

*Vision y Compromiso*

*Children's Institute, Inc*

*Watts Healthcare Corporation*

*Esperanza Community Housing Corporation*

*AltaMed Health Services*

*Providence Little Company of Mary*



**AmeriCorps**



# MEMBERS IN ACTION





