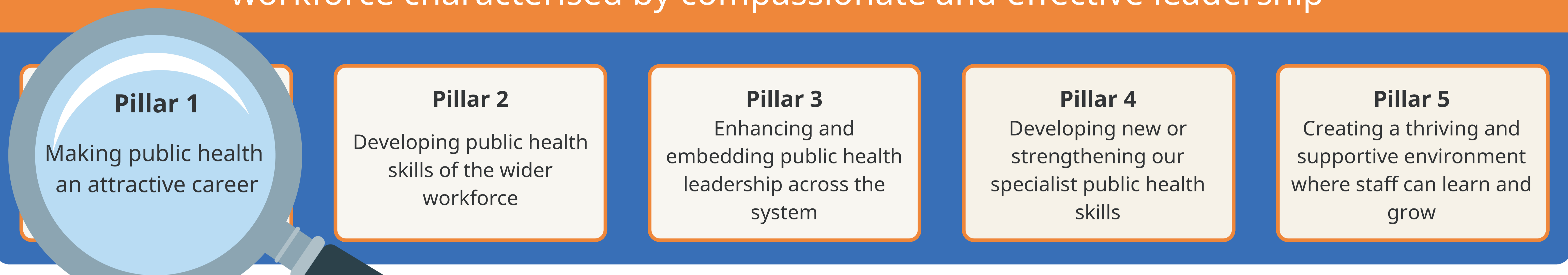


# North Yorkshire Public Health Workforce Development Strategic Framework

**Vision:** To build and develop a talented, high functioning and resilient public health workforce characterised by compassionate and effective leadership



## Work Experience Placements

We host 1-week work experience placements for those interested in exploring a future career in public health. The placement is based on a hub and spoke model (Fig 1) where learners are supported by a workplace mentor and provided with a range of opportunities to broaden their understanding around the role of public health and the breadth of career opportunities that are available.

Learners and Mentors are each provided with a guide to support them throughout the placement (Fig 2). This helps to set out expectations, offer guidance and provide the student with additional learning resources to support the learner's experience.

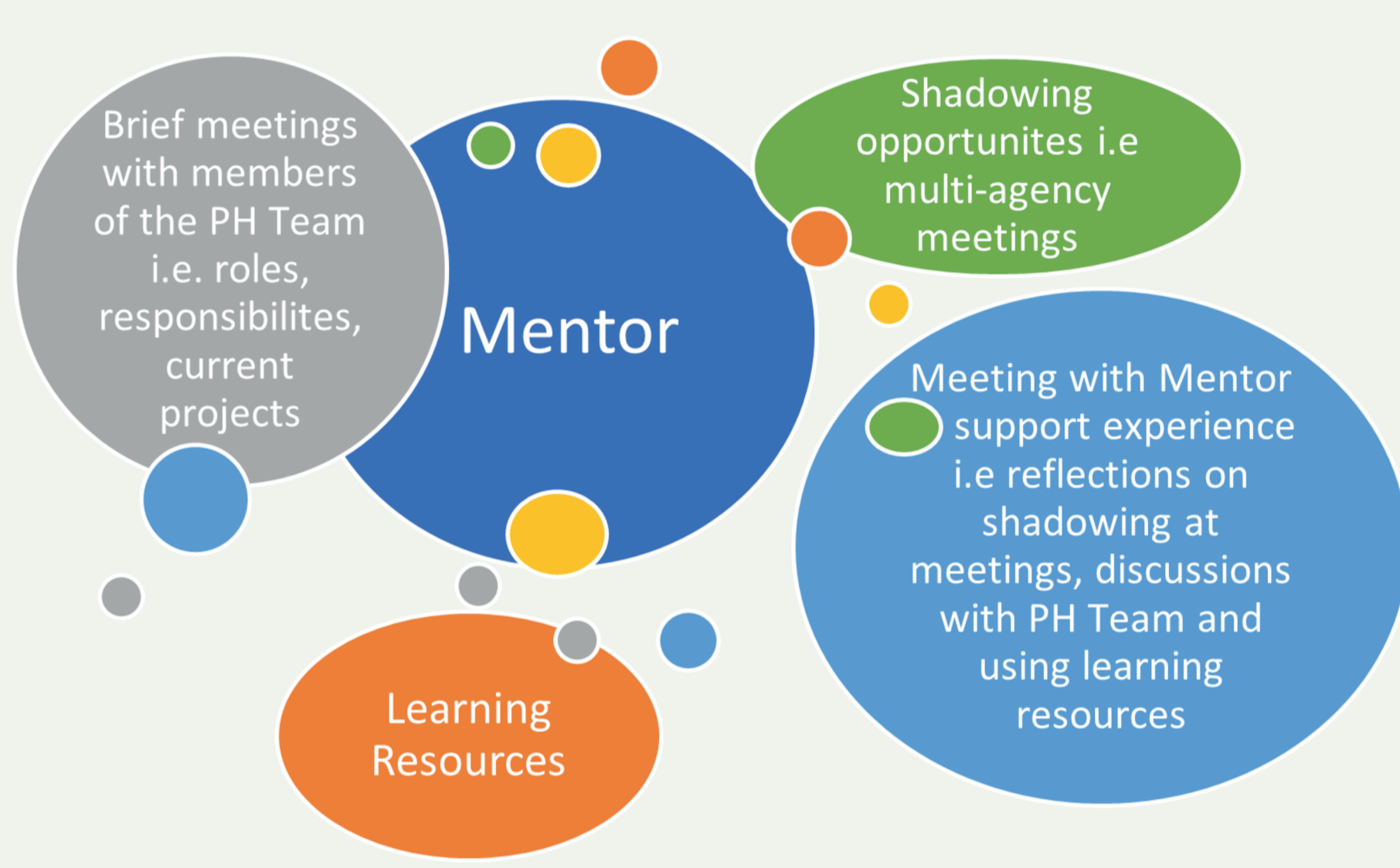


Fig 1: Hub and Spoke Model for Work Experience Placements

"Despite it being a virtual placement, I was always considered throughout any meetings I attended, I was asked if I had any thoughts, this made me feel very included and valued"  
*Learner*

"I enjoyed supporting an individual to learn more about Public Health and sharing the work we do. It was a good opportunity to reflect and learn from the individual"  
*Placement Mentor*

"I found the documents provided really useful in supporting me with the work experience"  
*Placement Mentor*

"Everyone I met was so passionate about their job and it really encouraged me to pursue a public health related career"  
*Learner*

Fig 2: Welcome Guide and Staff Guidance documents

## MPH Student Internships

## Public Health Practitioner Apprenticeships

We host 12-week vocational internships for students completing a Masters of Public Health degree at Teesside University. A vocational internship is a great way for students to apply their theoretical knowledge of Public Health in a real-world context and have proved to be invaluable to students for their career progression.

We currently employ two Public Health Practitioner Apprentices. They work with the Public Health Team for 4 days per week, and for 1 day per week, they attend University where they are studying towards a BSc (Hons) in Public Health. Apprentices are supported to work towards their Public Health Practitioner Registration with the UKPHR.

Feedback from learners who have completed the internships has been overwhelmingly positive (Fig 3) and learners have reported gaining a variety of key skills to enable them to work effectively in their future public health careers. The internship programme has also provided opportunities for staff to develop their own knowledge and skills around mentoring and leadership.

Apprentices are given the opportunity to move around the different Public Health sub-teams throughout their apprenticeship to support with projects that align to the modules that they are studying at that time.

Learners felt that the placement helped to develop their knowledge and understanding of a public health career

Learners felt the placement helped them in formulating their future career plans

Learners particularly enjoyed the opportunity to learn about the different public health roles and concepts

"Starting my apprenticeship was daunting at first, but the team's friendliness and openness quickly put me at ease. Everyone is incredibly helpful, no problem is too big or too small, and there's a genuine eagerness to help me gain experience and develop my skills across a wide range of different areas."  
*Public Health Practitioner Apprentice, University of West England/North Yorkshire Council 2024-2027 cohort*

"I have loved my apprenticeship with Public Health. It was a daunting jump to move into an apprentice role from an administrative role within the council. But I have really enjoyed the learning I have gained through it. The amount of experience I have gained working across the team from starting at shadowing, then moving to supporting, and now starting to lead on pieces of work has been brilliant and I know it will be hugely beneficial once the apprenticeship is completed. The team have been the biggest positive to this role as they have supported and encouraged me throughout, I really could not have asked for a better start to the world of Public Health."  
*Public Health Practitioner Apprentice, University of Sunderland/North Yorkshire Council 2022-2025 cohort*

Words used to describe the experience:

"Engaging" "Developmental" "Educative" "Enlightening"  
"Interesting" "Exciting" "Interactive"

Key skills gained:

Team working Time Management Critical Thinking Problem solving Communication

Fig 3: Taken from the evaluation of internships with North Yorkshire Council for 2023-2024 cohort



References:  
Yorkshire and the Humber Public Health Workforce Priority Action Plan 2022-24 (n.d.) Available at: [www.fph.org.uk](http://www.fph.org.uk)  
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Authors:  
Susan Symonds (Public Health Manager), Josh Wood (Public Health Officer), Amy Leetham (Public Health Practitioner)  
Contact: [dph@northyorks.gov.uk](mailto:dph@northyorks.gov.uk)