

Seven Essential Tips for Pathway Program Supervisors

Pathway programs help new public health workers enhance their education and further their career, even though they do not offer a degree. They can be school-based internships or fellowships such as CDC's [Public Health Associate Program](#) and service programs like [Public Health AmeriCorps](#).

Here are seven tips to successfully foster the growth of pathway participants:



1. Prepare to be a “coach” or mentor.

Participants want public health experience and will ask questions beyond their scope of work. They'll look to you for help navigating the journey.



2. Ask them what they need.

Get clear early on about their preferred communication style, if/how they like to be recognized, and what they need to be motivated and successful.



4. Delegate effectively.

Assign tasks—and provide context—that support program goals, play to participants' interests and strengths, and offer opportunities for growth.



3. Clearly define roles and responsibilities.

Create specific goals with the participant's input and regularly check in for informal feedback.



5. Foster intergenerational awareness.

Create a positive work environment that encourages respect regardless of age, worldview, and cultural trends. Learn about stereotypes and generational differences, seeking training if needed.



6. Provide formal feedback.

Schedule a formal (written) review built around the participant's self-assessment that focuses on strengths, areas for improvement, and movement toward benchmarks.



7. Scout new learning opportunities.

Offer participants chances to meet with and learn about other departments that can help support professional growth.

“AmeriCorps members help communities meet their toughest challenges. Knowing they are making an on-the-ground difference in people’s lives is rewarding.”
–Tricia Harrity, *Public Health AmeriCorps Supervisor*

“Support maximum impact by providing training, support and mentoring.”
–Tricia Harrity, *Public Health AmeriCorps Supervisor*

“Most rewarding is watching the AmeriCorps members grow as individuals.”
–Elniqua Farris, *Public Health AmeriCorps Supervisor*

“Qualities of a good PHA supervisors are patience, openness and understanding. They allow members to use creativeness to grow.”
–Elniqua Farris, *Public Health AmeriCorps Supervisor*