Public Health Nurse Learning Labs

September 24th, 2025

Session 3 – *Public Health Nursing Residency Programs and Leadership Pathways*

Agenda Highlights:

- Welcome & Recap of Session 2
- PHN Residency Programs and the Transition Experience & Slido poll
- Examples of Strategies Supporting Role Transition Presentations: Julianna Manske (WI), Kyndra Jackson (VDH), Heather Black (New Mexico)
- Interactive Peer-to-Peer Dialogue

Nurse Workforce Training Challenges/Gaps | Presented by Julianna Manske (WI), Contact: jmanske2@wisc.edu

- Great recession, COVID-19 Pandemic, and Federal Funding cuts that are shrinking an already reduced workforce capacity.
- Governmental hiring processes are slow and compete with higher-paying private sector jobs.
- DeBeaumont/PH WINS data 2024: shows that 22% of Public Health workers have formal training in Public Health skills.
- High stress/turnover due to emergency demands and undermining of Public Health expertise.

Nurse Residency Programs are designed to:

- Promote Retention
- Address barriers to workforce development
- Support new graduates and/or other professionals as they transition to practice

Key Concepts & Models:

- **U-Curve Theory of Adjustment**
  - **Honeymoon:** Excitement about new role, eager to learn.
  - **Culture Shock:** Feeling overwhelmed by workload or unfamiliar systems.
  - **Adjustment:** Learning workflows, building peer support, gaining confidence.
  - **Mastery:** Fully integrated into the team, able to mentor others.
  - *Starts day one on the job; supports workforce retention.*
- **70-20-10 Model (Residency Programs)**: 70% work experiences, 20% feedback & relationships, 10% formal training

Residency Program Examples:

- **Implementation of N2PH program to improve nurse practice environment (VDH) | Presented by Kyndra Jackson**
    - Contact: Kyndra.Jackson@vdh.virginia.gov
    - New to Public Health Residency Program Website
    - 27 nurses applied, 20 accepted into cohort

Program Goals & Objectives:

- Nursing staff are competent and confident in independent practice ready to influence behavior change across communities.

- Foster an atmosphere of ongoing competency proficiency and mastery through a formalized onboarding process, professional development and feedback from Public Health leaders.

- Leverage existing organizational workforce development structure to maximize educational and mentorship opportunities.

- Facilitate the creation and enhancement of professional networks and leadership skills benefiting nurses throughout their professional career.

- **New Mexico Public Health Residency Program | Presented by Heather Black**
    - Contact: Heather.Black@doh.nm.gov
    - UNM School of Medicine Website

Program Goals & Objectives:

- **Train Physician Leaders:** Prepare residents to lead health improvement efforts, disease prevention, and health promotion strategies in various settings, including clinical, public health, and community organizations.

- **Address Health Disparities:** Focus on improving health care for New Mexico's diverse populations, particularly in rural, economically disadvantaged, and underserved communities, according to UNM's mission.

- **Promote Community-Based Prevention:** Gain experience in community-based activities and build partnerships with community organizations to address local health needs.

Reflections on Onboarding Experiences

- When did you have a positive onboarding experience?
- What tools did you have access to?
- What else did you need?