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CEDIS Program: Informational Session about Nominating Newer DIS for Participation

Julie (00:00):

... my name is Julie Attys, and I'm a part of the JSI team implementing the Coaching for Enhanced Disease Intervention Skills program. You'll hear us refer to it as CEDIS moving forward. During this informational session today, we will be providing you all with an overview of the CEDIS program. We will outline what participation the CEDIS program involves and the process for health departments to nominate newer DIS for this program. You see on the screen here I'll be presenting with my colleague, Lauren Buford, who you will meet soon. She'll be presenting a little later on, and I will also share a little bit more information about the full CEDIS team in a future slide. Next slide.

Julie:

Okay. So, a few housekeeping reminders before we begin. We welcome questions and would appreciate it if you can put your questions in the Q&A box. There will be a member of our team monitoring the chat, and we will be monitoring the Q&A box, and we will be answering those questions during our Q&A session at the end. This session will focus on the coachees or participants aspect of the CEDIS program. However, we invite all questions as it relates to the CEDIS program, and we also encourage that you raise your hands during our Q&A session. There is a raise your hand icon at the bottom of your screen, and one of our team members will unmute you so that way we can hear from you and you can ask your question that way.

Julie:

So, you see that I have now activated the closed caption feature. This is to help us capture what is said, as well as to help you in case we have any audio issues. This session will be recorded and will be posted to our web page, so look out for an email with the link to the recording. Our website is also where you can access more information about the CEDIS program and applications. A team member, Jada, is putting a link to our web page in the chat now. Okay. Let's get started. Next slide. So, for the agenda, today we will be providing a brief overview of the CEDIS program. I will then hand it over to Lauren to go over the CEDIS program requirements and expectations, and the participant application process. We will leave about 15 to 20 minutes for Q&A at the end, so again, please feel free to start putting your questions in the Q&A box. Next slide.

Julie:

So, let's get started with the CEDIS program overview. So, for a little bit of background, the CEDIS program was developed by the National Network of Public Health Institutes with DIS Workforce American Rescue Plan Act funding from CDC's Division of STD Prevention. JSI Research & Training Institute implements the CEDIS program, also with the same DIS Workforce ARPA funding. Next slide. So, to introduce a few members of the JSI team, we have Gretchen Weiss, who's on this call, who is the project director, myself, who is the CEDIS program manager. We have Celia Boykin, who is a coach coordinator and will be the point of contact for coaches, Lauren Buford who serves as the participant coordinator and will be the point of contact for coachees, and we also have Guyania Sarazin and Jada Large, who are project associates. Next slide.

Julie:

So, what is coaching? Coaching is a mutually beneficial and rewarding experience highlighting the expertise of experienced DIS for building the next generation of DIS leaders and providing professional development opportunities for both new and experienced DIS. So, the CEDIS program is designed to match experienced DIS to newer DIS for an eight-week coaching program. So, there are two ways to participate in the CEDIS program. The first way is as a coach for experienced DIS, and we define that as people who are at least three years in their disease intervention frontline work, and have experience in

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working with STIs, HIV, hepatitis, TB, and other infectious diseases. For coaches, we do accept both current and prior DIS work experience.

Julie:

The second way to participate in the CEDIS program is as a coachee. You'll hear us say participants sometimes, and some of our materials also say participant, but you'll also hear us call them coachees. So, these are people who are new to their disease intervention role and have completed all or majority of the onboarding and training required to actively be involved in their work. So, they're not necessarily fresh DIS, but really, those who already possibly completed their Passport to Partner Services training, and Lauren will go a little bit more about what a coachee is in a later slide. Next slide.

Julie:

So, this graphic here further highlights the two different paths to participate in the CEDIS program. One way is as a coach, and the other way is as a coachee. You'll notice that the two spheres in this graphic on the participant end overlaps because what's unique about this program is that Health Department representatives such as program managers or supervisors play a key role in the coachee's ability to participate in the program, as program managers and supervisors are responsible for nominating the newer DIS. They complete the application on behalf of their DIS, and they will also serve as a point of contact throughout the active coaching period. Although health departments will be nominating and initiating the application process, once accepted into the program, the participant coordinator will have opportunity to directly communicate with the coachee as well. Lauren will talk a little bit more about the Health Department role and what communication with the coachee will entail in a later slide.

Julie:

So, I just provided a brief overview of the CEDIS program, and we also have a couple of documents that's also on our web page that we wanted to share, which is our coach and participant descriptions. Jada is putting the links to those in the chat now, and these comprehensive descriptions provide more information about the program and eligibility requirements for each role. Next slide. So, who is eligible to apply to this program? So, all state, local, tribal, and territorial health departments are eligible and strongly encouraged to nominate newer DIS to participate in the CEDIS program. So, experienced DIS working in health departments are also eligible and strongly encouraged to apply. This program is open to Health Department staff and contractors as well. Next slide.

Julie:

So, during the eight-week coaching program, coaches will focus on skills building with their coachees in four key areas, interviewing, rapport building, problem solving, and cultural humility. We believe that these interrelated soft skills are essential for the success of DIS. We also believe that coaching is an ideal means for supporting newer DIS with acquiring these soft skills, which are difficult to teach through didactic training methods, and these four skills are also across multiple program areas and are foundational and transferrable across disease intervention work. The CEDIS program is intended to supplement routine onboarding and training for newer DIS. Next slide.

Julie:

So, this graphic here depicts the timeline of the inaugural fall/winter 2022 cohort. We are considering this first cohort as a soft launch of the CEDIS program, as promotion for this cohort was only through the dear colleague letter that many of you have seen that was sent out on August 29th, and we're also strongly relying on word of mouth. So, we are encouraging the STDP contacts to spread the word with your teams and other local health departments, and for future recruitment, we do intent to expand marketing and promotion of the program. We'll be using various platforms and avenues to do so.

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Julie:

So, back to the timeline, the application period will close on September 26th, and coach application decisions will be provided by September 30th. After we accept coaches into the program, they confirm with us if they would like to coach one or two coachees. So, once they inform us with how many coachees they would like to coach, we then use that information to send out decisions to the Health Department representatives on October 7th. So, one thing I wanted to highlight here is that there is a little bit of unknown with how many coachees we can accept into the program, as this number is highly reliant on the amount of experienced DIS that are interested in volunteering to serve as coaches, their ability to participate in an eight-week coaching program, and their capacity to coach one or two coachees.

Julie:

If more participant or coach applications are received than there are available spots in the cohort, then we'll have a wait list for enrollment in a future cohort. So, after we send out all the decisions, we then move into our coach orientation and training period. We will then begin coach orientation and training on October 5th. We will host one 90-minute orientation session, so an hour-and-a-half, two two-hour training sessions, and one one-hour practice session. So, over the course of three weeks of orientation and training coaches will receive approximately six hours of training and orientation.

Julie:

Okay. So, once the training period and orientation is complete, we will then transition into our active coaching period that will begin on Monday, October 24th. This will launch the one-on-one coaching sessions that are held weekly and are typically one hour long. Active coaching will then end the week of December 19th. We will be providing coaches and coachees a certificate at the end of the program, but we'll also be sending a summary of the topics that were covered during the sessions to the participant's supervisor at the end of the program as well. We will be announcing future cohorts following the recruitment and enrollment period of this inaugural cohort, so keep a lookout for some information about that. Just another thing to point out is coaches can participate in multiple cohorts and will not need to apply. We like to say that once a coach, always a coach. We would love if coaches come back and serve in multiple cohorts, and we believe that their experience will help a lot of the new coaches that will be coming in. Next slide.

Julie:

So, as stated previously, the CEDIS program relies on experienced DIS interested in coaching newer DIS. We strongly believe that coaching offers a professional development opportunity through training on how to be an effective coach with peers across the country. The CEDIS program does not offer supervisory or human resources support. The program also does not offer direct intervention in cases. Rather, coaches provide the opportunity for dialogue and assist participants or coachees in finding their own solutions to problems. Although this webinar is focused on the coachee aspect of the program, we did want to take this opportunity to emphasize the importance of the coach role, as many of you may play a key role in sharing this information with your colleagues, or some of you may be interested in serving as a coach. So, it's important that we really get this information in the hands of DIS, and strongly encourage them to apply. Okay. So, I'm handing it off to Lauren to talk more about program requirements and expectations.

Lauren (11:44):

Good afternoon, everybody. Like what Julie just said, my name's Lauren Buford. I'm going to be the participant coordinator for the CEDIS program. So, what we'll do today is we'll go through participant

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requirements and expectations, as well as I'll take you through the application process as well. So, we're going to go ahead and get started. Okay. All right. So, how do we want our health departments to show up in the CEDIS program? So, first off, we want to get that first point of contact, so whoever the supervisor is or the manager who's going to disseminate the information to the DIS, we want to get that and get contact information on the front end. Also, if you need a backup, also provide us your backup. Also, in a moment where we want a co-collaborative moment with the Health Department, as well as the participant, and also with the coach. So, we want you all to sign the coach agreement form that we'll provide to the new DIS participating in the enhanced opportunity.

Lauren:

We also want you all to participate in engaging with other coaches for the duration of the eight-week coaching period. So, not only do we want our coaches to engage with our participants, but we also need our participants to engage with our coaches. It's going to be the only way that this thing really works for us. We also want to ensure participants have access to the appropriate technology for a virtual meeting, so we need to make sure they have the webcam, the smartphone that they can have access to so that they can participate in those coaching sessions. Also, we want you all to review material. We're going to be sending out, well, I'm going to be sending out some materials to you all, so I need you to communicate with me as well, and then also, the participant will set goals with the coach, so in saying that they're going to have a goal-setting moment, so this is another co-collaborative moment with the learner, the coachee, and also the coach. So, we want to make sure that it's a collaborative effort in improving those four soft skills.

Lauren:

Then also, we want you to complete program evaluation activities. So, we need that level of engagement from you all so that we can really grow the program. All right. So, what are our expectations for individuals that are receiving coaching? So, that would be our newer DIS. We want them to be interested in improving the four soft skills. So, that's why we want to see individuals that are at least six months to maybe less than a year in our CEDIS program so that they have had a level of experience within the fieldwork or that surveillance HIV, surveillance work as well. Sorry. So, we also want them to complete a profile form and also a self-assessment.

Lauren:

So, their profile form and that self-assessment our initial engagement, and also that moment of rapport building that we want to establish between coach as well as the participant, and then that self-assessment, that self-audit for ourselves to say where do we want to improve, and it helps us with that goal setting, so keeping that goal setting in mind in the initial part of the program. So, those are the two forms that they'll get on that initial email from me. We also want you to work with the coach to develop those goals, and also share with your supervisor. This can be an enhancement to your already established one-on-ones with your newer DIS. Use it as an enhancement opportunity and incorporate it in the work that you're already doing within your Health Department.

Lauren:

We also want you to participate in weekly coaching sessions, so making sure that they complete activities that are thought out between the coach and the coachee, making sure that they really engage with the program is what we're looking for. Also, we want to identify challenges. So, again, we need that person that has that field experience to say that, "I did have a challenge," or, "I did have a client, and this is what occurred. How should I pivot? How could I improve my interviewing skills? How could I have made a better..." Just to get more information out of an individual in that interview session, "How could I have more personable? How could I have had a little more cultural humility within that moment?" to

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help with that problem solving aspect of our soft skills. We really want to hone in on that. Then we also want them to also complete some evaluation activities as well.

Lauren:

All right. Now we're going to walk through the application because we know we're all going to apply today, so don't rush, but we will get there together. All right. So, some aspects of the participant application that I want to also hone in on, Julie has already stated, but you, the Health Department or that program manager or the supervisor, has to do the application for the participant, because we want that level of buy-in knowing that we're all in this moment together to do a co-collaborative moment where we're having that Health Department already saying that, "Hey, we got stake in the game in the CEDIS program," as well as the coach and the coachee. The good news, you can nominate up to five DIS, so we will allow you to nominate five DIS. We'll talk more about how that will work as far as how individuals will be notified if they've been accepted into the cohort, or if they need to go to a future cohort due to our inability to maybe make those accommodations at this time.

Lauren:

There are going to be four main sections of the application. We have the section one where we're looking for the Health Department contact information, so whoever going to be that person that's going to communicate the progress for the CEDIS program and what we're looking for right there. Also, section two, we want that program description, as well as a statement of need. So, the program description, we just want to know how do you do your investigation work within your Health Department, where are the great work that you're doing in your Health Department that needs to be highlighted so when we're doing the matching process, that we make that concession during that time period, and also that statement of need. What else can we do, or what other needs are not being met right now to build on those four skill areas for our future DIS, because we want them to stay, honestly. We want them to be able to grow and develop. So, what can we do to establish that newer DIS and usher them in the door?

Lauren:

Section three, the DIS nomination information, so that's where you're going to nominate your DIS, in that section. Then section four, which is my favorite section, is that acknowledgement of the commitment. So, I want you to check that box to acknowledge the commitment to be a part of the CEDIS program. All right. We'll walk through... So, this is also in presentation mode, so it'll look a little different when you see it, but I just want to highlight a few things that you will see on the initial page. In the click here portion is where you can preview the application, so you can print it off or whatever is going to work for you to preview the application before you submit it. Also, there's going to be the participant description, so just more details about being a participant within the CEDIS program, and then all this information, you can refer back to the jsi.com/cedis website, and you can get more information not only on the coaches, not only on the participant, but also the coaches as well.

Lauren:

So, those seasoned DIS that are also at your Health Department can also engage in the CEDIS program as well. Celicia will take it away tomorrow with more information on that. So, let's get started. So, when you get there, you'll see section one where we're asking for that contact information, so putting in your Health Department information, also putting your pronouns if you choose to, also what division and bureau that you're a part of, job title, email, all that good information that typically are what we ask in a contact, and then also who's going to be your backup if need be.

Lauren:

All right. So, the section two is that Health Department program description and statement of need. So, we just want to know, how do you do your investigation work, and then also looking at what populations

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that you're servicing within your Health Department. So, what are those highlighted populations that we provide great work to, and then also, how do you function within your disease investigation? Is it field versus surveillance? Just give us kind of a brief snapshot of how investigation work flows within your Health Department, is what we're looking for in these two sections.

Lauren:

The last section, well, the third question is more so, what can we do to beef up some of those four soft skills? What are some other things or some other asks that we want in the interview and rapport building, problem solving, also cultural humility that you're currently not seeing from the CEDIS program. So, give us that feedback in realtime is what we're looking for. If we didn't cover in the last three questions something that you think is important for your program, please just share that here in this box. All right. In section three is where you're going to nominate all your newer DIS to the program and usher them in in our world of investigation that we so love. I'm going to keep scrolling. It gives you room for five.

Lauren:

Also, before I leave this page, if you nominate up to five DIS, sometimes they might not have the same supervisor, so go ahead and put whoever their direct supervisor's information in this box right here for me, and we also want you to provide us with information about... I'm sorry. Go back for one more second. What training have they already completed? Have they gone through Partner Services? Have they completed your own Health Department onboarding process or Health Department initial HR moments? What are the things that they've completed so that we know and can gauge where they're going to be in the CEDIS program.

Lauren:

In section four, we need you to click that box. So, go ahead and click the box for us as your commitment to the CEDIS program and seeing this, and seeing where this can grow for our enhanced opportunities and also building back our DIS workforce, and ensuring that, hey, when we are in a public health emergency, that we're all prepared to make those adjustments. You will then just hit the submit button, and then it will take you... Hit the submit button, and then you should receive an email prompting you to say, "Hey, thank you for applying to the CEDIS program," because we know everybody's going to go do that today. But this is the application. I will go back to the presentation for just a second.

Lauren:

So, after you hit that submit button, I'm going to walk you through what's going to happen next. So, you're going to get your email, but then there's going to be four other things that are going to occur that will also help you understand the progression within the CEDIS program. So, that point of contact, the initial point of contact will be the person that'll be notified about the enrollment for the newer DIS, so that's really important why we need that point of contact information there on the front end.

Lauren:

Also, the enrolled DIS will receive a welcome email from me, so they'll receive a welcome packet, and then I will ask for them to return the information to me prior to starting the coaching sessions so that we can do that introductory moment, which will be a third point, is doing the introductory moment with the coach and the participant, and so for that coach to start that rapport building and knowing the lay of the land of that newer DIS prior to engaging with them just so they can build their toolkits up and see where they should pivot, and also provide support on the front end. Then coaches will contact participants to schedule their first coaching session. So, the coach and the coachee will determine the schedule and go forth for the eight weeks of the CEDIS program.

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Lauren:

So, important dates. Important dates is last week we launched the CEDIS program. Yay, team! I just want to say good job. Also, the application for the fall and the winter cohort will be due by Monday, September the 26th. So, we know you're going to do it today, but you have until September the 26th to submit those candidates for consideration for the CEDIS program. Also, shout out to Celicia again. The informational session will be tomorrow from 2:00 to 3:00 p.m. Eastern Standard Time. We hope to see you there. For more information about our coaching opportunity for our seasoned DIS, again, our seasoned DIS, our newer DIS can all enfold into the CEDIS program. We're excited to have this moment.

Lauren:

Also, health departments will be notified of participant selection by Friday, October the 7th. So, Friday, October the 7th is going to be the day that you will receive correspondence from us. It won't be on October 3rd. It won't be on the 9th. It will be on October the 7th. Also, coaching sessions will be scheduled that week of the 24th, so let us know if the participant hasn't heard from the coach or if the coach hasn't heard from the participant, because we want to see that first week some level of correspondence go between the two. All right. We walked through those important dates, and everybody's about to go apply. Don't all rush at once. I'm going to now hand it back to Julie for Q&A.

Julie (25:03):

Thank you so much, Lauren. So, as Lauren stated, we are now transitioning to our Q&A portion of this session, and as mentioned previously, we encourage you to continue putting your questions in the Q&A box. We see that people have been putting questions in the chat. We also encourage you to raise your hand. We'll get to the questions that were put in the chat first, answer those questions, and I'll keep a lookout to see who's raising their hand, and we have a member of our team that has the ability to unmute you. Yeah. So, we'll get started with the questions in the chat. So, the first question that we saw, that was, "As a coach, can you meet with the coaches together, or does it need to be separate meetings?"

Julie:

This was a great question. Coaches do have the opportunity to network with other coaches. We do hold support sessions. So, during the active coaching period, there will be opportunities for coaches to come together and share the experiences that they've been having during their sessions and talk through any issues that they're having. So, there will be several of those support sessions that we'll be holding so coaches can meet and network with each other, but as for the active coaching sessions with their participants, those sessions are for the coaches and their participants. Those are only one-on-one sessions. I hope I answered that question clearly. If I didn't, definitely put a follow-up question in the chat.

Julie:

The next question we got was, "Can you go over the time commitment again, and for coaches and participants specifically, what the time commitment would be for each?" So, to start off with the coach, coach orientation and training is approximately six hours long. That's the time commitment for the coaches, and that happens over the course of three weeks. If you remember that timeline that we shared, and then for the active coaching period, it will be about two to three hours a week for the coaches specifically. So, we do incorporate that one-hour one-on-one session that they have with their participants weekly, but there is also some prep that they would need to do to prepare for those sessions, so picking the topic that they would like to discuss with their coachees that week, and so that part-time might just take an additional hour or two, just depending on the coach.

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Julie:

Then specifically for the participant, most of the time commitment would be for the one-hour one-on-one session that's held weekly, and there may be some mental prep time as they prepare for some of the things that they'll talk to their coach about, or if there's anything in specific that they would like to bring up to their coach, because like we said, we would want them to bring some of their real life situations that they have at work, and if they bring that to their coaching, email them in advance. That's some of the prep work that may happen, but for the most part, it's about one to two hours a week for coachees.

Julie:

Then the next question that we have is, "As a newer DIS," so this is a newer DIS that had nominated themselves for the opportunity with the full support of their supervisor. Do they have to nominate them as well? So, a newer DIS is asking if they filled out the application, their supervisor was aware that they filled out the application, does their supervisor have to complete another application? The answer is as long as the application was appropriately completed, so all the fields were completed, even the nominee section, if you were just nominating yourself, you would just fill out that first nominee section in the application that Lauren went over and filled out that contact information in section one, the application is considered complete. However, it is important to talk to your supervisor if you are completing the application on their behalf.

Julie:

We really want them to be aware and be involved in that process. As Lauren mentioned, that checkbox at the end is a way for us to know that your supervisor or program manager is aware that you are nominating yourself, and there is a time commitment, about one to two hours a week that has to happen. So, if your supervisor was not aware, it's really important that you talk to them and make sure that they're involved in that process with you.

Julie:

So, next, another question that we received was, "What factors besides coaching availability contributes to choosing who is accepted?" So, I talked a little bit about this early on, so what factors, and to how many participants or coachees we're able to accept into the CEDIS program. So, one thing that is really a key indicator to how many coachees we're able to accept is the number of available coaches is really important because if we have... We need to know how many coaches are being accepted into the program, and that way we can know how many participants we can accept because that plays a key role in matching, and some other factors are when they confirm how many coachees they would like to coach, so if it's one or two.

Julie:

So, if most of the coaches determine that they would like to coach two, then of course, we would be able to accept more coachees. So, it's a waiting game currently as we wait to see how many coaches we accept, and then how many participants or coachees they would like to work with. Then separately, we will send information with who did we match the participants and the coaches with. We'll send information about that separately.

Julie:

The next question is, "Does everyone nominated in the application get accepted, or is it a select number from each application?" So, the nominees that have completed all or majority of the DIS-required trainings will be considered for participation in the CEDIS program. Our ability to accept all nominees is dependent again with the number of available coaches. If we are not able to accommodate all of the

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eligible nominees, we will communicate that with the Health Department representative that was listed on the application, that person, the point of contact. We'll reach out to them and then communicate with them about other opportunities to participate in future cohorts.

Julie:

The next question is, "What is the model for the eight weeks? Is it daily courses? Are these webinars, or is it coachees to reach out to coaches?" There are standard weekly sessions that are conducted throughout the active coaching period that are approximately one-on-one. Some adjustments may be made, so if some people are having any issues or they need to skip a week for vacation or anything where they're not able to conduct the session, they're always in communication with Lauren and Celia to make sure that they get the help that they need. So, we do not provide coaches with a set date that they need to conduct these sessions on. They have complete autonomy to work with their coachees, to be able to schedule their one-on-one sessions. If at any point they're having any issues with scheduling these sessions, we are here to support them and make sure that they get in touch, and we will communicate that with them during the orientation session as well.

Julie:

So, one person had a question about if this is a first come, first served program. It is not first come, first served. We will review all participant applications at the same time, and decisions will be sent out on the date that we mentioned earlier. So, this is not a first come, first served program. Another question was, "Is this in person?" So, are the sessions in person? These are virtual sessions, and Lauren talked a little bit about that some of the technology equipment that participants and coaches will need to be able to conduct these sessions virtually.

Julie:

Another question is, "Does this cost?" So, there are no costs associated with participating or joining the CEDIS program. Then the next question is, "How often will new cohorts occur? Is it every season?" This is the first cohort. This is the inaugural cohort that we are launching, and we will in the future determine the recruitment and enrollment period for future cohorts. So, after this enrollment and the recruitment period for this cohort, you'll hear a little bit more information about the next cohort, and in terms of scheduling, things like that, we will let you know once we determine when that launch date is. I see that Lauren put that October 7th is when we'll notify health departments for the participant acceptance.

Julie:

Then another question is, "How do you apply to be a coach, or is it different from how you apply to be a coachee or a participant? Is it the same?" So, there are two different applications. So, we will determine... We do have the applications on the website, so we have the coach and participant applications on the website. You'll notice that there's... I see that Jada is putting a link to the web page in the chat now, so for those who are experienced DIS, we encourage you to apply. For those who are newer, we also encourage you to apply for a participant or send that off to your supervisor so that way, you guys can complete that application together.

Julie:

We do have a session tomorrow specifically focused on coaching that talks a little bit more about the coach eligibility requirements, the coach application process, and what's expected of the coach. So, if you do have more questions in regards to that, definitely try to join tomorrow's session. That session will also be recorded. So, if you're unable to join, we'll be sending the information out. We'll post it on our web page as well. But we strongly encourage you all to come tomorrow during our live session.

Julie:

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Another question is, "How is Health Department defined, state, regional, local?" We define health departments to include state, local, tribal, and territorial departments. Next, our next question is, "How do you feel working with Spanish people, people who..." This person who asked I believe is in Puerto Rico. In the actual coach application, you do have a space that indicates if the applicant is fluent in a language other than English, so in the participant application, this can be expressed as a need. So, you have that section where we talk about program need, so if you want to elaborate a little bit more there, that's the space to do it. We'll make the best effort to match Spanish-speaking coach and coachee pairs, so if that is clearly indicated in the application, we can use that information to help us with our matching process.

Julie:

I don't know if anybody wants to raise their hand. I just want to remind you all that you can raise your hand so that way, you can unmute yourself. I am not seeing anyone raise their hand at this time. Just definitely wanted to just remind you all. Then the next question is, "What is the expected time allowance for the sessions? Are they set hours each day, or each week?" So, each session will last approximately one to two hours. The coach and participant will agree upon the meeting times and days and how long the sessions will take. Oh, you asked if we can post the slide that lists the required DIS training. We don't have a slide that lists the DIS training. We have a slide for eligibility requirements. I don't know if, Lauren, you can get our eligibility requirements slide up, but...

Lauren (38:49):

I'll bring it up.

Julie (38:49):

I just want to note that there is not a specific prerequisite for participants. It's just important that the initial training and onboarding that is required to be an active DIS is completed. It is important that participants are actively involved in DIS because we talked a little bit about the soft skills and rapport building and things that are useful for interviewing, and these are the skills that will be helpful to talk through during the sessions, and we believe that newer DIS will be able to ask better questions and really get information from the coaches if they're bringing in those real life experiences, which is why it's critical that they have some of that training under their belt. So, yeah, these are the expectations that we have listed.

Lauren (39:50):

Julie, we have a raised hand.

Julie (39:55):

Okay. So, Jada, if you can... So, Jenya, you can unmute yourself and ask your question.

Speaker 3 (40:06):

Sure. Hi. Thank you so much. I just wanted a little bit more clarification. So, I was the one that asked the question about what factors go into choosing individuals, and I do understand that coaching availability affects how many people are accepted, but especially if it's not a first come, first served acceptance, can you speak a little bit more about what.... Once you know how many people are able to participate, how do you choose the participants? Do you have a criteria or... I'm just curious about what affects who gets chosen and who doesn't.

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Julie (40:52):

So, that is a great question. Thank you for asking that, Jenya. One thing that... There's so many different considerations. Of course, we brought up the amount of coaches definitely determine how many participants that we accept. One thing that... There are several different considerations, one of them being that participants and coaches cannot work in the same Health Department. We want to be able to pair a participant with a coach that is potentially in another Health Department. We look at regions because we want to make sure that we're connecting a participant from one location to another. So, there's so many different factors. We don't have them all written down. We kind of have to see all of the coach applications and all of the participants together before we make the decision in terms of how we match because we want to make sure that we're matching coach and participant pairs that will be beneficial towards each other. I don't know if, Lauren, you want to add to that.

Lauren (42:00):

Just to add to it, for those newer DIS that come through the door, meaning they haven't completed the Partner Service training, at least that foundational moment, or they haven't completed your own onboarding process, we're saying that for right now, we want them to get a little bit more experience so when they're bringing those problem-solving moments to their coach, that they're going to be able to really bring an issue to the table as opposed to, "I still don't understand the job. I still don't understand my role. I kind of do this. I kind of do that. I kind of wait around and follow people throughout the day." We really want that person that has really gotten that field experience, as well as maybe that Health Department surveillance experience so they've at least picked up a caseload. So, somebody with a caseload would be most appropriate to engage in the CEDIS program. I think that just add to your response.

Julie (42:51):

Yeah. Jenya, just to say... This is all to say that right now, without having the full list of nominated participants and having the full list of accepted coaches, it's a little bit hard for us to know... Then we'll kind of determine how we match people and how many participants we can accept, keeping in mind some of the considerations that I mentioned with we don't want to pair a participant and a coach in the same Health Department, and we want to make sure that we're pairing people potentially if one... There was a question in regard to Spanish-speaking, if we want to pair a coach that is Spanish-speaking and a coachee. So, there's some things that based on the information that we receive from the applications and some of the descriptions that you provide in the nomination sections in the application that you'll submit, that information will help us in terms of accepting participants as well.

Speaker 3 (43:53):

Wonderful. Thank you so much. I really appreciate you clarifying.

Julie (43:57):

No problem. So, in terms of the questions, I'll get back to, unless anybody else... But continue to raise your hand if you do. We have a little bit more time. So, how do... Let me get back to where I was in terms of questions. So, there was a question in terms of the link to the application not working. So, the coach application, there is a slight error that's happening in the system that we're using for the application, and we're getting that fixed as we speak behind the scenes. So, we do have the PDF version of the application as well, so I know Gretchen answered the question in the chat, and if you do have any more questions about accessing the coach application, continue to put those in the chat, but we are fixing that

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link. But you can access the participant application at this time, and I saw that Rachel... I worked with Rachel at the New Hampshire Health Department. Just put a message in the chat. Hi, Rachel.

Julie:

Then another question is, "Will those not chosen automatically go on the waitlist for the next cohort?" Yes, all fully completed and eligible applicants will be saved and be considered for enrollment in future cohorts. So, once we receive all of our applicants and we send out those decisions, we'll let you know who was accepted and who is on the waitlist for that. Another question is, "Can coaches and coachees work around pre-approved vacation schedules, or will the coaching sessions be determined beforehand?" So, they can work around their schedules, their vacation schedules. We do have that active coaching start date and the active coaching end date. In between those eight weeks, coaches and participants have the ability to schedule their session between those periods. We don't provide any metrics in terms of what day they should be scheduling. It's whatever works for them and their coachee. We acknowledge that there is other time commitments and vacations and things like that that they take into consideration, and we leave that up to the coaches and participants to schedule those calls.

Speaker 4 (46:49):

Has been addressed.

Julie (46:54):

If there's any questions, again, feel free to unmute, raise your hand. We can have the team unmute you. Doesn't look like I'm seeing... Share this information with your colleagues and DIS who you believe could apply and serve as a coach, or even nominate, and again, we encourage you to email us, go to our web page. If you have any questions, we have some resources there for you, and also wanted to put our evaluation link in the chat now because we want to hear your feedback on this session. We ask you to click the evaluation link and answer those questions really quickly. We'll also be sending it out later on, so please definitely answer those questions for us so we can know how to improve our sessions in the future. We're glad that you all were able to join us today, and I hope that you all have a great rest of your day. Bye-bye.

Lauren (48:34):

Bye. See you all tomorrow.