

The Dynamic Public Health Workforce: Who Is a Young Professional?

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Table S1: Qualitative Research Framework

| Research Objective | Approach | Description |
|---|--------------|--|
| To clarify the definitions of young professionals in the PHW and provide an encompassing scope of the “young professional” term and profile | Rapid review | Allowed an understanding of the current discourse surrounding YPHP definitions, and the compared understanding on how the literature perceives YPHPs |
| | Survey/FGD | Informed on YPHP definitions and profile from a practical and owner perspective. |
| | KII | Provided an understanding of YPHP definitions and profiles from an expert perspective |
| To identify the skills or competencies that YPHPs are required to have in the workplace, society and the health system | Rapid review | Provided an understanding of YPHP skills/competencies in the literature |
| | Survey/FGD | Informed on perceived YPHP skills/competencies from a practical and owner perspective |
| | KII | Informed on YPHP skills/competencies that are part of the education and workforce path, including the most common elements missing by YPHPs |
| To identify the challenges of YPHPs in the PHW | FGD | Informed on the most common challenges from personal experiences |
| | KII | Informed on the most common challenges from observed experiences |
| To understand how COVID-19 has impacted YPHPs and the PHW | FGD | Reflection on how the pandemic has impacted their current public health work |
| | KII | Reflection on how the pandemic has impacted their view on YPHPs |

Table S2: Interview Checklist

| Focus Group Discussion (FGD) Checklist |
|--|
| Who is a young public health professional? |
| What is their role in the workforce? Health system? |
| Does age or experience matter to classify who is a young professional? |
| How has your education prepared you to be a YP? What skills are you missing? |
| Is the classification of PH workforce necessary? How do you transition in your career? |
| Are there public health jobs available for you? |
| How has COVID-19 impacted your PH role? |
| Do you feel supported as a young professional? What opportunities are missing? |
| Key Informants Interview (KII) Checklist |
| What terminology do you use to describe “young professionals”? |
| What are the characteristics of a “young professional”? Who is a YP in public health? |
| What skills or competencies do they have? What skills or competencies do they need to get a job? |
| What role do they play in your organization? |
| How would you define transitioning in the workplace for a young professional? |
| How has your idea of young professionals changed before, during and after COVID? |