

Public Health Workforce Development Inventory Initiative

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Overview

- Workforce Development Inventory Initiative
- Initiative Timeline
- Preliminary Findings
- Draft Report Structure
- Potential Uses for Inventory Information
- Questions for Discussion
- Next Steps

Workforce Development Inventory Initiative

- Launched to learn about workforce development plans and activities within public health
- Desire to facilitate the sharing of information and encourage coordination and leveraging
- Participants included Council member organizations and PHF
- Funded through HRSA contract with PHF (Contract No. HHSH250201100031C)

Initiative Timeline

- July-Aug 2012: Questions to guide discussions developed
- Sept 2012: Initiative launched
- Sept 2012-June 2013: Discussions conducted
- Nov 2012-July 2013: Information from discussions analyzed and summarized
- July 2013: Draft report completed
- July 2013: Report submitted for HRSA clearance
- Forthcoming: Final report released

Preliminary Findings

- 18 Council member organizations and PHF provided information
- Organizations engage in a variety of workforce development activities in the areas of:
 - Strategic planning
 - Defining the public health workforce
 - Training
 - Learning management systems
 - Research and data collection
 - Recruitment and retention
 - Tools and systems
 - Advocacy
 - Partnerships and information sharing

Strategic Planning

- Nearly all organizations have strategic plans
- Most strategic plans are available online and updated regularly
- Most strategic plans address issues of workforce
- Only NACCHO reported having a separate workforce plan

Defining the Public Health Workforce

- No consistent definition of the workforce is used across organizations
- Only CDC reported having developed a formal workforce definition
- Organizations tend to view the workforce within the context of their organizational missions and activities
- Organizations typically focus on the portion of the workforce they serve

Training

- All organizations provide both in person and distance training
- Topics and competencies addressed vary depending on organizations' missions, target audiences, and funding sources
- Target audiences tend to be organizations' members, constituents, or specific groups the organizations aim to serve
- Numbers trained per year are difficult to determine
- Several organizations provide various CE credits

Training

- Most training is openly available to the public health community
- Training is primarily marketed electronically and to members
- Distance training is often free, while in person training tends to have a cost
- All organizations engage in training evaluation
- Distance training will likely increase
- Future training plans are influenced by needs, evaluation feedback, and funding

Learning Management Systems

- Many organizations use LMSs
- No single LMS is used by a majority of organizations
- LMSs are used to deliver training, track training and CE credits, and conduct training evaluations
- Few organizations connect LMSs to other organizational management systems

Research and Data Collection

- Many organizations conduct workforce research or collect workforce data
- Organizations tend to engage in workforce research or data collection on a fairly regular basis, often annually
- Most organizations collect data from their members or constituents, usually through member surveys
- Data are used to assess needs and support advocacy, policy, and planning activities
- Most organizations are willing to share data, as appropriate
- Most organizations also rely on others to share data

Recruitment and Retention

- Most organizations engage in recruitment and retention activities and support development of the workforce pipeline
- Common activities include outreach to students, internships, scholarships, fellowships, and career development and employment opportunities
- Most organizations provide support to improve the working environment
- Organizational activities may indirectly influence recruitment and retention

Tools and Systems

- Most organizations provide resources, tools, and systems for the workforce
- Workforce resources, tools, and systems tend not to be specific to workforce development
- Most workforce development resources and tools are available online
- Organizations are interested in learning more about existing resources and tools to better support their members

Advocacy

- Nearly all non-governmental organizations advocate for the workforce
- Advocacy activities tend to focus on issues that impact organizations' members, constituents, or missions
- Several organizations advocate indirectly, through coalitions or their members
- Most non-governmental organizations issue policy or positions statements related to the workforce
- Policy or positions statements are typically available online

Partnerships and Information Sharing

- Most organizations collaborate on workforce development activities
- Partnerships exist between individual organizations and through coordinated activities, such as the Council and PHPartners
- Most organizations partner with at least one other Council member organization
- Most organizations also turn to others for workforce development assistance
- Organizations often have affiliates that participate in workforce activities

Partnerships and Information Sharing

- Sharing information with other Council member organizations on workforce development activities is a high priority
- Sharing workforce development information can help organizations better support their members and constituents, understand needs and available resources, and plan workforce development activities
- Organizations desire to know what other organizations are working on, what is working well, and opportunities for collaboration, so as to not reinvent the wheel

Draft Report Structure

- Approach and participating organizations
- Key findings
- Topic summaries
 - Summary of findings
 - Detailed findings
- Organizational summaries
- Discussion questions
- Participants

Potential Uses for Inventory Information

- Help to identify needs and gaps in public health workforce development
- Contribute to Council member organizations' and others' workforce development efforts
- Serve as an environmental scan for workforce strategic planning
- Others?

Questions for Discussion

- Are there findings in the inventory you consider particularly significant?
- Were there any surprises?
- What other observations haven't we highlighted?
- Where do you see gaps in workforce development activities? Overlapping efforts?
- What opportunities exist for coordination or collaboration?
- How might you and your organization benefit from the information in this inventory?
- Would it be valuable to repeat this type of effort periodically? If repeated, is there anything else you'd like to see included?

Next Steps

- Draft report is going through HRSA clearance
- Council members will be notified when clearance is received and a final report is available
- If available online, a link to the final report will be created from the Council website