



## How to maximize health department performance— **WORKFORCE DEVELOPMENT**

### Workforce Development

A long term commitment by an employer to focus on the employees and continually train them as part of the organization's mission, vision, and strategic goals.

### Core Competencies

Core competencies for public health professionals include analytic/assessment skills, policy development and program planning, communication, cultural competency, community dimensions of practice, public health sciences, financial planning and management, and leadership and systems thinking.<sup>4</sup>

### Administrative Practices

- Provide skills-based training to promote leadership and competency as well as build other skills
- Provide training in quality improvement or EBDM
- Provide multi-disciplinary training
- Stay up-to-date with informatics and technology
- Provide other opportunities for growth and learning

**Administrative Evidence-based Practices (A-EBPs) are agency-level structures and activities that a LHD can put into place that have been shown to improve performance.**

## SUCCESS STORIES

Workforce training and experience:

- ♦ Is linked to changing performance and teen pregnancy health outcomes
- ♦ Builds capacity to locate, appraise, and translate evidence into local context
- ♦ Increases interpretation of research findings and implications for action

## TOOLS & RESOURCES

1. Public Health Foundation Learning Resource Center. <http://www.phf.org/programs/lrc/pages/default.aspx>
2. Partners in Information Access for the Public Health Workforce. <http://phpartners.org/workforcedevelopment.html>
3. Public Health Training Centers Network. <http://bhpr.hrsa.gov/grants/publichealth/trainingcenters>
4. Core Competencies for Public Health Professionals. [http://www.phf.org/resourcestools/pages/core\\_public\\_health\\_competencies.aspx](http://www.phf.org/resourcestools/pages/core_public_health_competencies.aspx)
5. LEAD Toolkits and Resources. [http://prcstl.wustl.edu/ResearchAndFindings/Documents/LEAD-PH\\_ToolkitsResources.pdf](http://prcstl.wustl.edu/ResearchAndFindings/Documents/LEAD-PH_ToolkitsResources.pdf)



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