

Illinois Public Health Workforce Development: Moving from a Plan to Action

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Learning Objectives

- Share rationale for Illinois Public Health Workforce Development Plan
- Discuss the workforce development plan components
- Share resources available in Illinois to help public health agencies advance their workforce development process
- Discuss your contribution to plan implementation

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Definition

Workforce Development: an attempt to improve health outcomes by enhancing the training, skills, and performance of public health workers. – Public Health Foundation

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Benefits of Aligning Workforce Development

- Make best use of limited resources
- Be more effective in meeting local training needs and overcoming barriers

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Where to find the Illinois Public Health Workforce Development Plan?



- IPHA's website under PHIST documents and Workforce Development Plan
- <https://ipha.com/news/post/3433/illinois-workforce-development-plan-2018-2021>

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Public Health Is Stronger Together (PHIST)



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PHIST Focus Areas

Focus Area 1: Clarify roles and relationship of LHD/SHD

Focus Area 2: Improve coordination and joint planning

Focus Area 3: Improve communication across the governmental public health system

Focus Area 4: Develop joint public relations and media messaging

Focus Area 5: Align and fund health priorities

Focus Area 6: Improve public health practice with an initial focus on workforce development

Focus Area 7: Adapt the public health role within the transforming public health system.

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Illinois Public Health WFD Timeline

- 2013 MCPHP study on WD
- 2016 PHIST formed to strengthen PH system
- 2017 IPHA Workforce Development Committee formed
- 2017 Surveys on WD
- 2018 Statewide Plan

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Steps to Plan Development

Step 1: Committee/Workgroup

Step 2: Conduct Assessment

Step 3: Identify barriers and priorities

Step 4: Develop goals and objectives

Step 5: Assemble resources

Step 6: Incorporate feedback

Step 7: Make available and **put into use**

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Assessment of WFD

- Surveys to: LHDs, associations and universities with PH programs
- Asked about barriers, priorities/needs, existing resources
- Collected WD plans for LHDs
- Input from IPHA WD committee

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Key Findings

- Current system: disjointed, not effectively meeting needs
- Barriers: time, money, staff, system not addressing needs and emerging issues
- Priorities: system coordination, support for local WD, best practices, leadership, administrative/management skills

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Plan Table of Contents

Executive Summary

PHIST Illinois Public Health Workforce Development Plan

Purpose and Introduction

Statewide Public Health Workforce Profile

Current Workforce Development Resources

Identified Barriers, Priorities and Gaps

Goals 1-4

Infrastructure for Ensuring Alignment and Sustainability

Implementation of the Workforce Development Plan

System for Evaluation and Tracking of Plan

Appendices

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Illinois Public Health Workforce= 4776 people or 3.7/10,000

- 76% local—3644
- 24% state—1132
- 70% of LHDs have 30 or fewer in PH workforce
- CDPH and IDPH have more than 300 PH employees

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Illinois Public Health Workforce Development Goals and Objectives

Public Health Is Stronger Together (PHIST)
A collaborative strategic initiative of:
IDPH, IDPH, IAPHA, NPHC, SPHIC, & UIC SPH MCPHP

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Goal 1: Develop a system for the effective use of workforce development resources.

- Coordinate training across organizations and match more effectively with needs
- Provide training to address emerging issues in public health
- Support adoption of local workforce development plans.
- Increase awareness and use of online training opportunities.
- Explore additional certifications through the Public Health Practitioner Certification Board

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Goal 2: Offer leadership development opportunities with a focus on skill building around systems thinking, emerging issues, and the recommendations from PH 3.0

- Support skill development related to PH 3.0 Concepts*.
- Develop opportunities to strengthen competency in public health leadership skills.
- Offer team-based public health leadership institute and learning collaborative training.

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Goal 3: Provide and promote training on management and administrative skills.

- Offer skill-based management training at a variety of venues which addresses core competencies in management and administrative skills.**

Goal 4: Nurture and support the future Public Health Workforce.

- Increase the opportunities of students to gain public health experience
- Facilitate communication between practitioners of public health and academic programs on the changing needs of public health workforce development.

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WFD Plan Appendices

- Table on Public Health Workforce
- LHD WD Plan Excerpts
- List of CEPH Public Health Programs
- WD Resources for training and developing plan
- Template Resources
- Detailed Plan
- Commitment Letter

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Infrastructure for Implementing

- PHIST
- IPHA WFD Committee
- IAPHA, NIPHC, SIPHC
- IDPH
- YOU

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What does the plan offer?

- Public Health Workforce
- Public Health Leaders
- Public Health Training Providers

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Discussion

- How can you contribute to use of plan and alignment of workforce development?
- What are the next steps for the Workforce Development Committee?

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Planning and working together will ensure a stronger, better prepared workforce.

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