



Indiana State Department of Health

Plan

Essential Service #8
Assure a Competent Workforce



1. Getting Started

- In the next five years 50 percent of public health employees will be eligible to retire (Center for State and Local Government Excellence, 2008)
- By the year 2020 more than 250,000 trained public health workers will be needed to avoid a workforce crisis (Associations of Schools of Public Health [ASPH], 2008)
- The Institute of Medicine (IOM) reports the public health workforce must have appropriate education and training because assuring the health of the public depends upon “well-educated public health professionals.” (2003)

2. Assemble the Team

Executive Advisory Committee
Indiana State Department of Health
Partner Agencies
Academia

Workforce Development Workgroup
Template/Plan Sub-group &
Marketing Sub-group
LHDs
ISDH
Partner Agencies

3. Examine the Current Approach

- Home-rule state, decentralized
- No standardized approach to education and training
- Training and education not tracked/documentated
- Knowledge base of LHD staff unknown

Team Members:

- ISDH
- Local Health Departments
- Partner Agencies
- Academia

4. Identify Potential Solutions

- Develop an Education and Training Plan Template
- Develop a Marketing Strategy to Promote Education and Training



5. Develop an Improvement Plan Theory

By engaging LHDs in the development of a training/education plan and a marketing strategy, the public health workforce in Indiana can become a more competent workforce.

MISSION

The mission of the Indiana Public Health Workforce Development Workgroup is to improve public health workforce capabilities to deliver essential public health services through a Workforce Education and Training Plan.

Do

6. Test the Theory

Workgroup

- Template/Plan Sub-group—develop a training template/plan which can be used by LHDs
- Marketing Sub-group—develop a marketing strategy to promote use of the template/plan and education/training in LHDs

Executive Advisory Committee

- Provide oversight to Workgroup
- Advise Workgroup
- Make final decisions

Quality Improvement Story Board

Public Health Workforce Development

Study



7. Study the Results

- Pilot the Education Plan using the Marketing Strategy in late 2009
- Evaluate the overall effectiveness of the Marketing Strategy
- Evaluate the acceptance and effectiveness of the Education Plan

Act



8. Standardize Improvement or Develop New Theory

- Make changes and corrections to Education Plan
- Market to all LHDs

9. Establish Future Plans

2010
Next
Steps!

