

Session III: Competencies, Training, and Education for a Varied, Flexible, and Resilient Workforce

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Morbidity and Mortality Weekly Report (MMWR)

Symptoms of Depression, Anxiety, Post-Traumatic Stress Disorder, and Suicidal Ideation Among State, Tribal, Local, and Territorial Public Health Workers During the COVID-19 Pandemic — United States, March–April 2021

Weekly / July 2, 2021 / 70(26);947–952

<https://www.cdc.gov/mmwr/volumes/70/wr/mm7026e1.htm>

An MMWR survey report in July 2021 found that 53% of the 26,174 public health workers reported symptoms of at least one mental health condition in the last two weeks, such as depression (32%), anxiety (30.3%), PTSD (36.8%), or suicidal ideation (8.4%).

These adverse stress conditions have been linked to an increase in absenteeism, increased turnover, lower morale and decreased productivity.

Consider professional development opportunities related to:

- Emotional Intelligence
- Human Skills
- Growth Mindset



Racial Equity

- Racial equity, anti-racist, and anti-bias principles should be embedded across ALL elements of public health governance, policy and practice.
- The Racial Justice Competency Model
 - Under development by the HRSA-funded RPHTCs

https://lnkd.in/emjUKE_z.



Moving from Conversation to Action: Developing a Racial Justice Competency Model for Public Health Professionals

By: [The Public Health Learning Network](#), Mayela Arana, Dena Fife, Dany Zimmel, Nicole Dettmar and Tamira Moon

Gender Equity

- The most cited reason for leaving public health is the lack of satisfaction with pay.
- Women in public health earn 10 cents less on the dollar than men in the profession.
- Women in public health are 36% less likely than men to earn at least \$95,000 a year.

And when it comes to women of color, the wage gap is even more severe.

https://scholarworks.waldenu.edu/shs_pubs/207/



Gender Inequity in the Public Health Workforce

Brianne Bostian Yassine et al. J Public Health Manag Pract. 2022 Mar-Apr 01.

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Full text links



Cite

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Abstract

Context: Public health is a gendered field. Although a majority of the public health workforce, women encounter an imbalance of power and experience disparate opportunities within the profession.



Communication and Advocacy Skills

- Two-part problem:
 - Mistrust, and
 - History of racism.
- We are not necessarily trained how to be skilled communicators.
- Risk communication competency development needs to flow across the workforce.



Education, Training and Competency Building Tools and Models

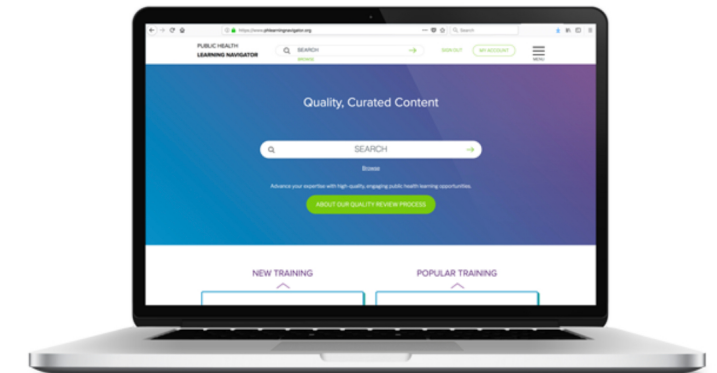


- Modern, on-demand trainings
 - Public Health Learning Navigator Learning Pathways
 - Public Health Law Academy
- Coaching
 - 1/1 and group opportunities
- Project ECHO
- Practicums and Fellowships
 - Paid opportunities
 - RPHTCs
- Joint Degree Programs

Introducing the New Public Health Learning Navigator

By: [The Public Health Learning Network](#)

September 29, 2021



Challenges and Opportunities for Strengthening the US Public Health Infrastructure Findings from the Scan of the Literature

- Summarizes the findings of a scan of peer reviewed and gray literature.
- Identifies weaknesses and challenges impacting the US public health system's infrastructure and opportunities for addressing these issues.
- Public health infrastructure is defined as the foundation for planning, delivering, evaluating, and improving public health.

<https://nnphi.org/wp-content/uploads/2021/06/NNPHI-E2A-Kresge-Report-Web.pdf>



Challenges and Opportunities for Strengthening the US Public Health Infrastructure Findings from the Scan of the Literature

1. There is a severe and consistent **shortage of public health workers** and the deficits are growing due to high turnover rates and losing workers to retirement.
2. Community health workers are an **underutilized source** of medical care for disadvantaged populations who are not properly integrated into the healthcare system, limiting their effectiveness in improving healthcare outcomes at the community level.
3. Teaching public health in **middle and high school** can expose students to public health early, increasing the chances that a career in public health is contemplated, understood, and ultimately adopted.



Challenges and Opportunities for Strengthening the US Public Health Infrastructure Findings from the Scan of the Literature

4. **Health departments** have made efforts to provide training programs for their staff, but health departments **lack funds** to provide professional training and **lack coverage** for staff members to attend trainings during work hours.
5. **Community colleges** offer fertile ground to influence a motivated, racially and ethnically diverse group of students to pursue public health related training and education which could lead to public health work.
6. **Work practicums and mentorship** programs that expose students to careers in public health are effective strategies to create and maintain a strong and stable public health workforce.



Key Takeaways

- When executing training plans, think about the competencies that are too often dismissed.
- Being able to apply health and racial equity principles within and outside organizations is critical to public health practice.
- Making professional development a priority shows staff that their agencies want them to stay for a long time and continue to grow throughout their tenure.
- Thus, reinforcing their sense of belonging in the field.



THANK YOU

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