

Council on Linkages Between Academia and Public Health Practice

**Virtual Meeting
September 16, 2024**

Welcome to Our Zoom Meeting!

- Audio:
 - Computer or phone
 - Please keep your audio on mute when you are not speaking
- Feel free to use the Chat box to share comments or questions
- We are recording this meeting

Council on Linkages

Mission:

- To improve the performance of individuals and organizations within public health by:
 - Fostering, coordinating, and monitoring collaboration among the academic, public health practice, and healthcare communities
 - Promoting public health education and training for health professionals throughout their careers
 - Developing and advancing innovative strategies to build and strengthen public health infrastructure

Council on Linkages



Agenda

- Welcome and Overview of Agenda
- Approval of Minutes from June 24, 2024 Meeting
 - **Action Item:** Vote on Approval of Minutes
- Follow-Up from Vice Chair Discussion
- Public Health Advocacy Consensus Task Force
 - Advisory Committee Member
- Rebuilding the Public Health Workforce
 - CDC Public Health Infrastructure Center, Division of Workforce Development
- Core Competencies for Public Health Professionals
 - Usage of the Core Competencies
 - Core Competencies Review Cycle
- Academic Health Department Learning Community
- Retention and Recruitment Learning Community
- Upcoming Conferences
 - Open Forum: Next Generation
 - Public Health Learning Forum: Workforce Development in Action
 - American Public Health Association Annual Meeting
- Other Business and Next Steps

Approval of Minutes from June 24, 2024 Meeting

➤ Action Item: Vote on Approval of Minutes

Follow-Up from Vice Chair Discussion

Ron Bialek, MPP, Council Director

Public Health Advocacy Consensus Task Force

Amy Lee, MD, MPH, MBA, Council Chair

Endorsement of PH-ACT

- Addition of the Council logo to the consensus webpage
- Designation of a representative to serve on the PH-ACT Advisory Committee (1 hour per quarter)
- Providing occasional feedback
- Promoting PH-ACT consensus efforts

Rebuilding the Public Health Workforce: CDC Public Health Infrastructure Center, Division of Workforce Development

Ron Bialek, MPP, Council Director

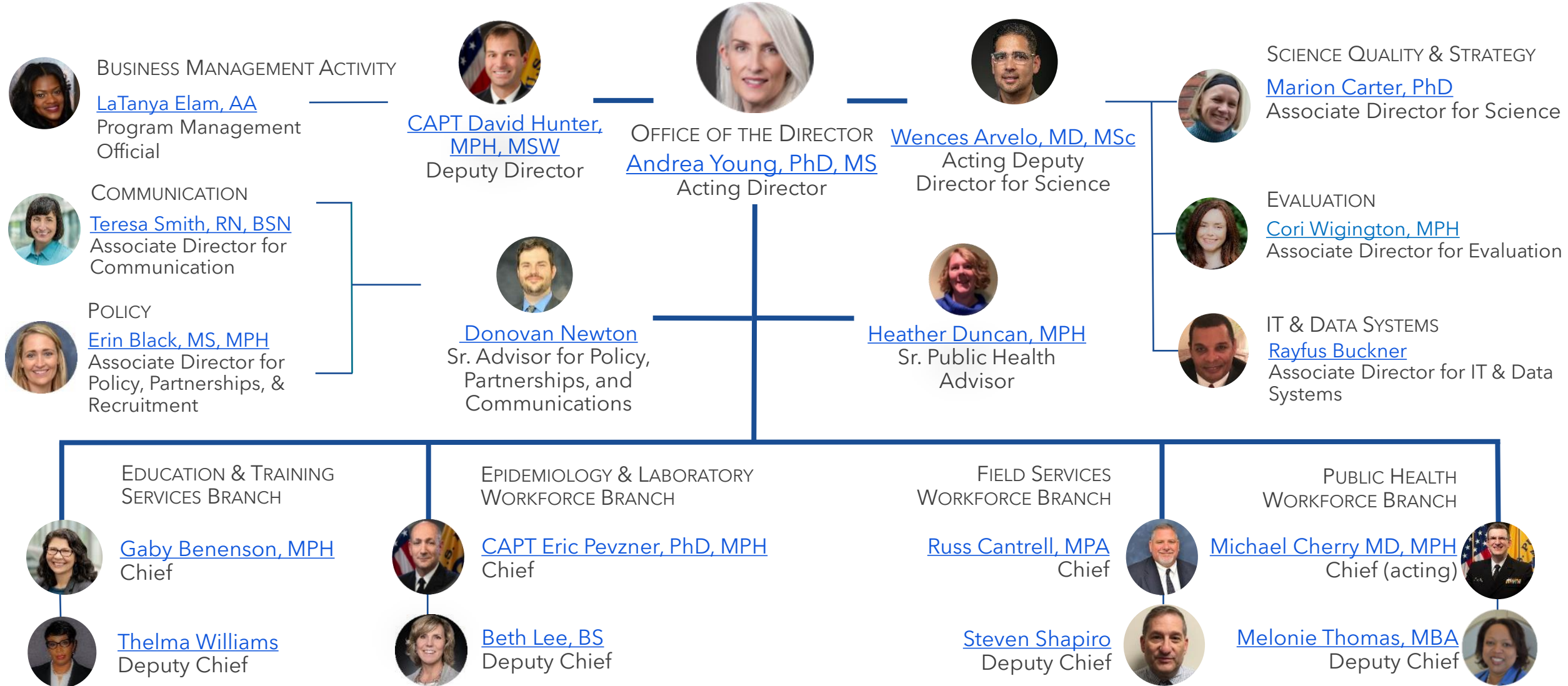
*Andrea Young, PhD, MS, Director, Division of Workforce Development, Public Health
Infrastructure Center, CDC*

Division of Workforce Development: Overview of Programs and Services

Andrea Young, PhD, MS
Director, Division of Workforce Development

September 16, 2024

Division of Workforce Development (DWD)



Division Mission and Strategic Goals

Mission: Improve health outcomes through a diverse, flexible, and highly trained public health workforce



DWD Fellowships

Create Pathways to Public Health Careers



Future Leaders in
Infections and Global
Health Threats



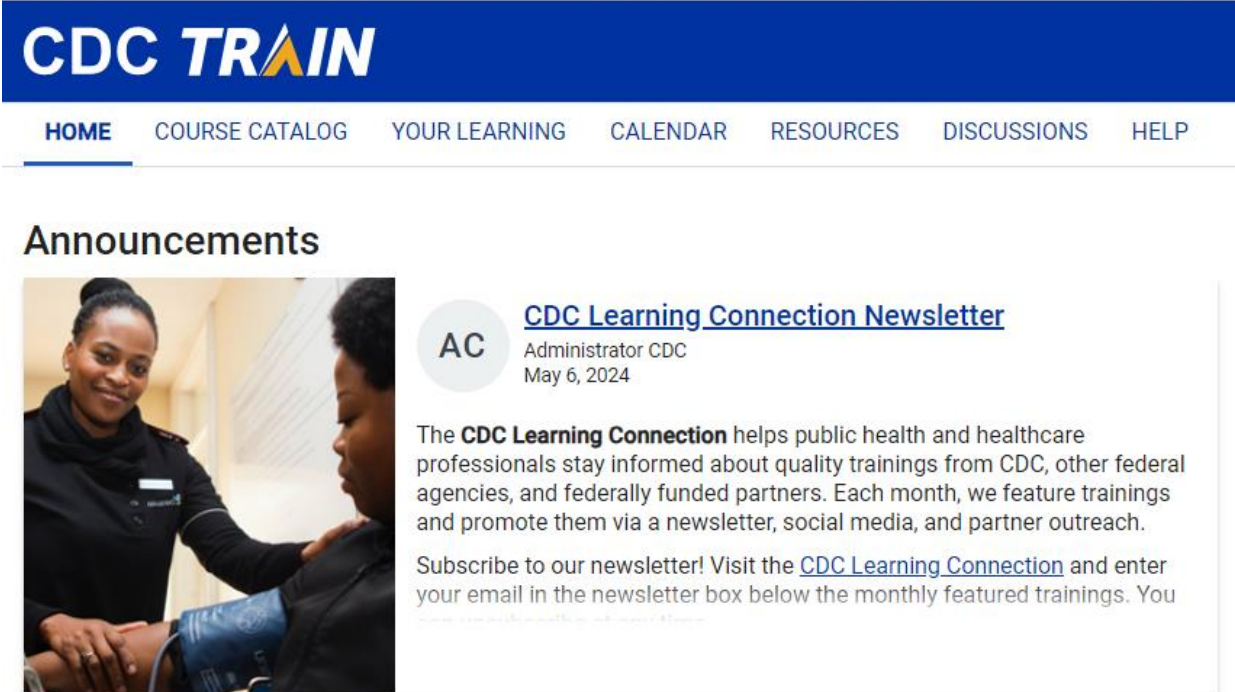
PMF PRESIDENTIAL
MANAGEMENT
FELLOWS PROGRAM



DWD Training Services

Upskill the Current Public Health Workforce


- >1.6 million CDC TRAIN learners
- CDC course providers listed over 2,600 courses in FY23



CDC TRAIN

[HOME](#) [COURSE CATALOG](#) [YOUR LEARNING](#) [CALENDAR](#) [RESOURCES](#) [DISCUSSIONS](#) [HELP](#)

Announcements



AC [CDC Learning Connection Newsletter](#)
Administrator CDC
May 6, 2024

The **CDC Learning Connection** helps public health and healthcare professionals stay informed about quality trainings from CDC, other federal agencies, and federally funded partners. Each month, we feature trainings and promote them via a newsletter, social media, and partner outreach.

Subscribe to our newsletter! Visit the [CDC Learning Connection](#) and enter your email in the newsletter box below the monthly featured trainings. You

CDC TRAIN

CDC Learning Connection

- **Free training promotion service available to CDC partners**
- **Connected to CDC TRAIN to find trainings and receive CEs**
- **CDC Learning Connection newsletter delivered to over 676,000 recipients**
 - 13% increase from FY22
 - Highest number of recipients among CDC newsletters



DWD Strategic Leadership and Partnerships Address Workforce Priorities



ASPPH/CDC Public Health
Fellowship
in partnership with



AmeriCorps
Public Health AmeriCorps



Public Health Workforce
Research Center

HRSA-CDC Public Health Workforce Research Center



EVALUATION

EVALUATE THE ROLE(S) OF PUBLIC HEALTH OCCUPATIONS IN DELIVERING PROGRAMS.



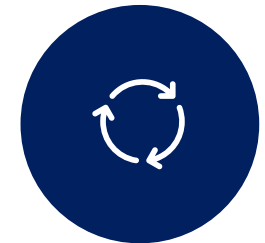
INVESTIGATION

INVESTIGATE THE PUBLIC HEALTH WORKFORCE COMPOSITION, DATA, NEEDS, SUFFICIENCY, AND DISTRIBUTION.



ASSESSMENT

ASSESS THE PUBLIC HEALTH WORKFORCE DEVELOPMENT METHODS FOCUSING ON RECRUITMENT AND TRAINING MODELS AND THE OUTLOOK AND ANALYTICS FOR WORKFORCE NEEDS.



IMPLEMENTATION

CONDUCT IMPLEMENTATION SCIENTIFIC RESEARCH, INCLUDING IDENTIFYING EVIDENCE-INFORMED STRATEGIES AND INTERVENTIONS.

For more information, contact CDC

1-800-CDC-INFO (232-4636)

TTY: 1-888-232-6348 [cdc.gov](https://www.cdc.gov)

Follow us on X (Twitter) [@CDCgov](https://twitter.com/CDCgov) & [@CDCEnvironment](https://twitter.com/CDCEnvironment)

The findings and conclusions in this report are those of the authors and do not necessarily represent the official position of the U. S. Centers for Disease Control and Prevention.



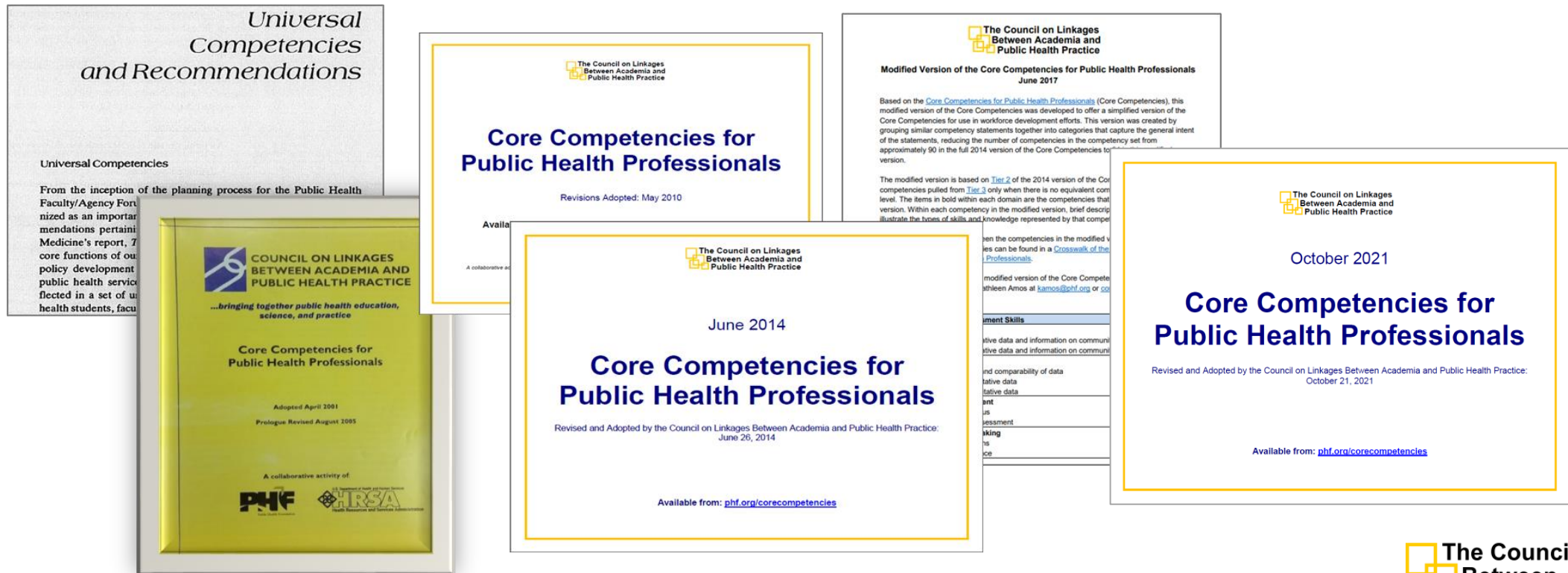
Core Competencies for Public Health Professionals

Amy Lee, MD, MPH, MBA, Council Chair

Kathleen Amos, MLIS, Council Assistant Director

Core Competencies for Public Health Professionals

- Consensus set of foundational or crosscutting knowledge and skills for public health professionals



Core Competencies Use

➤ Used by:

- ~80% of state health departments
- ~60% of tribal health organizations
- ~55% of local health departments
- ~25% of territorial health departments
- ~90% of academic public health-focused programs

➤ Used in developing:

- Job descriptions
- Performance objectives
- Workforce competency/needs assessments
- Education and training
- Workforce development plans
- Discipline-specific competency sets

National Initiatives

➤ Healthy People 2030

- Public Health Infrastructure Objectives: Increase the proportion of state/local/tribal/territorial public health agencies that use Core Competencies for Public Health Professionals in continuing education for personnel

➤ Accreditation

- PHAB Domain 8/Standard 8.2: Build a competent public health workforce and leadership that practices cultural humility
- CEPH: Core Competencies were used in developing foundational competencies for accreditation criteria

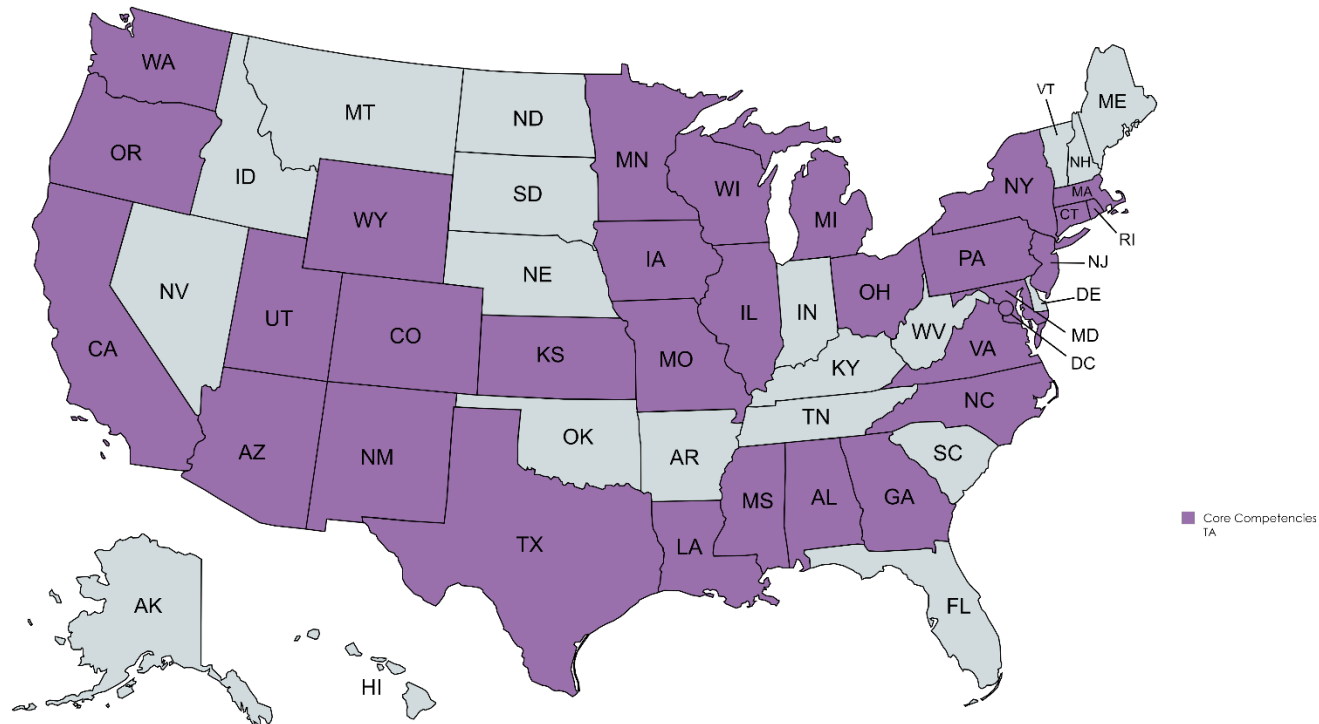
➤ TRAIN Learning Network

- Course providers can select competencies aligned with their courses and learners can search by competencies to build their knowledge and skills

➤ 10 Essential Public Health Services

Core Competencies TA (Since Oct. 2021)

- 100 requests, serving organizations in 29 states, DC, Canada, China, Tanzania, United Arab Emirates, and United Kingdom



Core Competencies Resources and Tools

Programs
About the TRAIN Learning Network
Academic Health Department Learning Community
Antibiotic Stewardship
CDC Learning Connection
The Community Guide
Core Competencies for Public Health Professionals
Council on Linkages Between Academia and Public Health Practice
Drinking Water Program Improvement
Driver Diagrams to Improve Population Health
E-learning Institute Fellowship
Future of Population Health Award
Future of Public Health Award
The Guide to Community Preventive Services
HOSA – Future Health Professionals
Immunization Center
Increasing Use of Oral Health Care
Lead Poisoning Prevention

Core Competencies Tools



Overview

The Core Competencies for Public Health Professionals (Core Competencies) are a consensus set of foundational or crosscutting knowledge and skills for the broad practice of public health. These competencies support workforce development within public health and can help public health organizations prepare for accreditation, meet training needs, and improve performance. Competencies can be integrated

into public health practice to enhance workforce development planning, workforce training, and performance evaluation, among other activities. Tools to assist public health professionals and organizations with using the Core Competencies in their workforce development efforts are provided below.

Please Note: Resources and tools are being developed and updated using the 2021 version of the Core Competencies. As these tools are completed, they will be available below. Access to resources and tools for the 2014 version of the Core Competencies is still available.

Understanding the 2021 Core Competencies

- [Core Competencies for Public Health Professionals](#)
- [Domain Definitions](#)
- [Putting the Core Competencies for Public Health Professionals into Practice](#)
- [Crosswalk of the 2021 and 2014 Core Competencies for Public Health Professionals](#)
- [The Relationship Between the Core Competencies for Public Health Professionals, 10 Essential Public Health Services, and Foundational Public Health Services](#)

Workforce Development Tools

- [Competency Assessments for Public Health Professionals \(2021, Modified, 2014, and 2010 versions\)](#)
- [Determining Essential Core Competencies for Public Health Jobs: A Prioritization Process \(2021 Core Competencies\)](#)
- [3-Step Competency Prioritization Sequence](#)
- [Competency-Based Workforce Development Plans](#)
- [Competency-Based Job Descriptions](#)
- [Competency to Curriculum Toolkit](#)

Hearing from Council Members

Use of the Core Competencies for Public Health Professionals

Discussion of Core Competencies Review Cycle

Academic Health Department Learning Community

Bill Keck, MD, MPH, AHD Learning Community Chair

Kathleen Amos, MLIS, Council Assistant Director

Helping AHD Partnerships Grow



- National community of practitioners, educators, and researchers exploring AHD partnerships
- >1,500 members

Variety of Activities:

- Examples and stories of AHD partnerships
- Webinars by and about AHD partnerships
- Partnership agreements
- Listserv
- Technical assistance

Training and Conferences

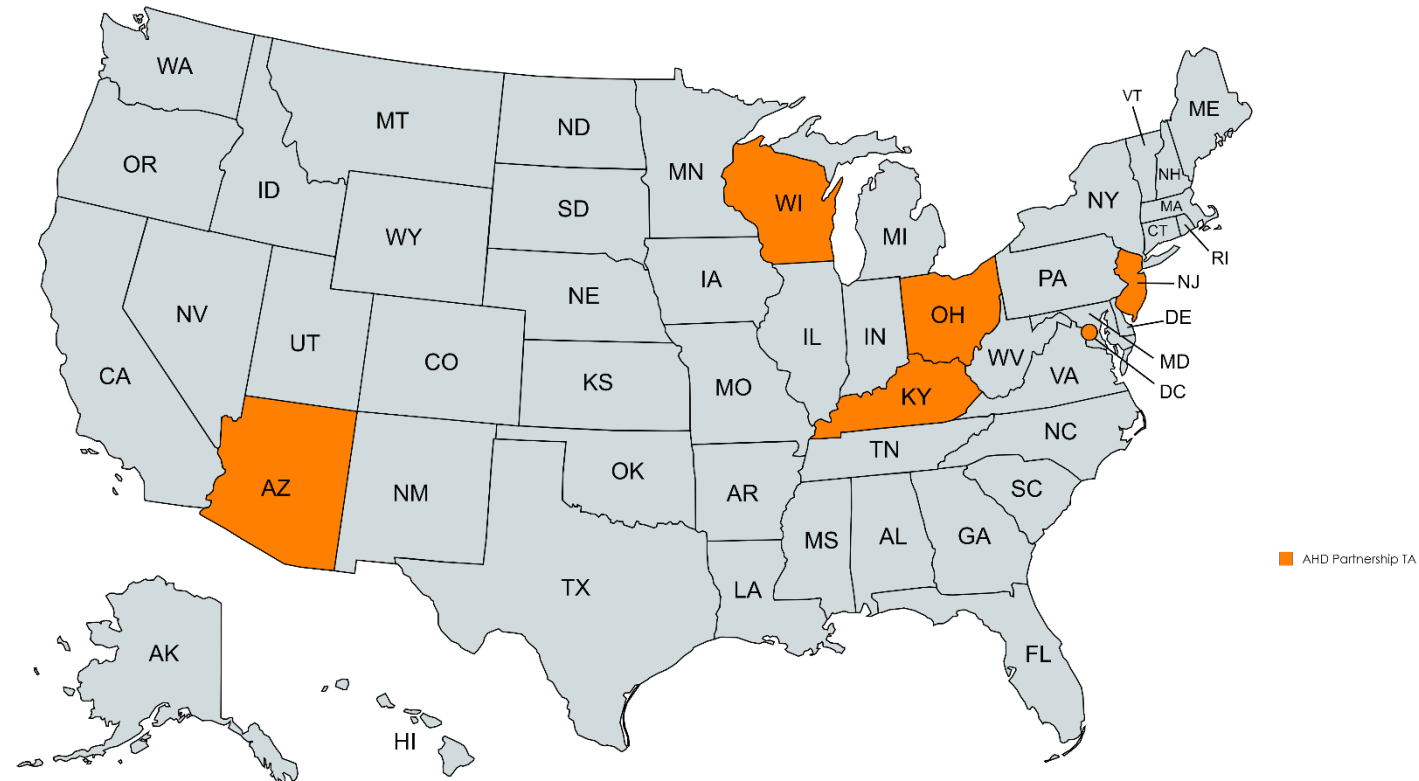
- Tennessee Department of Health Academic Practice Linkages Symposium 2024
- 2024 Public Health Learning Forum
- APHA 2024 Annual Meeting

Webinars

- AHD Webinar Series
 - Upcoming: AHD Webinar Training Plan in TRAIN
- CDC AHD Partnerships Seminar (September 2024)

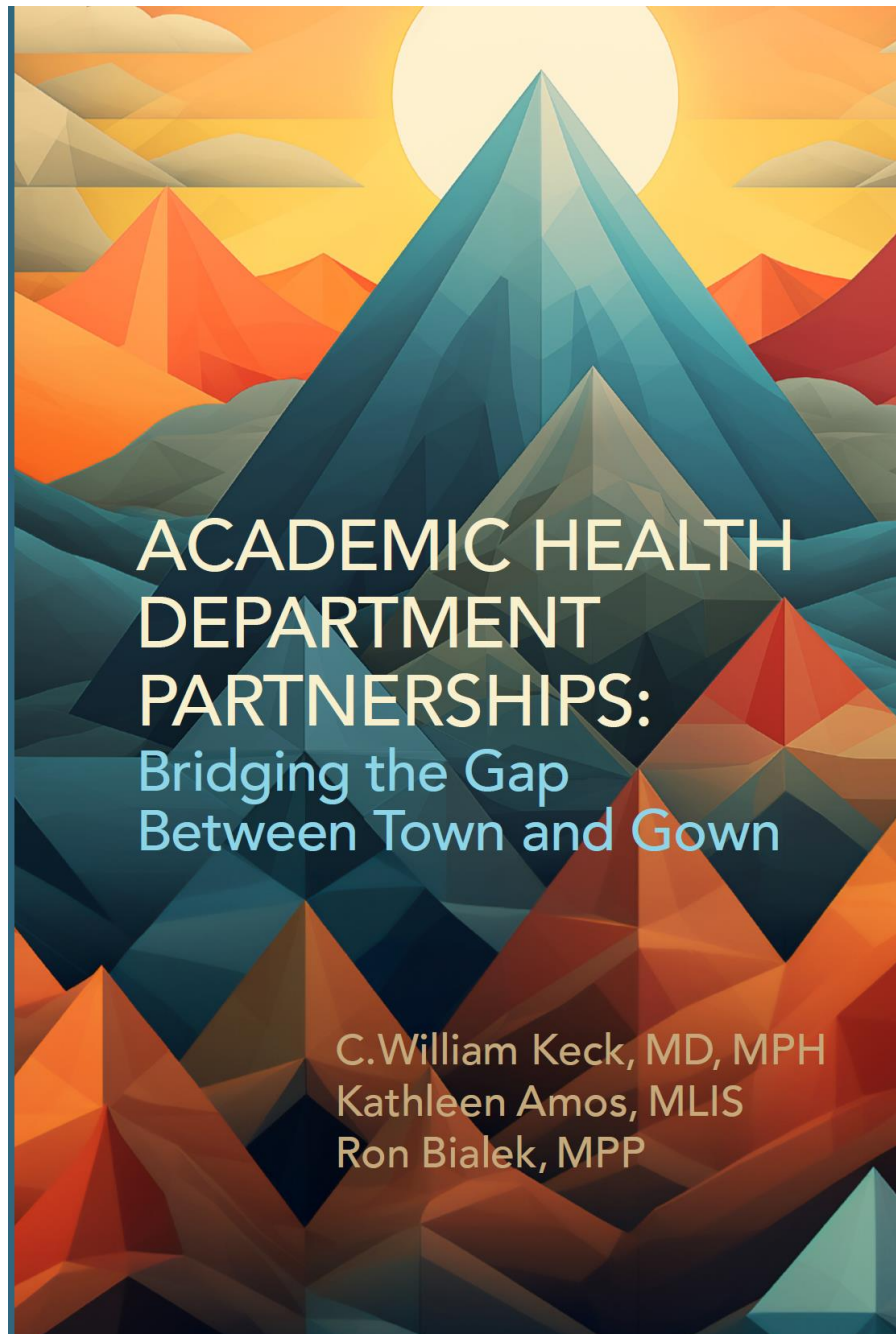
AHD Learning Community TA (Since June 2024)

➤ 8 requests, serving organizations in 5 states, DC, and Kenya



New Resource

*Academic Health Department
Partnerships: Bridging the Gap
Between Town and Gown*



**ACADEMIC HEALTH
DEPARTMENT
PARTNERSHIPS:
Bridging the Gap
Between Town and Gown**

C. William Keck, MD, MPH
Kathleen Amos, MLIS
Ron Bialek, MPP

Retention and Recruitment Learning Community

Terry Brandenburg, MBA, MPH, Retention and Recruitment Workgroup Chair

Mayela Arana, MPH, Senior Program Manager, Workforce Development, PHF

Retention and Recruitment Learning Community

Purpose

- Foster a collaborative environment for sharing effective strategies, highlighting successes, and discussing current challenges related to retention and recruitment in governmental public health
- Provide a platform for participants committed to supporting health departments in meeting their workforce needs

R&R Workgroup Progress

Focus Areas

- Organizational Culture, Workplace Environment, & Employee Experience
- Professional Development
- Human Resource Policies & Processes
- Academic Health Department Partnerships
- Workforce Pathways & Recruitment

Potential Activities

- Webinars
- Podcasts
- Blog posts
- Social media engagement
- Development of tools and resources
- Interactive storytelling

Resources and Tools

- Development of Retention and Recruitment Toolkit:
 - Toolkit in progress with guidance from the Workgroup
 - Resource will be available on the Council website
 - Valuable starting point for Learning Community and others in public health workforce
- Planning for Learning Community Launch:
 - Target launch by the end of the year
 - Updates to be shared via Council on Linkages Update

Upcoming Conferences

Kathleen Amos, MLIS, Council Assistant Director

Mayela Arana, MPH, Senior Program Manager, Workforce Development, PHF

Conferences

- Open Forum: Next Generation
 - September 18-20, 2024, in Chicago, IL
 - *Retention and Recruitment in Governmental Public Health* (September 19, 2024 from 8:15-9:15am CST)
- Public Health Learning Forum: Workforce Development in Action
 - October 15-18, 2024, Virtual

PUBLIC HEALTH LEARNING FORUM: WORKFORCE DEVELOPMENT IN ACTION

SCHEDULE AT A GLANCE



TUESDAY, OCTOBER 15, 2024

1-2:30 PM ET **Opening Panel: State and Local Health Departments Working Together for Workforce Development**
Ron Bialek & Steven Stack

3-4 PM ET **Introduction to Public Health Workforce Development**
Ron Bialek, Sonja Armbruster, & Grace Davis

WEDNESDAY, OCTOBER 16, 2024

1-2:30 PM ET **Organizational Culture and Tribal Public Health**
Mona Zuffante

3-4 PM ET **Assessing Workforce Capacity Needs**
Carol Moehrle, Les Beitsch, & Matt Stefanak

THURSDAY, OCTOBER 17, 2024

1-2:30 PM ET **Enhancing Capacity Through Academic Health Department Partnerships**
Kathleen Amos, Christine Beluk, & Sarah Worthington

3-4 PM ET **Fostering Equitable, Inclusive, Diverse, and Justice-Centered Practices: The Kansas Department of Health and Environment Experience**
Jade Ramsdell

FRIDAY, OCTOBER 18, 2024

1-2:30 PM ET **Using the Core Competencies for Public Health Professionals & TRAIN Learning Network for Workforce Development**
Mayela Arana & Jennifer Harmon

3-4 PM ET **Closing Session: Celebrating the Public Health Workforce & Taking Action**
Ron Bialek

Learn more and register by following the QR code



Conferences

- American Public Health Association Annual Meeting
 - October 27-30, 2024 in Minneapolis, MN
 - *Supporting Retention and Recruitment of the Public Health Workforce: The Role of the Council on Linkages Between Academia and Public Health Practice* (Sunday, October 27, 2024 from 2:30-4pm CST)
 - *Academic Health Department (AHD) Roundtable* (Monday, October 28, 2024 from 10:30am-12pm CST)

Other Business and Next Steps

Thank You!

Questions: Mayela Arana at marana@phf.org