

Council on Linkages Between Academia and Public Health Practice

**Virtual Meeting
September 26, 2023**

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 23, 2023 Meeting
 - **Action Item:** Vote on Approval of Minutes
- Council Strategic Directions Revisions
- Rebuilding the Public Health Workforce
 - Insight into the Public Health Infrastructure Grant Program
 - Updates from CDC
- Council Activity Updates
 - Academic Health Department Learning Community
 - Core Competencies for Public Health Professionals
- Other Business and Next Steps

Approval of Minutes from June 23, 2023 Meeting

➤ Action Item: Vote on Approval of Minutes

Council Strategic Directions

Bill Keck, MD, MPH, Council Chair

Rebuilding the Public Health Workforce

Ron Bialek, MPP, Council Director

Meghan Wolfe, MPP, Associate Director of Capacity Building and Technical Assistance, NCCPHT, NNPHI

Liza Corso, MPA, Acting Branch Chief, National Center for State, Tribal, Local, and Territorial Public Health Infrastructure and Workforce, CDC

PHIG Technical Assistance Delivery, Themes, and Upcoming Priorities

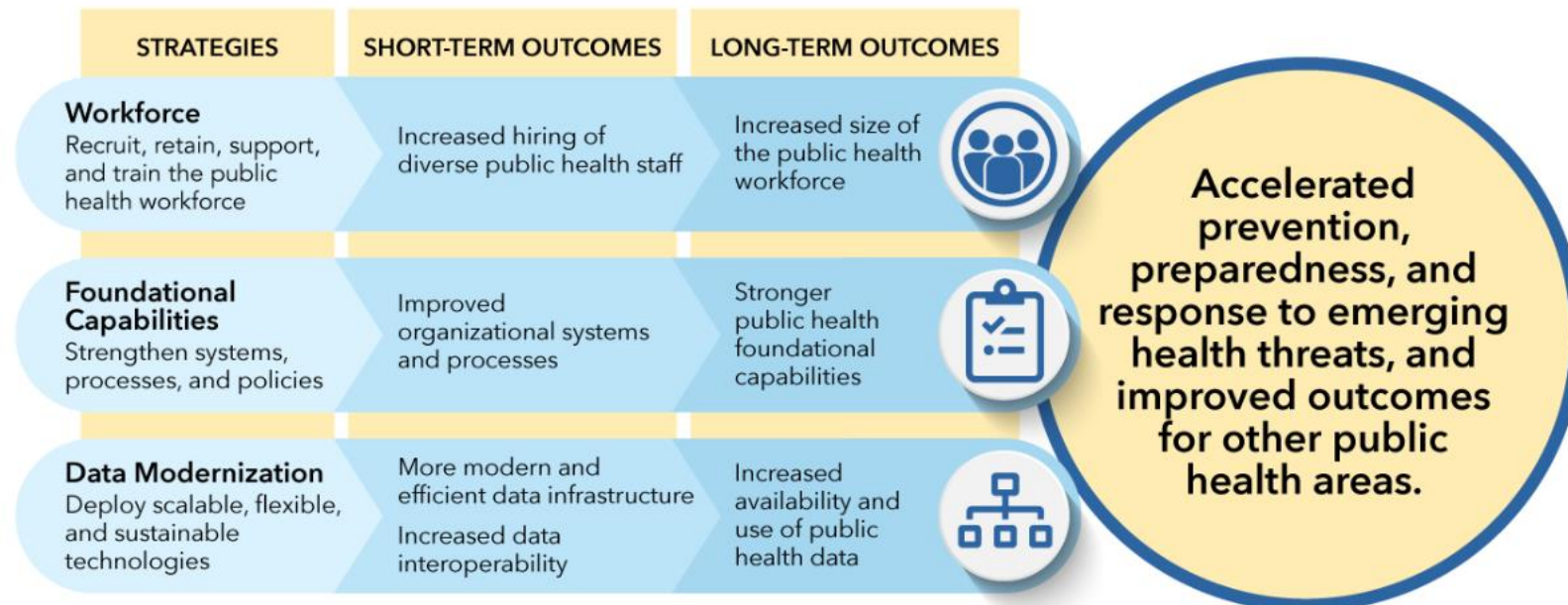
Meghan Wolfe, MPP
Associate Director, Capacity Building and Technical Assistance
National Network of Public Health Institutes

Developed by the Public Health Infrastructure Grant (PHIG) partners.



Overview of PHIG

CDC awarded \$3.84 billion through the OE22-2203: Strengthening U.S. Public Health Infrastructure, Workforce, and Data Systems grant to help U.S. health departments promote and protect health in their communities. CDC expects to award **more than \$4.5 billion** over the 5-year grant period to create a stronger, more resilient public health system that is ready to face future health threats.



Overview of TA Model

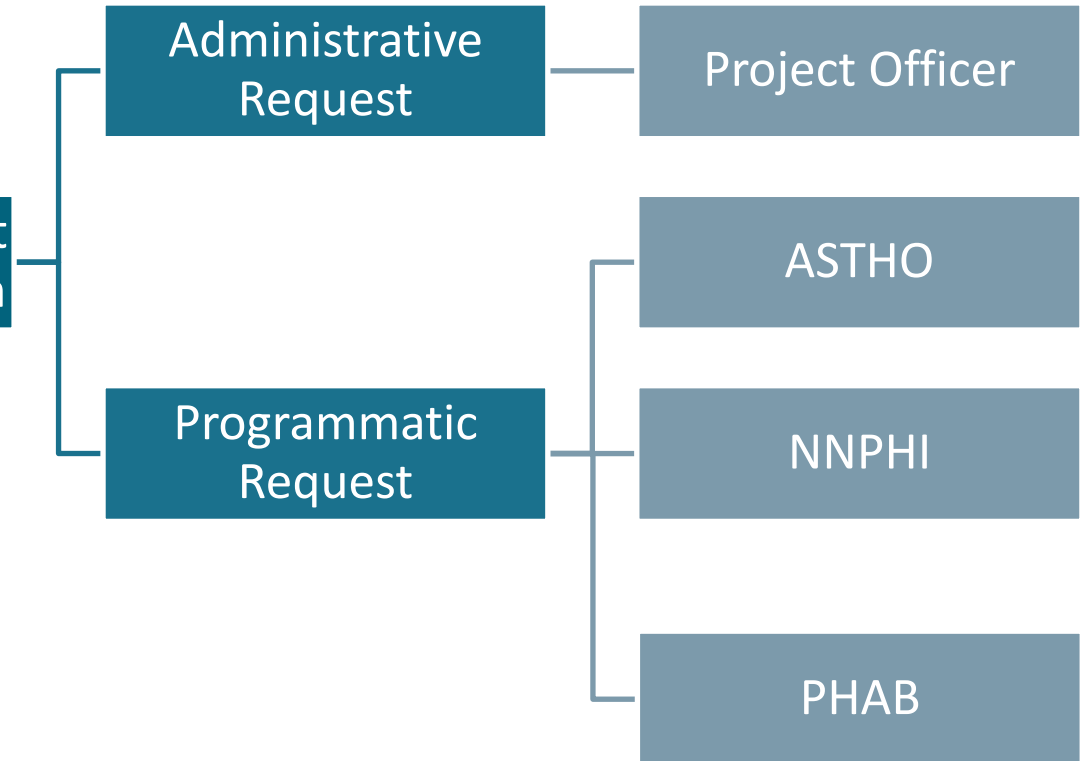
Technical assistance provided by National Partner Organizations and our partners (subcontractors)

Designed with one voice – TA providers are committed to seamless, timely, high-quality support for all grant recipients

TA requests supplemented with proactive TA programming, including:

- Peer networks
- Training
- New tools and resources

Submit a TA request in the PHIVE system



How TA Requests are Triageed and Fulfilled



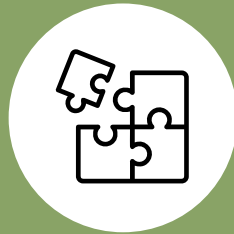
Response from National Partners

Ideally hear from a National Partner Organization via email within 2-3 business days of submitting a request



Scoping the Request

For some requests, one or more National Partners may schedule a call to learn more about the context or details of the request



Fulfilling the Request

National partners (and/or their partners) will work directly with you to set a timeline and fulfill the request

Request for Information

Use PHIVE to ask questions

- Administrative TA requests on CDC requirements, budget questions, etc.
- Programmatic TA requests

Example: Evaluation Plan and Performance Measures



Resource Request

Use PHIVE to request resources/best practices

- Example: Job descriptions, interview guides, hiring criteria
- Example: Lists of existing tools or potential vendors for grants management systems, workforce and organizational assessments, CHA/CHIPs



Request for Feedback

Use PHIVE to seek feedback and input on grant activities

- Example: Written or verbal feedback on RFPs, program plans, new systems or processes










Request for Program Support

Use PHIVE to get hands-on support with grant activities

- Example: Facilitation support for strategic planning processes, partner mapping activities
- Example: Training, coaching, and other staff supports



TA Activities

-  **Tool or Model Materials Sharing or Development**
-  **Connecting to Peers**
-  **Assessments**
-  **Verbal or Written Guidance**
-  **Training or Webinars**
-  **Site Visits**
-  **Policy Analysis**

Proactive TA

Varied methods and mediums

- Webinars
- Trainings
- Peer networks and Affinity groups
- Toolkits and other resources

Varied topics

- Workforce
- Foundational Capabilities
- Data Modernization

Driven by PHIG National Partners' understanding of PHIG recipient needs

- Analysis of PHIG recipient workplans
- Understanding of PHIG recipient needs gleaned from TA requests
- Themes from peer networks or affinity groups
- Conversations with CDC POs

Proactive TA Projects

Webinars and Trainings

- Public Health Strategic Planning Learning Lab
- Service and Resource Sharing webinar and e-module
- Foundational Public Health Services webinar series
- Open Forum: NxGen
- Leadership Institute for State and Territorial Deputies
- Environmental Health 101 asynchronous training modules

Peer Networks

- PI Peer Network
- Local Workforce Peer Network (led by Big Cities Health Coalition in collaboration with NACCHO)
- Evaluators Peer Network (with webinar series)

Tools and Resources

- HR Structures project (with learning community element)
- Operationalized case studies
- Accreditation support tools
- Communications and media toolkits
- Equitable policy checklist tool
- Sustainability and succession planning tools

Shaping tomorrow's public health today.

Discover resources, request technical assistance, and explore stories of impact from the Public Health Infrastructure Grant

Questions?

Developed by the Public Health Infrastructure Grant (PHIG) partners.



Strengthening the Nation's Public Health Infrastructure and Workforce: A National Perspective

Liza Corso, MPA

National Center for State, Tribal, Local, and Territorial Public Health Infrastructure and Workforce
CDC

September 26, 2023

CDC's
PUBLIC HEALTH
INFRASTRUCTURE CENTER



Content

- Overview of the Public Health Infrastructure Center
- Public Health Workforce
- Strengthening the Public Health Workforce

1

CDC's Public Health Infrastructure Center

CDC Moving Forward

CDC Moving Forward Core Areas of Improvement

- Share Scientific Findings and Data Faster
- Translate Science into Practical, Easy to Understand Policy
- Prioritize Public Health Communications
- Develop a Diverse Workforce Prepared for Future Emergencies – CDC and Nationwide
- Promote Results-based Partnerships
- Enhance Laboratory Science and Quality
- Integrate Health Equity
- Modernize Data



CDC Moving Forward

CDC's Public Health Infrastructure Center is a major piece of CDC Moving Forward. The new center:

- **Creates** a hub of information, support, resources, and engagement with state, tribal, local and territorial health departments and public health partners
- **Focuses** on the big picture of public health and work to strengthen every part of the nation's vast and complex public health network

Public Health Infrastructure Center Overview



Mission

To improve public health outcomes by strengthening the public health infrastructure and workforce of the United States.

Public Health Infrastructure is made up of the **people**, **services**, and **systems** needed to promote and protect health in every U.S. community.

Primary Functions

Jurisdictional
Support



Division of
Jurisdictional
Support

Partnerships &
Technical
Assistance



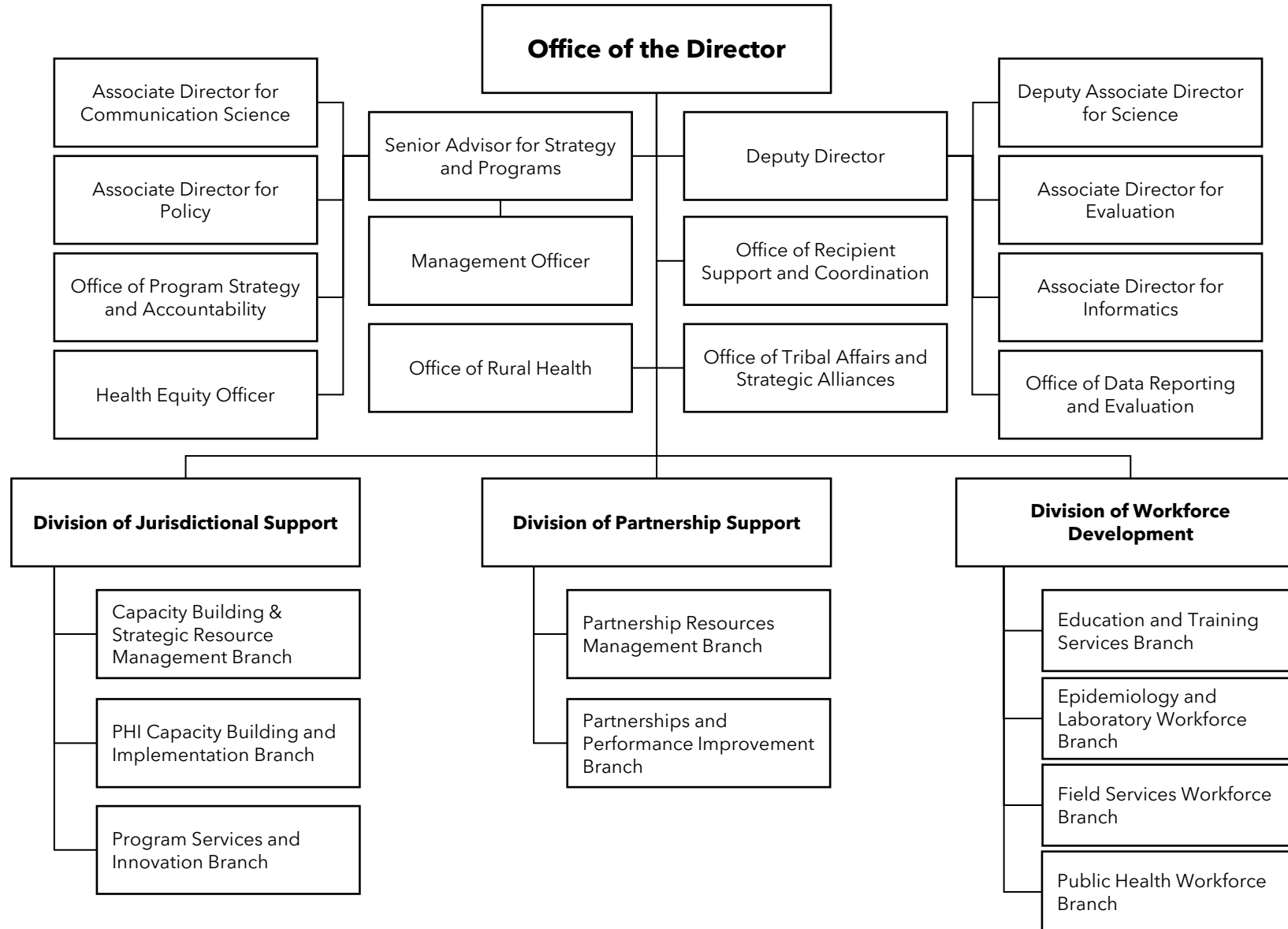
Division of
Partnership
Support

Workforce
Development



Division of
Workforce
Development

Public Health Infrastructure Center Organizational Chart



2

Public Health Workforce

Partnerships with States, Tribes, Localities, and Territories

CDC's Role:

- Help state, tribal, local and territorial health departments make the work they do stronger and more effective
- Get the resources and workforce states and localities need to build the health departments that will best serve their communities
- Get the science, data, and info to health officials to stand up strong programs and systems

We support states by/with:

- Reducing Burdens
- Site Visits
- Field staff
- Information Sharing
- Prioritizing Results-based partnerships

CDC's Commitment to Workforce Development

Decades of Underinvestment

Over the past decade, the public health workforce has shrunk by approximately 56,000 positions primarily due to funding issues.

–Trust for America's Health (2020)

*The U.S. needs to hire a minimum of **80,000** more full-time equivalents (FTEs) in state and local governmental public health departments—**an increase of 80 percent**—to provide adequate infrastructure and minimum public health services to the nation.*

–Staffing Up: Determining Public Health Workforce Levels Needed to Serve the Nation (2021)

3

Strengthening the Public Health Workforce

Strengthening U.S. Public Health Infrastructure, Workforce, and Data Systems Grant

107 jurisdictions received funding

50

States

22

Cities
(incl. DC)

27

Counties

5

Territories

3

Freely
Associated
States

Workforce



Recruit, retain, support, and train the public health workforce

\$3 Billion

Foundational Capabilities



Strengthen systems, processes, and policies

\$140 Million

Data Modernization



Deploy scalable, flexible, and sustainable technologies

*\$545 Million
to 64 of 107 recipients*

Budget period start:

December 1, 2022

Period of performance:

5 years/60 months

3 Partners funded with Component B:

Training, evaluation, and coordination support for grantees \$65 Million and an additional \$90 Million to support Data Modernization

Partners Funded:



Workforce Development

The Public Health Infrastructure Center's Division of Workforce Development provides leadership for **recruiting, training, developing, and retaining** the nation's public health workforce.

Prospective public health professionals:

Establish and advance fellowship, internship, and training opportunities that are both multidisciplinary and interdisciplinary.

Current public health professionals:

Offer and promote quality training opportunities from CDC, other federal agencies, and federally funded partners.

Health departments and public health partners:

Provide capacity building/technical assistance, support/lead efforts to build the evidence-base for public health workforce planning/development, collaborate with partners.

CDC programs:

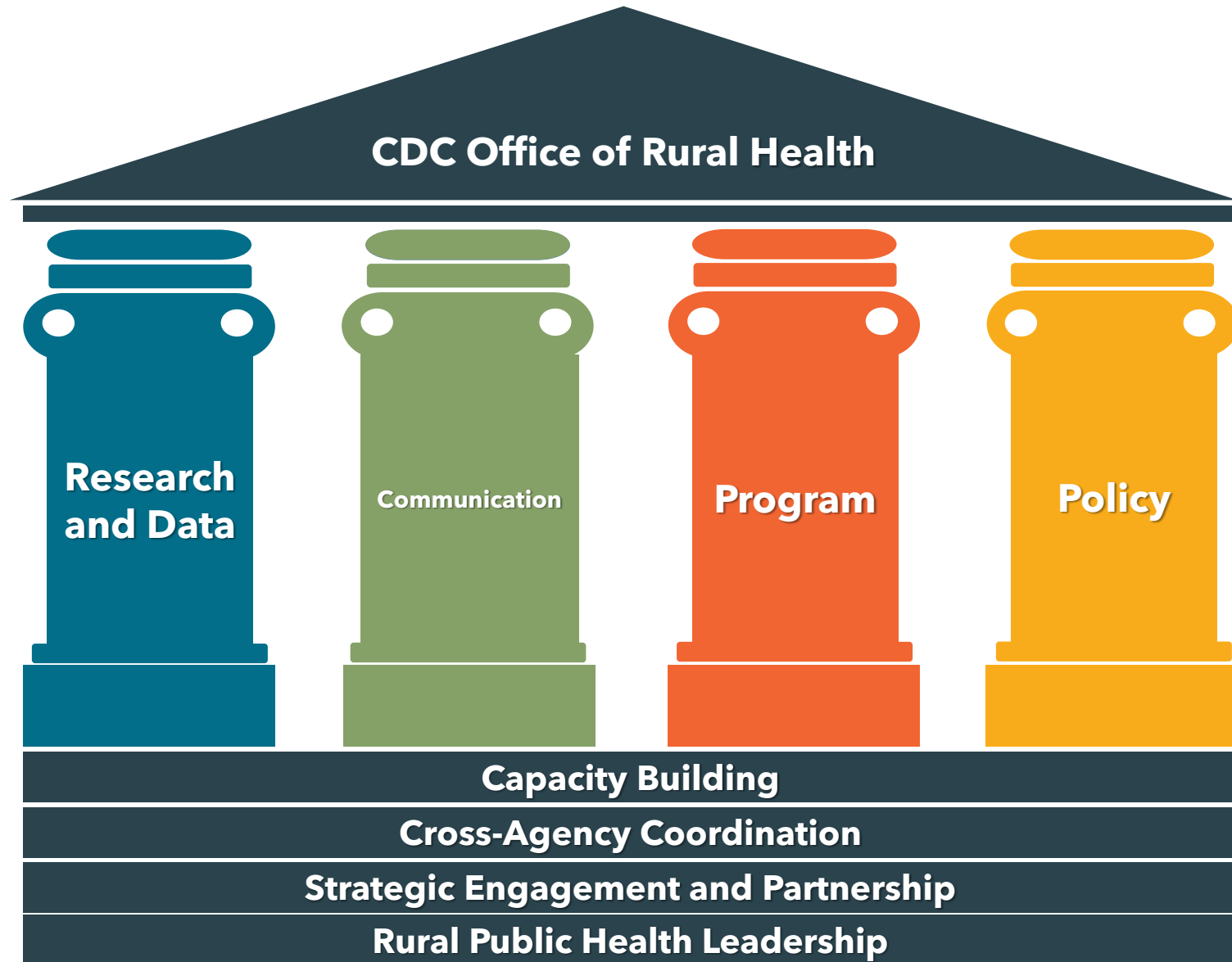
Ensure efforts are coordinated and strategic agency-wide.

CDC & HRSA Workforce Research

CDC and HRSA jointly funded a Public Health Workforce Research Center:

- **Goal = support** and **share** rigorous, state-of-the-art, applied research
- University of Minnesota School of Public Health
- **Leading a consortium** consisting of academic institutions and partner organizations

CDC Office of Rural Health



Advancing Tribal Health

The Public Health Infrastructure Center's Office of Tribal Affairs and Strategic Alliances serves as CDC's primary point of contact for tribal nations.

The office:

- Convenes a tribal advisory committee to strengthen strategies for improving American Indian/Alaska Native health
- Implements the CDC/ATSDR Tribal Consultation Policy
- Connects tribal nations to CDC programs, funding, and resources



Advancing Health in U.S. Territories & Freely Associated States

The Public Health Infrastructure Center's Office of Island Affairs works closely with the 5 U.S. territories and 3 freely associated states

The office:


- Connects them to CDC programs, funding, and resources
- Collaborates to strengthen their public health systems



Many other examples and connections

- Support of TRAIN and creation of two new **health equity plans**:
 - Foundations of Health Equity Training Plan - <https://bit.ly/3ZA2LvI>
 - Social Determinants of Health Training Plan - <https://bit.ly/3Rx5u70>
- Support of workforce competencies and national standards
- Trainings and leadership programs
- Grants and cooperative agreements
- Accountability, science, recipient support, and metrics





CDC's PUBLIC HEALTH INFRASTRUCTURE CENTER

José T. Montero, MD, MHCDS
znn3@cdc.gov

For more information, contact CDC

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

TTY: 1-888-232-6348. | www.cdc.gov



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

Academic Health Department Learning Community

Grace Davis, Project Assistant, Academic/Practice Linkages, Public Health Foundation

Helping AHD Partnerships Grow



- National community of practitioners, educators, and researchers exploring AHD partnerships
- >1,600 members

Variety of Activities:

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

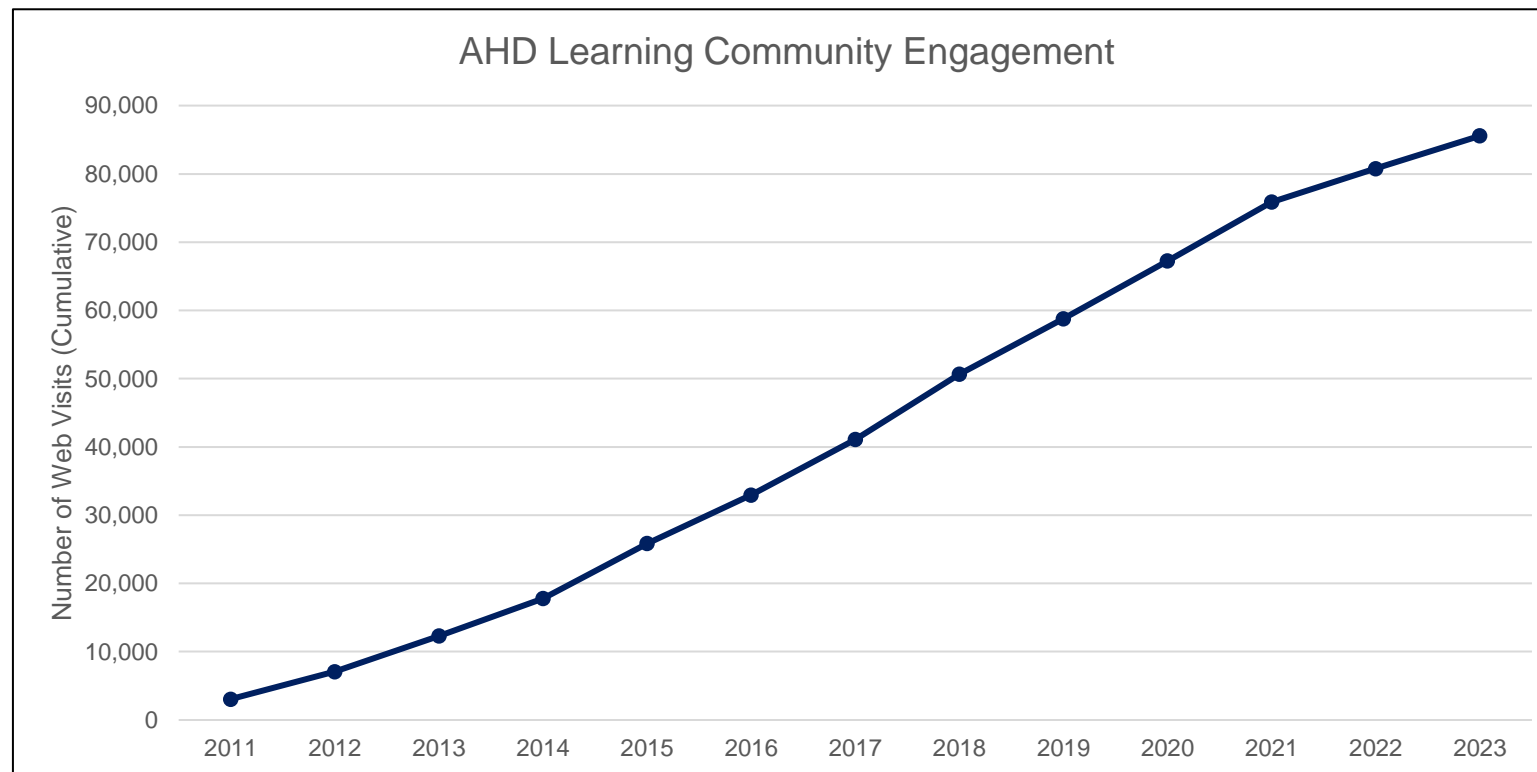
AHD Learning Community Engagement

➤ So far in 2023:

➤ >4,000 online visits

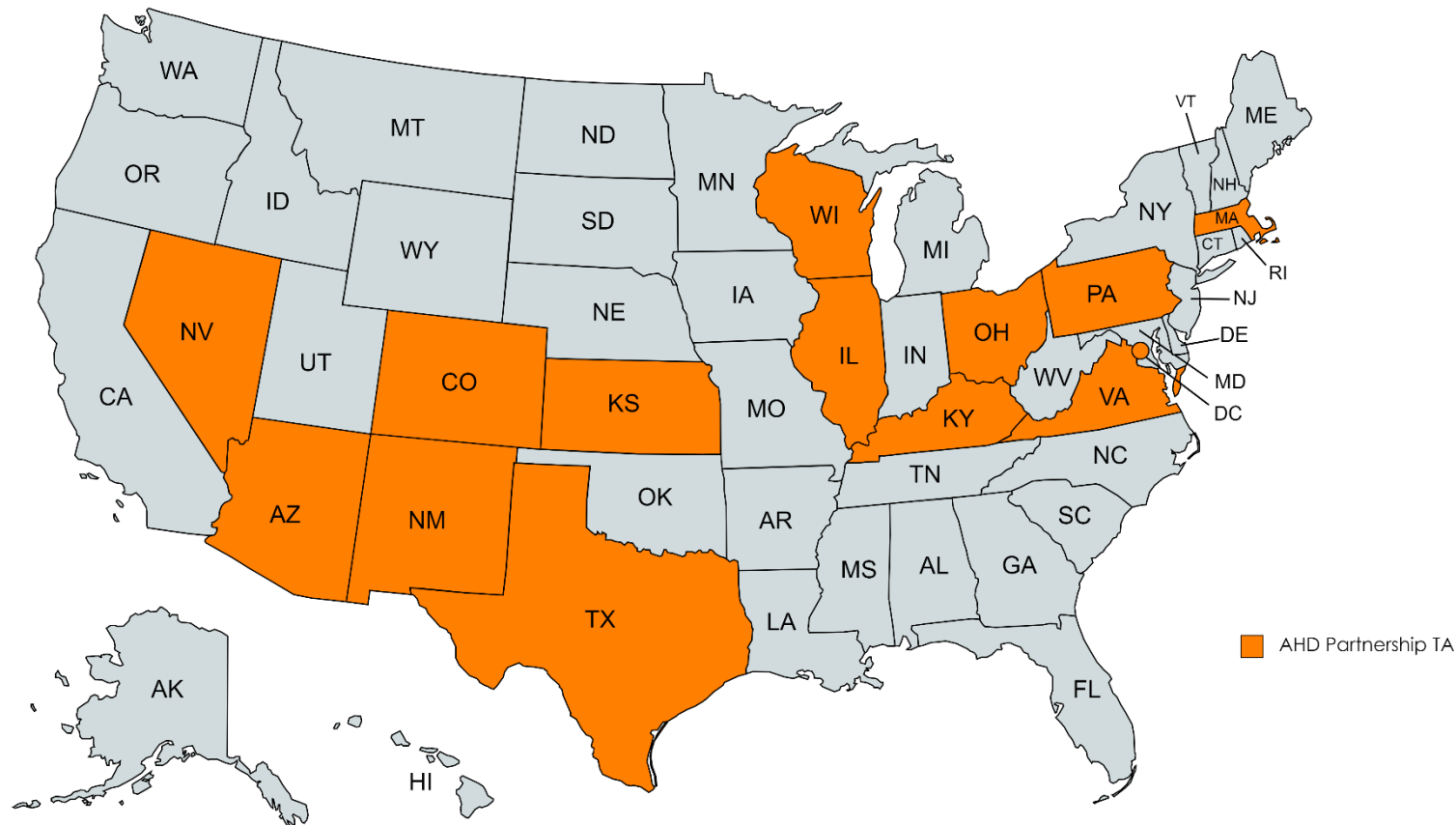
➤ Since 2011:

➤ >85,000 online visits



AHD Learning Community TA (2023)

➤ 19 requests, serving organizations in 13 states and DC



Webinars and Conferences

➤ Webinars:

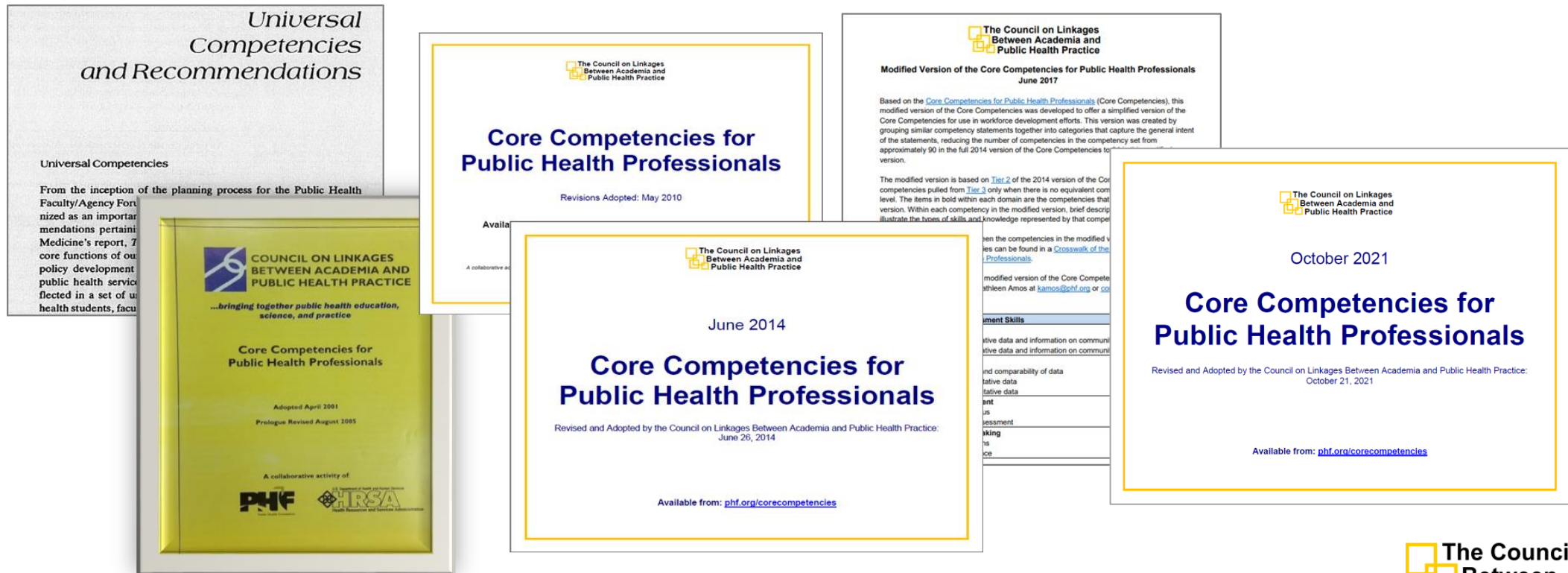
- [AHD Webinar Series: How Academic Health Department Partnerships Support Recruitment and Retention](#) (September 2023)

Core Competencies for Public Health Professionals

Grace Davis, Project Assistant, Academic/Practice Linkages, Public Health Foundation

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
- ~45% 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 Usage

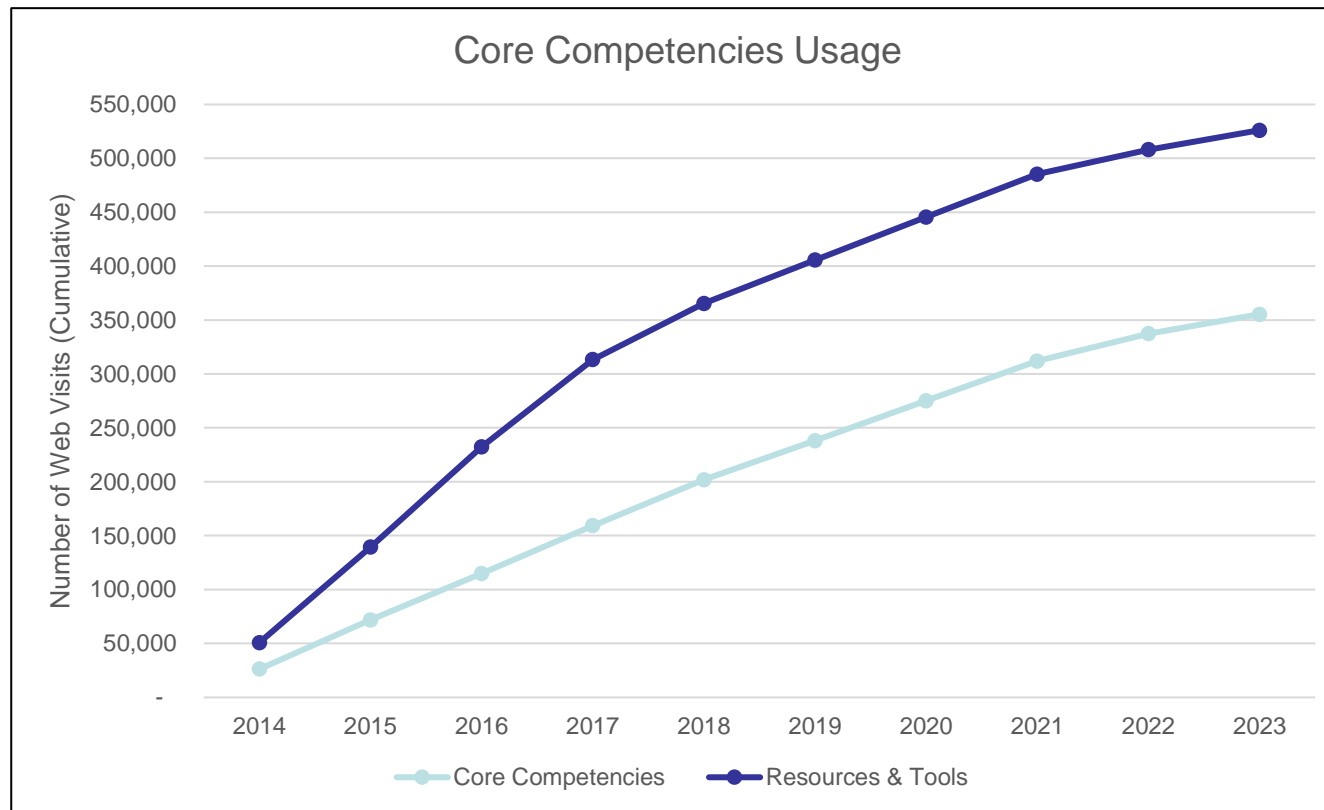
➤ So far in 2023:

➤ >53,000 online visits

➤ >50,000 online visits to resources and tools

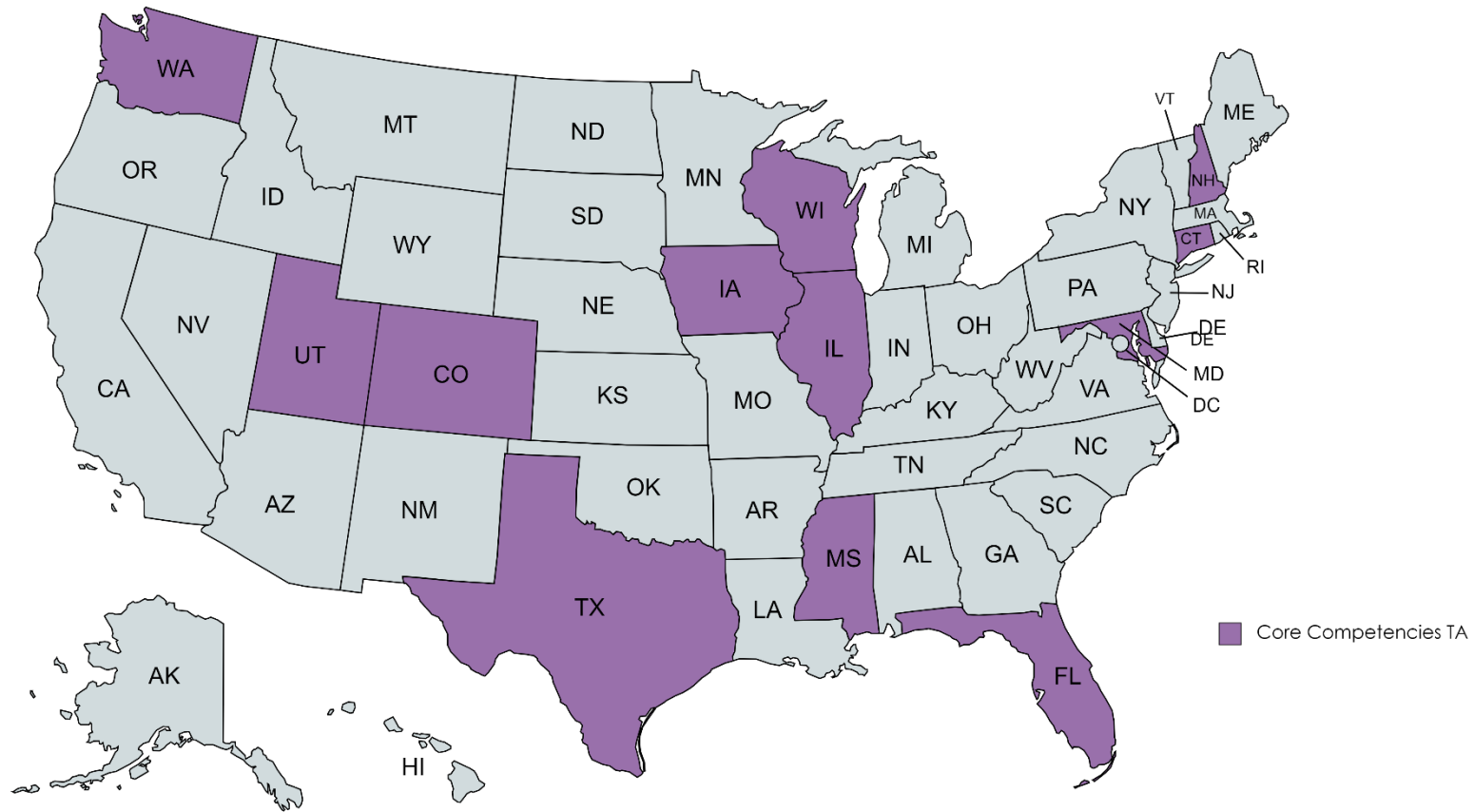
➤ Since 2021 release:

➤ ~183,000 online visits



Core Competencies TA (2023)

➤ 23 requests, serving organizations in 15 states and Canada



Core Competencies Resources and Tools

- Updating existing resources and tools to reflect changes in the 2021 Core Competencies
 - [Competency assessments](#)
 - [TRAIN Learning Network filters](#)
 - [Prioritization tool](#)
 - [Domain Definitions](#)
 - [Updated Tools Page](#)
 - **NEW:**
 - [Crosswalk of the 2021 and 2014 Core Competencies](#)



Crosswalk of the 2021 and 2014 Core Competencies for Public Health Professionals

Overview

This crosswalk of the 2021 and 2014 versions of the [Core Competencies for Public Health Professionals](#) (Core Competencies) illustrates the relationships between specific competencies within these two versions. It contains three competency maps – one for each of the [three tiers](#) comprising the Core Competencies – and can be used by public health professionals and organizations to help transition workforce development efforts that have been relying on the [2014 Core Competencies](#) to the [2021 version](#).

The 2021 version of the Core Competencies improves harmonization among efforts that impact the workforce by aligning with concepts from the 10 Essential Public Health Services, Public Health 3.0, Public Health Accreditation Board Standards and Measures, Council on Education for Public Health Accreditation Criteria, Certified in Public Health Domain Areas, Strategic Skills for the Governmental Public Health Workforce, and other competency and skill sets; adds and expands content focused on health equity, management and finance, environmental health and justice, emergency preparedness and response, policy and advocacy, and communication; and is reorganized into a new structure making the Core Competencies easier to use. This new simplified structure includes competency statements for all public health professionals, reduced jargon and unnecessary/overly complicated wording, reduced the number of competency statements from 92 to 56, and retained 8 domains and 3 tiers. Additionally, this new structure allows for added subcompetencies and updated examples meant to provide additional details relevant to public health practice.

Other Business and Next Steps

Upcoming Events

> 2023 Public Health Learning Forum and TRAIN Learning Network Annual Meeting

- > October 16-19 in Richmond, VA
- > This year's theme is *Rebuilding the Public Health Workforce*. Training and tools will be provided to support public health workforce development, build governmental public health workforce capacity, and assist with the effective use of the TRAIN Learning Network (TRAIN).



Questions?
Contact Mayela Arana at
marana@phf.org.

Thank You!

Questions: Mayela Arana at marana@phf.org