



## **Rebuilding the Public Health Workforce**

**March 1, 2024**

### **Overview**

Training and development of the workforce are critical to providing the essential services of public health. This involves assessing the workforce and identifying gaps in knowledge, skills, and abilities, and addressing those gaps through training and other workforce development opportunities. During this [Council on Linkages Between Academia and Public Health Practice](#) (Council) meeting, the Missouri Department of Health and Senior Services (DHSS) and the City of Milwaukee Health Department (MHD) will share how they used the [Core Competencies for Public Health Professionals](#) (Core Competencies) to assess their workforce; identify gaps in knowledge, skills, and abilities; and address those gaps through training and other workforce development opportunities.

### ***Missouri Department of Health & Senior Services – Workforce Development Plan: Re-envisioning and Strengthening the Public Health Workforce, January 2024***

Brenna Davidson, Operational Excellence Leader in the Office of Performance Management at DHSS, will share how DHSS used the Core Competencies as a foundational part of their workforce development activities as a component of their Public Health Infrastructure Grant initiative and to support Public Health Accreditation Board accreditation. Insights into the process of evaluating their workforce's proficiency around the Core Competencies, creating a gap analysis, and developing a training plan for the DHSS learning and development team will be shared.

### ***City of Milwaukee Health Department – Core Competency Prioritization Process***

Kirsten (Kiki) Lezama, Director of Public Health Workforce Infrastructure, and Lindsey Nathan O'Connor, HR Administrator, at MHD, will share their experience engaging in a prioritization process using both the Core Competencies and the [Racial Justice Competencies for Public Health Professionals](#). Ms. Lezama and Ms. O'Connor will share the process taken by MHD to meaningfully integrate anti-racist frameworks and core competencies to build organizational structure and staff development.