



TRAINNational

Improving Minority Participation in the Public Health Workforce



What is TRAIN?

TRAINNational



<https://www.train.org>



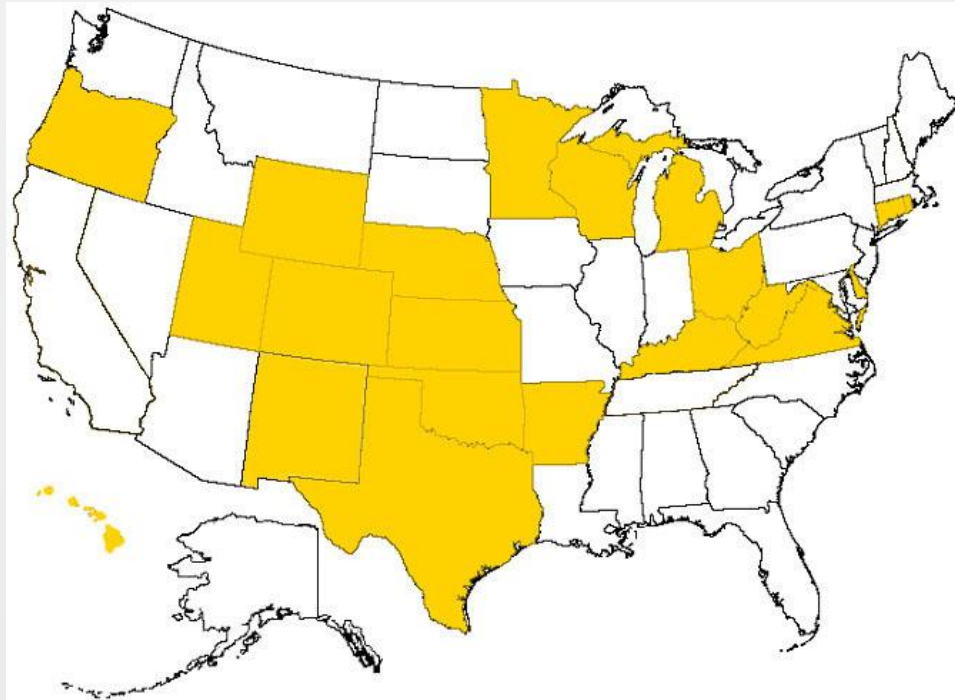
History of TRAIN

- TRAIN is a Learning Management System (LMS) that was developed in 2003 in response to state requests for emergency preparedness training after 9/11.
- Over 40 states and 400 health professionals were involved in planning for a single system that permits and promotes sharing and learning across states.
 - Transcript to serve as a dynamic record of one's learning
 - Discussion boards to communicate with other learners
 - Create detailed reports on learners
 - Evaluate your level of skill before embarking on a specific training
 - Allows learners to gain a better understanding of which courses are needed to reach learning goals

What is TRAIN?

- Established as the most comprehensive distance learning clearinghouse for public health professionals
 - Over 26,000 courses, 4,000 course providers, and 540,000 learners
 - National Sponsors; including the CDC, MRC, and PHF
 - Core Competencies for Public Health Professionals plus Bioterrorism Competencies
- TRAIN offers two major course types
 - Electronic courses
 - Event-style courses
 - Posts live training event information
- Features a dynamic “search engine” for training

- TRAIN is composed of 22 states and three national organizations, the Medical Reserve Corps, the Centers for Disease Control and Prevention (CDC) and CDC's Division of Global Migration and Quarantine.
 - Continually improved with investments from affiliates

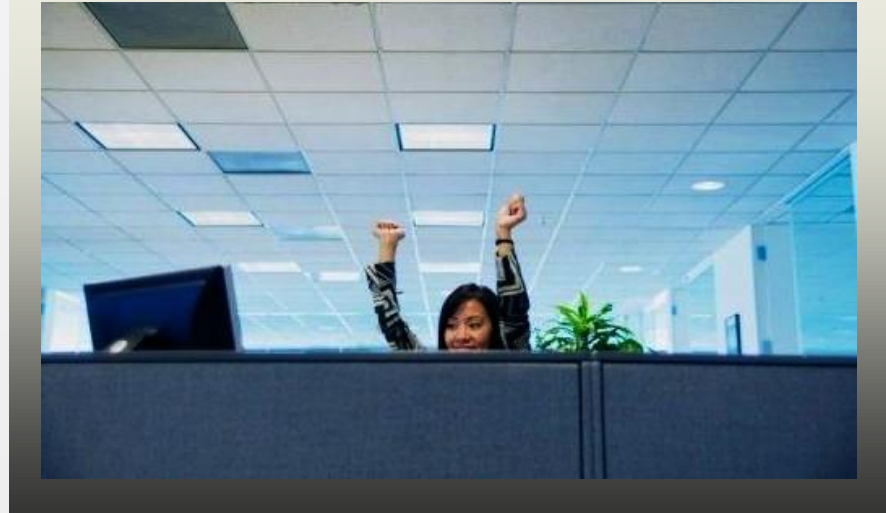


TRAIN is...

TRAIN National

- **Free for the learner!**
- **Convenient!**
- **User friendly!**
- **Available to 24/7!**
- **Accessible anywhere!**

**It only requires a computer with internet connection!
(High Speed Access Is Preferred)**



TRAIN *is also a*
VENUE for
PUBLIC HEALTH RESEARCH



- 2008 – CDC calls for proposals to develop a program designed to increase the number of minority undergraduate students who pursue a career in public health

- Minority populations are not well represented in the health workforce
 - Access to a health profession remains unequal

- PHF was awarded funding for a 5-year initiative through CDC
 - Year 1 – Planning
 - Year 2 – Implementation
 - Year 3 – Tracking
 - Year 4 – Replicating and Tracking
 - Year 5 - Tracking

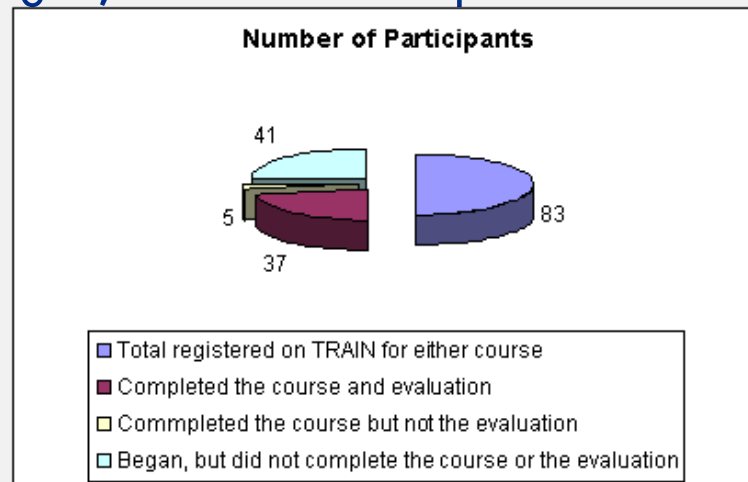
FAMU Initiative

- In an effort to develop an outreach plan that would increase the number of minorities that pursue a public health career, PHF and Florida Agricultural and Mechanical University (FAMU), and CDC entered into partnership to develop, implement, analyze, and track a pilot project.
 - Students could take one out of two introductory public health courses on TRAIN and answer evaluation questions.
 - “What is Public Health?”
 - “Orientation to Public Health”
- Project incentives included certificates of completion, 4 GB flashdrives, and lists of potential public health internships and public health resources.
- PHF would track the students via email to see if they enrolled in a public health degree program and/or pursue a public health career.

FAMU Results

CDC determined that this pilot project would be successful if at least 25 students completed at least one of the two courses and completed the evaluation.

- The response exceeded expectations.
 - 83 students registered
 - 37 undergraduate students completed the course and evaluation
 - 5 students completed the course, but not the evaluation
 - 41 students began, but did not complete the course or evaluation



FAMU Results

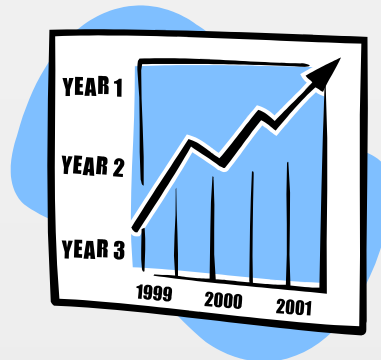
When asked if the training changed their perspective/attitude about entering public health, 80% of the students responded “YES.”

- “I didn’t know that the field of public health was so broad!”
- “The courses showed me that public health is more than just medicine.”

PHF has been and will continue to track the FAMU students via email to see if they pursue a career in public health.

Expanding...

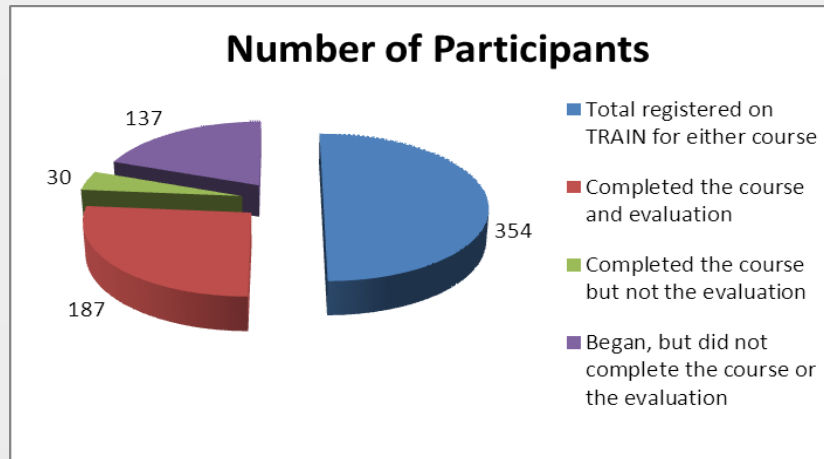
- Building upon the outcomes and recommendations of the FAMU initiative, implementation at three other colleges/universities to engage additional minority populations were conducted in year four of this initiative: Florida International University (FIU), Morgan State University (MSU), and the University of Arizona (UA).



- It was determined by CDC that the replication of the project would be successful if at least 35 students from each school registered on TRAIN, completed at least one of the two introductory public health trainings, and completed the evaluation.

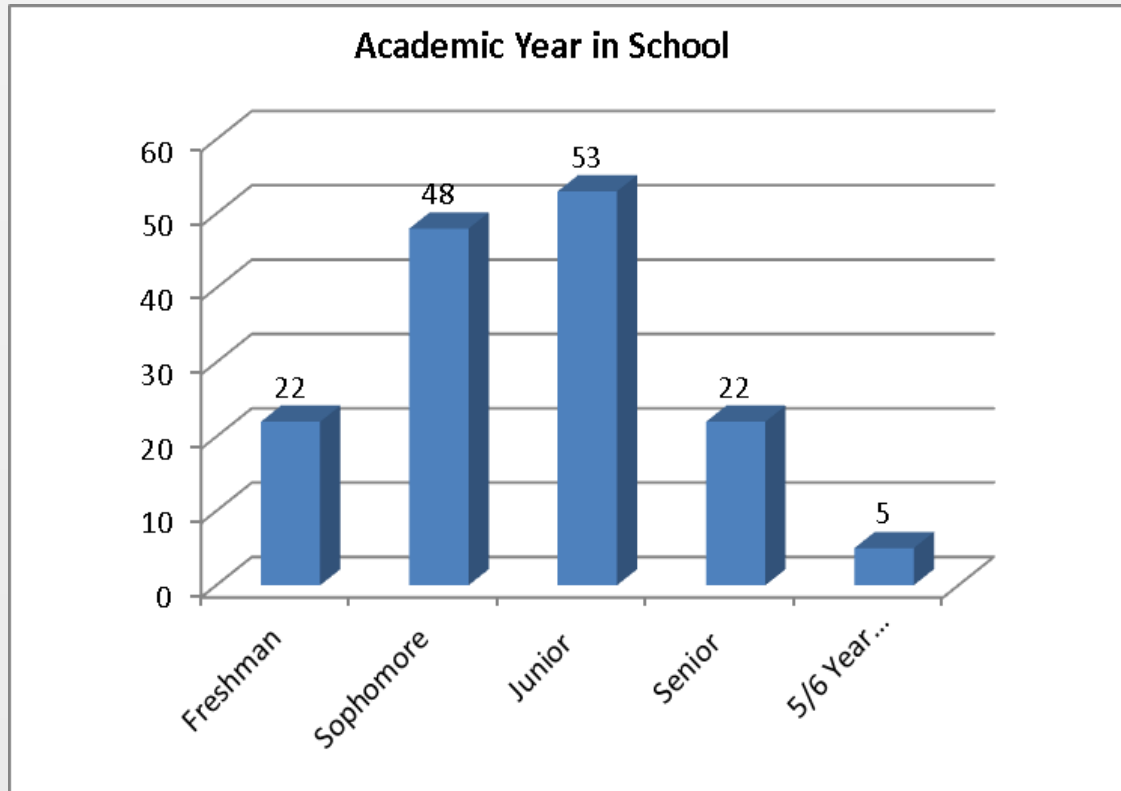
Expanding...

- The response exceeded the anticipated goals.
 - 354 students registered.
 - 187 undergraduate students completed the course and evaluation.
 - 30 students completed the course, but not the evaluation.
 - 137 students began, but did not complete the course or evaluation.



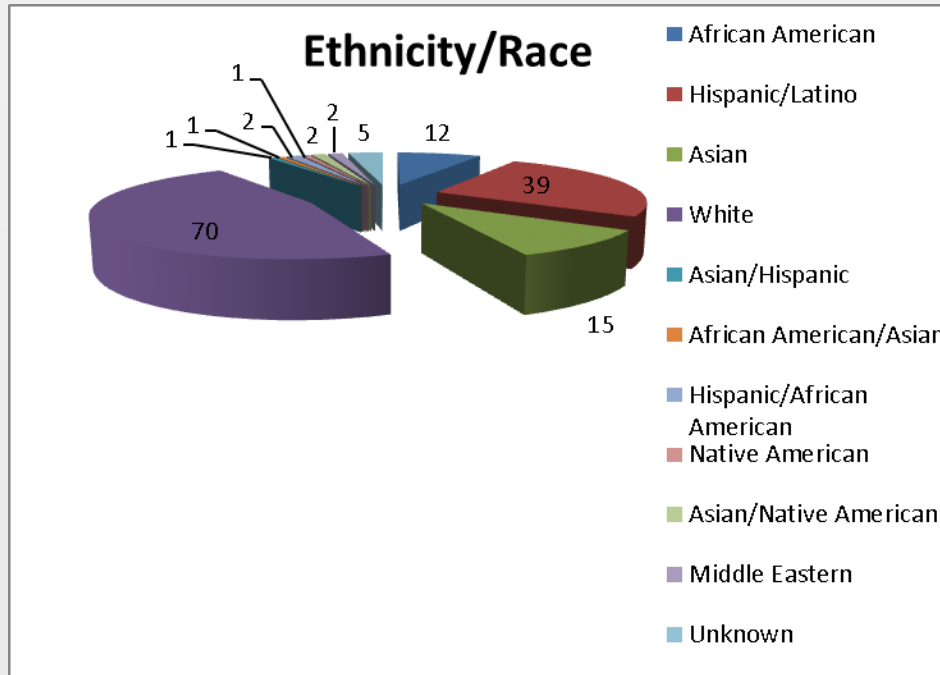
Expanding...

- The majority of students at FIU, MSU, and UA took *Orientation to Public Health*
- 150 students completed the course and evaluation



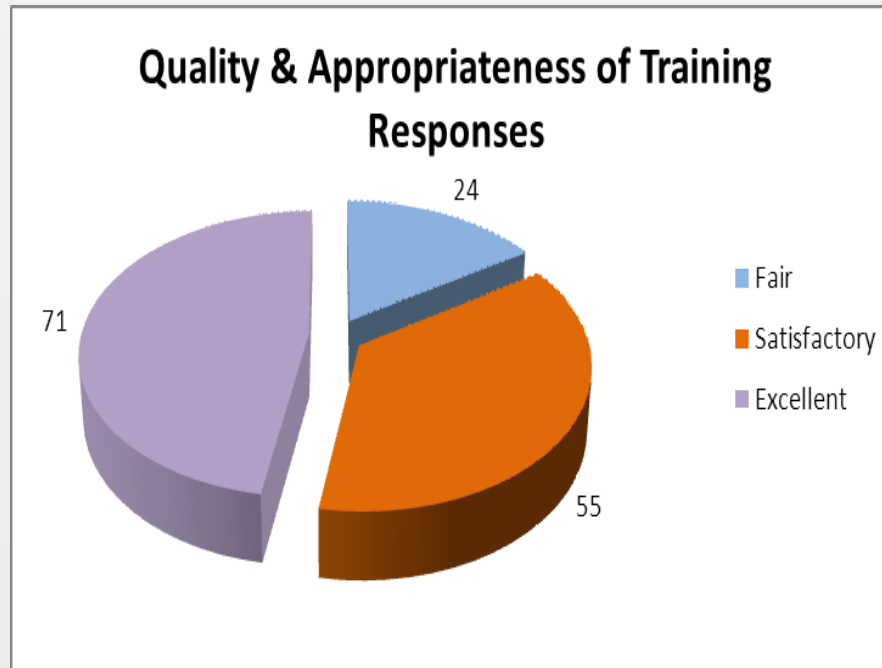
Expanding...

- Out of the 150 undergraduate students that completed both the training and evaluation, 70 of these students were White, 39 Hispanic, 12 African American, 15 Asian, 1 Asian Hispanic, 1 African American/Asian, 2 Hispanic/African American, 1 Native American, 2 Middle Eastern, 2 Asian/Native American, and 5 did not disclose their race.



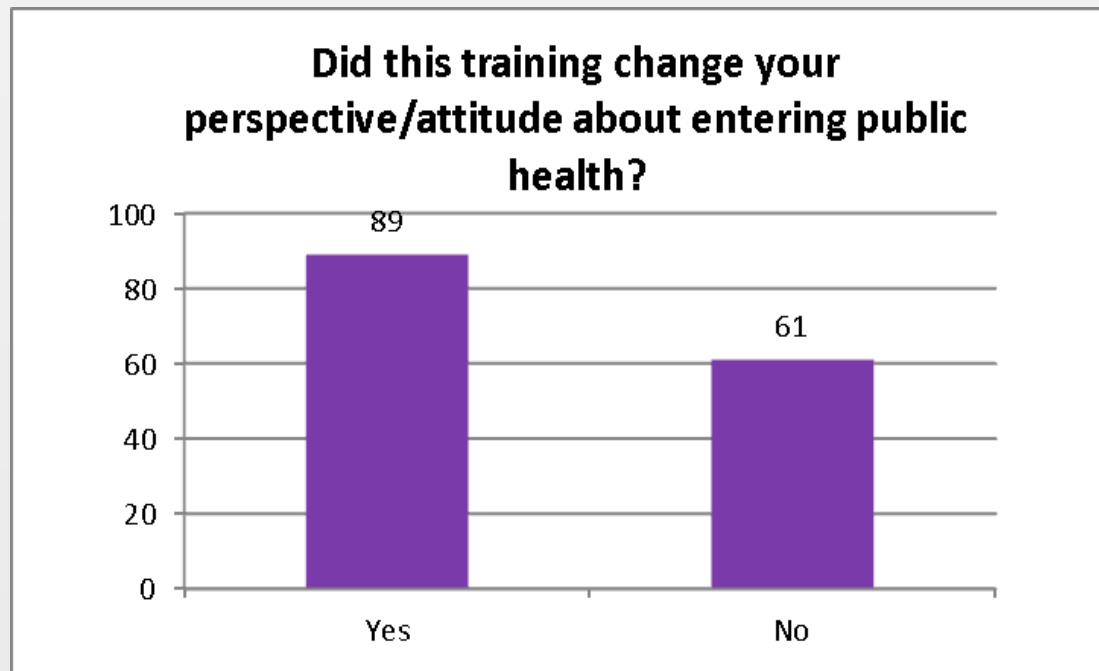
Expanding...

- On a scale of 1 to 5 (where 1 = poor and 5 = excellent), 71 participants rated the appropriateness and quality of this training as excellent.



Expanding...

- When asked if the training changed their perspective/attitude about entering public health, 89 out of the 150 participants responded in the affirmative.



Expanding...

- Each participant was also asked what (if any) relevancy these trainings have in relation to their career goals.
- Answers included:
 - “This course helped me determine which field of public health I want to pursue a career in.”
 - “It helped me understand the variety of fields that I could go into for public health as I am currently unsure of my desired field of study.”
 - “I am deciding what concentration I am most interested in and this course gave me a better insight into the different areas of public health.”
 - “These trainings are very relevant to my careers goals because I aspire to become a nurse and many of the skills and knowledge that I learned about will greatly benefit me. These trainings will help me to be a better nurse because I will need to know about diseases, disease prevention, and health.”

Year 5...

- As a result of the responses from FIU, MSU, and UA, it is recommended that the students participating in this project be monitored/tracked via an email questionnaire in Year 5 to see if they follow through and enroll in a public health degree program and/or pursue a public health career.
- PHF will also track the students from FAMU in Year 5.



Year 5...

- To develop better career access for minorities in the public health field, innovative measures to introduce public health prior to graduate education is important. It is evident from the limited data collected in this initiative, that utilizing TRAIN as a mechanism to introduce students to the field of public health has proven to be one such measure that may potentially have an impact on increasing the number minorities who enter a public health career.



Future Research?

- Feedback from FIU, MSU, and UA suggest that introducing minority students to the field of public health be implemented at the high school level.
- PHF is currently investigating opportunities to explore this avenue!



Questions?

