



FOREST COUNTY POTAWATOMI
HEALTH & WELLNESS CENTER
COMMUNITY HEALTH

Forest County Potawatomi Community Health Department Workforce Development Plan

FCP Community Health Department Purpose Statement

To provide essential public health services and respond to the healthcare needs of the Forest County Potawatomi Community.

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Reviewed:

Revised:

Adapted with permission from Polk County (WI) Health Department
Forest County Potawatomi Community Health Department 7.14.15



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Introduction

The challenges the Forest County Potawatomi Community Health Department (FCPCHD) faces mirror the national concern of a widening gap between the Public Health system's charge to improve the health of populations and the capacity of the public health workforce. Critical issues facing the public health system are an aging workforce, workforce shortages, resource availability, and greater demands on the public health system to support its broad mission to prevent new and emerging disease, promote healthy lifestyle behaviors, and protect the environment from hazards. In order to meet these demands, it is imperative that local, Tribal, public and community health agencies have a comprehensive workforce development plan that provides a roadmap to address these challenges.

Another driving force for a comprehensive workforce development plan is the Public Health Accreditation Board's (PHAB) identification of standards and measures around Workforce Development Plans as requirements for national voluntary accreditation. According to PHAB, "Effective public health practice requires a well prepared workforce. A multi-disciplinary workforce that is matched to the specific community being served facilitates the interdisciplinary approaches required to address health equity and the population's public health issues. The manner in which services are provided to the public determines the effectiveness of those services and influences the population's understanding of, and appreciation for, public health. A strategic workforce includes the alignment of workforce development with the health department's overall mission and goals and the development of strategies for acquiring, developing, and retaining staff."

Purpose

The purpose of the FCPCHD Workforce Development Plan is to ensure a systematic process is in place so that FCPCHD staff are able to identify individual competency and training gaps as compared to national standards and institute corrective actions to fill those gaps. This will ultimately ensure that staff are using a continuous quality improvement (CQI) process to enhance their skill sets.

Goal

The goal of this workforce development plan is to assure a competent, skilled and dynamic professional community health workforce who systematically pursue opportunities to increase their skill sets so they can contribute to the goals of the FCPCHD Strategic Plan, and ultimately, improve the quality of public health services and programs offered to the residents of the Forest County Potawatomi Community.

Background

In 2015, the FCPCHD formally adopted the Council on Linkages Core Competencies for Public Health Professionals (**Appendix A**) as the benchmark for basic skills required of all professional staff. The Core Competencies are a consensus set of skills for the broad practice of public health, as defined by the 10 Essential Public Health Services. Developed by the Council on Linkages between Academia and Public Health Practice, the Core Competencies reflect foundational skills desirable for professionals engaging in

the practice, education, and research of public health. The Core Competencies support workforce development within public health and can serve as a starting point for public health professionals and organizations as they work to better understand and meet workforce development needs. The Core Competencies address the following key dimensions of public health practice:

1. Analytic/Assessment
2. Policy Development & Program Planning
3. Communication
4. Cultural Competency
5. Community Dimensions of Practice
6. Public Health Sciences
7. Financial Planning and Management
8. Leadership and Systems Thinking

In addition, the agency decided to evaluate staff competency relative to the 15 Preparedness Capabilities as determined by the Centers for Disease Control (CDC). These capabilities are assessed annually in all Local Health Departments (LHDs) and tribes through the Wisconsin Department of Health Services (DHS) Public Health Preparedness program. Annually, FCPCHD's lowest scoring preparedness capability areas will be identified, corrective actions will be developed and appropriate trainings and/or resources will be implemented to ensure that competency scores are increased. The 15 Preparedness Capabilities are as follows:

1. Community Preparedness
2. Community Recovery
3. Emergency Operations Coordination
4. Emergency Public Information and Warning
5. Fatality Management
6. Information Sharing
7. Mass Care
8. Medical Countermeasure Dispensing
9. Medical Material Management and Distribution
10. Medical Surge
11. Non-Pharmaceutical Interventions
12. Public Health Laboratory Testing
13. Public Health Surveillance and Epidemiological Investigation
14. Responder Safety and Health
15. Volunteer Management

In 2011 the Maternal Child Health Department within the FCPCHD adopted the MCH Early Childhood Systems Competencies Tool as a starting point to develop competencies that support work in Early Childhood Systems. The MCH Early Childhood Systems Core Competencies are based on:

- Maternal and Child Health Leadership Competencies (<http://leadership.mchtraining.net/>)
- Core Competencies for Public Health Professionals (http://www.phf.org/resourcestools/Pages/Core_Public_Health_Competencies.aspx)
- Quad Council Competencies for Public Health Nurse Practice
- Children's Trust Fund WI Core Competencies in the Field of Family Support (<http://wctf.state.wi.us/index.php?section=communitynorms~corecomp>)

The MCH Early Childhood Systems Core Competencies address the following areas:

1. MCH Knowledge Base
2. Self-Reflection
3. Ethics and Professionalism
4. Critical Thinking
5. Communication
6. Negotiation and Conflict Resolution

7. Cultural Competency
8. Family-Centered Care
9. Developing Others Through Teaching and Mentoring

10. Interdisciplinary Team Building
11. Working with Communities and Systems
12. Policy and Advocate

History of Workforce Development Work within the FCPCHD

- **April 2014:** FCPCHD staff attend Workforce Workshop: Nuts and Bolts - Beyond the Plan II presented by Brian Kaczmarek, Institute for Wisconsin's Health, Inc. (IWHI) Consultant.
- **July 2014:** FCP Community Health Outreach Director and FCP Health Division Clinical Services Administrator review the Workforce Development Plan from IWHI.
- **August 2014:** First draft of the FCPCHD Workforce Competency Development plan is completed.
- **September 2014:** Draft of the FCPCHD Workforce Development Plan is reviewed by FCP Tribal Public Health Accreditation Leadership Team.
- **January 2015:** FCPCHD receives an Accreditation Support Initiative (ASI) Grant from the National Indian Health Board to focus on the development of a Workforce Development Plan. FCPCHD receives technical assistance from IWHI to re-draft this plan.
- **April 2015:** FCPCHD Workforce Development Team is created to review the drafted Workforce Development Plan and update training resources.
- **May 2015:** IWHI Consultant Brian Kaczmarek, provides Workforce Development Training to FCPCHD, FCP Health Division Administration and FCP Human Resources staff.
- **July 2015:** FCPCHD Workforce Development Plan is approved by Health Division Administration.

Process

The FCPCHD will use the Council on Linkages 2014 version of the Core Competencies for Public Health Professionals and CDC capabilities to assess competency at the individual and departmental level.

Individual Assessment Process

- Staff will be assessed annually utilizing the Council on Linkages Core Competency Assessment and FCP Human Resources Department Performance Appraisal Form.
- Staff will complete the Core Competency Assessment (Tier 2) located on Wisconsin TRAIN (<http://wi.train.org>) and the FCP Human Resources Performance Appraisal Form, prior to their scheduled Annual Performance Review. Performance Reviews are scheduled based on month of hire.
- Staff will print two copies of the following forms prior to their Annual Performance Review:
 - Competency Assessment Results
 - Performance Appraisal Form
 - WI TRAIN Transcript
 - Training Plan (previous year)

These will be reviewed with the Community Health Outreach Director to develop an Individual Staff Competency Development Training Plan (**Appendix B**).

- The training plan will identify a minimum of two training needs based on the results of the Competency Assessment and other performance indicators.
- The Community Health Outreach Director will assist staff in identifying competency based training content and curricula available from recognized institutions. These resources will be located on the FCPCHD SharePoint site in the Workforce Development Folder. If none are available, the Workforce Development Team will create trainings internally.
- Staff interested in attending in-person trainings must submit an email request to the Community Health Outreach Director that specifies the following:
 - Name of training (date, time and location)
 - Agency providing the training
 - Learning objectives (agenda)
 - Core competencies addressed at the training (indicate alignment with training plan)
- Staff will be expected to track completed trainings, specific to competency gaps, in their training plan. All other competency based trainings attended by staff will be documented in their WI TRAIN account.
- Staff will provide the Community Health Outreach Director with a copy of their training plan and WI TRAIN transcript mid-year and at their Annual Performance Review.

Departmental Assessment Process

- Departmental competency will be assessed annually utilizing the Council on Linkages Core Competencies for Public Health Professionals and CDC capabilities.
- The Community Health Outreach Director will compile staff competency assessment data in December and share results with the Workforce Development Team.
- The Workforce Development Team will identify two training needs and complete a Department Competency Development Training Plan (**Appendix C**). The Workforce Development Team will be responsible for addressing departmental training by offering internal training or coordinating with outside agencies.
- The Emergency Preparedness Coordinator will select specific CDC Preparedness Capabilities to train staff on each year. These activities will be documented in the department training plan.
- The Workforce Development Team will provide the Community Health Outreach Director and Clinical Services Administrator with a copy of the department training mid-year and at the end of the year.

Supporting Professional Development

The FCPCHD supports the continued growth and development of its workforce to ensure competent staff who can meet the needs of its ever changing work environment. Outlined below are opportunities for professional development:

- Membership in professional organizations relative to profession
- Attendance at conferences sponsored by professional organizations
- Continuing education related to maintaining professional licensure/certification

- Payment of staff license/certification renewal
- Training opportunities for staff related to nationally recognized core competencies
- Educational financial assistance when funds are available

Employee Wellness Programs

FCPCHD staff have access to two employee wellness programs:

- **Employee Wellness Program**
- **Employee Directed Self Improvement (EDSI) Program**

Employee Wellness Program	
Overview	The FCP Employee Wellness program is designed to help employees reach their personal wellness goals and encourages individuals to voluntarily participate in free screenings, receive education on prevention and disease management topics and become a team member in building a healthier work environment.
Goal	The Forest County Potawatomi Employee Wellness Program strives to increase the well-being and productivity of all employees. The program seeks to increase awareness of positive health behaviors, to motivate employees to voluntarily adopt healthier behaviors and to provide opportunities and a supportive environment to foster positive lifestyle changes.
Services	<p>Programs and Activities</p> <ul style="list-style-type: none"> • On-site activity classes <ul style="list-style-type: none"> – Yoga – Boot Camp – Low Impact Class – Light Resistance Class – Weight Watchers • Access to Employee Fitness room 24 hours/day, 7 days/week • Employee Health Fair • Health Screenings—blood glucose and blood pressure • Health Assessments • Flu Vaccinations • Lunch and Learns • Grocery Store Tours • Monthly/Quarterly Wellness Challenges <p>Additional Resources</p> <ul style="list-style-type: none"> • Quarterly Newsletters • Chronic Disease Education and Management • Tobacco Cessation Program • Intranet Resource Development <ul style="list-style-type: none"> – Cholesterol, Diabetes, Hypertension, Migraines, Nutrition, Physical Activity, Pre-diabetes, Stress and Anxiety, Tobacco and Healthy Recipes

Employee Directed Self Improvement (ESDI) Program	
Overview	The EDSI Program is a general wellness promoting program. The program recognizes the employees for their tenure as fulltime employees of the Forest County Potawatomi Community Government.
Goal	The goal of the program is to reduce future medical benefit expenses by assisting the employee with solutions to quality of life issues such as; health, weight, self-esteem and finance.
Point System	<ul style="list-style-type: none"> • Employees are given a variety opportunities to earn EDSI points. • EDSI points earned are for the employee. • The maximum number of points an employee can earn per year is 100 points. • Documentation will be required to receive EDSI points for your wellness activities. • Each EDSI point has the value of \$1.00. • Items purchased with EDSI points are to improve and/or maintain a healthy lifestyle. • EDSI points can be used to purchase approved fitness equipment, outside fitness club memberships and Weight Watcher memberships. • The points are continuing to be available to pay health plan co-pays and deductibles for services at Forest County Potawatomi Health and Wellness Center and Aspirus Providers. <p><i>Note: Points can be earned during the introductory period, however cannot be used until the introductory period is complete.</i></p>

Reward and Recognition Activities

Recognition of a job well done and celebrating successes is a proven way of maintaining staff morale and productivity. The FCPCHD recognizes staff through the following methods:

Years of Service Certificates – FCHD staff are recognized at staff meetings during the month of their hire date and presented with a certificate.

Health Division Quality Improvement (QI) Awards - The Health Division Peer Review Chart Audit (PRCA) Committee awards two QI studies within the Health Division each year. QI Award recipients receive a plaque and are featured in the Potawatomi Traveling Times newspaper.

QI Workgroup Recognition

The QI Workgroup will recognize two QI Teams that demonstrated excellence by successfully integrating QI concepts and tools throughout their project. Awardees will receive certificates and their study will be featured on the FCP and Health Division SharePoint Sites, Traveling Times or FCPCHD website.

Community Health Department QI Award

FCPCHD staff will award a staff member each year who effectively led QI initiatives in the department and integrated components into programs and daily work. This individual will receive a plaque and be recognized at a staff meeting.

Department Luncheons

The FCPCHD holds luncheons to recognize departmental successes and offers various potlucks for holidays, sporting events and birthdays.

Role of Workforce Development Team

The FCPCHD Workforce Development Team, with the support and approval of the Community Health Outreach Director, will ensure that the comprehensive workforce development plan becomes embedded within the agency operations by:

- 1. Maintaining representation of each program within the FCPCHD on the Workforce Development Team.**
Members of this committee will be responsible and empowered to make recommendations about training needs for the agency, will identify barriers to training, and will champion efforts within the department as peer leaders for training incentives and encouragement.
Justification: A diverse and empowered team can effectively facilitate a culture of continued learning.
- 2. Providing guidance and direction to FCPCHD staff regarding completion of required competency and preparedness training each year.**
Justification: Competency and preparedness related training remains a high priority in local health departments, and it is necessary for each employee to be competent in public health and preparedness. Depending on job duties and responsibilities, a level of skill or proficiency in these competencies may also be required.
- 3. Providing incentives for completion of competency based individual training plans.**
Justification: If the agency expectation is a competent and trained workforce, then it is important to ensure that barriers to receiving training are addressed. One such barrier is dedicating staff time to participate in trainings. It is the philosophy of the FCPCHD to allow staff to dedicate work time to attend appropriate competency related trainings.
- 4. Coordinating online training resources for staff to enhance linkages of training needs to existing opportunities (remove barriers to training).**
Justification: Individual training plans will emphasize online training sites whenever possible. This is done in an effort to utilize efficient, timely, and readily available training links for FCP Community Health staff while minimizing the expenses associated with travel to offsite locations.
- 5. Partnering with local, state, and national entities to accomplish training goals.**
Justification: Many resources currently exist to develop and provide training to individuals, occupational groups and agencies. In the spirit of collaboration, state and regional training opportunities will be utilized when possible and financially practical.

Training Suggestions and Resources for FCP Community Health Staff

Comprehensive 'One Stop-Shop' Websites for Trainings Related to Both PH Domains and Preparedness Capabilities, as well as other resources relevant to workforce development and PHAB standards		
Name of Resource	Location of Resource	What you will find there:
Centers for Disease Control and Prevention	http://www.cdc.gov/	Trainings, webinars, podcasts, reports and evidence based resources
Emergency Management Institute Independent Study Online Courses Program	www.training.fema.gov/emicourses Login required/ National Emergency Training Center	Training for ICS and NIMS courses and is searchable by category, course name, and/or code
Indian Health Service	http://www.ihs.gov/forproviders/continuinged	IHS Clinical Support Center Office of Continuing Education Public Health Grand Rounds, Diabetes Treatment and Prevention, Nutrition and Dietetics, HIV/AIDS
Institute for Wisconsin's Health	http://www.instituteforwihealth.org/	Accreditation, quality improvement and performance management resources
Medscape	http://www.medscape.org/nurses	CEUs for Nurses and other health care providers regarding various healthcare topics
NACCHO (National Association of City and County Health Officials)	Home page: http://www.naccho.org/ Note: Toolbox tab for Workforce competency development examples	Workforce competency development examples and other accreditation resources
Public Health Accreditation Board	http://www.phaboard.org	PHAB standards and measures, updates, resource guides and training materials
Public Health Foundation Online Resources/Tools Webpage	http://www.phf.org/resourcestools/Pages/default.aspx	Resources to address training gaps regarding both the General Public Health Domains and the 15 CDC Preparedness Capabilities

Comprehensive 'One Stop-Shop' Websites for Trainings Related to Both PH Domains and Preparedness Capabilities, as well as other resources relevant to workforce development and PHAB standards

Red Star Innovations	http://redstar1.org	Tribal-specific performance and accreditation resources
Society of Public Health Education	http://www.sophe.org/education.cfm	Designated provider of Continuing Education Contact Hours (CECH) by the National Commission for Health Education Credentialing (NCHEC). Resources focused on health education, wellness and prevention
State of Wisconsin Training Management System	https://www.trainingwisconsin.org/TrainingCatalog.aspx You are able to view the catalog but must have a login to register for courses	Trainings database can be searched by keyword, course #, discipline, course type, or provider.
TRAIN National – Real-Time Affiliated Information Network	https://train.org Note: Password Protected. Provides a Learning Management System with transcript database.	Training database searchable by 'competency and capability'
University of North Carolina Centers for Public Health Preparedness Training Home Page	http://cphp.sph.unc.edu/training/index.php	Resources to address training gaps regarding both the General Public Health Domains and the 15 CDC Preparedness Capabilities
University of Minnesota School of Public Health Online Training Page	http://sph.umn.edu/ce/online/	Resources to address training gaps regarding both the General Public Health Domains and the 15 CDC Preparedness Capabilities
Wisconsin Department of Health Services	https://www.dhs.wisconsin.gov/search?search=Webinars	Public health resources, training materials and webinars
WICPHET (Wisconsin Center for Public Health Education and Training)	http://wicphet.org/content/workforce-assessment	Workforce competency development resources PLUS on-demand self-assessment tool
Wisconsin Partner Communications and Alerting Training Page	https://share.health.wisconsin.gov/ph/pca/preparedness/SitePages/Trainings.aspx Note: Password Protected. Will need a WILMS Account (Wisconsin Logon Management System)	Resources to address training gaps regarding both the General Public Health Domains and the 15 CDC Preparedness Capabilities

Comprehensive 'One Stop-Shop' Websites for Trainings Related to Both PH Domains and Preparedness Capabilities, as well as other resources relevant to workforce development and PHAB standards

Wisconsin WIC Share	https://share.health.wisconsin.gov/ph/wic/SitePages/Home.aspx https://share.health.wisconsin.gov/ph/wic/wicu/SitePages/Home.aspx	Technical, administrative, educational resources, training, tools and links related to and supporting the Wisconsin WIC Program
Wisconsin-TRAIN- Training Real-time Affiliated Information network	https://wi.train.org/DesktopShell.aspx Note: Password Protected. Provides a Learning Management System with transcript database.	Training database searchable by 'competency and capability'
For Training Needs Not Fulfilled by above Resources:	Workforce Development Team will create trainings based on local need and lack of readily available resources.	Contact Workforce Development Team for unfulfilled training needs

Training Needs by Program or Position within FCP Community Health Department

Occupational Category (# of employees)	Comprehensive List of Possible Trainings (work with Community Health Outreach Director to determine most relevant trainings)	Where You will Find These Trainings
All NEW Community Health Employees (within the first year of employment)	FCP Orientation (Policies and Procedures)	To be determined by FCP Health Division Administration
	FCPCHD Orientation (Policies and Procedures)	To be determined by Community Health Outreach Director
	FCP Museum Tour	Scheduled by Community Health Outreach Director
	FCP Culture Orientation	http://fcpNet.fcp.local/health/HWCemployees/Employee%20Annual%20Training/Forms/AllItems.aspx
	IS 700 A: Introduction to the National Incident Management System (NIMS)	https://wi.train.org/DesktopModules/eLearning/CourseDetails/CourseDetailsForm.aspx?courseId=1016070
	IS 100 B: Introduction to Incident Command System (ICS)	https://wi.train.org/DesktopModules/eLearning/CourseDetails/CourseDetailsForm.aspx?courseId=1024627
	Addition Position Specific Training (Onsite) Note: Contact Emergency Preparedness Coordinator for course listing.	https://wi.train.org/DesktopShell.aspx?tabid=1
	Orientation for New Public Health Employees (1) WI DHS Onsite Training or (2) HRSA Public Health Training Online Centers	(1) https://wi.train.org/DesktopShell.aspx?tabid=1 (2) http://www.publichealthtrainingcenters.org/details.cfm?CourseID=68
	10 Essential Public Health Services Overview (CDC)	http://www.cdc.gov/nphpsp/documents/essential-phs.pdf

	Introduction to the Public Health Preparedness Capabilities (101)	https://www.youtube.com/watch?v=74YpjEnSYSs&feature=player_embedded
	Quality Improvement for Public Health using NIATx Improvement Processes (WI Division of Public Health)	https://wi.train.org/DesktopModules/eLearning/CourseDetails/CourseDetailsForm.aspx?courseId=1043373
	Introduction to Performance Management (CDC)	https://wi.train.org/DesktopModules/eLearning/CourseDetails/CourseDetailsForm.aspx?courseId=1029493
	PHAB Online Orientation Modules: <ul style="list-style-type: none"> - 1: An Overview of Public Health Department Accreditation - 2: The PHAB Accreditation Process - 3: The Nuts and Bolts of the PHAB Accreditation Process - 4: Understanding the PHAB Standards and Measures Version 1.5 	http://www.cecentral.com/phab
	Domain-A-Month Webinar Series (IWHI)	http://www.instituteforwihealth.org/domain-a-month-webinars--handouts.html
	Health Literacy and Public Health: Introduction (New York - New Jersey Public Health Training Center)	https://wi.train.org/DesktopModules/eLearning/CourseDetails/CourseDetailsForm.aspx?courseId=1022643
	Evidence-Based Public Health: Identifying and Using Information Resources (CT-RI Public Health Training Center)	https://wi.train.org/DesktopModules/eLearning/CourseDetails/CourseDetailsForm.aspx?courseId=1032592

Community Health Outreach Director (n=1)	Public Health Preparedness	Additional Position Specific Training (Onsite) Note: Contact Emergency Preparedness Coordinator for course listing and requirements.
	Group Facilitation	TRAIN.org = Facilitating Focus Groups
	Personnel Management	FCPC Human Resources Leadership Development: Coach and Develop Others (FCPNet)
	Performance Management	http://www.phf.org/focusareas/PMQI/pages/performance_improvement_training.aspx

		Performance Management Webinar: Public Health Foundation. Click here to view webinar.
	Quality Improvement	Quality Improvement Quick Guide: Public Health Foundation. Click here to view this guide and webinar.
	Strategic Planning	Leadership and Systems Thinking Skills: What is Strategic Planning and How Do I Prepare? https://www.train.org/DesktopModules/eLearning/CourseDetails/CourseDetailsForm.aspx?tabid=62&courseid=1050173 NACCHO
	Community Health Improvement Planning	National Network of Public Health Institutes: Using NNPHI in State and Community Health Planning: http://nnphi.org/CMSuploads/NPHSP.Webinar.Summary-1.11.pdf
	Accreditation	Accreditation Preparation and Background: Public Health Foundation. Click here to view.

Community Health Nursing (n=6)	WPHN Orientation: Role in Prevention and Control of Communicable Disease (WI DHS)	https://wi.train.org/DesktopModules/eLearning/CourseDetails/CourseDetailsForm.aspx?courseId=1049675
	Epidemiology for Non-Epidemiologists (Michigan Center for Public Health Preparedness)	https://wi.train.org/DesktopModules/eLearning/CourseDetails/CourseDetailsForm.aspx?courseId=1030338
	Introduction to Public Health Surveillance (Northwest Center for Public Health Practice)	https://wi.train.org/DesktopModules/eLearning/CourseDetails/CourseDetailsForm.aspx?courseId=1016809
	Introduction to Outbreak Investigation (Northwest Center for Public Health Practice)	https://wi.train.org/DesktopModules/eLearning/CourseDetails/CourseDetailsForm.aspx?courseId=1016812
	WI Immunization Registry – WIR (WI DHS)	https://www.dhs.wisconsin.gov/immunization/wir.htm
	Wisconsin Electronic Disease Surveillance System – WEDSS (WI DHS)	https://www.dhs.wisconsin.gov/wiphin/wedss.htm
	Quality Improvement Quick Guide Tutorial (Public Health Foundation)	https://wi.train.org/DesktopModules/eLearning/CourseDetails/CourseDetailsForm.aspx?courseId=1030628

	Participate in Nursing Skills Day (based on nursing competencies)	Scheduled by Community Health Outreach Director
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MCH Staff (n=4)	MCH Life Course Model	https://www.dhs.wisconsin.gov/mch/earlychildhoodsystems/1b.htm
	Infant and Pediatric Assessments in Home Care (Alabama Department of Public Health Training Network)	https://wi.train.org/DesktopModules/eLearning/CourseDetails/CourseDetailsForm.aspx?courseId=1027161
	SPHERE	https://phin.wisconsin.gov/sphere/

Diabetes Staff (n=3)	SDPI Community- Directed Grant Program Required Trainings (I.H.S.)	http://www.ihs.gov/MedicalPrograms/Diabetes/index.cfm?module=programsSDPIcommunityDirectedTraining
	American Diabetes Association	http://www.diabetes.org/
	Annual Diabetes and HPDP Conference/Meeting, 3 day conference in MN every September (I.H.S)	https://www.ihs.gov/bemidji/index.cfm/contactus/

Health Educator & Public Health Accreditation Coordinator (n=1)	Responsibilities and Competencies for Health Education Specialists (National Commission for Health Education Credentialing, Inc.)	http://www.nchec.org/responsibilities-and-competencies
	Public Health Accreditation Board	http://www.phaboard.org/
	Mobilizing for Action through Planning and Partnerships –MAPP-Framework (NACCHO)	http://www.naccho.org/topics/infrastructure/mapp/framework/index.cfm (website) https://www.train.org/DesktopModules/eLearning/CourseDetails/CourseDetailsForm.aspx?courseId=1050170 (training)
	Resource Center for Community Health Assessments and Community Health Improvement Plans (NACCHO)	http://www.naccho.org/topics/infrastructure/CHAIP/chachip-online-resource-center.cfm
	Developing an LHD Strategic Plan (NACCHO)	http://naccho.org/topics/infrastructure/accreditation/strategic-plan-how-to.cfm

Performance Management: Improving Systems Systematically (Public Health Foundation & NNPHI)	https://www.train.org/DesktopModules/eLearning/CourseDetails/CourseDetailsForm.aspx?courseId=1031026
Quality Improvement Quick Guide Tutorial (Public Health Foundation)	https://wi.train.org/DesktopModules/eLearning/CourseDetails/CourseDetailsForm.aspx?courseId=1030628
QI Team Development (Empire State Public Health Training Center/New York State Department of Health)	https://www.train.org/DesktopModules/eLearning/CourseDetails/CourseDetailsForm.aspx?courseId=1046422
Public Health Preparedness Capabilities: National Standards for State and Local Planning March 2011 (CDC)	http://www.cdc.gov/phpr/capabilities/DSLRCapabilities_July.pdf
Epidemiology for Non-Epidemiologists (Michigan Center for Public Health Preparedness)	https://wi.train.org/DesktopModules/eLearning/CourseDetails/CourseDetailsForm.aspx?courseId=1030338
Introduction to Public Health Surveillance (Northwest Center for Public Health Practice)	https://wi.train.org/DesktopModules/eLearning/CourseDetails/CourseDetailsForm.aspx?courseId=1016809
Introduction to Outbreak Investigation (Northwest Center for Public Health Practice)	https://wi.train.org/DesktopModules/eLearning/CourseDetails/CourseDetailsForm.aspx?courseId=1016812
Branding a Local Health Department: The Process	http://www.naccho.org/communications/hd-communications/upload/report_brandingguide_dec2014-2.pdf
The Public Health Code of Ethics (Southeast Public Health Training Center)	https://wi.train.org/DesktopModules/eLearning/CourseDetails/CourseDetailsForm.aspx?courseId=1050890
Simply Put - A Guide for Creating Easy-To-Understand Materials (CDC)	http://www.cdc.gov/healthliteracy/pdf/Simply_Put.pdf
8 Steps to Building and Sustaining Effective Coalitions (South Central Public Health Partnership)	https://wi.train.org/DesktopModules/eLearning/CourseDetails/CourseDetailsForm.aspx?courseId=1045486

Foodborne Outbreaks	http://www.cdc.gov/foodsafety/outbreaks/
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Registered Dietitian/ Nutritionist (n=2)	Academy of Nutrition and Dietetics (AND)	http://www.eatright.org/
	Wisconsin Academy of Nutrition and Dietetics (WAND)	http://www.eatrightwisc.org/
	WIC	https://share.health.wisconsin.gov/ph/wic/SitePages/Home.aspx
	Diabetes Evidence Based Practices (American Dietetic Association)	www.diabetes.org/ http://www.ihs.gov/MedicalPrograms/Diabetes/

Emergency Preparedness Coordinator (n=1)	Introduction to Public Health Emergency Preparedness, Web-based Training – Self Study (TECS-Preparedness and Emergency Response Learning Center)	https://wi.train.org/DesktopModules/eLearning/CourseDetails/CourseDetailsForm.aspx?courseId=1042171
	ICS 100.b – An Introduction to Incident Command System, Web-based Training – Self Study (FEMA)	https://wi.train.org/DesktopModules/eLearning/CourseDetails/CourseDetailsForm.aspx?courseId=1024627
	ICS 200.b – ICS for Single Resources and Initial Action Incidents, Web-based Training – Self Study (FEMA)	https://wi.train.org/DesktopModules/eLearning/CourseDetails/CourseDetailsForm.aspx?courseId=1024638
	ICS 200.HCA – Applying ICS to Healthcare Organizations, Web-based Training – Self Study (FEMA)	https://wi.train.org/DesktopModules/eLearning/CourseDetails/CourseDetailsForm.aspx?courseId=1022918
	ICS 300 – Intermediate ICS for Expanding Incidents, Classroom Course Only (WI DHS/DPH Preparedness)	https://wi.train.org/DesktopModules/eLearning/CourseDetails/CourseDetailsForm.aspx?courseId=1037738
	ICS 346 - An Orientation to Hazardous Materials for Medical Personnel, Web-based Training- Self Study (FEMA)	https://wi.train.org/DesktopModules/eLearning/CourseDetails/CourseDetailsForm.aspx?courseId=1000055
	ICS 400 – Advanced ICS, Classroom Course Only (WI DHS/DPH Preparedness)	https://wi.train.org/DesktopModules/eLearning/CourseDetails/CourseDetailsForm.aspx?courseId=1008217
	ICS in Action: Using the Incident Command System in Public Health Outbreak Investigations, Web-based Training – Self Study (UNC Center for Public Health Preparedness)	https://wi.train.org/DesktopModules/eLearning/CourseDetails/CourseDetailsForm.aspx?courseId=1031023

	NIMS 700.a – Introduction to the National Incident Management System (NIMS), Web-based Training- Self Study (FEMA)	https://wi.train.org/DesktopModules/eLearning/CourseDetails/CourseDetailsForm.aspx?courseId=1016070
	NIMS 701.a – NIMS Multiagency Coordination System (MACS), Web-based Training – Self Study (FEMA)	https://wi.train.org/DesktopModules/eLearning/CourseDetails/CourseDetailsForm.aspx?courseId=1020084
	NIMS 800.b – National Response Framework, An Introduction, Web-based Training – Self Study (FEMA)	https://wi.train.org/DesktopModules/eLearning/CourseDetails/CourseDetailsForm.aspx?courseId=1011882
	IS 907- Active Shooter: What You Can Do, Web-based Training – Self Study (FEMA)	https://wi.train.org/DesktopModules/eLearning/CourseDetails/CourseDetailsForm.aspx?courseId=1027006
	HSEEP Training Course, Classroom Course Only (Wisconsin Division of Public Health)	https://wi.train.org/DesktopModules/eLearning/CourseDetails/CourseDetailsForm.aspx?courseId=1011832
	PHEP Recommended Training by Priority Target Capabilities through PCA Portal	https://share.health.wisconsin.gov/ph/pca/preparedness/SitePages/Trainings.aspx

WIC (n=3)	WIC 101 (USDA, FNS, WIC)	https://wi.train.org/DesktopModules/eLearning/CourseDetails/CourseDetailsForm.aspx?courseId=1040957
	Reaching Participants Through WIC (USDA, FNS, WIC)	https://wi.train.org/DesktopModules/eLearning/CourseDetails/CourseDetailsForm.aspx?courseId=1053615
	Counseling Skills (USDA, FNS, WIC)	https://wi.train.org/DesktopModules/eLearning/CourseDetails/CourseDetailsForm.aspx?courseId=1053614
	Life Course Nutrition: Maternal and Child Health Strategies in Public Health (NWCPPH)	https://wi.train.org/DesktopModules/eLearning/CourseDetails/CourseDetailsForm.aspx?courseId=1031313

Community Health Representatives (n=5)	Community Health Representative (Indian Health Service) <i>Trainings, Literature, Resources, etc.</i>	http://www.ihs.gov/chr/index.cfm
	Skilled Nursing Day	Scheduled by Community Health Outreach Director
	Defensive Driving (In-Person Training)	Offered at Nicolet College

In Home Care Worker (n=1)	FCP In-Home Care Orientation	http://fcpnet.fcp.local/teams/HlthWkforce/SitePages/Home.aspx?RootFolder=%2Fteams%2FHlthWkforce%2FShared%20Documents%2FIn%2DHome%20C
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