







DIS Workforce Supplement Progress Summary

Key Take-Away : Recipients are employing a wide variety of strategies to conduct workforce and training needs assessments and pursue health equity while working to address challenges in hiring and training staff.

Background: In 2021, the 59 recipients of PS19-1901 STD Prevention and Control for Health Departments (STD PCHD) received COVID-19 supplemental funding¹ to hire and support Disease Intervention Specialist (DIS) to strengthen the capacity of public health departments to respond to COVID-19 and other infectious disease outbreaks. Program accomplishments reported by all 59 project areas for January 1, 2022 to June 30, 2022 are summarized by the five priorities: A. Establish and Expand the Core Public Health Workforce; B. Conduct Workforce Training and Skills Building; C. Build Organizational Capacity for Outbreak Response; D. Evaluate and Continuously Improve Workforce Hiring, Training and Outbreak Response Efforts; and E. Health Equity.²

What's Working Well?

-  Posting vacant positions internally and promoting internal staff
-  Engaging staff to obtain feedback
-  Using a central platform (e.g., MS Teams, SharePoint) for collaboration
-  Employing a diverse and inclusive workforce
-  Developing opportunities for growth, training, and coaching
-  Obtaining input from current staff and leadership to reduce hiring hurdles

Overarching Challenges and Barriers Across Priority Areas

-  Lengthy hiring process and overburdened human resources
-  Limited availability of standardized training and curriculum
-  Staffing: low salaries, staff shortages and turnover, limited pool of qualified candidates
-  Limited capacity to conduct continuous quality improvement

Priority A: Establish and Expand the Core Public Health Workforce

Recipients conducted their workforce assessments using one or more approaches listed below, including:

- ▶ Assessment of disease morbidity and disease distribution
- ▶ Interviews, discussions and listening sessions
- ▶ Needs assessment surveys
- ▶ Review of workload metrics (e.g., completed caseloads per DIS)
- ▶ Identification of areas with emerging disparities and health inequities



Innovative Methods Used



Proactive, non-traditional recruitment strategies



Support flex/remote work



Outreach to local colleges/universities



Workforce investment in growth/self-care

Priority B: Conduct Workforce Training and Skills Building



88% of Recipients have a **Dedicated Training or Skills - Building Manager**, an **increase** from **75%** in the last reporting period

Recipients conducted a skills and training needs assessment using one or more approaches listed below:

- ▶ Staff meetings and discussions
- ▶ Gap analysis of existing training programs
- ▶ Assessment of DIS outcomes and performance
- ▶ Community needs assessments
- ▶ Surveys and interviews with DIS

Innovative Methods Used



Virtual platforms (MS Teams)



Using video conferencing technology (Zoom, Webex)

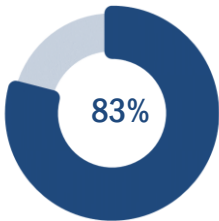


Using interactive training components (Slido Polls)



Recorded video for training series

Priority C: Build Organizational Capacity for Outbreak Response



Recipients said they have an **STD outbreak response plan** in place, an **increase** from **79%** last reporting period

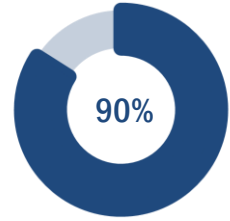
Challenges for Outbreak Response Capacity



Inadequate staffing



Systems Issues (e.g., network security incidents)



Recipients said they have an **HIV outbreak response plan** in place, an **increase** from **84%** last reporting period

Innovative Methods Used



Virtual partner services



Optimizing COVID-19 related technologies for future outbreak response efforts



Social media



Automated data processes



Optimized dashboards for staff/leadership use

Types of Evaluation Conducted

- ▶ Process evaluation
- ▶ Outcome evaluation
- ▶ Formative evaluation
- ▶ Impact evaluation
- ▶ Mixed methods

Approaches Used to Conduct Evaluation

- ▶ Disease intervention metrics
- ▶ Disease surveillance
- ▶ Surveys
- ▶ Assessments (staffing and fiscal needs)
- ▶ Descriptive reports

Innovative Methods Used



Dashboards



Surveillance and disease management system



REDCap



Automated Quality Assurance



Virtual technology

Priority E: Health Equity

Ways Recipients are Engaging with Communities to Pursue Health Equity

- ▶ Cultivate partnerships with local leaders, local organizations, and community organizers
- ▶ Solicit community voices through focus groups, needs assessments, and listening sessions
- ▶ Conduct community outreach
- ▶ Engage health equity committee

Approaches Used to Recruit Diverse and Inclusive Staff

- ▶ CBOs and community workgroups
- ▶ Advertise with partner agencies
- ▶ Job boards and job fairs
- ▶ Websites and social media
- ▶ Institutions of higher learning, including historically black colleges and universities

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¹<https://www.cdc.gov/std/funding/pchd/development-funding.html>

²59 out of 59 project areas submitted data in a timely manner for inclusion in this report. Data included should be interpreted with caution as there are some issues in data quality due to missing information and misinterpretation of guidance/definitions.