The background of the slide is a dark teal color with several lighter teal, wavy, horizontal bands that create a sense of movement and depth. The text is centered and rendered in a light teal color that contrasts with the darker background.

Meeting the Environmental Challenges of the Future By Redesigning the Workforce of Today

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Objectives

- Define the Health Problem
- Discuss the Background
- Discuss Systems Thinking Dynamics
- Project Plan and Next Steps
- Vision for the Future

Health Problem

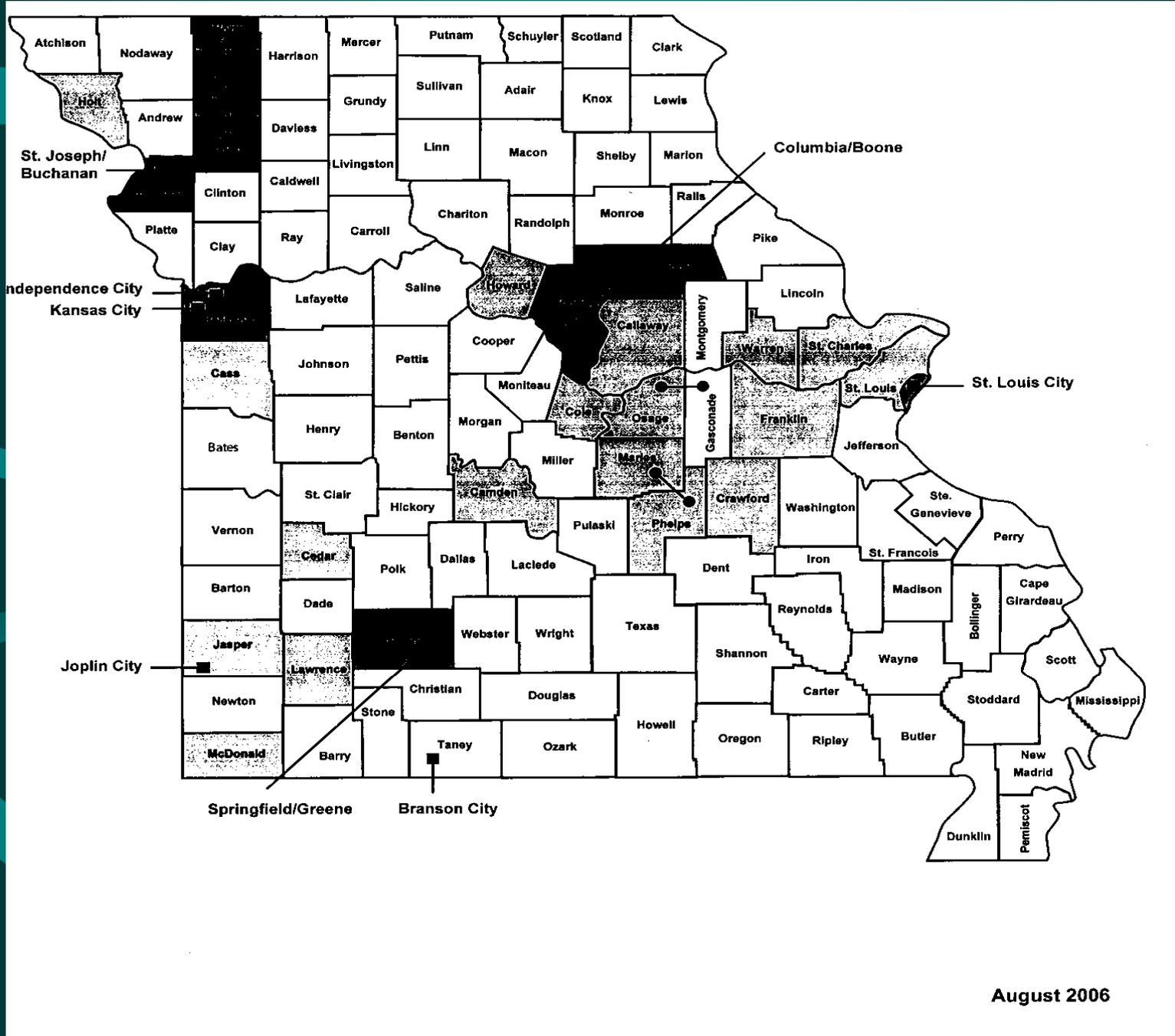
- In 1923 C.E.A. Winslow developed the following definition of public health and has been paraphrased here “tis a long sentencepublic health is the science and art of preventing disease, promoting efficiency through organized community efforts for the sanitation of the environment, control of community infection and the education of the individual in the principles of personal health and the development of a machinery which will ensure every individual in the community, a standard of living adequate for the maintenance of health.”

Health Problem

- Public has greater awareness of link between the environment and their health
- There is a growing need for
 - A holistic approach to environmental public health
 - Greater understanding of complex environmental issues
 - Technical diversity of environmental professionals
 - Increased efficiencies and effectiveness of work
 - Customer friendly environmental programs
 - Career ladder for those new to environmental public health field

Background

- Saint Louis County one of 114 Local Public Health Agency in Missouri
- Population of over 1.1 Million persons
- Encompasses more than 525 sq miles
- Saint Louis County one of five eastern counties in Missouri which make up more than one-third of State of Missouri total population
- Saint Louis County accredited as comprehensive LPHA

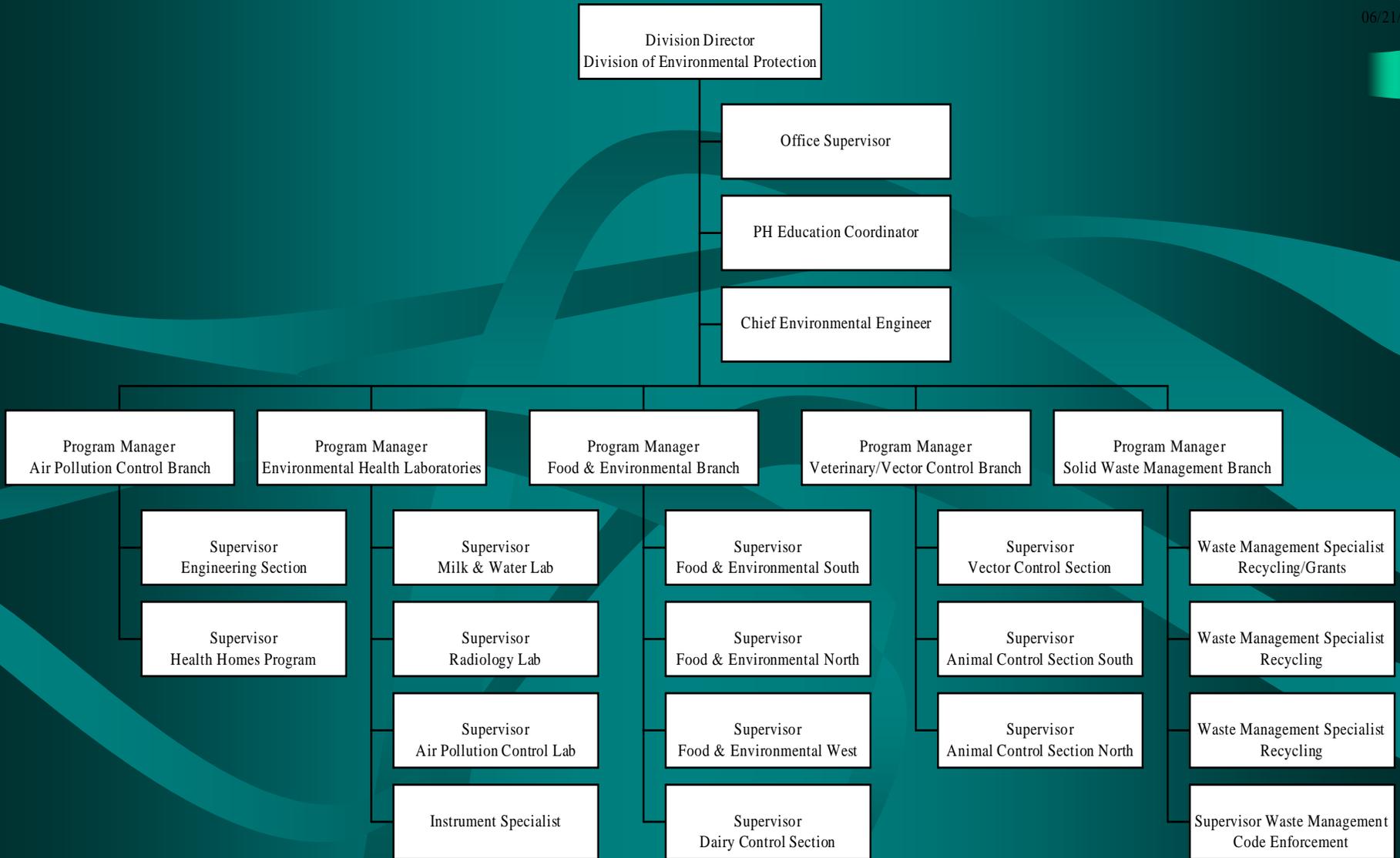


Background

- Division of Environmental Protection (EP) one of six divisions in 500 member health agency
- Staff of more than 150 professionals
- Marriage of traditional environmental programs (food, water, sewage) with the natural resources areas (air pollution, solid waste, landfill etc)
- Presently no requirement for registered environmental professionals (R.S or REHS)

Division of Environmental Protection

06/21/06



Background

- Environmental program areas in traditionally silos
- Food, on-site sewage, tobacco, tattoo, daycare, lead, indoor air, lodging, pools, dairy, solid waste, air pollution, landfills, radon, noise pollution, animal control, vector control, complaint investigations and an accredited environmental laboratory
- Single inspections conducted in single permit areas

Background

- Inventory of more than 8600 permitted food establishments permitted, 852 on-site sewage activities, 954 pool and spa permits, 150 permitted lodging establishments, 1100 permitted tobacco establishments, 750 permitted facilities with Stage I/II air permits (service stations and quick shops), 689 daycare establishments, 5 permitted landfills
- Facility inspections conducted monthly and based on risk or as regulated by ordinance three times per year

Background

	Food	Pool	Tobacco	Stage I/II Vapor Recovery	Air Permit	Solid Waste	On-Site Sewage
Food Establishment	✓		✓	✓		✓	✓
Lodging	✓	✓	✓		✓	✓	✓
Quick Shop	✓		✓	✓	✓	✓	✓
Landfill				✓	✓	✓	✓
Dairy Farm	✓					✓	✓
Daycare	✓	✓			✓	✓	✓
School	✓	✓		✓	✓	✓	✓

Permit type by establishment type
Not all inclusive of every program area in the Division

Systems Thinking Behavior Over Time

- Public Expectation goes up over time
- Technical Diversity of staff decreasing
- Career ladder for new professionals decreasing
- Holistic approach to complex environmental issues decreasing
- Organizational and Funding structure limits cross-training

Systems Thinking

Limits to Success

- Limited pool of qualified candidates to fill positions
- Ability to keep managers focused on long-term goal
- State with no certification requirement for environmental public health professionals

Next Steps

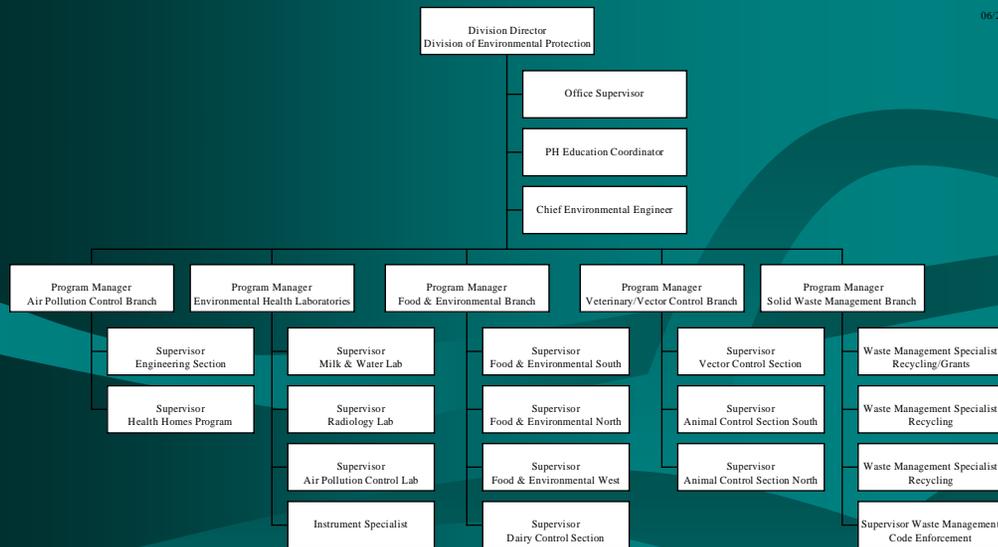
- Increased recruitment efforts
- Accepting neighboring States (Illinois, Indiana) registrations and NEHA reciprocity
- Work with NEHA to proctor exam in-house for existing staff
- Partnering with local health agencies in region to move towards REHS requirement

Next Steps

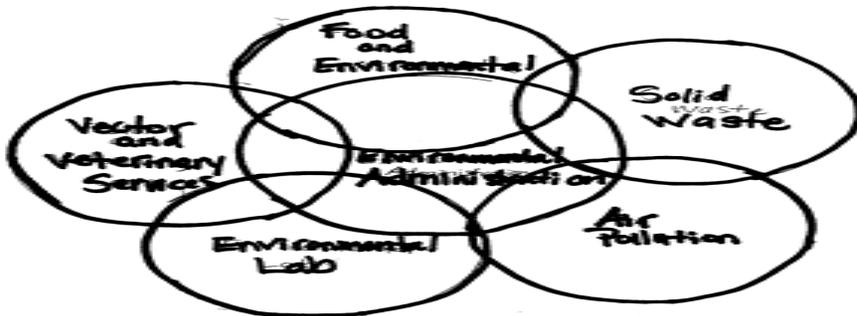
- Develop training program to support multi-discipline inspections
- Establish an internship program for junior and senior college students to facilitate interest in environmental public health and our agency
- Develop new job descriptions for management staff that will continue the organizational restructuring in line with our ability to diversify skill sets and eliminate “silos”

Vision for the Future

Division of Environmental Protection



- Organization structure moves from “boxes” and silos to “circles” and program connections



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