

Informatics Training and Public Health Workforce

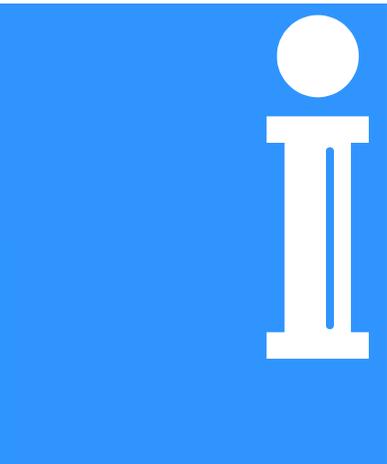
2004 PHIN Conference Session 6.F

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Topics for Discussion

- **Public Health Executive Leadership for Informatics Excellence Workshops**
 - Experiences
 - Lessons Learned
- **Minnesota Informatics Training Example**
 - Senior leadership informatics training
 - Increase public health Informatics capacity
 - Support state executive level Public Health Informatician



Public Health **INFORMATICS** *Institute*
Executive Workshops Program

Lessons Learned from the Front Lines

ASTHO Senior Deputies – July 2003
Minnesota DOH – August 2003
NACCHO Workshop – September 2003
Minnesota DOH – March 2004



Workshop Objectives

Through this workshop, participants will:

1. Understand the emerging context of public health informatics and the essential leadership role in managing change.
2. Examine how public health leadership and governance can help align informatics strategy with agency strategy.
3. Improve familiarity with methods and tools to strengthen decision-making and evaluation of information infrastructure, information system projects and related investment alternatives.



Bottom Line for Public Health Executives . . .

Public health informatics is
largely about **leadership**,
decision making and
management for results

Source: Adapted from Minnesota Department of Health



What this means is . . .

Executives must drive *public health informatics -- the strategic use of all information resources.*

This may be a shift from current practice and will require change at all levels of the organization to achieve intended results.



Lessons Learned

Keep it simple, keep it brief.

Practice, practice, practice.

- Public health has limited money for informatics training.
- Public health staff have little time for training.
- Well documented, thoroughly researched case studies are needed to translate recommended practices and informatics concepts into terms program staff understand.
- There is need for ongoing mentoring and active project support to assist front line staff in adopting better practices and new ways of organizing project efforts.

Support Informatics *Training* for *Senior Leadership*

Example Activity

- Executive leadership training with the Public Health Informatics Institute

Approach

- Modular, iterative & strategic learning
- Practical & adult learning focused
- Emphasis on their decision making role in the process

State and Local Perspective

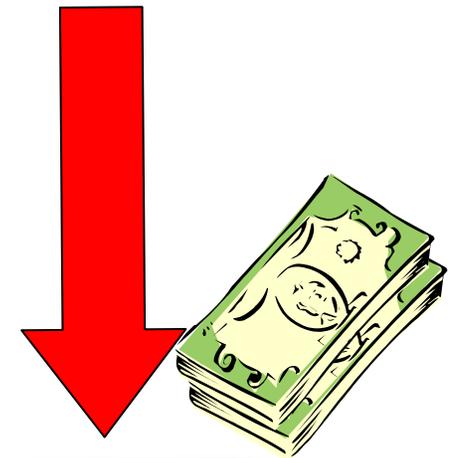
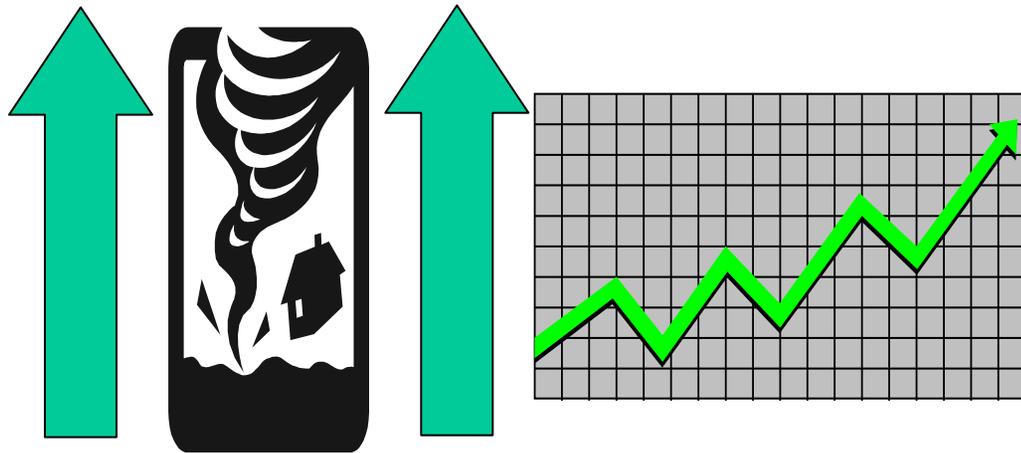
-The community, where the work of public health gets done -

“Although the development of comprehensive data standards and vocabularies is not trivial, it pales by comparison to the *challenge of adapting, implementing, and maintaining* standards in our public health agencies and daily use.”

- MDH - 2003



Facing a Storm of Needs, an Avalanche of Requirements and a Decrease in Resources



Huge Increase

- Information Systems
- Data Standard Requirements

Significant Decreases in Non-BT Funding

Example:

Public Health Informatics Institute - Leadership Workshop

Workshop Agenda

1. Introduction
2. Informatics Context
3. Key Best Practices
4. "Just Do It"
5. Wrap-Up & Evaluation—All



The logo for the Public Health Informatics Institute (PHII) is displayed. It consists of a vertical stack of five colored squares on the left, each containing a white icon: a green square with a target, a purple square with a bar chart, a red square with a person walking, and an orange square with a stylized 'S' shape. To the right of these squares is a blue vertical bar containing a white stylized human figure icon. To the right of the blue bar, the text "Public Health **INFORMATICS** Institute" is written in a serif font, with "INFORMATICS" in all caps. Below this, "Executive Workshops Program" is written in a smaller, blue, sans-serif font. A horizontal blue bar is positioned above the logo elements. Below the logo, a large orange rectangular box contains the text "Public Health Executive Leadership for Informatics Excellence" in a black, italicized serif font. At the bottom of the slide, a thin orange horizontal bar contains the website address "www.phii.org" in a black, sans-serif font.

Public Health **INFORMATICS** Institute
Executive Workshops Program

*Public Health Executive Leadership
for Informatics Excellence*

www.phii.org

Implement Key Informatics Practices



Be smart.

Organization Development

- Manage change pro-actively
- Develop informatics competencies

Be wise.

Leadership & Governance

- Implement enhanced role for CIO
- Ensure governance connects agency and informatics strategies

Be good.

Accountability & Evaluation

- Use advanced accountability practices
 - Effective project management
 - Strategic IRM planning
 - Enterprise architecture
 - Portfolio management
- Conduct comprehensive evaluations



just do it

Practice Makes Better

- This is a facilitated group session intended to help participants apply workshop concepts
- Please see session material under the tab marked:
Just Do It



Orientation to Materials

- Presentation
- Toolkit
- Additional resources
- Annotated bibliography
- Glossary
- Evaluation form



Results

Participant Evaluation



Location / Participant	1 st National	2 nd State	3 rd National	4 th State	Total
State	36	8	2	20	66
Local		4	8	38	50
Other	4		4		8
Total	40	12	14	58	124

Ratings <i>(5 point scale)</i>	3.4	4.8	4.5	4.4	
Length	Full day	Half Day	Half Day	Half Day	

Example Comments

- “this is the best workshop I have attended in years...” ~ and I have been to a lot...”
(county health official)
- “Very practical, I will use this tomorrow”
(health department director)
- “I don’t get it all yet, but this will be very helpful as I work with my county IT staff”
(local director)

Support an Executive Level Public Health Informaticist

Example Activity

- Director of Public Health Informatics

Approach

- Provide funding for senior level person with advanced informatics skills and knowledge for every state health department.
- Ensure support through grants and requirements

Local Public Health

-The community, where the work of public health gets done -

Where the standards, practices, policies, and procedures are made operational, institutionalized, and maintained, and the work of community public health get done.



Thank You

Questions?

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