

Public Health Workforce Initiatives

Benefits to State, Local, and Tribal Public Health

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NPHII Grantee Meeting
March 30 – April 1, 2011

SEPDPO

Workforce Development

- ❑ Provides leadership in public health-related training and education**
- ❑ Manages innovative, evidence-based programs to prepare the current and future health workforce**
- ❑ Cutting edge in content and methods**
- ❑ Evidence-based, from science to practice**
- ❑ Clearly defined program outcomes**
- ❑ Programs evaluated for continuous improvement**

SEPDPO Programs

- ❑ **Service and learning fellowships** www.cdc.gov/Fellowships
 - 182 fellows assigned to state and local public health agencies
- ❑ **Career Paths to Public Health** — programs that engage students and promote public health careers for the next generation
- ❑ **Continuing education (CE) accreditation** — accredited 450 offerings and awarded CE credit to professionals (physicians, nurses, pharmacists, veterinarians, health educators) with >78,000 course registrations in 2010
- ❑ **Academic partnerships** (AAMC, APTR, ASPH) — bridge education and science with state and local public health practice to improve health
- ❑ **CDC's Learning Connection** www.cdc.gov/learning — enhances access to e-learning and other high quality products from CDC and partners

CDC Learning Connection

The screenshot shows the CDC Learning Connection website. At the top, it features the CDC logo and the text 'Centers for Disease Control and Prevention, Your Online Source for Credible Health Information'. Below this is a search bar and a navigation menu with letters A-Z. The main heading is 'CDC Learning Connection'. A introductory paragraph states: 'CDC Learning Connection is a new website, designed to help locate learning products developed by CDC and CDC partners for the public health community.' Below this is a section for 'Teep Health' with a 'Replay' button and a 'GO' button. To the right, there are options for 'E-learning', 'Grand Rounds', and 'Spotlight'. Further down, there are several categorized sections: 'Featured E-learning', 'Resources', 'Upcoming Live Events', 'In the Spotlight', 'CDC Health-e-Cards', 'Publications', 'All Learning Products', 'Recent Additions', 'Recently Accredited', and 'By Topic / Media / Title'. A 'Get email updates' section is also present. At the bottom, there is a 'Contact Us' section with the CDC Learning Connection address and contact information.

- ❑ CDC's online repository of technology-enabled learning products for the public health community
- ❑ Provides information on newly accredited courses for continuing education
- ❑ Will evolve to provide a searchable, online database and a dynamic learning management system

SEPDPO Scientific Fellowships

Epidemic Intelligence Service (EIS)

- ❑ Two-year program of training and service in applied epidemiology, largely for persons holding doctoral degrees (MD, DVM, PhD, DDS, also RN/MPH, PharmD/MPH); 75–80 officers each year

Preventive Medicine Residency and Fellowship (PMR/F)

- ❑ One-year program focusing on leadership, management, policy development, and program evaluation, largely for EIS graduates (MD or DVM); 6–8 residents each year

Public Health Informatics Fellowship Program (PHIFP)

- ❑ Two-year fellowship for individuals with a minimum of a master's degree and with training and experience in a health-related field and information/computer science and technology; 6–8 fellows each year

CDC Steven M. Teutsch Prevention Effectiveness Fellowship (PEF)

- ❑ Two-year postdoctoral fellowship for economists, health services researchers, decision scientists, operations researchers, and other quantitative policy analysts; 5–6 fellows each year

Other Scientific Fellowships

CSTE Applied EPI Fellowship

- ❑ CDC, CSTE , and ASPH collaboration for recent graduates in applied epidemiology with focus on providing a high quality training experience and in securing long-term career placement for fellows at state and local health agencies

APHL Emerging Infectious Diseases Fellowship

- ❑ CDC and APHL training and preparation of scientists for careers in public health laboratories; supports infectious disease research initiatives
 - EID Advanced Fellowship – one-year program for bachelor's or master's level scientists focusing on the practical application of technologies, methodologies and practices related to emerging infectious diseases
 - EID Laboratory Research Fellowship – two-year program for doctoral level (PhD, MD or DVM) scientists to conduct high-priority infectious disease research

SEPDPO Leadership and Practice Fellowships

Presidential Management Fellows (PMF) [SEPDPO coordinates CDC participation in OPM program]

- ❑ Two-year fellowship for individuals with a masters, law, or doctoral degree, with a focus on leadership and management of policy and programs; 5–10 fellows each year
- ❑ Goal: rotations in state/local health agencies

Public Health Prevention Service (PHPS)

- ❑ Three-year training and service program focusing on public health program management, for persons holding a master's degree and with work experience; 25 prevention specialists each year
- ❑ 2nd and 3rd year of fellowship spent in state/local health agencies

Other Leadership and Practice Fellowship

Public Health Associate Program

- ❑ Two-year fellowship for recent college graduates with bachelor's degree that provides frontline experience in state, tribal, local, and territorial public health agencies for entry-level professionals

Epidemic Intelligence Service (EIS) *The "Disease Detectives"*

- ❑ CDC's unique 2-year, post graduate program of service and on-the-job training for health professionals interested in the practice of epidemiology
- ❑ 44 EIS officers (February 2011) assigned to 38 state or local health departments
- ❑ Officers provide short term epidemiologic assistance in response to requests to address urgent public health problems(**Epi-Aids**) (102 Epi-Aids in FY2010)
- ❑ 44% of State Epidemiologists are EIS graduates

Public Health Informatics Fellowship Program

- ❑ CDC's 2-year, post graduate program of service and on the-job training for fellows to apply computer and information science and technology to public health problems
- ❑ Provides training and experience in new and emerging technologies and in solving cutting edge informatics issues
- ❑ Fellows supply informatics technical assistance in response to requests (**InfoAids**) from CDC programs, state and local health departments, other federal and international agencies (9 InfoAids in FY2010; funding for travel provided by requestor)

Core Competencies for Public Health Professionals

- ❑ Developed by Council on Linkages between Academia and Public Health Practice (COL)
- ❑ Purpose of COL: to improve the relevance of public health education to practice and promote education throughout one's career
- ❑ Rigorous competencies in 8 domains of public health practice for 3 tiers of public health professionals:
 - Tier 1 – entry level (those with limited experience in public health)
 - Tier 2 – mid-level (management and supervisory experience)
 - Tier 3 – senior managers and leaders

Council on Linkages Competency Domains

- ❑ Analytical /Assessment
- ❑ Policy Development /Program Planning
- ❑ Communication
- ❑ Cultural Competency
- ❑ Community Dimensions of Practice
- ❑ Public Health Sciences
- ❑ Financial Planning and Management
- ❑ Leadership and Systems Thinking

Uses of Competencies

- ❑ Creating job descriptions
- ❑ Setting performance objectives
- ❑ Assessing of individual performance
- ❑ Assessing workforce competency
- ❑ Planning for training
- ❑ Preparing for accreditation
- ❑ Reviewing and developing curriculum
- ❑ Developing discipline-specific competencies
- ❑ Creating workforce development plans

Competencies for Applied Epidemiologists

- ❑ Describes the skills of four levels of practicing epidemiologists working in government public health agencies
- ❑ Process co-led by CDC and CSTE
- ❑ Tools available on website
 - Full competencies document
 - Tier-specific competencies
 - Tier-specific self-assessments
 - Sample job descriptions
 - Slide sets
 - Description of method for competency development
 - Links to training

Competencies for Public Health Informaticians

- ❑ Represent a broad set of core competencies for 2 tiers of public health informaticians
- ❑ All informaticians are not expected to be equally competent in every area
- ❑ Competency will depend upon
 - Seniority
 - Position
 - Focus
 - Location (e.g., health department, academia, federal government)

Links to Competency Information

- ❑ Public Health Foundation COL site:
 - http://www.phf.org/resourcestools/Pages/Core_Public_Health_Competencies.aspx

- ❑ Applied Epi Competencies
 - www.cdc.gov/appliedepicompetencies
 - www.cste.org/competencies.asp

- ❑ Informatics Competencies
 - <http://www.cdc.gov/informaticscompetencies>

Thank You Questions



For more information please contact Centers for Disease Control and Prevention

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The findings and conclusions in this report are those of the authors and do not necessarily represent the official position of the Centers for Disease Control and Prevention.