



Workforce Development Plan in Action

City of Long Beach Department of Health and Human Services
Cheryl Barrit, Policy, Planning and Prevention Bureau Manager

Cheryl.Barrit@longbeach.gov

(562) 570-7920



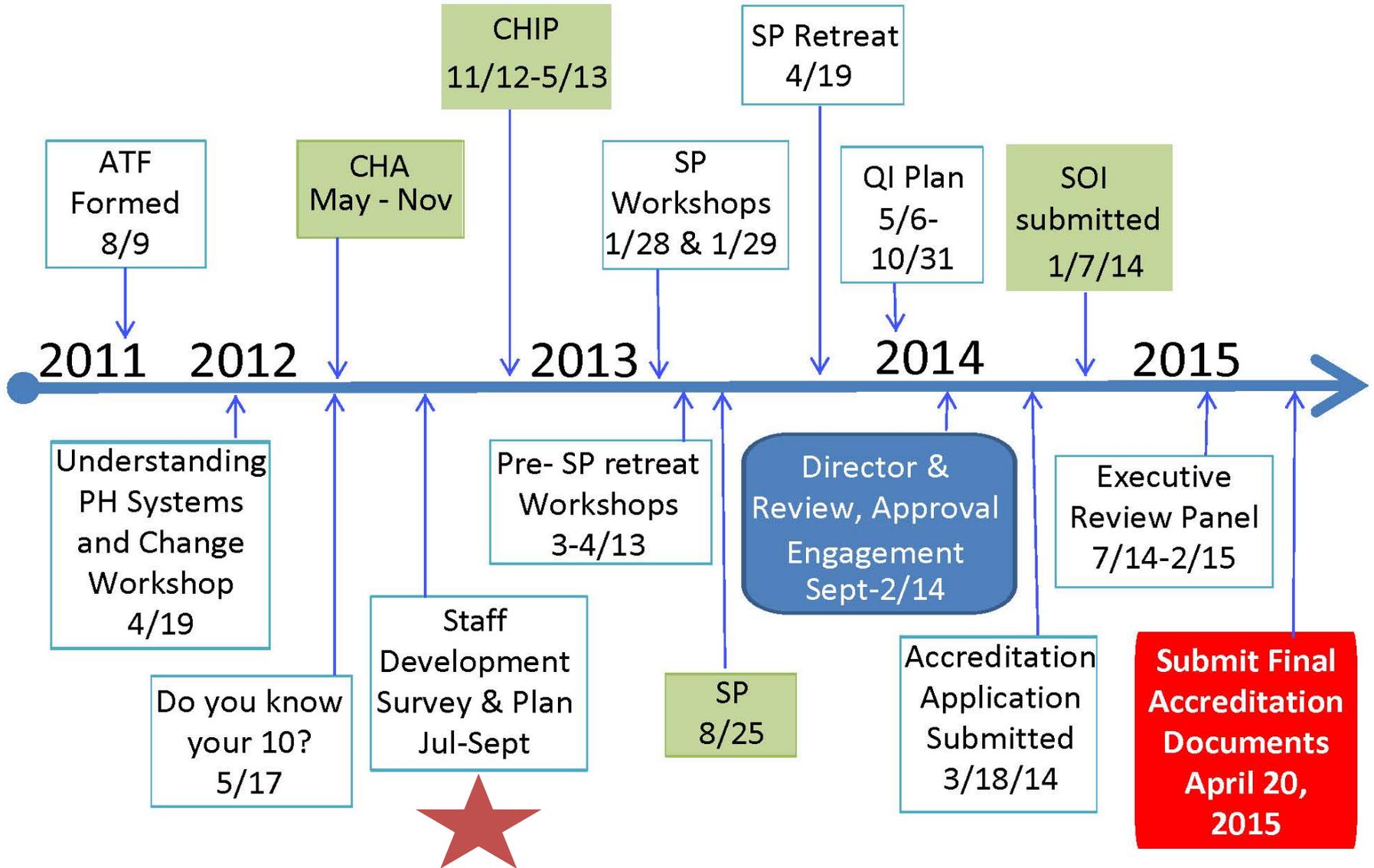
2015 Public Health Accreditation Readiness Conference

Moving Forward Together:

California's Journey to Public Health Accreditation



City of Long Beach DHHS Accreditation Preparation Timeline of Key Activities



Domain 8: Maintain a Competent Public Health Workforce

8.1: Encourage the Development of a Sufficient Number of Qualified Public Health Workers

8.2: Ensure a Competent Workforce through Assessment of Staff Competencies, the Provision of Individual Training and Professional Development, and the Provision of a Supportive Work Environment

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Workforce
Development
Plan

Dated within 2
years

LBC under 1.0:

Workforce Development and Training Survey Report and Training Plan

City of Long Beach Department of Health and Human Services



The Health Department engaged staff to develop the workforce development plan. Public health core competencies assessment is found on PDF page 10 of the document. The training topics and schedule are found on PDF page 13. The plan update log that demonstrates that the plan is updated annually is found on PDF page 14.

Final 9/1/12 Last Updated 12/14

Staff Survey:

- Self-assessment based on “Council on Linkages” (none, aware, knowledgeable, proficient)
- Formal training and/or coursework in public health
- Regular performance evaluation and feedback from supervisor
- Career development plan
- Plans to go back to school
- Top 5 skills needed (You, Supervisor, and Your Staff)

Training Plan 2014-2015

- New and continuing employee orientation
- Management and supervisor training on providing feedback, communications, leadership
- Core competencies and top 5 skills

Workshops

- 🍏 Orientation to Public Health
- 🍏 Overview of Public Health Core Competencies & Web-based Training Resources
- 🍏 Tips for Clear Communication/Enhancing our Communication Skills
- 🍏 Understanding Public Health Statistics
- 🍏 Introduction to Performance Management
- 🍏 Quality Improvement 101
- 🍏 Plan-Do-Study-Act
- 🍏 The Community Guide to Prevention: An Overview of Evidence-based Interventions for Public Health
- 🍏 Key Functions of Public Health Financial Management
- 🍏 Productivity and Time Management
- 🍏 Customer Service for Public Health
- 🍏 Preparing Employees for Leadership
- 🍏 Discussion on Health Equity and Public Health



Open to all staff
Voluntary
Enhance mandatory and discipline-specific training
Peer-led

LBC Plan to Meet 1.5

- Re-administer staff survey and focus on:
 - Top 5 skills
 - Core competencies self-assessment (is there a better way?)
- Assessment of management team's core competencies
- Intentional integration of discipline-specific training plans (e.g., Public Health Emergency Management, REHS, PHNs, etc.)
- Use findings from organizational and management review to address capacity gaps and opportunities
- Environmental scan of emerging public health issues
- Alignment with Board of Health and other key stakeholder expectations
- Alignment with technology innovations

Thank you ...

