



## TRAINING OPPORTUNITY

**Are you interested in engaging in meaningful training to build and sharpen your skills to prepare for the future of public health? Apply today for this CDC-supported pilot training and workforce development initiative!**

### Title

Public Health Policy and Strategy Innovation Hub

### Preamble

A new training opportunity for early, mid, and senior career state, tribal, local, and territory public health practitioners is available through Centers for Disease Control and Prevention's (CDC) Public Health Policy and Strategy Innovation Hub. This strategy-focused training program provides critical and systematic thinking about how governmental agencies can prepare for unforeseen circumstances and uncertainty in the public health landscape. As part of the public health community's effort to upgrade to [Public Health 3.0](#)<sup>[1]</sup>, the Innovation Hub provides training to support public health practitioners' multisectoral efforts that can further strategic foresight and thinking, use adaptive leadership to navigate the changing landscape of public health funding, enhance future opportunities for alignment across communities, and leverage workforce decision support tools to utilize and develop complimentary and context specific approaches to address priority public health issues. A competent public health workforce requires training, forward thinking, and professional development to be better prepared to collaborate with health systems, housing, and transportation sectors, while continuing to uplift efforts to address the social determinates of health, and the traditional tenets of public health work. A strategy-focused workforce will combine these skills with forward thinking and will move the public health workforce into the future. Utilizing the principles from CDC's CORE Health Equity Science and Intervention Strategy<sup>1</sup> as a foundation to equip public health practitioners to strengthen their ability to meet the needs of their diverse populations, the Innovation Hub will prepare practitioners to deliver the 10 Essential Public Health Services (EPHS).<sup>2</sup>

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<sup>[1]</sup>[https://journals.lww.com/jphmp/Fulltext/2019/03001/Public\\_Health\\_Workforce\\_3\\_0\\_\\_Recent\\_Progress\\_and.3.aspx](https://journals.lww.com/jphmp/Fulltext/2019/03001/Public_Health_Workforce_3_0__Recent_Progress_and.3.aspx)

<sup>1</sup> <https://www.cdc.gov/healthequity/core/index.html>

<sup>2</sup> <https://www.healthaffairs.org/doi/10.1377/forefront.20210319.479091/full/>

## Timeline

Trainings will take place from January 2023-July 2023

## Application deadline

November 30, 2022

## Summary

The Innovation Hub is a pilot national training and workforce development effort with the aim of building the capacity and [core competencies](#) of the public health workforce in the United States to deliver the 10 EPHS. This pilot initiative, which is a joint partnership between the CDC, the National Network of Public Health Institutes (NNPHI), and Georgia Health Policy Center will support a cohort of public health practitioners' and emerging leaders' participation in a series of trainings to prepare them for change, build capacity for strategic policy and decision making, learn adaptive leadership skills to inform decision-making approaches, and design solutions to address current and future public health issues. The trainings will be primarily focused on addressing collaboration partnerships with the **healthcare, housing, and transportation** sectors and primary consideration will be given to participants working on projects in those areas. However, applicants working on other multi-sector partnerships are welcome to apply. As part of the trainings, participants will engage in a 'capstone project' related to ongoing or future initiatives within their health department that will include the identification of a topic area, program development, and implementation planning. Participants will also have access to technical assistance and coaching to guide the development of their capstone project and support real-world implementation throughout the duration of their participation.

## Goals

In collaboration with the CDC, NNPHI will select interested participants who can apply as a team of early, mid, and senior career health department staff to form a cohort. Cohort members are also encouraged to identify staff at multilevel sites (i.e. state, tribal, local, and territorial health departments). Interested participants applying individually are also encouraged to submit applications. The trainings will focus on how participants can engage in, operationalize, and support cross-sector collaborations focused on healthcare, housing, and transportation issues.

Participants will engage in trainings and activities related to the four topical areas outlined below, as well as an Innovation Hub Learning Community where there will be an opportunity for participants to share learnings from the four training areas and how developed skills and resource identification can be applied to multi-sector work. Participants will engage in tailored training and exercises related, but not limited to the following core competencies for public health professionals:

- **Strategic Foresight:** Participants will learn about [Strategic Foresight](#), the study of change, using a systematic methodology to explore the future to make better decisions today, moving us toward the futures we want and avoiding those we don't, to ultimately build confidence in the future by building our capacity to avoid surprise.
- **Population Health Studio:** Participants will engage in trainings that support the development of skills to integrate adaptive leadership into funding and decision-making approaches to improve the health of their communities. Recognizing an ever-shifting landscape of priorities, the

Population Health Studio training will engage participants in how to be an adaptive leader to develop innovative solutions, practical ways to engage in the rapidly transforming health system, and how to diversify funding to sustain innovative efforts.

- **Multi-sector Collaboration:** Participants will identify, develop, or enhance relationships that are affecting health in the community (e.g., relationships among health departments, community health centers, housing, transportation, schools, and other types of organizations) and will learn identify, communicate, and engage with their community, coalitions, and other key stakeholders. As part of this training, participants will learn how to lead purpose-driven meetings, how to recruit and retain partnerships to support long-term sustainability of population health initiatives, and how to assess, accept, and assign responsibility in multi-partner efforts. These skills will enable participants to improve engagement with new partners and facilitate collaboration that promotes elevating the health impacts of programs and policies outside of traditional public health.
- **Decision Support Tools for Public Health Capacity Building:** Participants will learn how to leverage and apply evidence from existing sources when developing, implementing, evaluating, and improving policies, programs, and services. Additionally, participants will also learn how to translate their own data and evidence into engaging and usable data tools. These skills will enable participants to sharpen skills to better translate research for practice and communicate findings to decision makers

### **Participant Commitment**

Representatives from state, tribal, local, and territorial departments participating in this pilot program will be asked to dedicate 3 hours on a monthly basis starting in January 2023 with a 3-hour kick-off meeting on January 10<sup>th</sup> in addition to the training session. Participation will include monthly training and practice-based activities in the 4 topical areas described above, individualized technical assistance and coaching support as needed, as well as time working with colleagues from other jurisdictions in the Innovation Hub Learning Community on a monthly basis. Training-based activities will be developed collaboratively and adapted to meet the needs of the cohort and participants. As a part of the training initiative, participants will be asked to complete a capstone project relevant to ongoing or future initiatives within their health department that will include the identification of a topic area, program development, and implementation planning. To assist with the development of this program beyond the pilot, evaluation of participants' experience will occur throughout the training to help inform and refine this program for future participants. Continuing education for this training is pending, and participants will be notified at the kickoff meeting in January 2023 if they will be available.

### **Eligibility**

Eligibility is open to teams of forward-thinking and dynamic early, mid and senior career public health professionals at the state, tribal, local, and territorial levels. Responsibilities of these emerging and established leaders may include contributing to the development, implementation, and evaluation of programs; collecting and analyzing data, providing health education, coordinating meetings; establishing and maintaining community partnerships; managing timelines and work plans; and providing technical expertise. These leaders should be interested in developing their skills in data-based decision making, strategic thinking, needs analysis, visual communication, adaptive leadership, and community-based planning. CDC and NNPHI are particularly interested in supporting health strategists focusing on

healthcare, housing and/or transportation related issues but will also consider supporting applicants engaged in other cross-sectoral work. Applicants should provide a letter of support from their health department recognizing that they are able to participate in the training and they may use relevant work to guide the development of their capstone project.

Applicants should indicate in their application if they intend to collaborate with at least one other staff person in their health department that has different level of career experience to participate in the training. Additionally, applicants should indicate in their application if they intend to collaborate with at least one other public health professional at a different health department from their own. Cohorts can include up to 5 participants. The selection committee will select no more than 25 participants to engage in these pilot activities.

### **Support**

Participants will be provided with approximately 8 hours of customized technical assistance (TA) throughout their participation in the training. This tailored TA may include but is not limited to dedicated coaching and training and mentorship sessions with subject matter experts on a quarterly basis.

Participants will also receive financial support to attend the National Network of Public Health Institutes 2023 Annual Conference in Washington, DC May 8<sup>th</sup>-10<sup>th</sup>, during which participants will have the opportunity to participate in a half-day symposium with fellow Innovation Hub participants and network with other public health professionals for the remainder of the conference. This half-day symposium will provide an opportunity for participants to:

- Share learnings via formal and informal presentations.
- Participate in facilitated conversations about the opportunities and barriers associated with this pilot program and the topics addressed.
- Learn more about federal funding programs that may provide opportunities for program participants to utilize the skills learned in the Innovation Hub.

### **Certificate**

Upon completion of the four training topics, participants will earn an Innovation Hub certificate. Additionally, participants will be recognized at the 2023 National Network of Public Health Institutes Annual Conference as the inaugural Public Health Policy and Strategy Innovation Hub class.

**To Apply:** please submit the provided **template** for your responses to the following prompts:

1. What [competencies](#) do you hope to build by participating in this training initiative?
  - a. How will these competencies align with your agency goals or needs?
2. Please describe the multi-sector work that you are either currently, planning to, or would like to engage in (e.g. State Aging Plan, State Health Improvement Plan, State Transit Plan). Be as descriptive as possible, including funding sources (e.g., Infrastructure Investment and Jobs Act, The American Rescue Plan Act, The CARES Act, etc.), scope of work, partnering agencies, and any other relevant information that will thoroughly describe your work.
  - a. What are some skills you are interested in developing through participation in this initiative that would assist you with your multi-sector work?

- b. Please indicate if you do not currently have an active partnership/collaboration with this multi-sector partner but you are interested in building one and will apply the skills learned in these trainings to do so.

NNPHI is utilizing a Smartsheet Online System for the application submission process. Submit your application through this [link](#) no later than 5:00 pm PST on Wednesday, November 30, 2022.

**Disclaimer**

NNPHI reserves the right to modify the terms of the RFA with reasonable notification to all interested parties. This RFI and any related discussions or evaluations by anyone create no rights or obligations whatsoever. NNPHI may cancel or delay this solicitation at any time at its own discretion. Anything to the contrary notwithstanding, the contract executed by NNPHI and the selected applicant, if any, will be the exclusive statement of rights and obligations extending from this solicitation.

NNPHI views the application process as a learning opportunity. Information from the applications will be shared in the summary format with our funding agency and NNPHI members to support learning and capacity building for the public health workforce.

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