

NNPHI Public Health LEADS



PH Leads

Public Health Leadership and Education, Advancing Health Equity and Data Science

- Supported by CDC through the (OE22-2201)
- NNPHI is one of three partners in the Coag, ASPPH and the National Hispanic Health Foundation

Strategies

- Strengthening data science and leadership training programs
- Assessing and designing recruitment approaches for a diverse public health workforce



NNPHI PH LEADS

Strengthens Population and Public Health Workforce Pathways

Goals

- Increase the effectiveness of data science training
- Increase leadership and data science competencies of emerging public health professionals
- Increase the diversity and effectiveness of the public health workforce
- Enhance the capacity of the workforce to address disparities and advance health equity



WHY PARTICIPATE?

You are a valued member of the Public Health Workforce.

You have experience in public health leadership, workforce development, data science, recruitment and retention, or leadership curricula.

You want to contribute to a National Network of Public Health Institutes (NNPHI) and CDC Public Health LEADS project to inform and transform the training of the public health workforce.

You want to contribute your voice to improving the diversity of the public health workforce.

You want to contribute your knowledge to helping understand the gaps in public health data science, leadership capacity, accessibility, training, and education in the public health workforce.

HELP US
**BUILD THE
PUBLIC HEALTH
WORKFORCE
OF TOMORROW!**

WHO CAN PARTICIPATE?



Adults 18 years or older with access to the internet and a device with video conferencing capability.

Professionals in academia (curriculum developers, professors/faculty, coordinators/staff, and current students in public health programs).

Professionals in state, local, tribal, and territorial health departments and federal agencies (directors & managers, administrative staff, recent graduates).

Professionals at national public health non-profits and other related organizations (programmatic staff, directors & managers, administrative staff).

If you are interested in participating, you will first complete a brief survey to determine your eligibility for inclusion in a 1.5 hour sharing and learning session.

**WE WANT
TO HEAR
FROM YOU!**

The **NNPHI** and **CDC'S** Public Health LEADS have partnered with Health Communications Consultants, Inc. to conduct virtual, small group sharing and learning sessions.

Sessions will take place in July 2023 and will focus on the public health workforce needs, gaps in capacity, training and education, barriers and challenges, and innovative practices as they relate to a) public health data science and b) public health leadership.

Your experience and insights are important to us and to the field of public health; we hope you can join us for one of these sessions!

INTERESTED?

Please fill out the brief eligibility survey at this [Survey Link](#).



QUESTIONS ABOUT THE STUDY

Please contact the Principal Investigator:

Sarah D. Matthews, PhD at Sarah.Matthews@healthcommunicationsconsultants.com



This project is supported by the Centers for Disease Control and Prevention of the U.S. Department of Health and Human Services (HHS) as part of a financial assistance award (NU360E000016-01-00, titled "Strengthening Environmental Health - Building Capacity for a More Diverse and Representative Workforce") totaling \$366,000 with 100 percent funded by CDC/HHS. The contents are those of the author(s) and do not necessarily represent the official views of, nor are they endorsed by, the U.S. Government.

 National Network
of Public Health Institutes

 HHC

Health Communications Consultants
Knowledge. Innovation. & Equity.

Listening Sessions Round One

- Selected Health Communications Consultants via RFP process
- Four sessions conducted in July 2023
- Audience: mid/senior professionals with any level of experience in public health leadership, public health workforce development, data science education, public health recruitment and retention and/or public health leadership curricula.



Recruitment Survey

Conclusion:

- ✓ Successfully recruited public health workforce professionals from academia, state, local, federal health, national public health non-profits and other related organizations with experience in in public health leadership, public health workforce development, data science education, public health recruitment and retention and/or public health leadership curricula.



Organizations Represented

- 50 organizations from survey respondents
- 21 organizations from listening session participants



Participant Demographics

- Survey respondents (n=65)
- Listening session participants (n=26)



Survey Descriptors

- 21 Questions: 13 multiple choice; 7 open-ended; 1 text limit (age)
- 65 surveys; 45 100% completion; 20 32%-84% completion
- Average duration for completion 30 minutes with a range of 3-148 minutes; median of 15 minutes



Open Ended Questions

- Q14-Q19

Post Listening Session Survey



Incentive

11 Yes (Initially only offered to those completing post survey)

- Option 1: A one-year subscription to WriteSonic <https://writesonic.com/>
- Option 2: A one-year subscription to LinkedIn Learning <https://www.linkedin.com/learning>
- Option 3: A one-year subscription to DataCamp <https://www.datacamp.com/>
- Option 4: I decline the incentive



Participant Demographics

- Listening session participants (n=14)



Survey Descriptors

- 14 Questions: 4 multiple choice; 9 open-ended; 1 demographic.
- 54% Response rate (14/26)



Motivation to Participate in Listening Session

- Altruistic 100% (14/14)
- Intellectual 50% (7/14)
- Request from peer/someone respect 36% (5/14)
- Camaraderie/shared experience 29% (4/14)
- Incentive 21% (3/14)
- Opportunity to learn from others/individual professional development 21% (3/14)



Participate in other NNPHI projects

- Yes (9)
- Maybe (5)



Open Ended Questions

- Q7-Q12
- Same as opened-ended questions in recruitment survey



CALIFORNIA

ORGANIZATION	COUNTY
Riverside County Public Health	United States
Ventura County Public Health	Ventura
Kaiser Permanente	Riverside
California Department of Public Health	Contra Costa
Public Health Institute	Alameda

COLORADO

ORGANIZATION	COUNTY
University of Colorado School of Public Health	Arapahoe
Moffat County Public Health	United States
Colorado Department of Public Health and Environment	

FLORIDA

ORGANIZATION	COUNTY
University of Central Florida	Orange
Florida Department of Health in Polk County	United States
Florida Department of Health in Hillsborough	United States
University of Central Florida	Orange
Carriage House Consulting	United States
University of South Florida	Hillsborough
University Of South Florida Graduate Student	United States
USF COPH	Hillsborough
University of North Florida	United States
University of South Florida College of Public Health	Hillsborough County
Florida Department of Health in Seminole County	United States
Florida Department of Health	Leon
Department of Health in Orange County	Orange
Florida Perinatal Quality Collaborative	Orange
Suncoast Health Council	Pinellas and Pasco
Imprivata	Hillsborough
University of South Florida	Orange

GEORGIA

ORGANIZATION	COUNTY
Council of State and Territorial Epidemiologists	Dekalb
Public Health Informatics Institute	United States
Centers for Disease Control and Prevention	United States

ILLINOIS

ORGANIZATION	COUNTY
DuPage County Health Department	DuPage
American Heritage Youth Foundation, NFP	United States

MARYLAND

ORGANIZATION	COUNTY
Deloitte	Howard

MASSACHUSETTS

ORGANIZATION	COUNTY
Lowell Community Health Center	Middlesex
Harvard T.H. Chan School of Public Health	Boston
Strategic Solutions Group, LLC	United States
Massachusetts Department of Public Health	United States
Department of Public Health	Suffolk
MITRE	United States
Health Leads (formerly at Boston Public Health Commission 2019-2021)	Suffolk

MICHIGAN

ORGANIZATION	COUNTY
Ingham County Health Department	Ingham

NEVADA

ORGANIZATION	COUNTY
Southern Nevada Health District	United States

NEW HAMPSHIRE

ORGANIZATION	COUNTY
New Hampshire Division of Public Health Services	Merrimack
New Hampshire Department of Health and Human Services, Division of Public Health Services	United States

NEW MEXICO

ORGANIZATION	COUNTY
New Mexico Department of Health	Santa Fe

OHIO

ORGANIZATION	COUNTY
Hamilton County Health Department	United States

OREGON

ORGANIZATION	COUNTY
Washington County Public Health	United States

PENNSYLVANIA

ORGANIZATION	COUNTY
Urban Health Lab, Department of Emergency Medicine, University of Pennsylvania	Philadelphia

TEXAS

ORGANIZATION	COUNTY
The MITRE Corporation	Travis
South Central Texas Area Health Education Center - University of Texas Health Science Center San Antonio	Bexar

VIRGINIA

ORGANIZATION	COUNTY
MITRE Health FFRDC, The Public Health Division	Fairfax

WASHINGTON

ORGANIZATION	COUNTY
King County Environmental Health	King
Public Health - Seattle & King County	King

WEST VIRGINIA

ORGANIZATION	COUNTY
West Virginia Board of Pharmacy	Kanawha
Marshall Health	Cabell

WISCONSIN

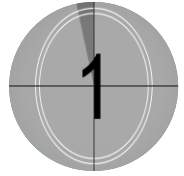
ORGANIZATION	COUNTY
Wisconsin Department of Health Services	Dane
Marshall Health	Cabell

OTHER

ORGANIZATION	COUNTY
County of Riverside - Public Health Student	United States
	Ghana
	Washington DC

Visualization of Organizations Represented by State

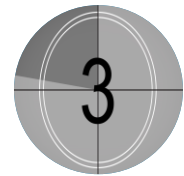
Project Objectives



Define key public health data science and leadership concepts for the workforce



Identify current gaps in data science and leadership needs of the current workforce



Identify current gaps in data science and leadership capacity, accessibility, training, and the education needs of the public health workforce



Address ways that systems undermine efforts to create a more diverse public health workforce



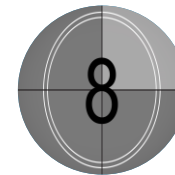
Align workforce needs and current public health programs with data science and leadership curricula



Identify the gaps in education for newer public health workforce members



Identify the training components needed for improving technical skills



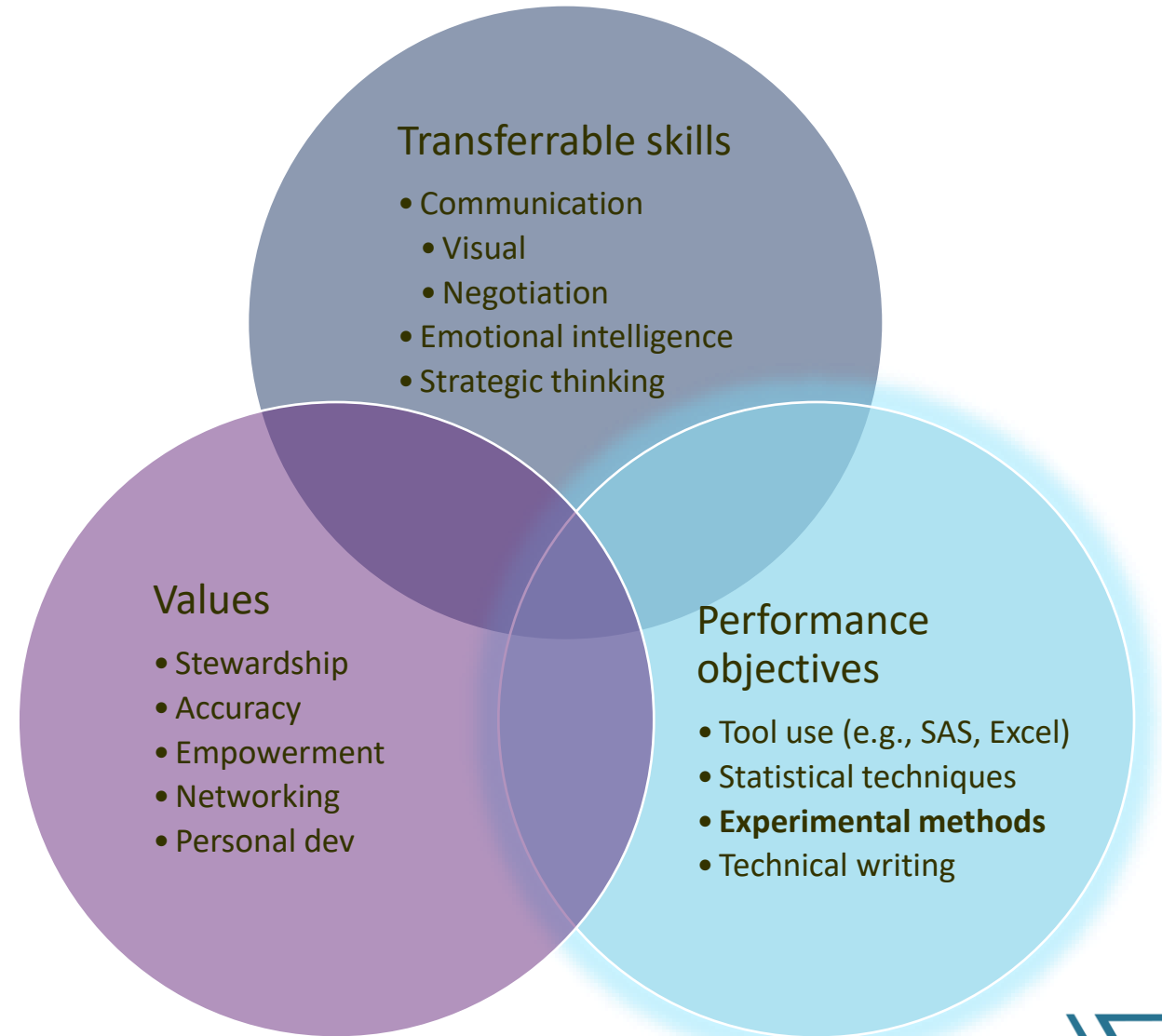
Identify the systemwide process barriers to gaining technical skills

Data Science

Collecting, manipulating, and visualizing information.

What evidence is there?

- People connected to accessing info
- Processes to access, analyze, and visualize info
- Products enabling data collection, manipulation, visualization

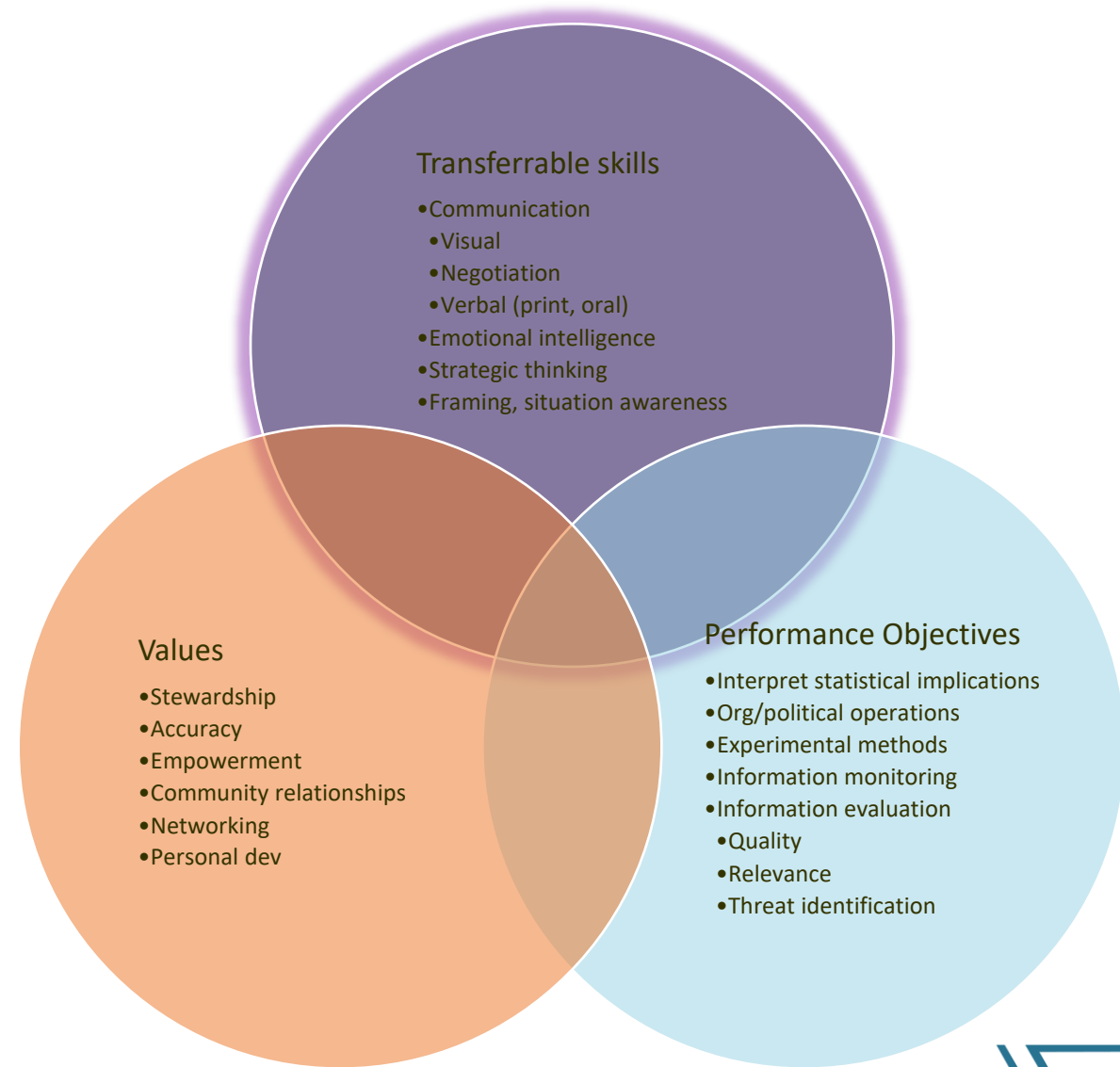


Data Literacy

Interpreting and evaluating information across contexts.

What does this evidence mean or suggest?

- People who are impacted by the information
- Processes to evaluate/disseminate information
- Products used to update, communicate, and process information

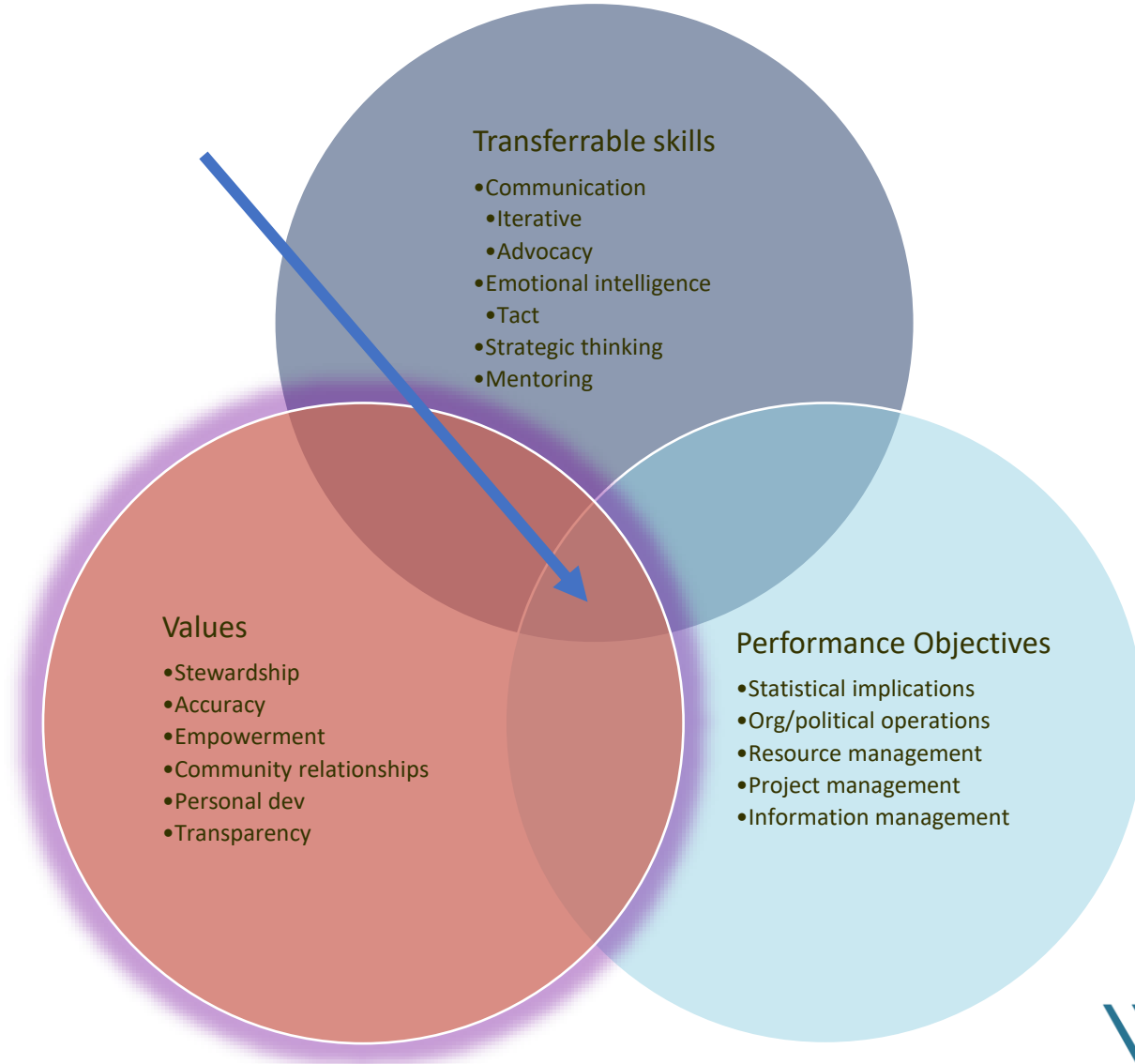


Data-informed Leadership

Using information to advance PH objectives and support PH workforce.

What should we do, given the evidence?

- People impacted by evidence-based decisions; people guided/mentored in PH
- Processes by which information is moved, shared, evaluated
- Products used to communicate information, advance PH objectives, and support PH workforce



Listening Sessions

Recommendations: Socio-ecological model

- Individual Level
 - Coping with rejection
 - Communicating data
- Interpersonal/
Organizational Level
 - Recruitment
 - Competency checklists
 - Career pathways
 - Skill-building in low-risk environments
 - Centralized public health data teams
- Systems Level
 - Federated architecture & accomplishing shared objectives
 - Addressing the impacts of politics on data science
 - Collaboration & cross sector partnerships
 - Improving training infrastructure
 - Financial support

Follow us!



National Network
of Public Health Institutes

Climate and Crisis Preparedness



**CHECK OUT OUR
PORTFOLIO AND
CURRENT PROJECTS**

THANK YOU



National Network
of Public Health Institutes