


**NJ Licensed Health Officers
Training Needs Assessment
– Key Outcomes**

RUTGERS
School of Public Health
CENTER FOR PUBLIC HEALTH
WORKFORCE DEVELOPMENT

region2
public health training center
in partnership with NJ Public Health Learning Network

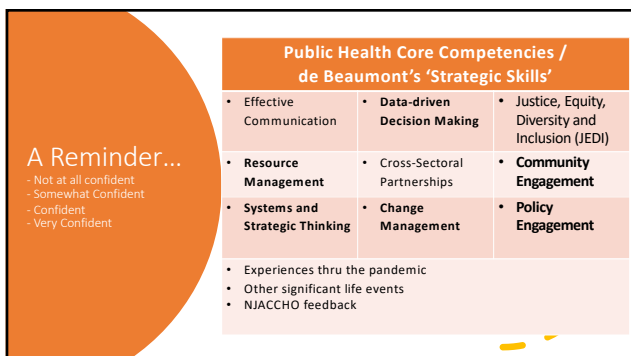
Colleen McKay Wharton
Rutgers Center for Public Health Workforce Development
Region II Public Health Training Center

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THANK YOU to the NJACCHO Workforce Development Committee
that worked to review competencies, provide feedback and
promote completion of the instrument!

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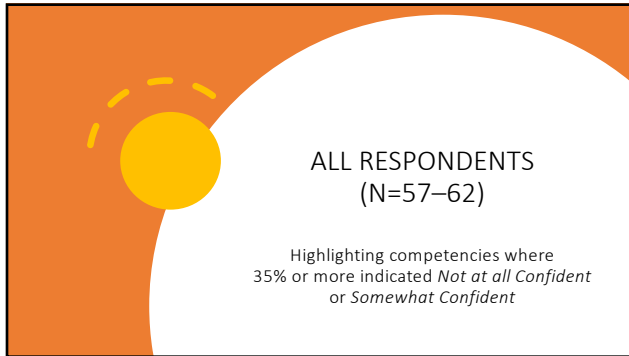


A Reminder...

- Not at all confident
- Somewhat Confident
- Confident
- Very Confident

Public Health Core Competencies / de Beaumont's 'Strategic Skills'		
• Effective Communication	• Data-driven Decision Making	• Justice, Equity, Diversity and Inclusion (JEDI)
• Resource Management	• Cross-Sectoral Partnerships	• Community Engagement
• Systems and Strategic Thinking	• Change Management	• Policy Engagement
• Experiences thru the pandemic • Other significant life events • NJACCHO feedback		

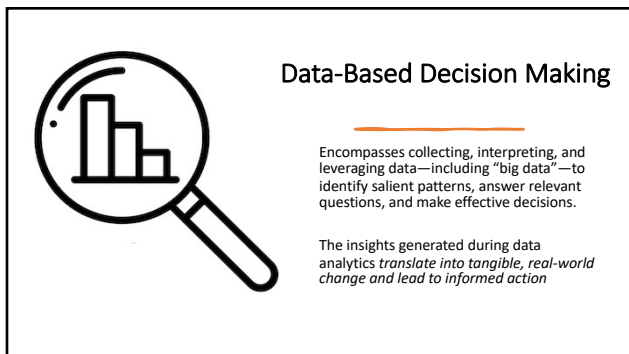
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**ALL RESPONDENTS
(N=57-62)**

Highlighting competencies where
35% or more indicated *Not at all Confident*
or *Somewhat Confident*

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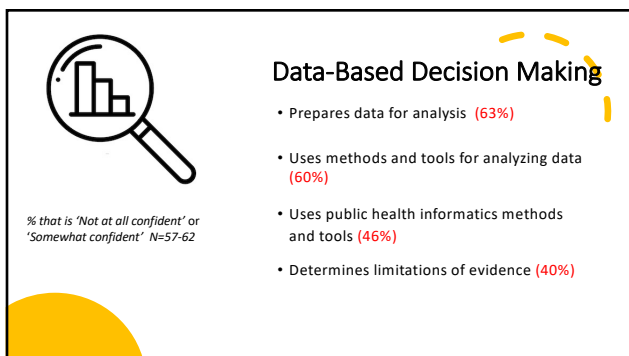


Data-Based Decision Making

Encompasses collecting, interpreting, and leveraging data—including "big data"—to identify salient patterns, answer relevant questions, and make effective decisions.

The insights generated during data analytics *translate into tangible, real-world change and lead to informed action*

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Data-Based Decision Making

- Prepares data for analysis (63%)
- Uses methods and tools for analyzing data (60%)
- Uses public health informatics methods and tools (46%)
- Determines limitations of evidence (40%)

% that is 'Not at all confident' or 'Somewhat confident' N=57-62


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Resource Management

A process through which current and future resources (including finances, staff, individuals with technical or subject expertise, technology, equipment, etc) are strategically and efficiently allocated and deployed to achieve organizational and systems-level success and minimize waste.

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Resource Management

- Develops strategies to secure financial resources (42%)
- Explains public health and healthcare funding mechanisms and procedures (40%)
- Determines how financial resources are distributed (38%)

% that is 'Not at all confident' or 'Somewhat confident' N=57-62

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Change Management

A process to guide individuals, organizations, and systems through the transition from a current state to a desired future state, with an emphasis on learning and resiliency at all levels.

Public health professionals skilled in change management will be able to set an example, inspire a shared vision, challenge the status quo, manage uncertainty, and encourage strengths-based action while navigating ongoing challenges to successfully realize needed change.

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% that is 'Not at all confident' or
'Somewhat confident' N=57-62

Change Management

- Analyzes the comparability of existing data (42%)
- Identifies gaps in existing data (41%)
- Identifies internal and external facilitators impacting delivery of the 10 Essential Public Health Services (44%)
- Uses evaluation results to improve policies, programs, services, and organizational performance (35%)

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Systems & Strategic Thinking

A holistic and dynamic understanding of interrelated complex structures—such as public health and health care—as well as the ability to recognize those systems' influences at multiple levels and use those insights to align resources to achieve goals.

It involves designing interventions that help people see the overall structures, patterns, and cycles in systems and allows for the identification of solutions that simultaneously leverage improvement throughout the system.

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% that is 'Not at all confident' or
'Somewhat confident' N=57-62

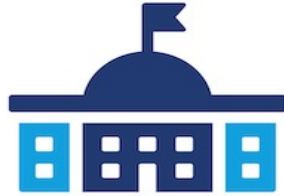
Systems & Strategic Thinking

- Interacts with the larger interrelated system of organizations that influence the health of populations at local, national, and global levels (41%)

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Policy Engagement

Involves working to inform, influence, implement, and evaluate legislation strategies at federal, state, and local levels in order to leverage long-lasting systems changes to protect and improve the public's health and well-being.



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% that is 'Not at all confident' or 'Somewhat confident' N=57-62

Policy Engagement

- Explains the importance of public health informatics for designing, implementing, evaluating, and improving policies, programs, and services (41%)
- Implements evaluation methods and tools (37%)

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Community Engagement

Refers to an authentic, mutually beneficial, collaborative process of working to address issues that affect the health and well-being of communities, which often involves prioritizing health equity.

Community engagement exists on a spectrum; involves equitable distribution of decision-making power and a focus on community partnering and collaboration; and is rooted in trust and respect.

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Community Engagement

- Ensures power and ownership are shared with community members and others (36%)

% that is 'Not at all confident' or 'Somewhat confident' N=57-62

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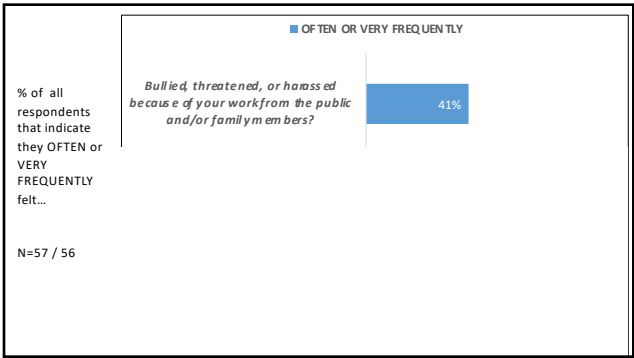
Data-Based Decision Making	Resource Management	Change Management	Systems & Strategic Thinking	Policy Engagement	Community Engagement
Prepares data for analysis (63%)	Develops strategies to secure financial resources (42%)	Analyzes the comparability of existing data (42%)	Interacts with the larger interrelated system of organizations that influence the health of populations at local, national, and global levels (41%)	Explains the importance of public health informatics for designing, implementing, evaluating, and improving policies, programs, and services (41%)	Ensures power and ownership are shared with community members and others (36%)
Uses methods and tools for analyzing data (60%)	Explains public health and healthcare funding mechanisms and procedures (40%)	Identifies gaps in existing data (41%)			
Uses public health informatics methods and tools (46%)	Determines how financial resources are distributed (38%)	Identifies internal and external facilitators impacting delivery of the 10 Essential Public Health Services (44%)		Implements evaluation methods and tools (37%)	
Determines limitations of evidence (40%)		Uses evaluation results to improve policies, programs, services, and organizational performance (35%)			

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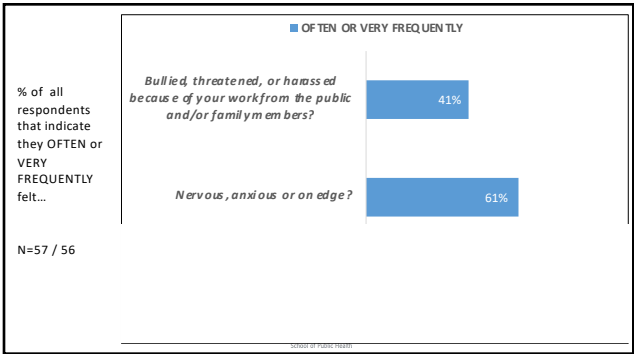


Over the last three years, respondents 'often' or 'very frequently' felt....

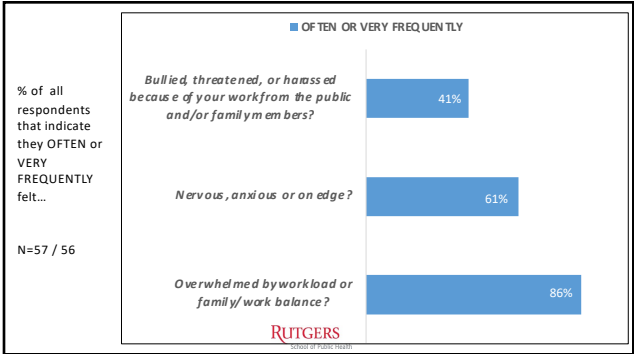
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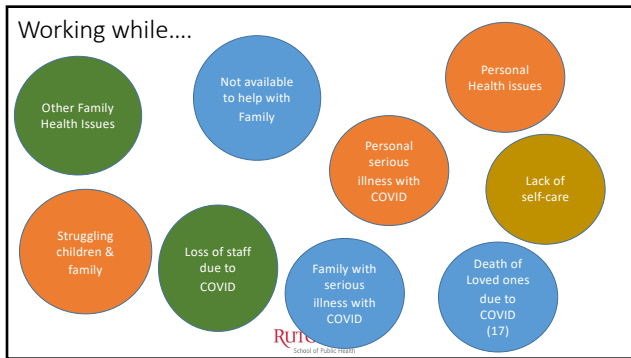
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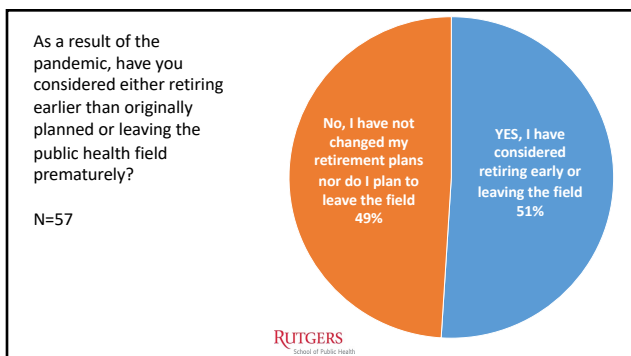
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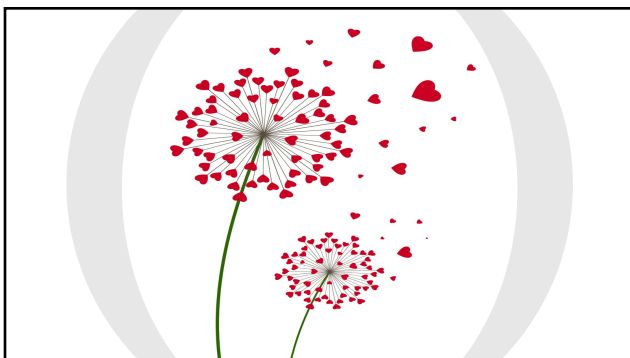
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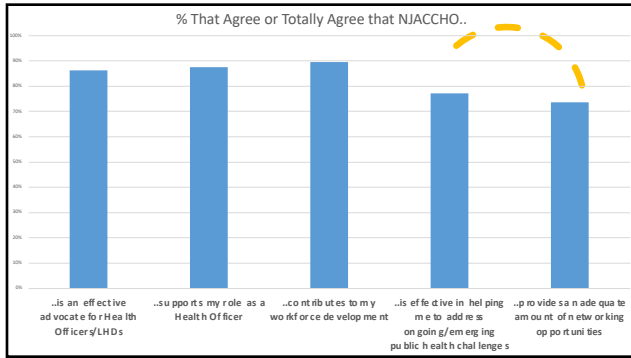
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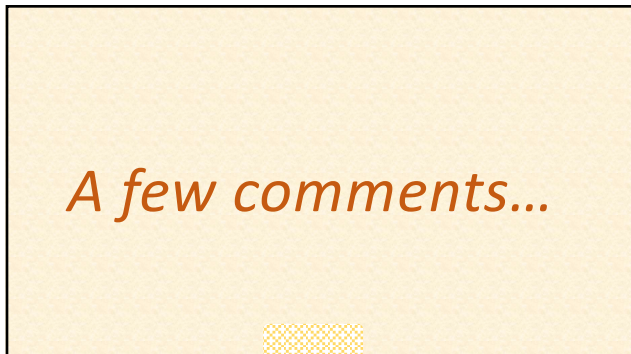
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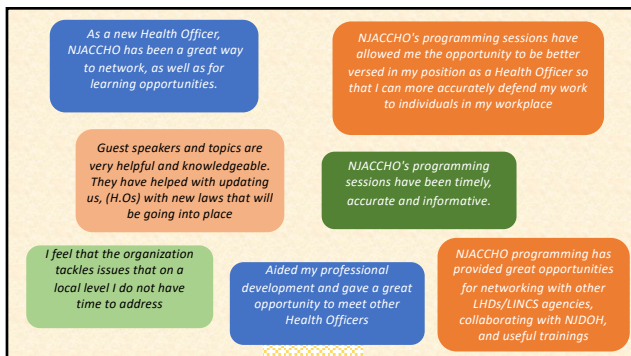
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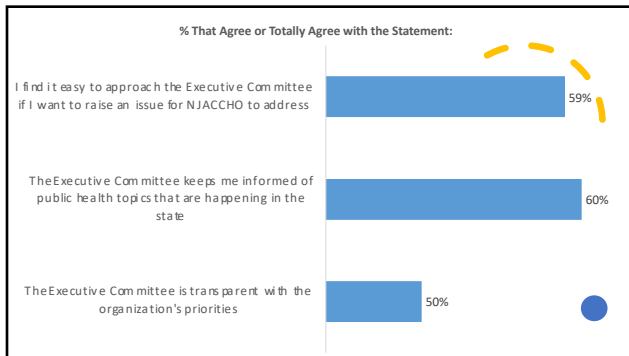
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NJACCHO:

- Dig deeper into data and use to inform future programming – *Join us!*
- Partner with others to offer needed training and support to NJACCHO members & staff
- Specific upcoming initiatives

Rutgers / Region 2:

- Reflect priority areas in upcoming webinars
- Developing a CE initiative specific to strategic skills - *for all disciplines* – stay tuned!
- Public Health Scholarship – Available Now!

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New Public Health Scholarship \$\$\$

- 50% off tuition for those currently working in public health or from under-represented / disadvantaged group
- Can apply for Summer 2023 or Fall 2024
- For MPH program OR Population Health Certificate
- ****FUNDED BY HRSA****

Scholarships


For MPH Degree (any concentration) or Certificate in Population Health


Who's Eligible?

- Accepted students at the Rutgers School of Public Health
- New Jersey residents

-AND-

- Currently working in public health -or- from an underrepresented group





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Rutgers Public Health Scholarship

- Consider employees who may have been thinking about grad school!



https://go.rutgers.edu/SPH_Scholarship

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thank you!

De Beaumont Strategic Skills
<https://debeaumont.org/strategic-skills/>

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Want to join Workforce Development Committee at NJACCHO?
Chris Hellwig – Chair Workforce Development Committee
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