

The background is a light blue gradient with several realistic water droplets of various sizes scattered across it. The droplets have highlights and shadows, giving them a three-dimensional appearance.

2022-2023 MONTANA PUBLIC HEALTH WORKFORCE ASSESSMENT

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2023 MISSOULA ACADEMIC HEALTH DEPARTMENT CONFERENCE

GOAL & OBJECTIVES


- THE PURPOSE OF THIS ASSESSMENT IS TO COLLECT COMPREHENSIVE INFORMATION ABOUT THE CAPACITY OF THE PUBLIC HEALTH WORKFORCE ACROSS THE STATE OF MONTANA IN ORDER TO INFORM WORKFORCE DEVELOPMENT POLICIES AND INITIATIVES.
 - TO GATHER REPRESENTATIVE DATA ON THE WORKFORCE
 - TO IDENTIFY STRENGTHS & POTENTIAL GAPS IN KNOWLEDGE AND SKILLS.
 - TO ESTABLISH PRIORITY TRAININGS THAT ADDRESS THOSE GAPS.
 - TO INVEST IN FUNDING, TRAINING, RECRUITING, AND RETAINING PUBLIC HEALTH WORKERS

FOUNDATIONS OF THE WORKFORCE ASSESSMENT

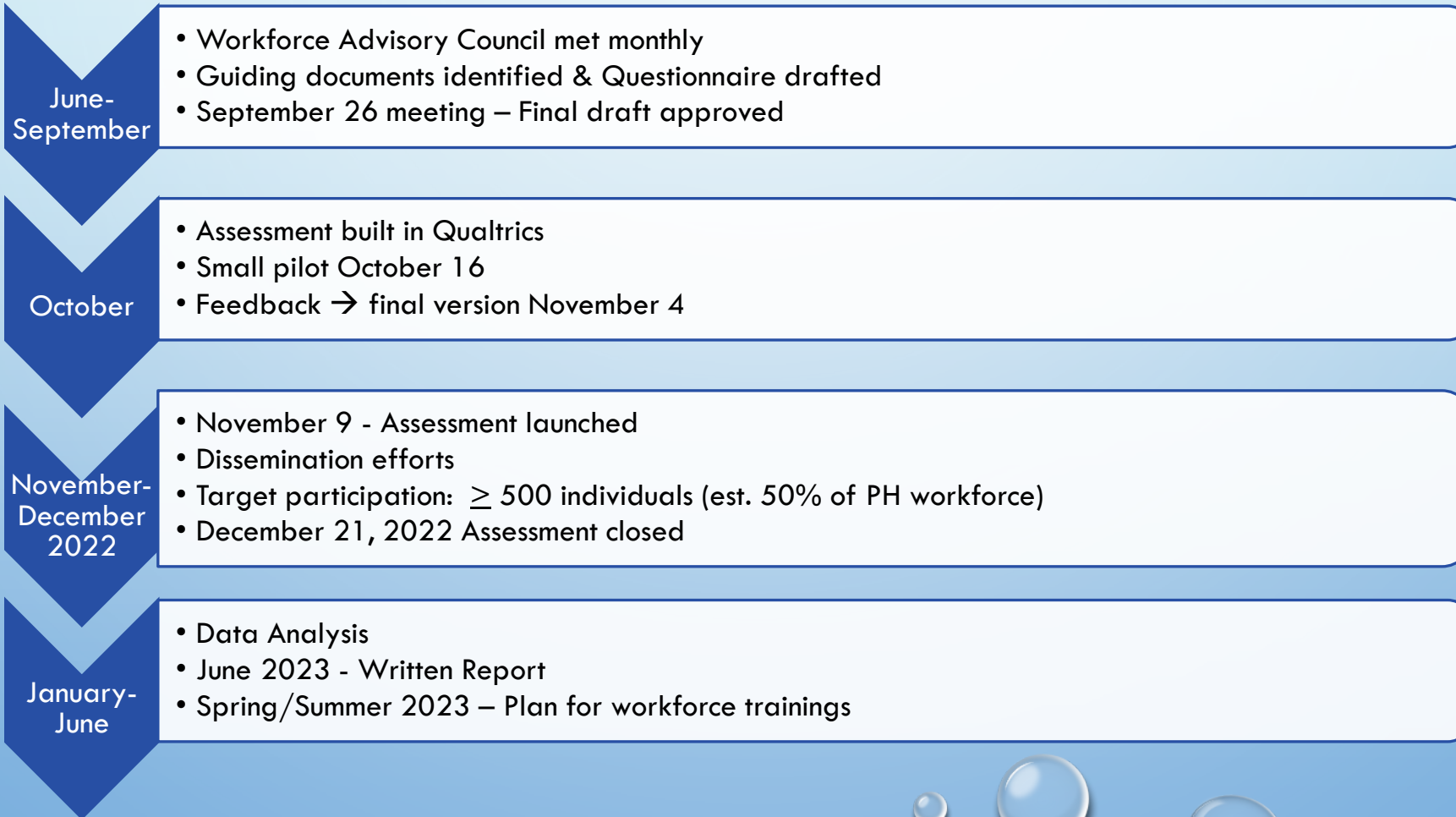
- 2020-2021 MONTANA PUBLIC HEALTH WORKFORCE ASSESSMENT & PLAN
 - MONTANA PUBLIC HEALTH TRAINING CENTER
- 2021 PUBLIC HEALTH WORKFORCE INTERESTS & NEEDS SURVEY (PH WINS)
 - DE BEAUMONT FOUNDATION
- 2021 CORE COMPETENCIES FOR PUBLIC HEALTH PROFESSIONALS
 - COUNCIL ON LINKAGES
- 10 ESSENTIALS OF PUBLIC HEALTH
 - CENTERS FOR DISEASES CONTROL (CDC)
- PUBLIC HEALTH 3.0
 - CENTERS FOR DISEASES CONTROL (CDC)
 - NATIONAL ASSOCIATION OF COUNTY AND CITY HEALTH OFFICIALS (NACCHO)
- 2022 FOUNDATIONAL PUBLIC HEALTH SERVICES
 - PUBLIC HEALTH NATIONAL CENTER FOR INNOVATIONS
- NATIONAL CONSORTIUM FOR PUBLIC HEALTH WORKFORCE DEVELOPMENT
 - DE BEAUMONT FOUNDATION
 - CDC FOUNDATION
- 2022 PUBLIC HEALTH ACCREDITATION BOARD (PHAB) GUIDELINES
- 2021 COUNCIL ON EDUCATION FOR PUBLIC HEALTH (CPEH) GUIDELINES



WORKFORCE ADVISORY COUNCIL

- MT DPHHS PUBLIC HEALTH & SAFETY DIVISION (PHSD/PHSIO)
 - CONFLUENCE PUBLIC HEALTH ALLIANCE (MEHA, MPHA, AMPHO)
 - MT PUBLIC HEALTH INSTITUTE
 - SMALL HEALTH DEPARTMENTS
 - TRIBAL HEALTH DEPARTMENTS
 - AREA HEALTH EDUCATION CENTER (AHEC) – OFFICE OF RURAL HEALTH
 - RIVERSTONE HEALTH
 - ROCKY MOUNTAIN PUBLIC HEALTH TRAINING CENTER
 - UNIVERSITY OF MONTANA SCHOOL OF PUBLIC & COMMUNITY HEALTH SCIENCES
 - MONTANA PUBLIC HEALTH TRAINING CENTER
- 

TIMELINE



MONTANA PUBLIC HEALTH WORKFORCE ASSESSMENT

- DEMOGRAPHICS (5 QUESTIONS)
- CORE COMPETENCIES SELF-ASSESSMENT (19 QUESTIONS)
- WORKFORCE CHARACTERISTICS: EMPLOYMENT STATUS, EXPERIENCE/ROLES, AND EDUCATION (33 QUESTIONS)
- WORKFORCE TRAINING NEEDS ASSESSMENT (17 QUESTIONS)

- ESTIMATED TIME TO COMPLETION: 25-30 MINUTES
- ABILITY TO DOWNLOAD A PDF COPY OF RESPONSES TO SHARE WITH SUPERVISOR/MENTOR
- PRIZE DRAWING

DISTRIBUTION OF THE ASSESSMENT

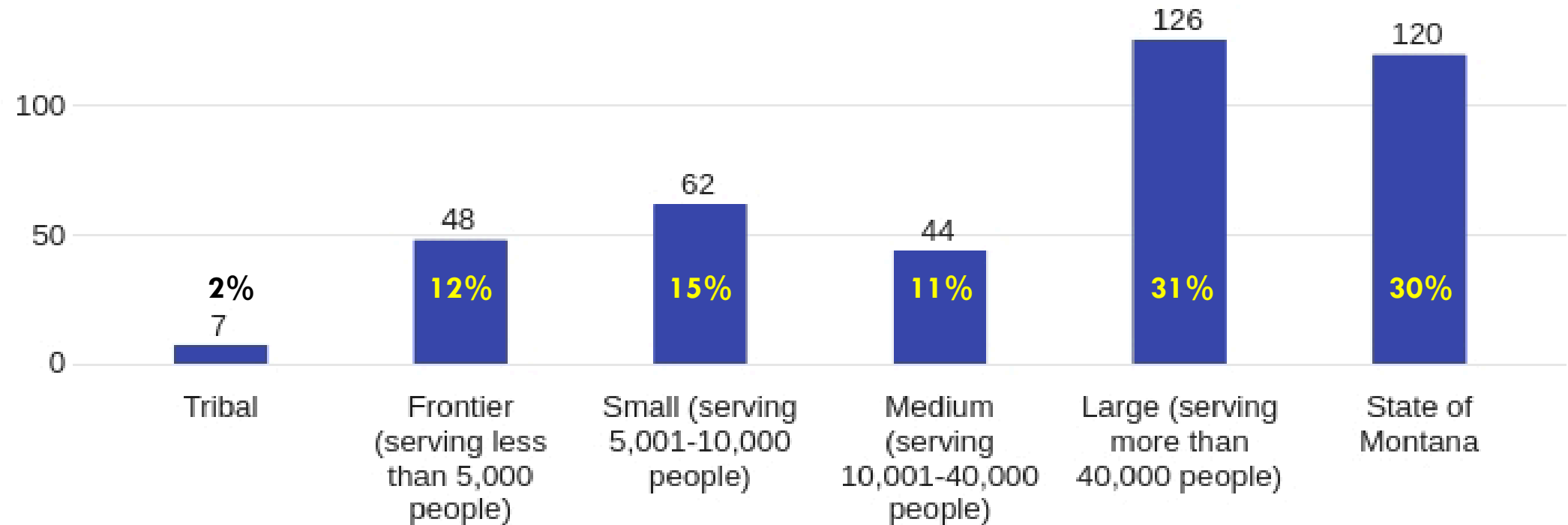
- WORKFORCE ADVISORY COUNCIL
- TASKFORCE MEETING
- ASSOCIATION OF MONTANA PUBLIC HEALTH OFFICIALS (AMPHO) “SMALL CALL” & “LARGE CALL”
- SUPPORT FROM DPHHS, MTPHI, CONFLUENCE TO REACH LEADERSHIP
- EMAIL HEALTH DEPARTMENTS WITH LETTER OF INTRODUCTION & LINK
- EMAIL SPCHS STUDENT & ALUMNI LISTSERV
- CONNECTED COMMUNITY
- NEWSLETTERS (MTPHI, MPHTC, CONFLUENCE, DPHHS)

METHODOLOGY & DATA ANALYSIS

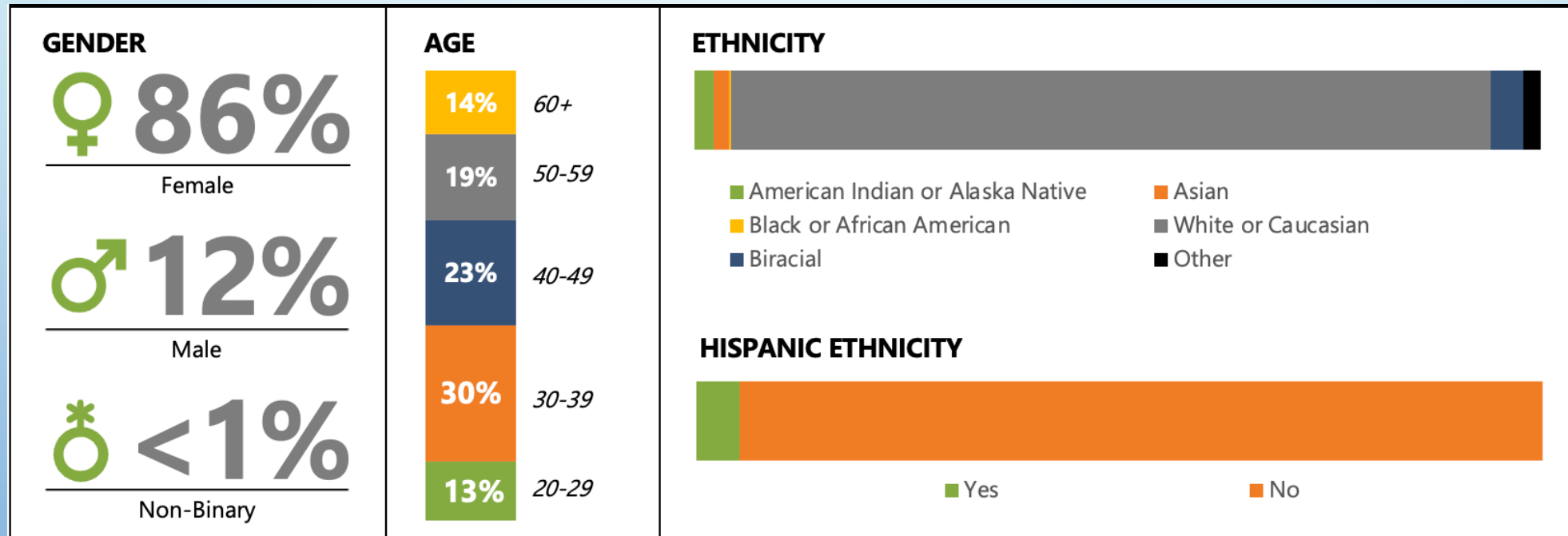
- QUALTRICS PLATFORM
- ASSESSMENT OPEN FROM NOVEMBER 9 – DECEMBER 21, 2022
- TOTAL RESPONSES: **513**
- NUMBER OF INCOMPLETE RESPONSES: **65**
 - (63 PEOPLE DID NOT GET PAST THE DEMOGRAPHICS)
- NUMBER OF PARTICIPANTS DECLINED: **1**
- FINAL NUMBER ANALYZED FOR DATA: **448**

KEY FINDINGS - RESPONDENTS

What is the size/classification of your health department or organization? Select all that apply.

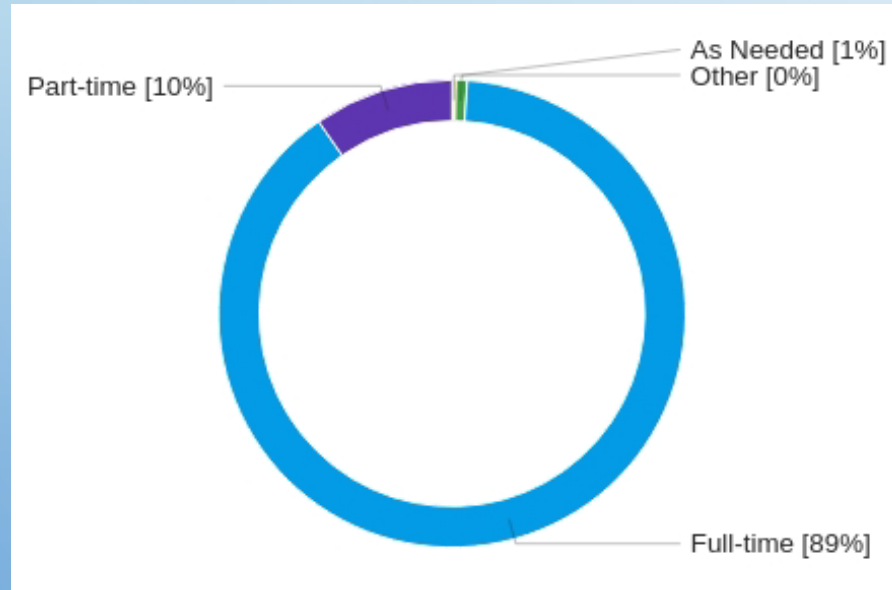


KEY FINDINGS – DEMOGRAPHICS

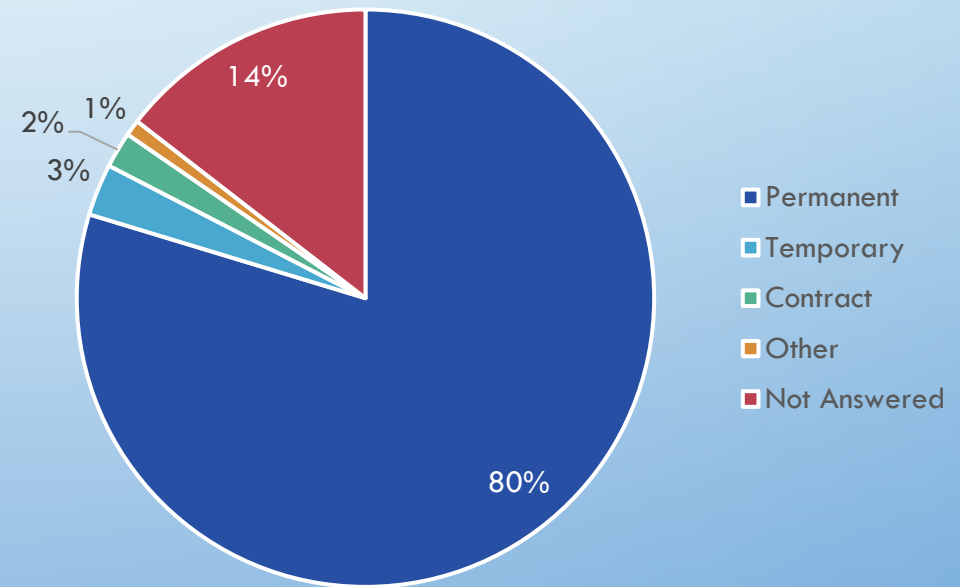


KEY FINDINGS – EMPLOYMENT STATUS

FULL-TIME/PART-TIME

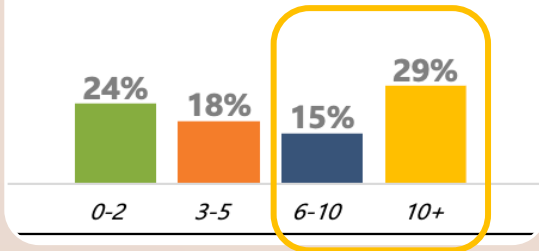


PERMANENT/TEMPORARY



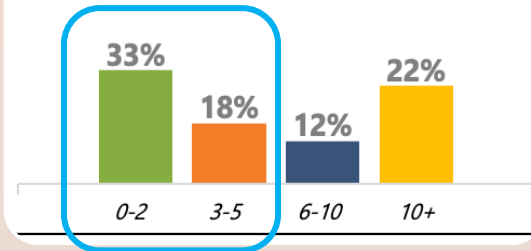
KEY FINDINGS – WORKFORCE COMPOSITION

YEARS IN PUBLIC HEALTH



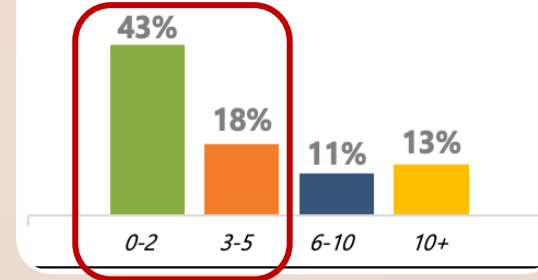
44% have been in PH >5 years

YEARS IN CURRENT ORGANIZATION



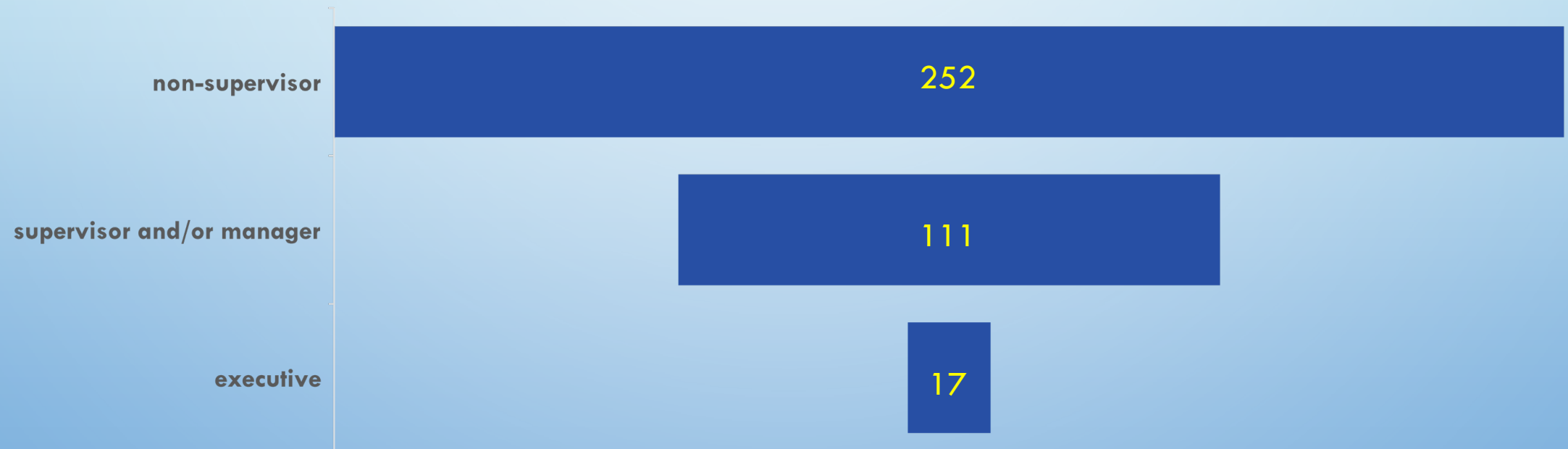
51% have been in their current organization <5 years

YEARS IN CURRENT POSITION

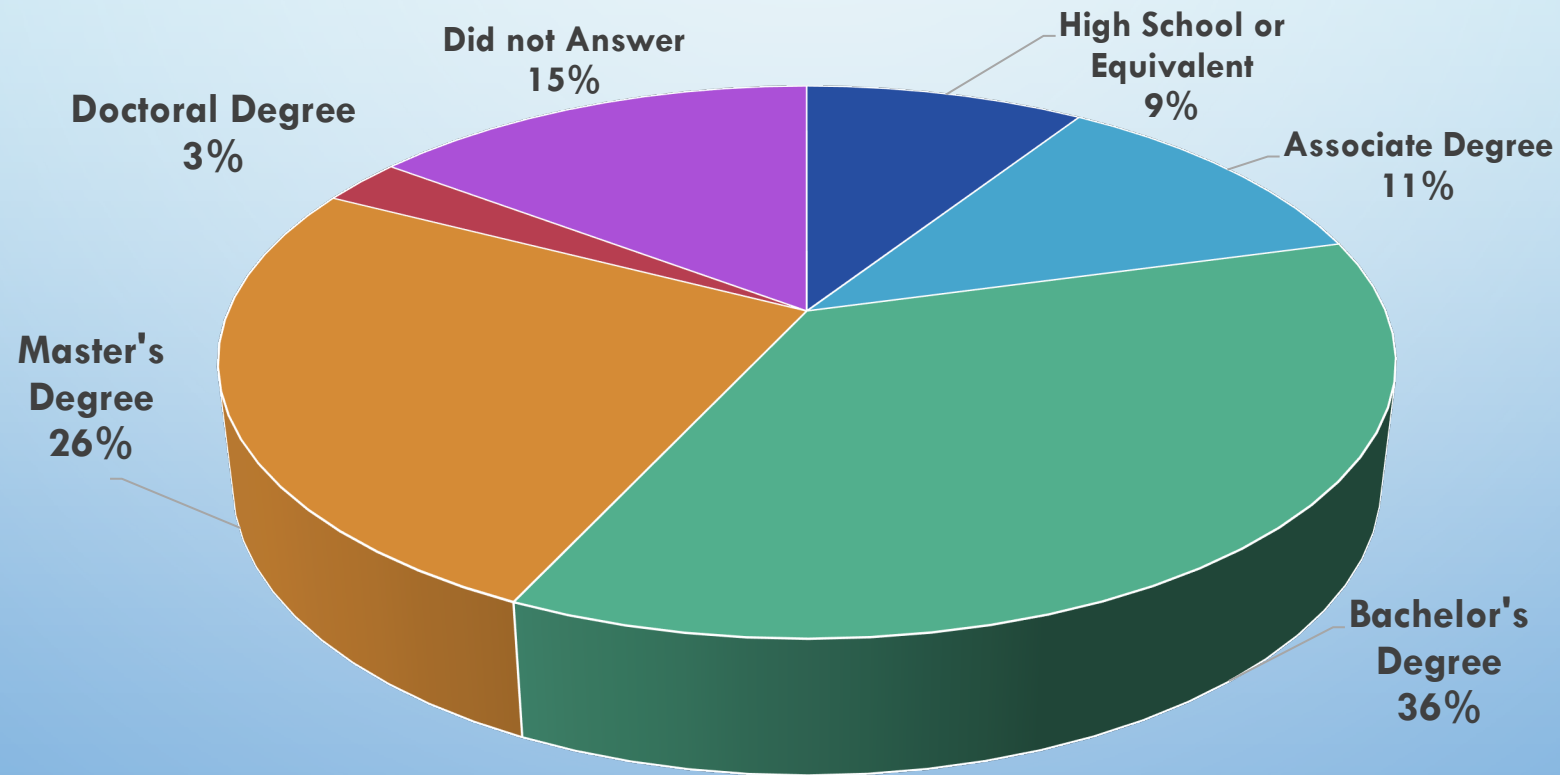


61% have been at their current position <5 years

KEY FINDINGS – SUPERVISORY STATUS



KEY FINDINGS – HIGHEST LEVEL OF EDUCATION





KEY FINDINGS – CREDENTIALS & CERTIFICATES





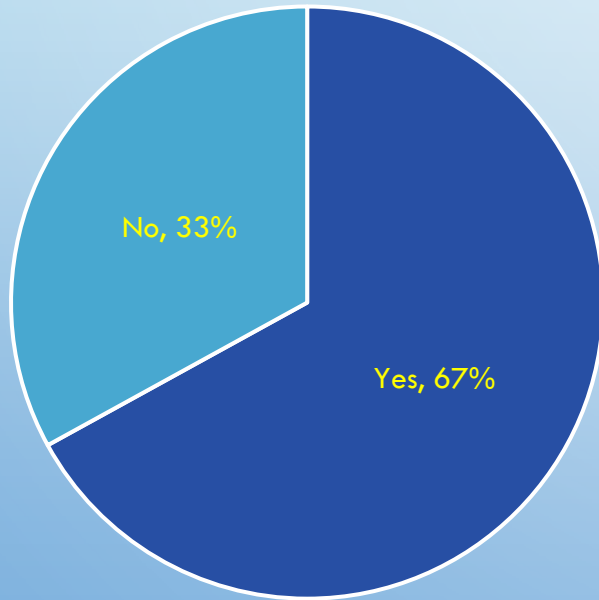
KEY FINDINGS – CURRENTLY ATTENDING/EARNING DEGREES



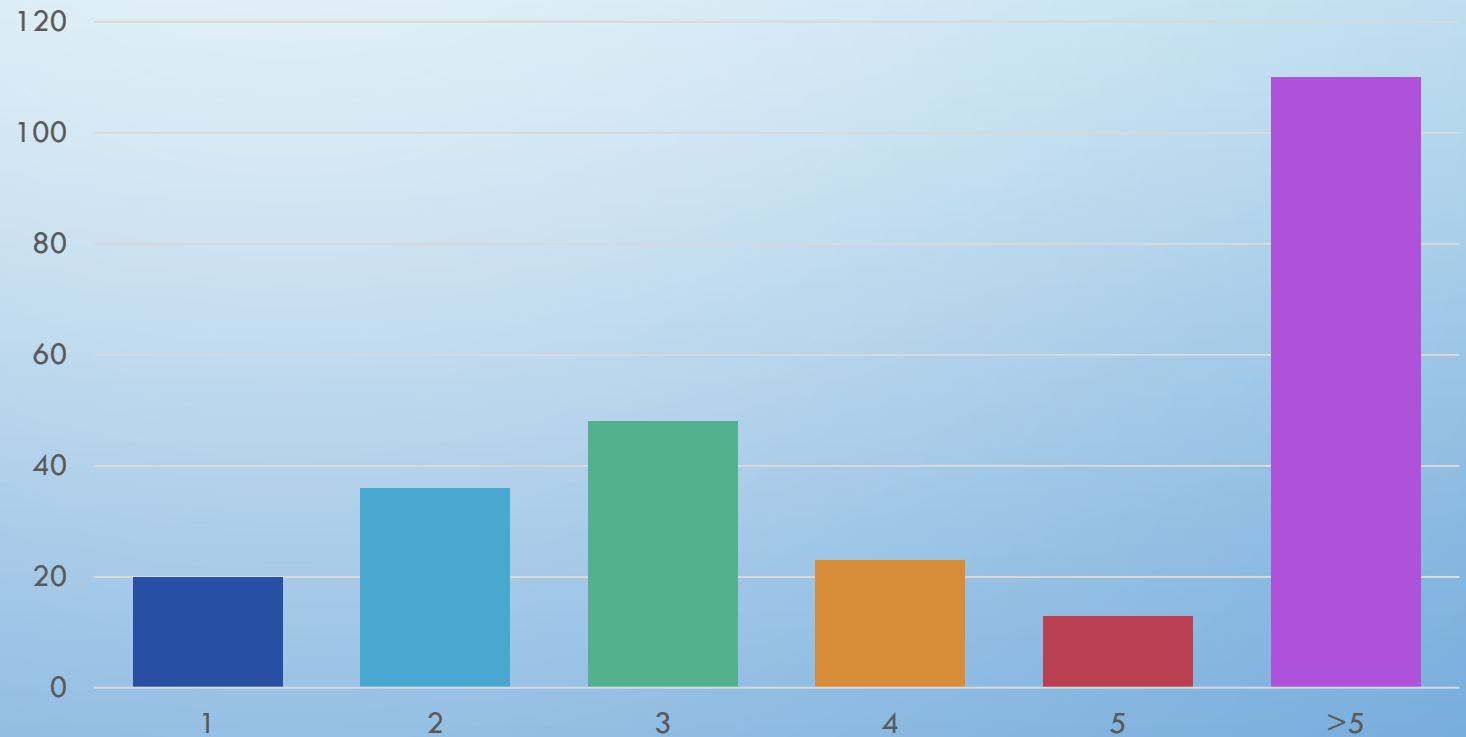


KEY FINDINGS – PROFESSIONAL DEVELOPMENT

Attend professional development trainings in 2020-2022?

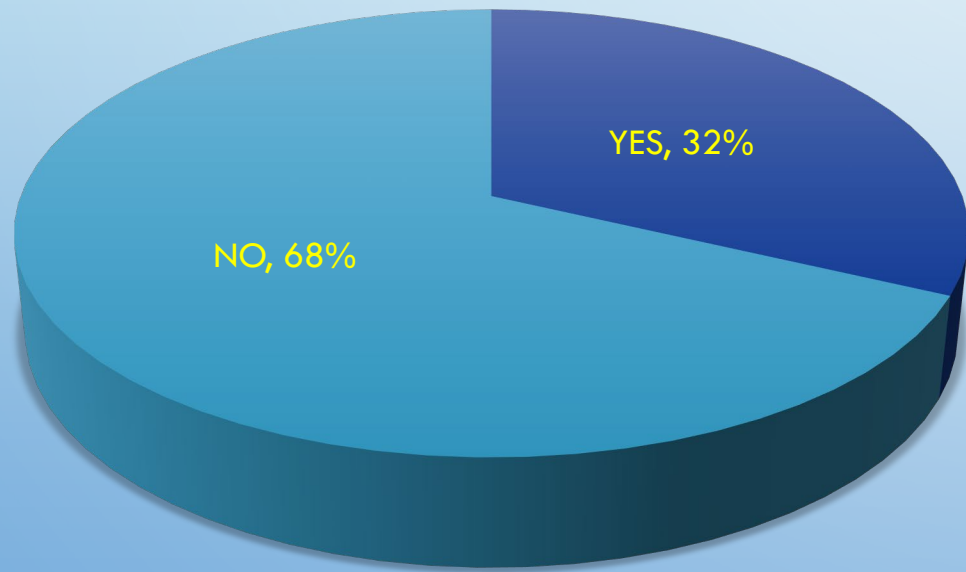


Number of trainings

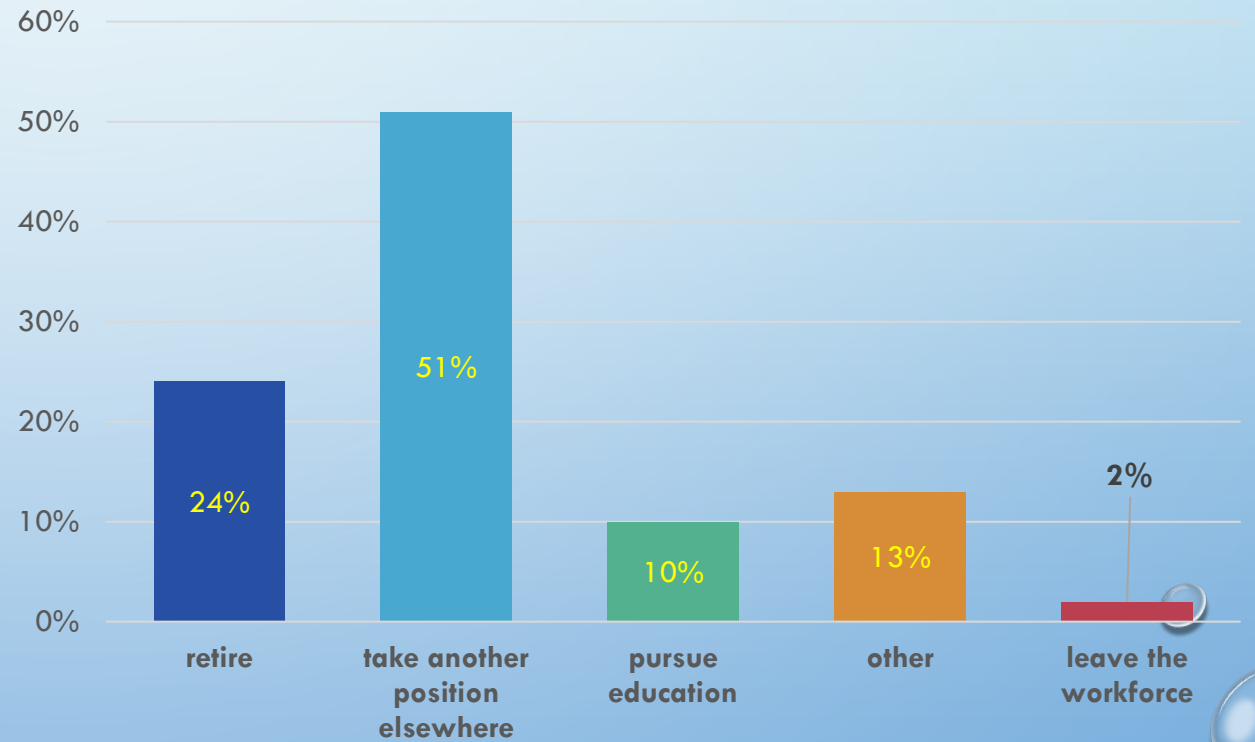


KEY FINDINGS – FUTURE PLANS

Considering Leaving

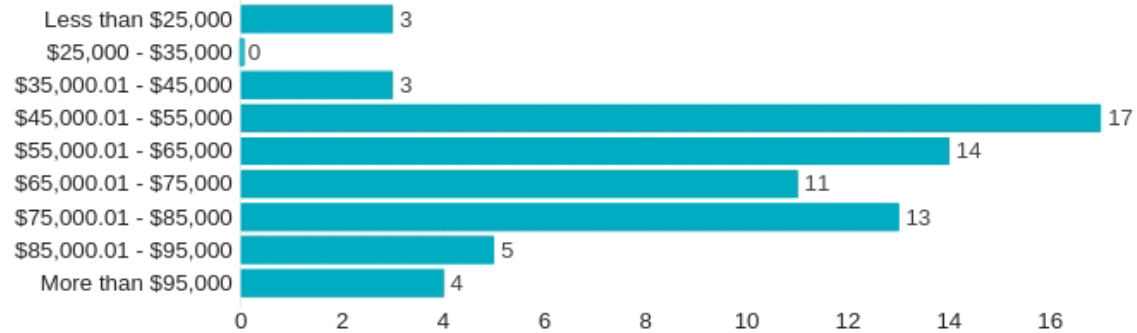


Reasons

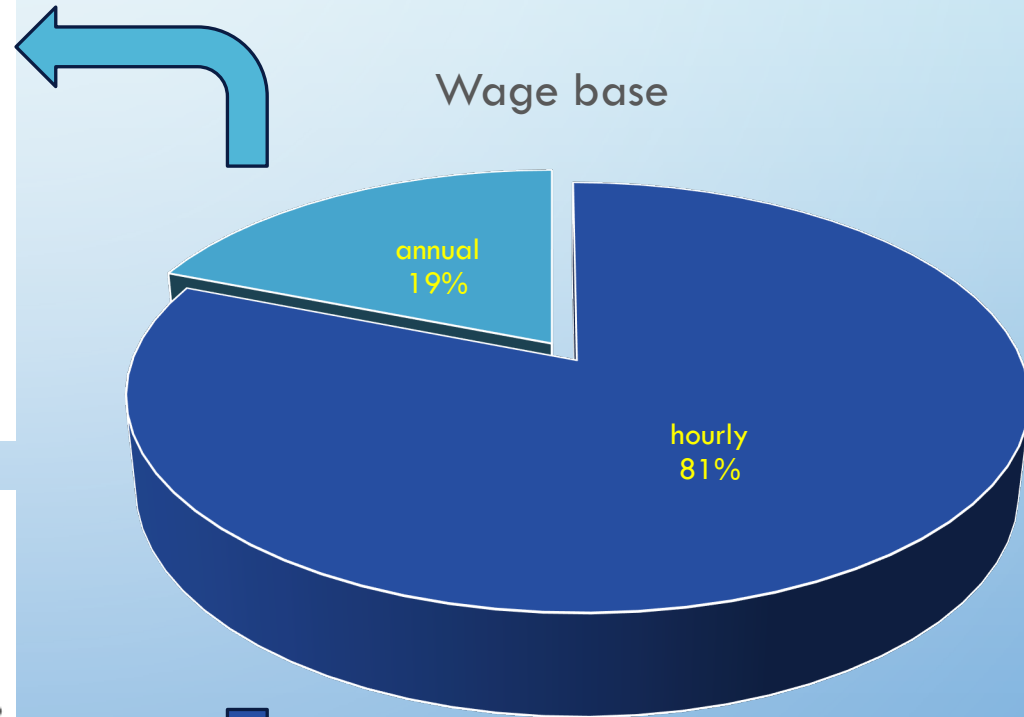
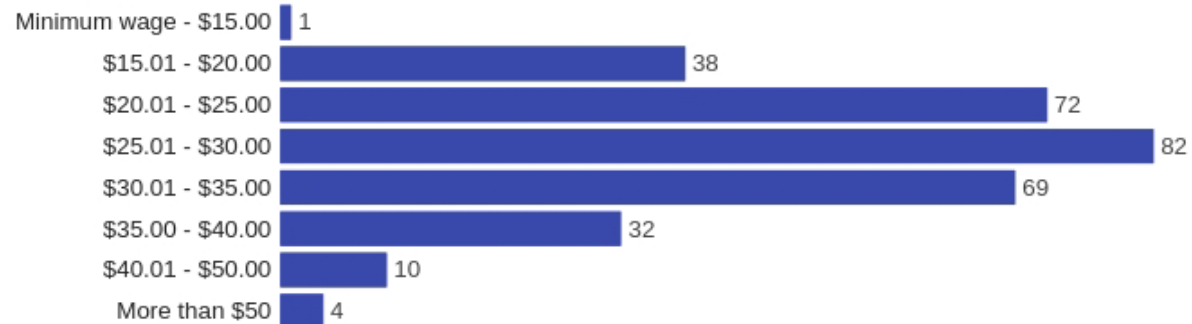


KEY FINDINGS – SALARY

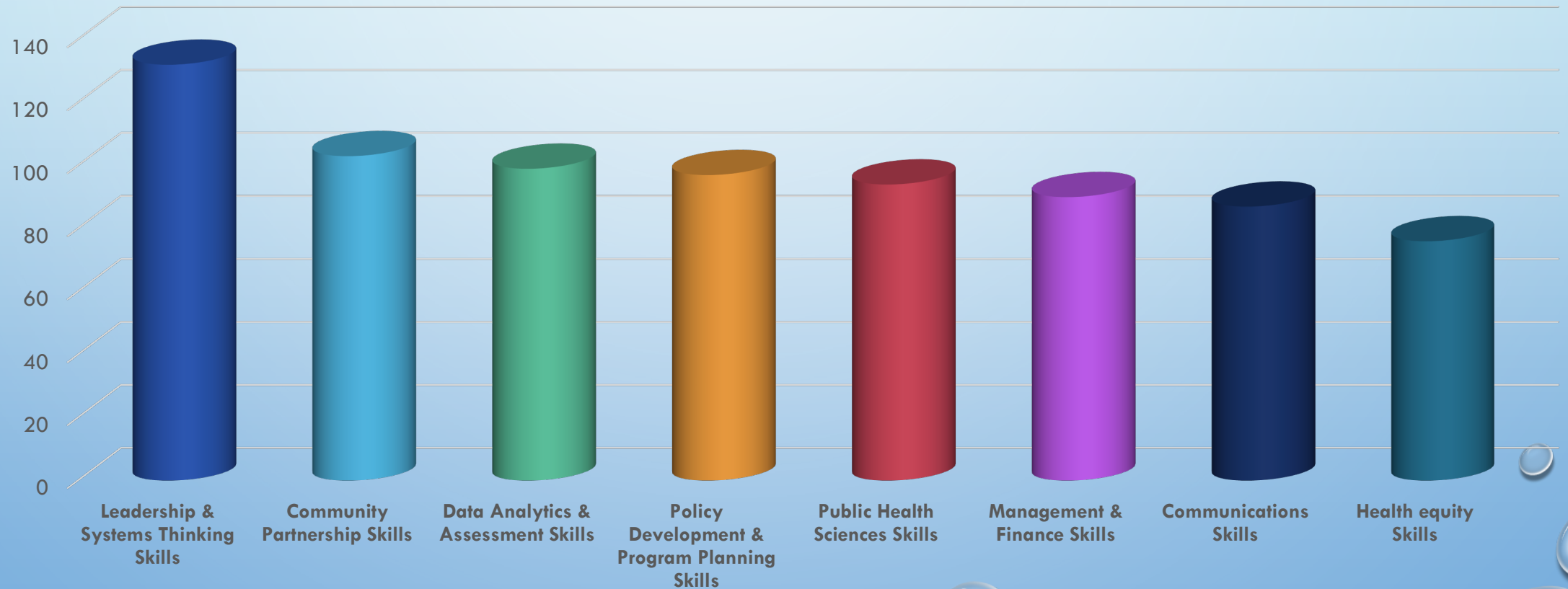
What is your current annual salary?



What is your current hourly wage?



KEY FINDINGS – TRAININGS OF INTEREST

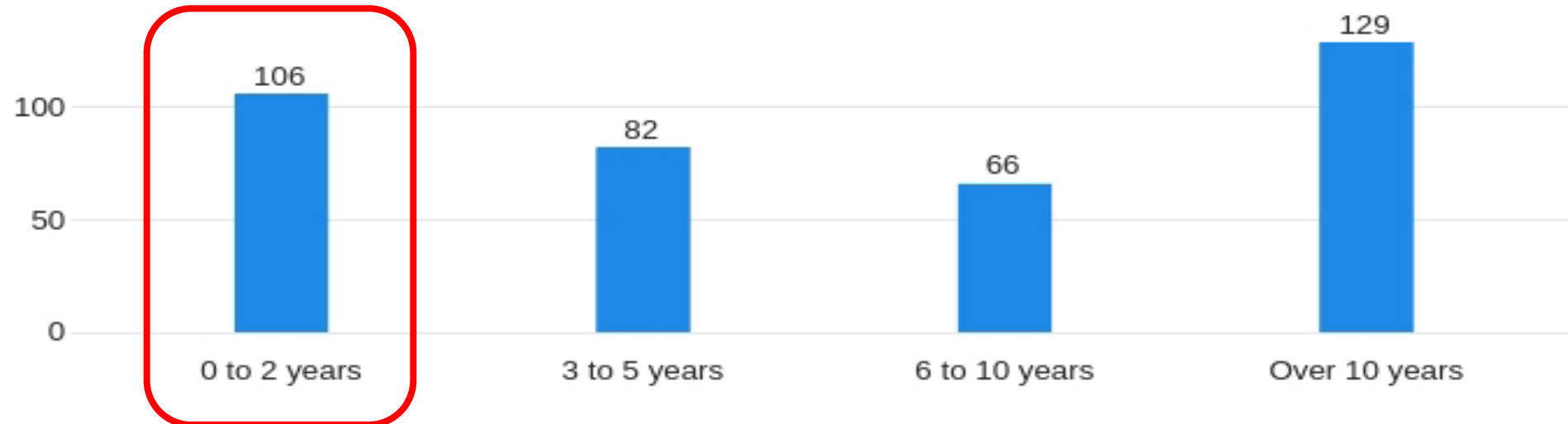


SUMMARY – ALL EMPLOYEES

- MT DEMOGRAPHIC, WORKFORCE & EDUCATIONAL ATTAINMENT DATA COMPARABLE TO NATIONAL TRENDS
 - DEMOGRAPHICS: SELF-IDENTIFY AS WHITE, AS WOMEN, AND AS AGE 40 OR OLDER
 - EDUCATION: HIGHLY EDUCATED WORKFORCE
 - INTENT TO LEAVE: NEARLY 1 /3 OF EMPLOYEES SAID THEY'RE CONSIDERING LEAVING
 - DESIRED TRAININGS: LEADERSHIP & SYSTEMS THINKING, COMMUNITY PARTNERSHIP SKILLS, AND DATA ANALYTICS & ASSESSMENT SKILLS

INTEREST AREA – NEW HIRES

How many years of experience do you have in Public Health (any agency, any position)? Please round to the nearest year.



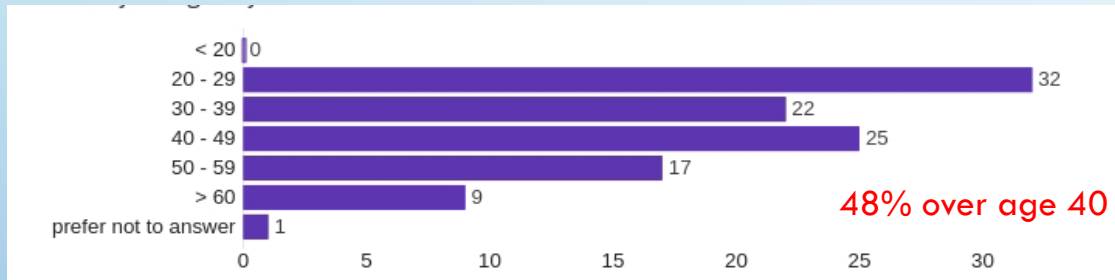
KEY FINDINGS – NEW HIRES IN PUBLIC HEALTH

- 106 RESPONDENTS

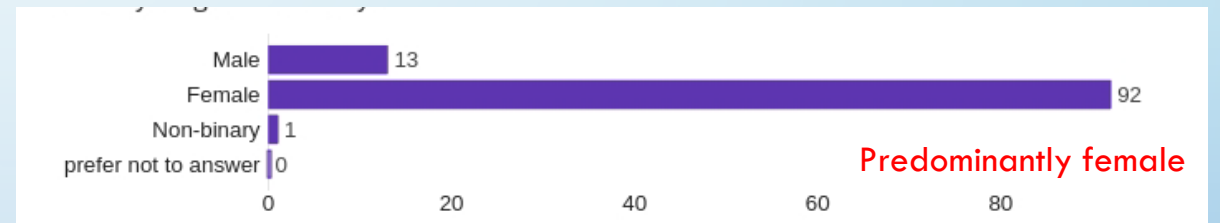
- MT DPHHS 18
- COUNTY HEALTH DEPARTMENT 82
- TRIBAL HEALTH DEPARTMENT 1

WHO ARE THE NEW HIRES?

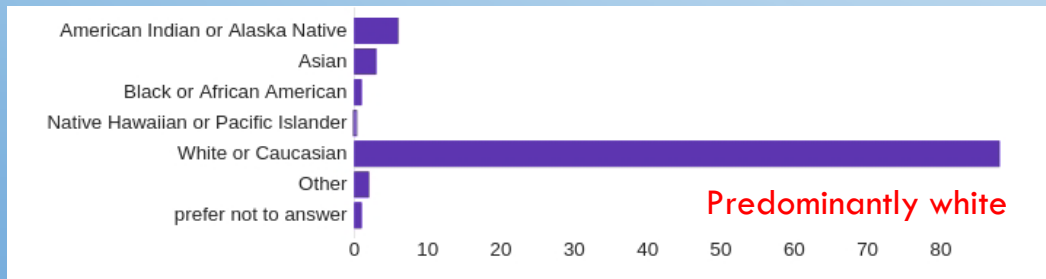
AGE?



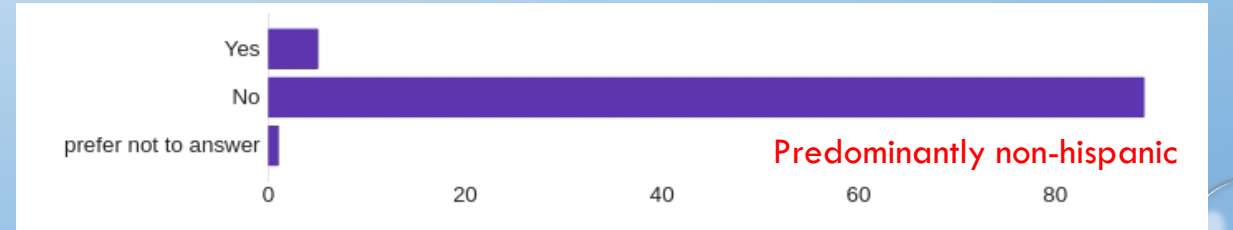
GENDER IDENTITY?



RACE?

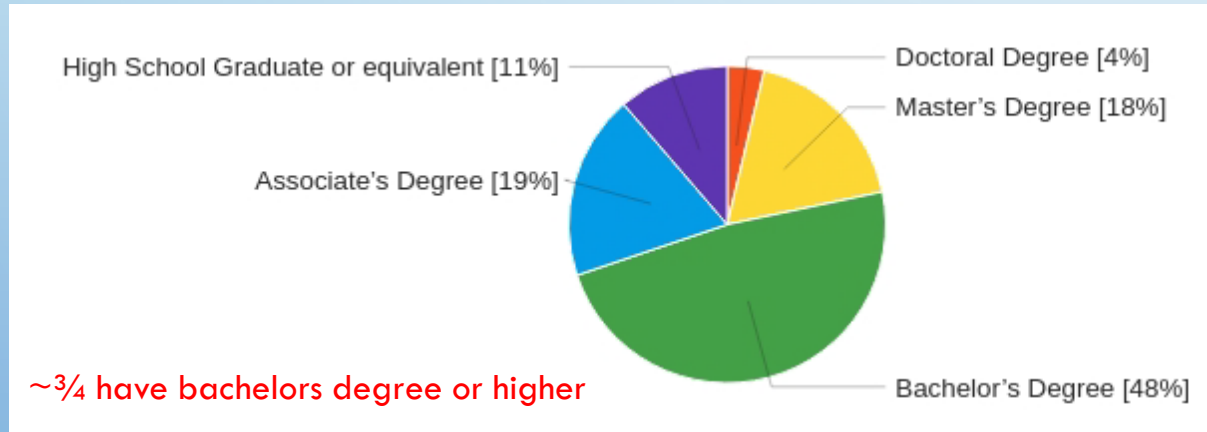


HISPANIC or LATINO?

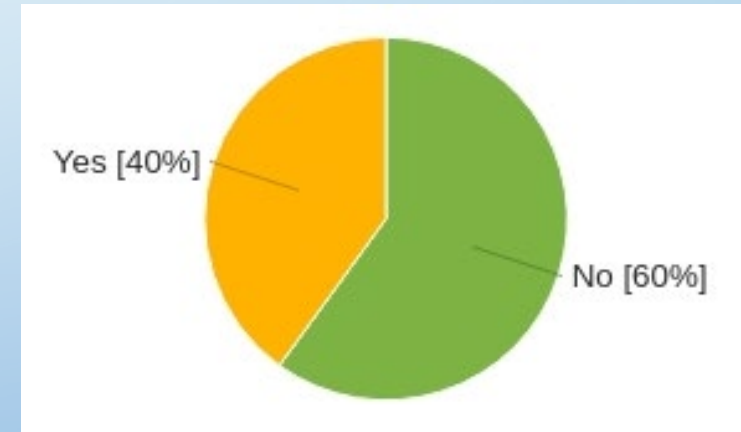


EDUCATION & TRAINING

HIGHEST LEVEL OF EDUCATION?



CREDENTIALS or LICENSURES?



WHAT CREDENTIALS DO NEW HIRES HAVE?

public health

physician assistant

exercise physiologist

medical administrative assistant

registered environmental health specialist

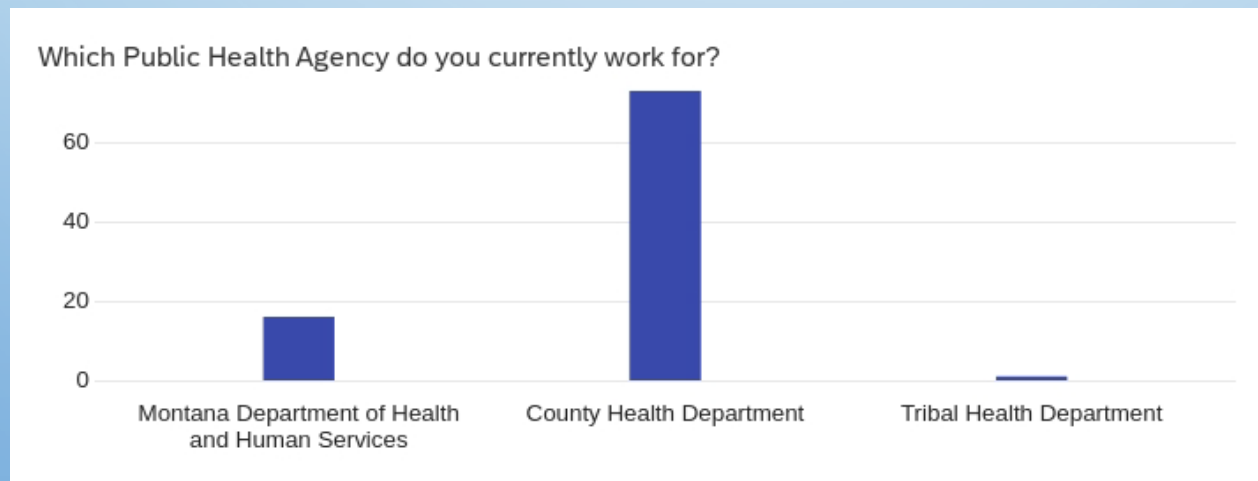
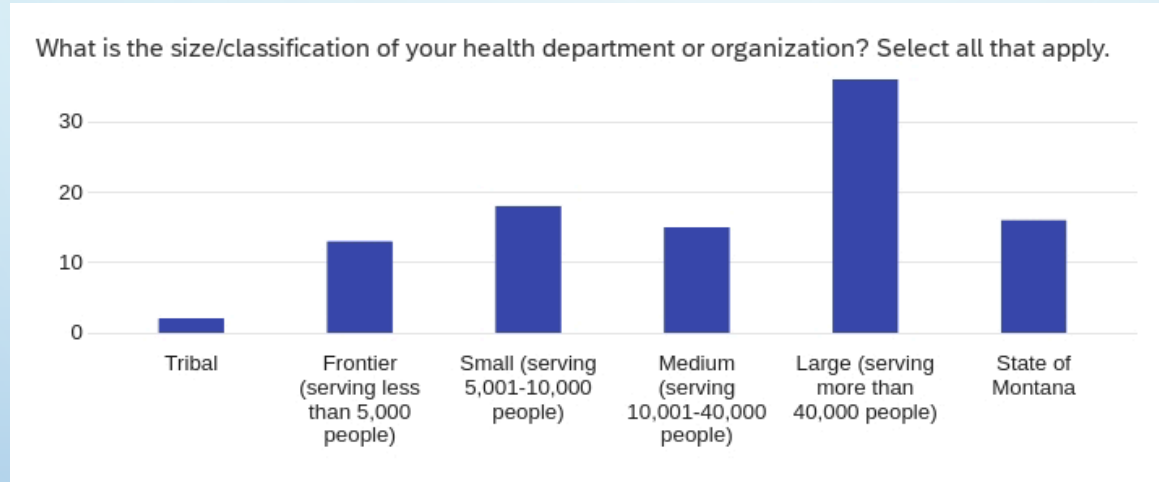
gis certificate armed private security license

community health worker

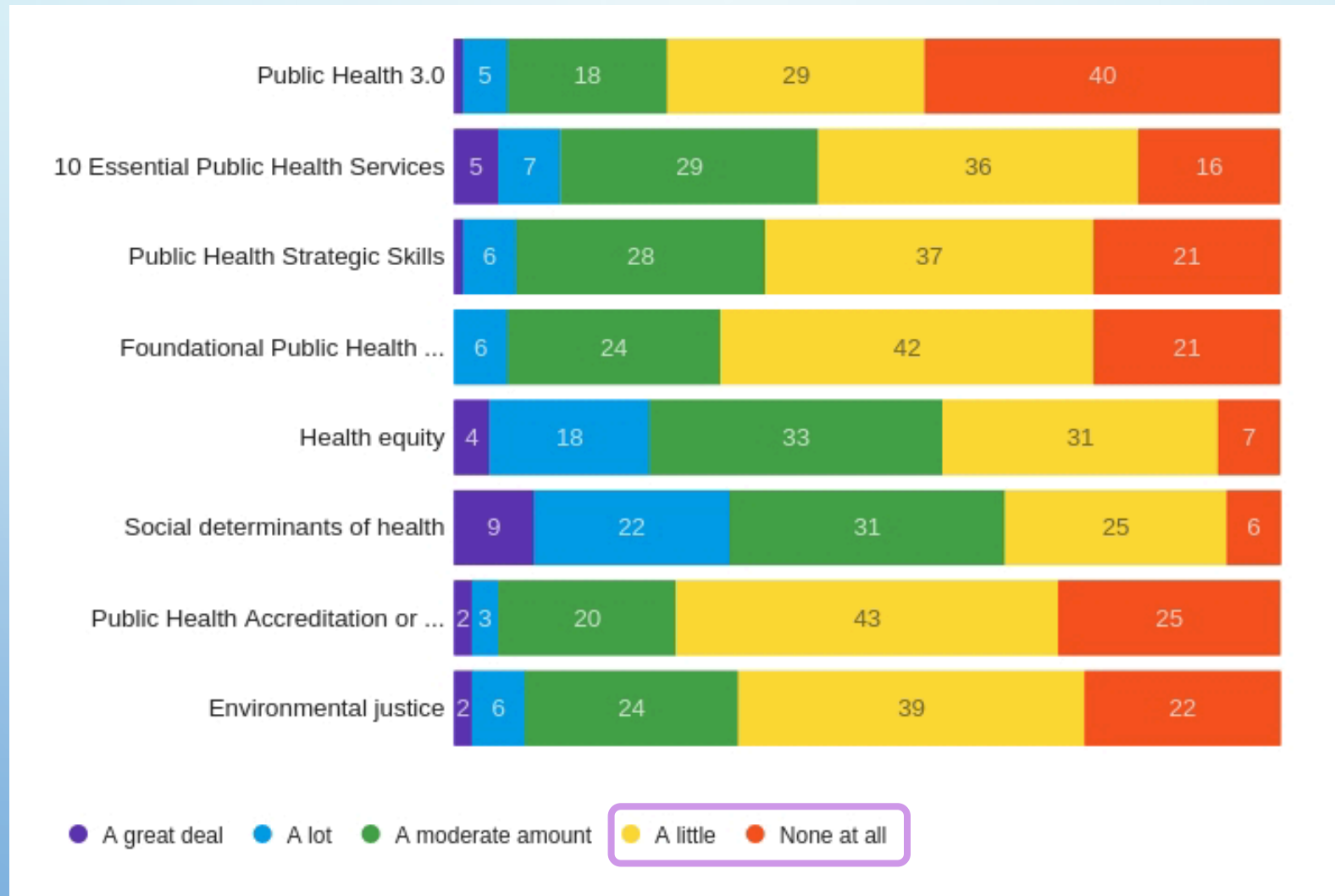
health education specialist

pharmacy technician

WHAT AGENCIES DO NEW HIRES WORK FOR?



WHAT DO NEW HIRES KNOW ABOUT PUBLIC HEALTH?



WHICH DOMAINS DO NEW HIRES SELF IDENTIFY AS UNABLE TO PERFORM/BEGINNER VS PROFICIENT/EXPERT?

	Domain 1	Domain 2	Domain 3	Domain 4	Domain 5	Domain 6	Domain 7	Domain 8
	Data Analytics & Assessment Skills	Policy Development & Program Planning Skills	Communication Skills	Health Equity Skills	Community Partnership Skills	Public Health Sciences Skills	Management & Finance Skills	Leadership & Systems Thinking Skills
Unable to perform/beginner	41%	62%	32%	32%	54%	52%	58%	77%
Proficient/expert	59%	38%	68%	68%	45%	48%	42%	33%

WHICH DOMAINS ARE YOU MOST INTERESTED IN AND MOTIVATED TO ATTEND TRAININGS ON?

Domain 5

Domain 3

Domain 2

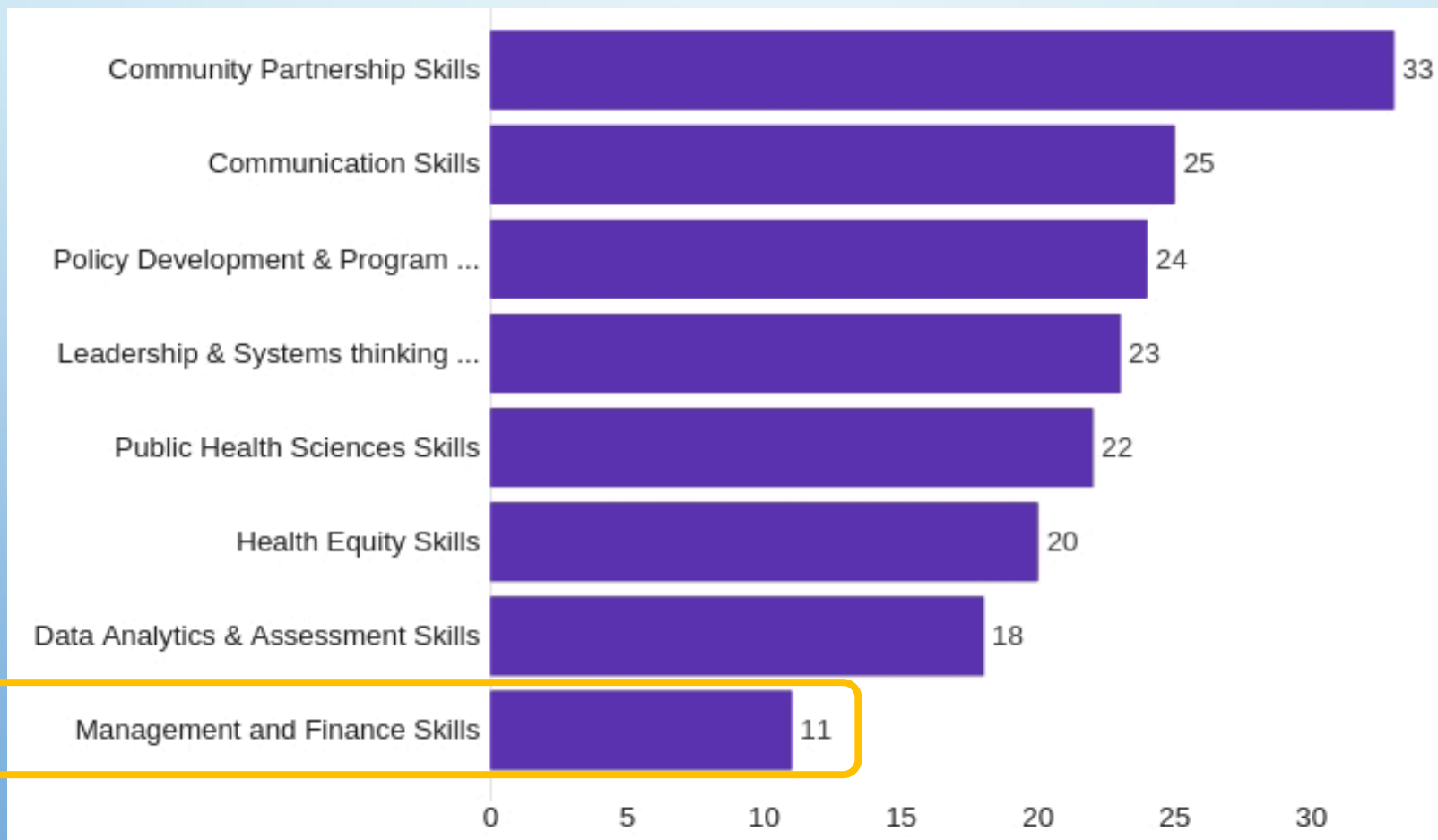
Domain 8

Domain 6

Domain 4

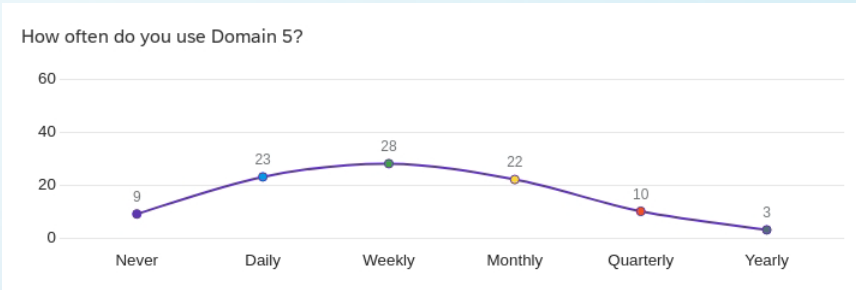
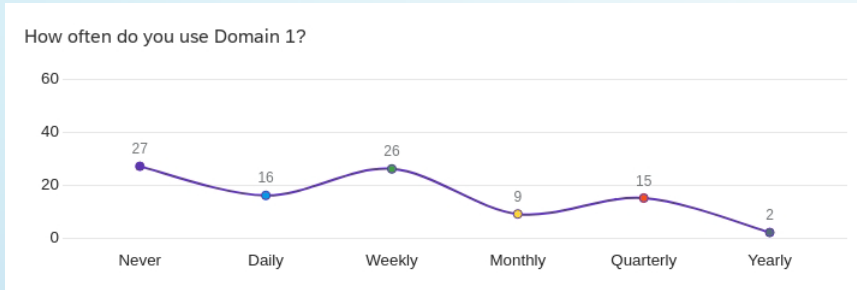
Domain 1

Domain 7



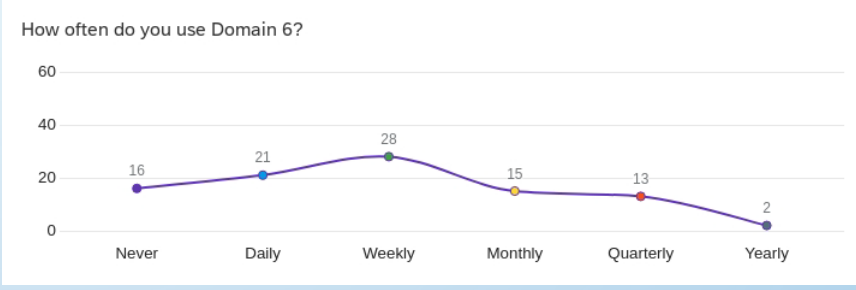
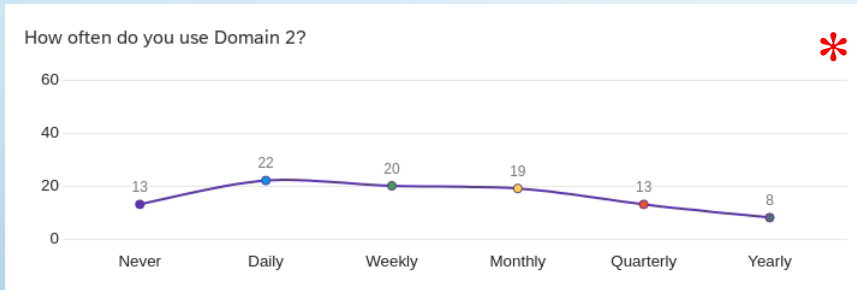
HOW OFTEN DO YOU USE THE SKILLS?

Data Analytics



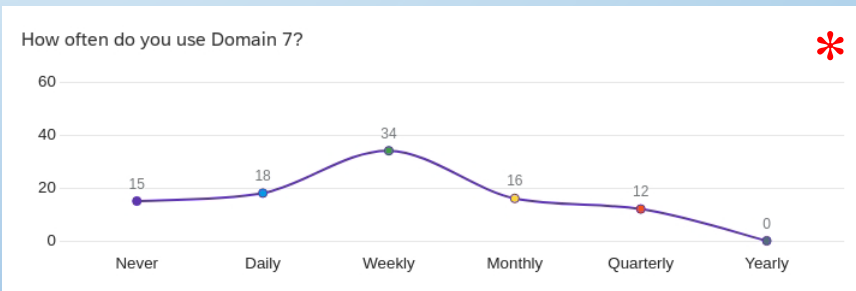
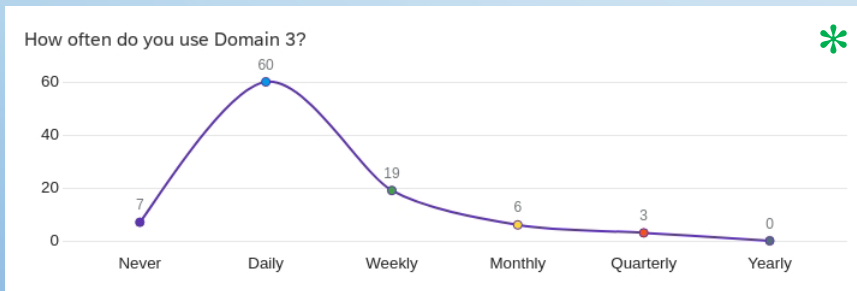
Community Partnership

Policy & Programs



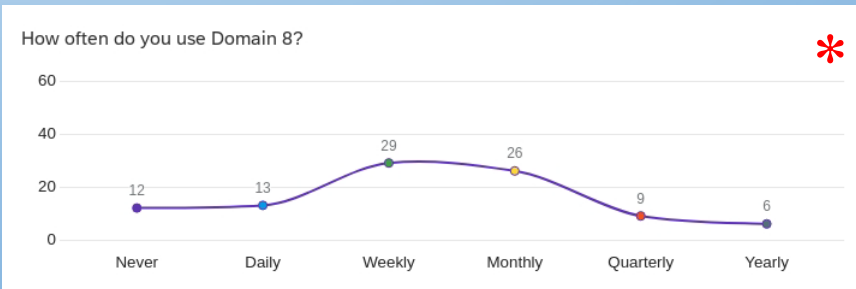
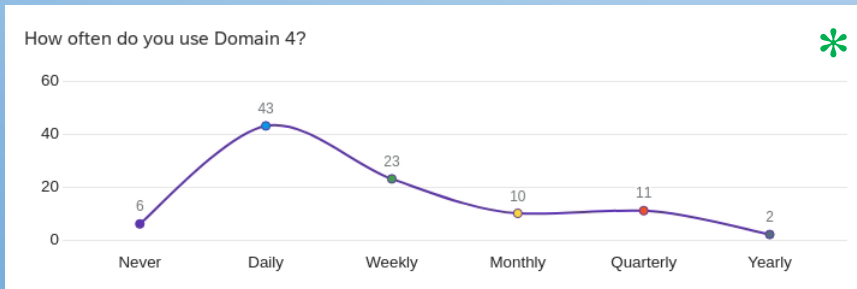
Public Health Sciences

Communication



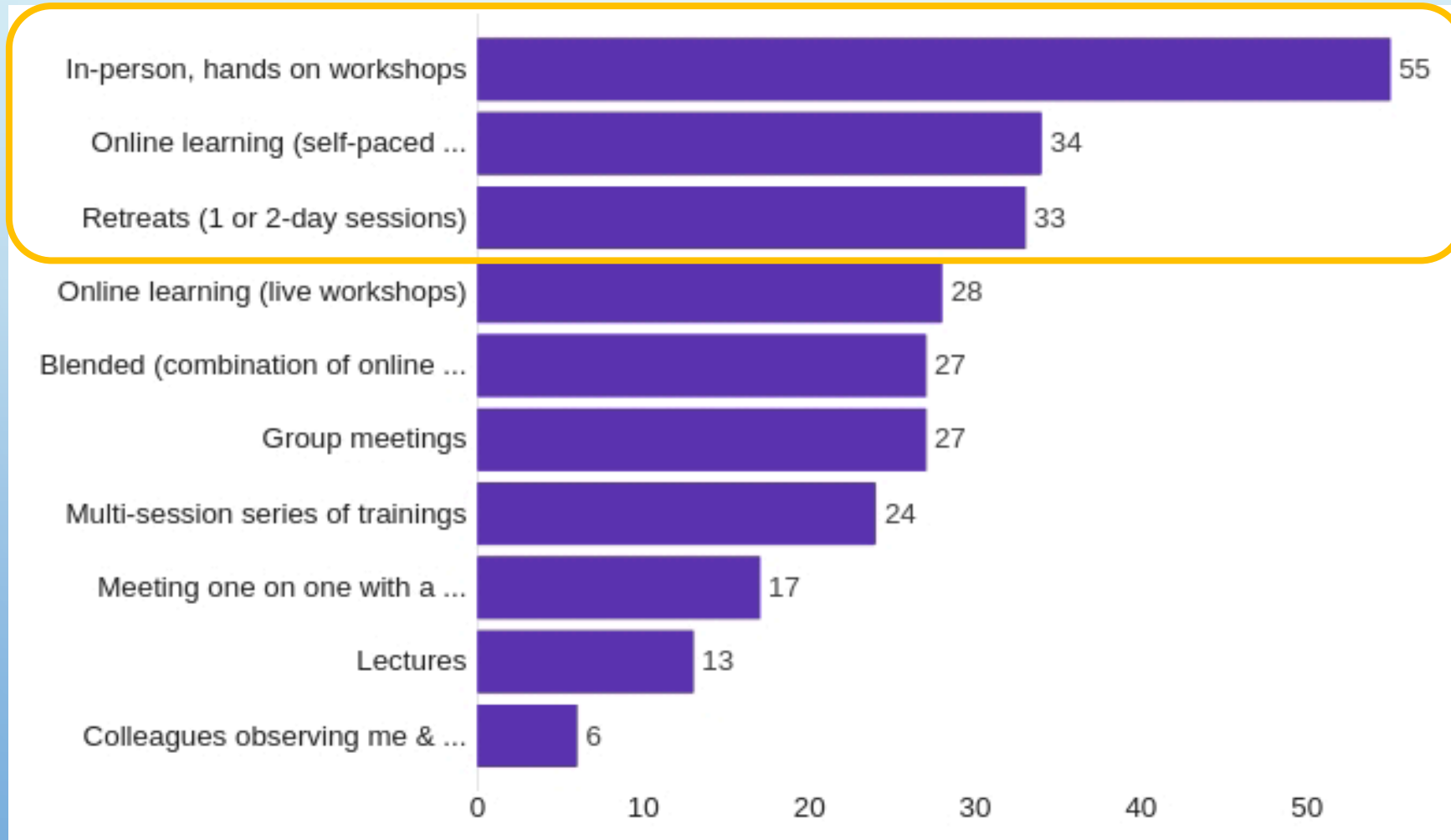
Management & Finance

Health Equity



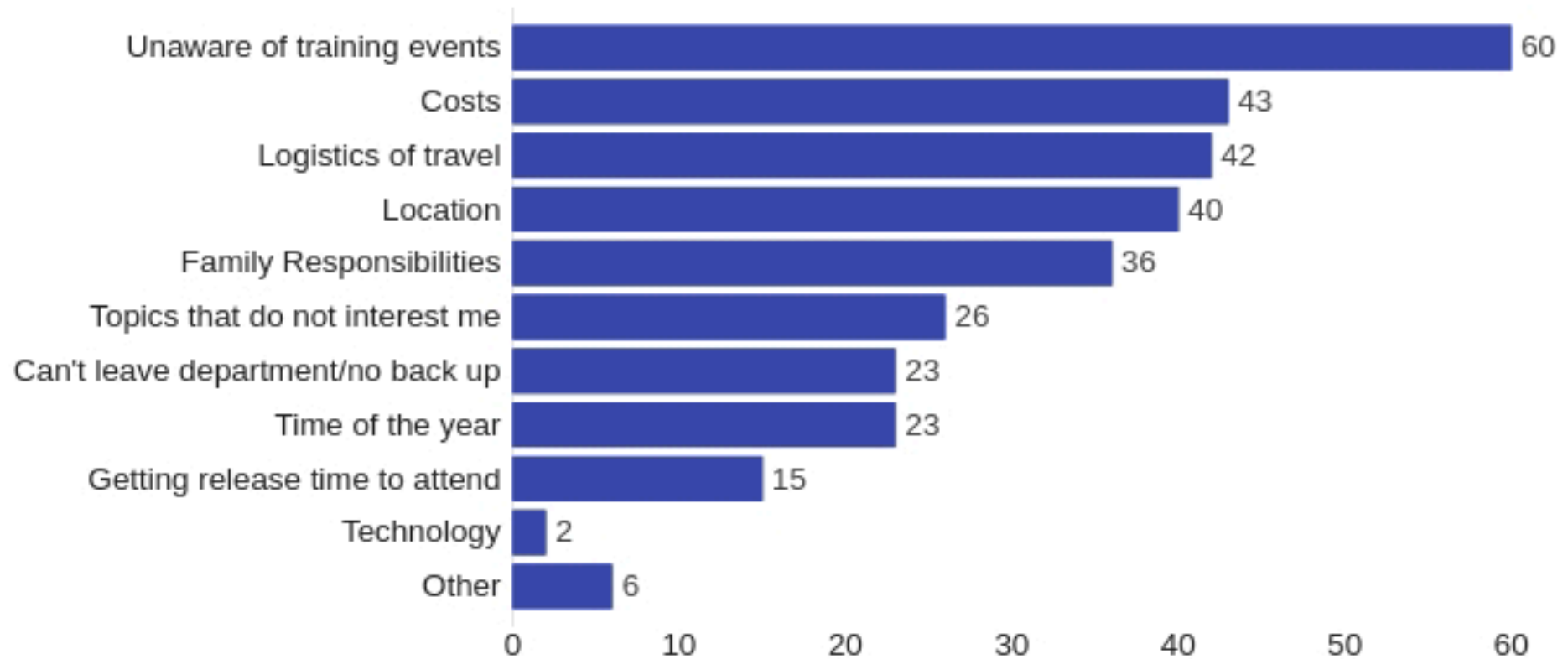
Leaderships & Systems Thinking

WHICH ARE THE PREFERRED FORMATS FOR TRAINING?



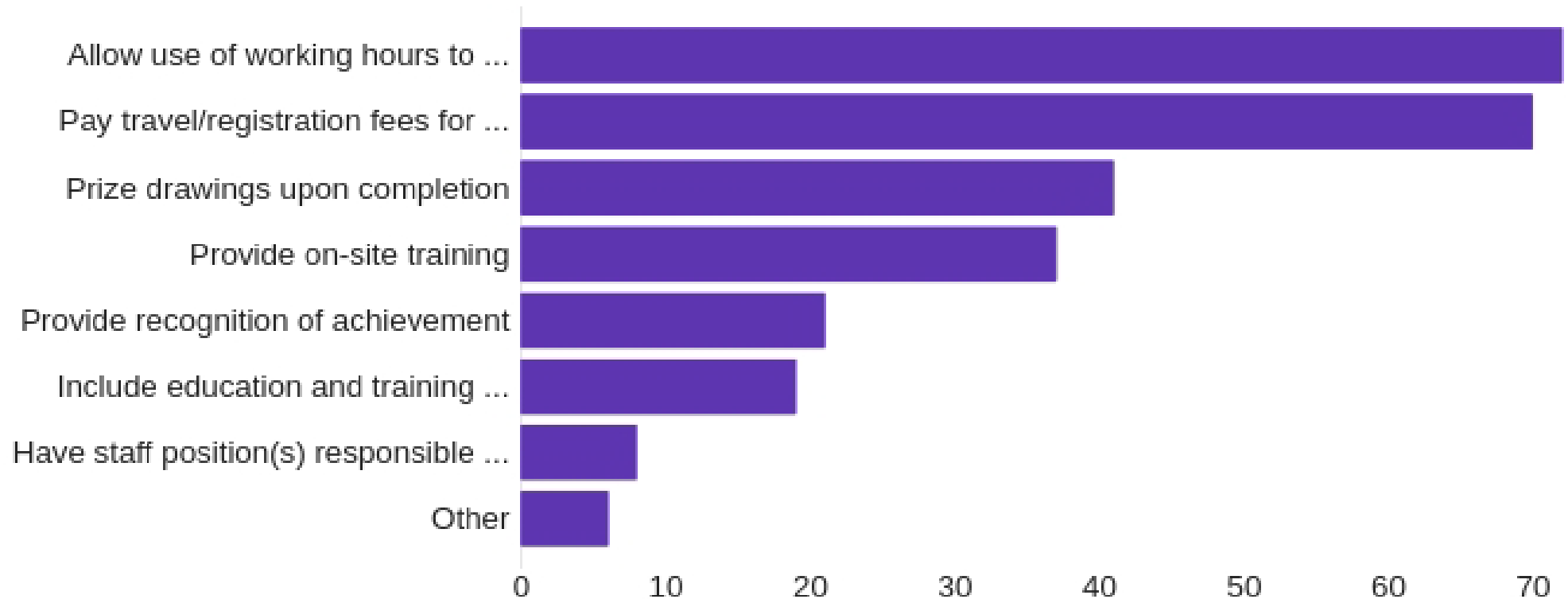
BARRIERS TO ATTENDING WORKFORCE DEVELOPMENTS TRAININGS?

What are your barriers to attending workforce development trainings. *Select all that apply.*



INCENTIVES TO ATTENDING WORKFORCE DEVELOPMENTS TRAININGS?

Which of the following incentives would encourage you to attend trainings? *Select all that apply.*



CONCLUSIONS

- NO TWO PUBLIC HEALTH WORKFORCES ARE THE SAME
 - PUBLIC HEALTH ATTRACTS INDIVIDUALS FROM A VARIETY OF BACKGROUNDS & EXPERIENCES
 - BE STRATEGIC IN DEVISING TRAININGS THAT ADDRESS MULTIPLE COMPETENCIES
 - PROGRAM PLANNING & EVALUATION + BUDGET & FINANCE
 - COORDINATE LOCAL, STATE, & REGIONAL TRAINING OPPORTUNITIES
 - OFFER FOCUSED TRAININGS FOR PH WORKERS VS. MANAGERS VS. LEADERS BASED UPON NEEDS & INTEREST
 - DEVELOP RESOURCES TO SUPPORT TRAVEL & INCENTIVES
 - ADVERTISE TRAININGS
 - EMAIL, FLYERS, TEXTS, DIRECTLY FROM SUPERVISORS
- ENSURE THAT THE PH CORE COMPETENCIES CONTINUE THROUGHOUT THE EDUCATIONAL PROCESS INCLUDING ACADEMIA & PROFESSIONAL WORKFORCE TRAININGS



MOVING FORWARD

- DATA FOR PUBLIC HEALTH WORKFORCE REPORTING, GRANTS, PLANS, AND ADVOCACY
 - A VISION OF THE PUBLIC HEALTH WORKFORCE OF THE FUTURE
 - A ROAD MAP FOR SUCCESSION PLANNING, RECRUITMENT & RETENTION
 - A TOOL THAT SATISFIES REQUIREMENTS FOR ACCREDITATION (PATHWAYS OR PHAB)
- 