Workforce Training Needs Assessment Opportunity

November 3, 2010
Purpose

• Introduce needs assessment tool
• Describe the ODH “experience”
• Describe LHD opportunity
• List the benefits of utilizing the tool
• Determine level of interest
• Discuss next steps
Survey Design & Methods

- Web-based instrument
- ~30 minutes to complete
- Based on *Council on Linkages Core Competencies for Public Health Worker*
  - Developed by CDC and PHF
  - Based on 10 Essential Services
  - 8 Competency Categories
  - 3 Tiers (Entry-Level, Mid Manager, Director)
Survey Design & Methods, continued

• 3 questions per competency/skill:
  – Importance to Job
  – Self Reported Ability
  – Interest in Training

• Likert Scale (1 = Low, 4 = High)
  – Negative score indicates “gap” or need

• Open-ended responses collected as well
Summary of Results

- Public Health Sciences:
  - Importance to Job: 2.9
  - Personal Ability: 2.6
  - Interest in Training: 2.7

- Community Practice:
  - Importance to Job: 3.0
  - Personal Ability: 2.8
  - Interest in Training: 2.9

- Cultural:
  - Importance to Job: 2.8
  - Personal Ability: 2.8
  - Interest in Training: 2.7

- Leadership:
  - Importance to Job: 3.0
  - Personal Ability: 2.8
  - Interest in Training: 2.8

- Financial:
  - Importance to Job: 3.0
  - Personal Ability: 2.7
  - Interest in Training: 2.8

- Policy:
  - Importance to Job: 3.0
  - Personal Ability: 2.8
  - Interest in Training: 3.0

- Communication:
  - Importance to Job: 3.2
  - Personal Ability: 3.0
  - Interest in Training: 3.0

- Analytical:
  - Importance to Job: 3.2
  - Personal Ability: 3.0
  - Interest in Training: 3.0

- ODH General:
  - Importance to Job: 3.3
  - Personal Ability: 2.9
  - Interest in Training: 3.1

Categories:
- Importance to Job
- Personal Ability
- Interest in Training
Summary of Results, continued

Percent with Negative Score

- Financial: 29.7%
- Analytical: 28.9%
- Policy: 27%
- ODH General: 26.2%
- Communication: 24.1%
- Cultural: 23.5%
- Community Practice: 23.4%
- Leadership: 23.1%
- Public Health Sciences: 20.1%
<table>
<thead>
<tr>
<th>Financial Planning &amp; Management Competency Skills</th>
<th>Mean Import.</th>
<th>Mean Ability</th>
<th>Mean Interest</th>
<th>% Neg. Score</th>
<th>Mean Neg. Score</th>
</tr>
</thead>
<tbody>
<tr>
<td>Evaluating program effectiveness to determine cost benefit</td>
<td>3.1</td>
<td>2.6</td>
<td>3.0</td>
<td>41.3</td>
<td>-1.3</td>
</tr>
<tr>
<td>Developing a programmatic budget</td>
<td>3.0</td>
<td>2.6</td>
<td>2.7</td>
<td>36.0</td>
<td>-1.3</td>
</tr>
<tr>
<td>Using cost-effectiveness/benefit/utility analyses in programmatic prioritization &amp; decision making</td>
<td>2.8</td>
<td>2.4</td>
<td>2.9</td>
<td>34.0</td>
<td>-1.4</td>
</tr>
<tr>
<td>Using evaluation results to improve performance</td>
<td>3.3</td>
<td>2.9</td>
<td>3.1</td>
<td>33.5</td>
<td>-1.3</td>
</tr>
<tr>
<td>Preparing proposals for funding from external sources</td>
<td>2.9</td>
<td>2.6</td>
<td>2.8</td>
<td>32.0</td>
<td>-1.3</td>
</tr>
</tbody>
</table>
ODH “Experience”

• Experience
  • Positive – developed good working relationships, weekly meetings to talk through design and implementation
  • Negative – relatively new in role, and getting up to speed on the project fast was challenging

• Use data to plan for future ODH workforce development and training strategies to address skill gaps

• Meet requirements for voluntary accreditation
  • Standard 8.2B: Improve Public Health Workforce Competencies
Benefits of Utilizing Tool Locally

• Supports meeting PHAB Accreditation Standard 8.2.B

• Informs decision making and resource allocation related to staff training and development initiatives

• Allows for data-informed decision making at the state level regarding future training and development offerings

• No cost
What You Will Get

• Access to online survey
• Assessment of Tier 1 and Tier 2 competencies
• Executive summary report of your agency’s results
• Excel spreadsheet containing raw data (quantitative and qualitative) *

* Raw data provided only in those instances where anonymity can be maintained.
Questions & Next Steps