



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

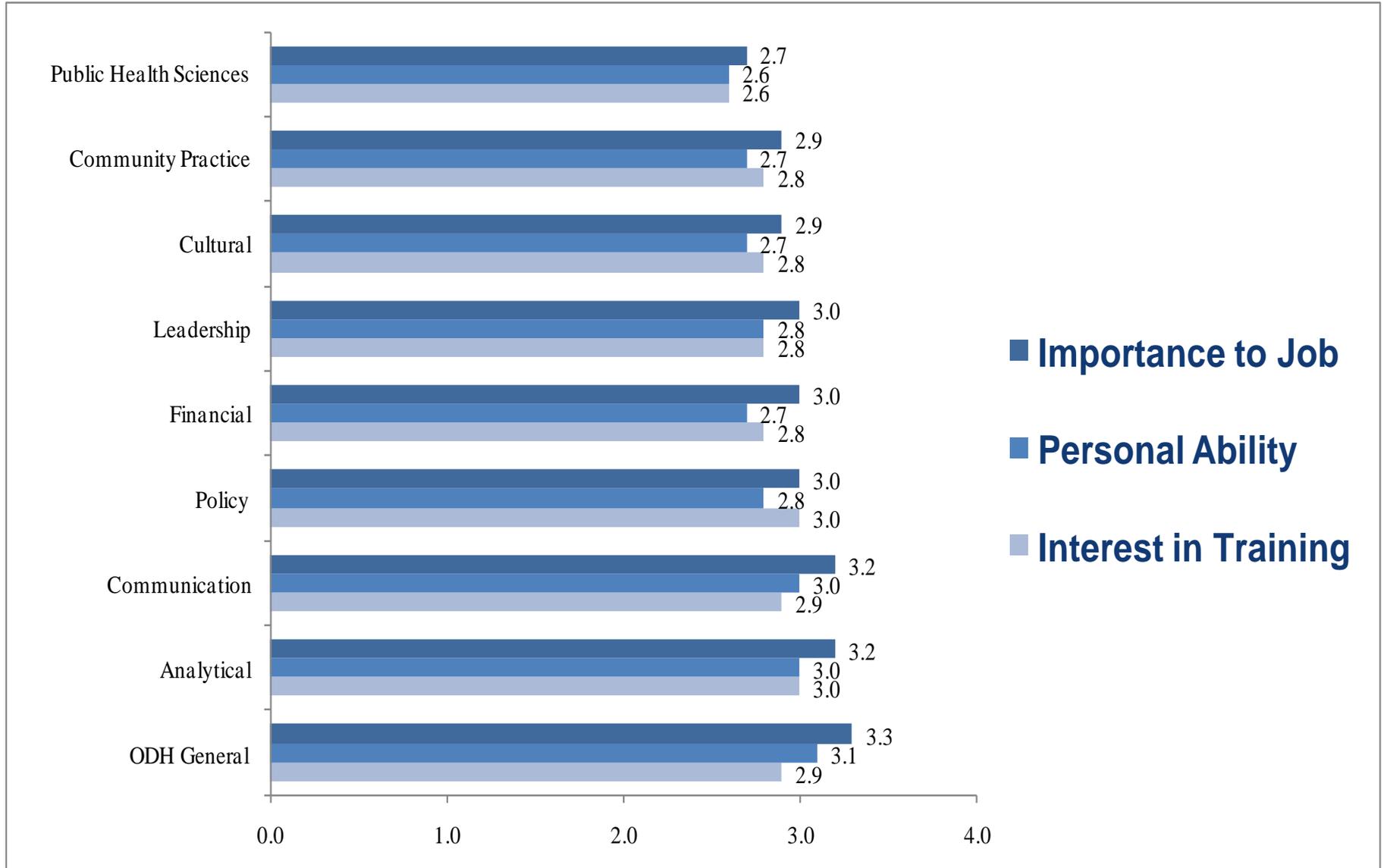
Survey Design & Methods

- 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*

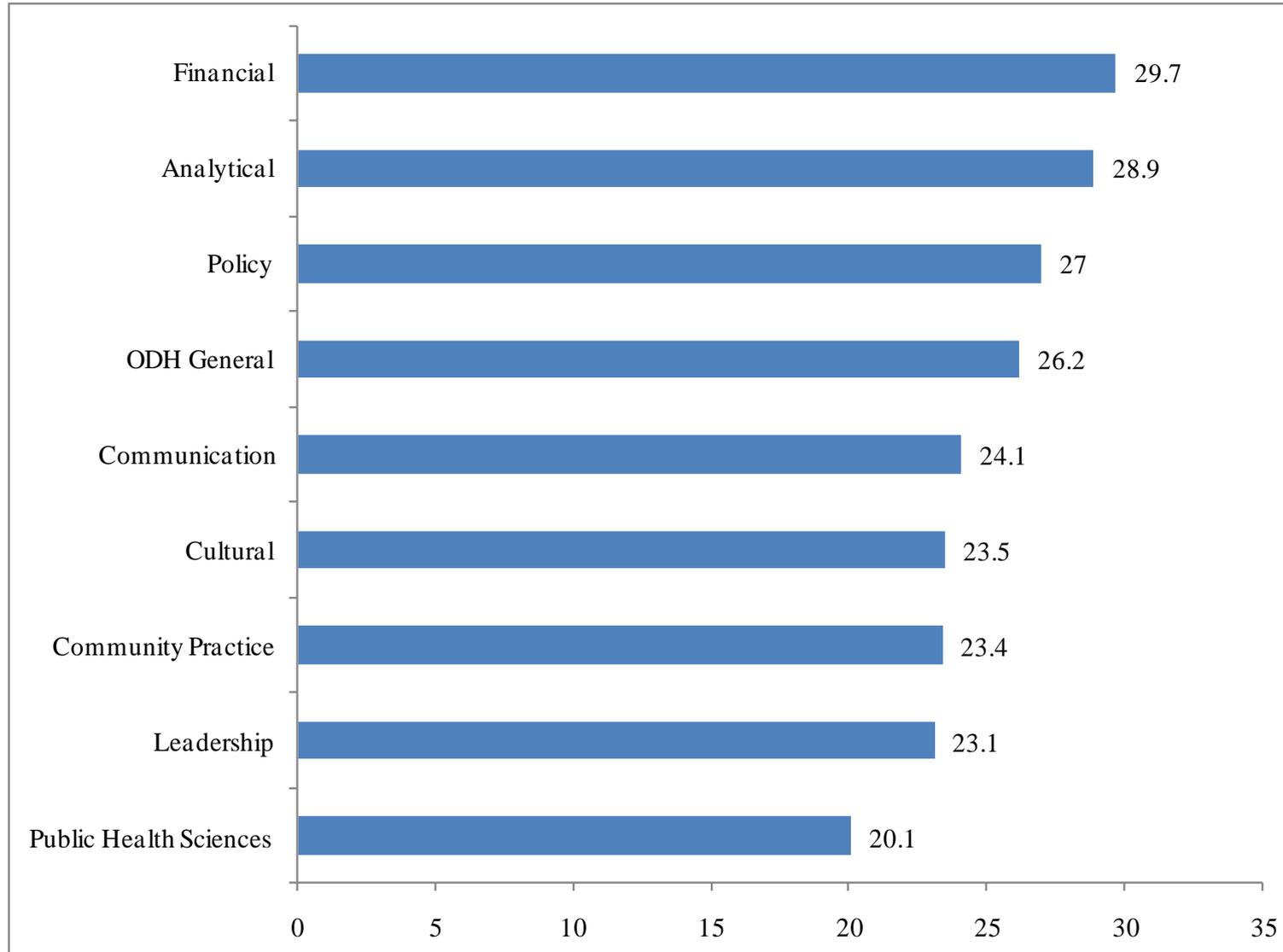
- 3 questions per competency/skill:
 - Importance to Job
 - Self Reported Ability
 - Interest in Training
- Likert Scale (1= Low, 4 = High)
- Need Score = Ability – Importance
 - Negative score indicates “gap” or need
- Open – ended responses collected as well

Summary of Results



Summary of Results, *continued*

**Percent
with
Negative
Score**



Summary of Results, *continued*

Financial Planning & Management Competency Skills	Mean Import.	Mean Ability	Mean Interest	% Neg. Score	Mean Neg. Score
Evaluating program effectiveness to determine cost benefit	3.1	2.6	3.0	41.3	-1.3
Developing a programmatic budget	3.0	2.6	2.7	36.0	-1.3
Using cost-effectiveness/benefit/utility analyses in programmatic prioritization & decision making	2.8	2.4	2.9	34.0	-1.4
Using evaluation results to improve performance	3.3	2.9	3.1	33.5	-1.3
Preparing proposals for funding from external sources	2.9	2.6	2.8	32.0	-1.3

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