Building a Stronger Public Health Workforce

The project designed and leveraged resources for Wisconsin’s public health workers.

**Description:** Based on several key strategies in the 2010 State Health Plan, *Workforce Development: Advancing the Plan for a Diverse, Sufficient and Competent Workforce* addressed the recruitment and training needs of Wisconsin’s public health workforce.

**Results:** The project was successful in leveraging local, state and national resources and partnerships and designing products, including Public Health Workforce Reports 2008 and 2010. Training and continuing education resources were designed “with” the workforce versus “for” the workforce. For example, the project provided onsite cultural competence workshops; enhanced WI TRAIN, a free educational service for Wisconsin’s public health workforce and developed several online tools, including a scenario-based assessment framework, mentor toolbox and job clearinghouse.

**Partnerships:** Project results and resources were shared at Wisconsin Public Health Association annual conferences, on the association’s website at www.wpha.org and numerous other websites.

**Next Steps:** As the result of work done during this project, an infrastructure and a set of sustainable programs are in place to assist Wisconsin’s public health workforce. These include computer-based mentoring, competency-based assessment and educational sessions for new and existing health department staff. Further support now comes from the Health Resources Services Administration for a public health training center — Wisconsin Center for Public Health Education and Training (WiCPHET) — for five years through 2015. Additional state needs include strategies to replace an aging workforce and improved methods of recruiting and retaining a workforce that reflects the diversity of its communities.

**WORKFORCE DEVELOPMENT: ADVANCING THE PLAN FOR A DIVERSE, SUFFICIENT AND COMPETENT WORKFORCE**

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**Award:** $427,500 over four years