Roundtable on Population Health Improvement

Dialogue about the Workforce for Population Health Improvement: A Workshop

Cross-Sector Workforce

Ron Bialek, President
Public Health Foundation
March 21, 2019
Overview

- TRAIN Learning Network – Training the Population Health Workforce

- Competencies for Population Health Professionals – A Guide for Any Discipline or Sector
PHF Mission:
We improve public health and population health practice to support healthier communities

www.phf.org

Healthy Practices
Healthy People
Healthy Places
PHF built and manages the TRAIN Learning Network

1.8 million users

10 million course completions

4,300 national courses

3,000+ course providers

www.train.org
TRAIN Users by Work Setting

- Official Public Health Agencies: 263,250
- Healthcare Services: 613,050
- Private Industry (except Healthcare): 77,051
- Non-Profit Organization (except Healthcare): 152,525
- Other: 227,075
- Academic / Educational Institution: 308,885
- Other Government Agencies: 235,089
Reaching Community Organizations

Delaware TRAIN Learners

[Map showing locations with stars indicating Delaware TRAIN Learners]
Top 15 Job Roles - Public Health & Healthcare

![Bar chart showing the top 15 job roles in public health and healthcare, with 'Nurse' having the highest number of TRAIN Users, followed by 'Emergency Responder', 'Allied Health Professional', and so on.](chart.png)
Top 15 Job Roles - Private Industry/Non-Profit/Other

- Emergency Responder
- Volunteer
- Administrator / Director / Manager
- Student
- Nurse
- Health Educator
- Childcare Provider
- Teacher / Faculty
- Outreach / Field Worker
- Allied Health Professional
- Law Enforcement
- Program Specialist
- Researcher / Analyst
- Occupational Health and Safety Personnel
Sample of Population Health Training

- Finding The Data You Need
- Performance Management: Improving the Improvement
- Green & Healthy Homes Initiative: Successful Cross-Sector Collaboration
- The Role and Use of Evidence in Policy
- Food Insecurity and Rhode Island Seniors
- Healthy Communities: Exploring the Intersection of Community Development and Health
- Principles of Building Construction
- Supportive Housing to Address Social Determinants: Cross-sector Collaborations and Funding Possibilities
- Intersections: Health and the Built Environment
- Skateboard Parks 101
Top Topics for Private Industry/Non-Profit Organizations/Other

- HIV/AIDS
- Preparedness and Response
- Communications Tools for Healthcare Professionals
- HIPAA

Top Topics for Public Health and Healthcare

- Preparedness and Response
- HIPAA
- Persons with Disabilities
- Civil Rights
- WIC
Competencies for Population Health Professionals

Purpose: Provide guidance on skills and competencies for practicing population health

- Training and training plans
- Job descriptions
- Performance objectives
- Workforce development plans

6 domains:

- Community Engagement
- Community Health Assessment
- Community Health Improvement Planning and Action
- Health Equity and Cultural Awareness
- Systems Thinking
- Organizational Planning and Management

www.phf.org/populationhealthcompetencies
## In the beginning

<table>
<thead>
<tr>
<th>Leadership and Systems Thinking Skills</th>
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<tbody>
<tr>
<td><strong>Tier 1</strong></td>
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<tr>
<td><strong>8A1.</strong> Incorporates ethical standards of practice (e.g., Public Health Code of Ethics) into all interactions with individuals, organizations, and communities</td>
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<td><strong>8A2.</strong> Describes public health as part of a larger inter-related system of organizations that influence the health of populations at local, national, and global levels</td>
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<td><strong>8A3.</strong> Describes the ways public health, health care, and other organizations can work together or individually to impact the health of a community</td>
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<td><strong>8A4.</strong> Contributes to development of a vision for a healthy community (e.g., emphasis on prevention, health equity for all, excellence and innovation)</td>
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<td><strong>8A5.</strong> Identifies internal and external facilitators and barriers that may affect the delivery of the 10 Essential Public Health Services (e.g., using root cause analysis and other quality improvement methods and tools, problem solving)</td>
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COMMUNITY ENGAGEMENT

Describes the historical and current conditions that are affecting health in a community

Collaborates with organizations for maximizing use of community assets and resources
COMMUNITY HEALTH ASSESSMENT

Describes factors affecting the health of a community (e.g., inequity, income, education, environment, demographic trends, legislation)

Uses informatics and information technology in accessing, collecting, analyzing, using, maintaining, and disseminating data and information
Communicates in writing and orally with linguistic and cultural proficiency

Ensures the diversity of individuals and populations is addressed in policies, programs, and services that affect the health of a community
Explains ways community development is funded to improve the health of populations at the local level

Describes the impact the organization is having on the health of the community
Designing Population Health Training Plans

### Health Equity Learning Bundle

ID: 3776

This series of courses provides frontline professionals with knowledge to better understand health equity and approaches that can help address related challenges.

This training plan was developed by the [Public Health Foundation](https://www.phf.org).

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<tr>
<th>Name</th>
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<tr>
<td><strong>Background</strong></td>
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<td>Addressing Health Equity: A Public Health Essential</td>
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<td>A Commitment to Advancing Health Equity</td>
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<td>Cultural Diversity, Health Disparities and Public Health</td>
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<td>Determinants of Health and Health Disparities (Introduction)</td>
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<td><strong>Finding Solutions</strong></td>
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<td>4 courses required</td>
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Social Determinants of Health (SDOH) Training Plan

To access content, you first need to create an account. If you already have an account, please login.

ID 3849

This training plan provides an overview of the Social Determinants of Health (SDOH). In general, SDOH refer to the different aspects of a person’s social and physical environment that contribute to his or her health (for more general description, see this CDC website). Upon completion of this training plan, learners will be able to: (1) describe fundamental aspects of SDOH, (2) explain social contexts and effects of SDOH on specific populations; and (3) apply SDOH knowledge to design targeted interventions for improving public health.

Show More

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<td><strong>I. Foundations</strong> 2 courses required</td>
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<td>Engaging Across Sectors and Disciplines to Build Communication</td>
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<td>Moving Public Health Practice Upstream to Reduce Inequities</td>
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<td>Social Conditions as Fundamental Causes of Health Inequities</td>
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<td><strong>II. Populations and Social Contexts 3 courses required</strong></td>
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Next Steps with Population Health Competencies

- Add to TRAIN
- Develop training plans
- Disseminate through PHF and partner organization communications vehicles
- Presentations/Workshops
- Webinars
- Interest groups
Thank You!

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