



Ensuring a Competent Workforce and Sustaining Program Improvements in Environmental Health

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Background & Contributing Factors

- Rapid Program Growth
- Training & Continuing Education Needs
- Inability to Assess Workforce Competency and Measure Improvement
- The Need for a Systematic Approach

Problem Statement

Without a competent staff or the capacity to provide essential environmental health services, a community doesn't have adequate protection from environmental health risks

Project Goal & Outcomes

- Improved integration of the Ten Essential Environmental Health Services
- More efficient and effective environmental public health programs
- Increased competency of environmental public health professionals
- Behavior changes in environmental public health professionals

Ten Essential Environmental Health Services

- Monitor environmental and health status
- Diagnose and investigate environmental health problems
- Inform, educate, and empower people
- Mobilize community partnerships
- Develop policies and plans
- Enforce laws and regulations
- Link people to services
- Assure a competent workforce
- Evaluate effectiveness, accessibility and quality of services
- Conduct research for new insights and innovative solutions

Activities & Results

Integration of Ten Essential Environmental Health Services

- Conduct assessments of current knowledge
- Provide staff education
- Conduct post-assessments
- Develop a reporting system

Core Competencies for Environmental Public Health Professionals

- Information gathering
- Data analysis and interpretation
- Evaluation
- Problem solving
- Economic and political issues
- Organizational knowledge and behavior
- Project management
- Computer and information technology
- Reporting, documentation, and record-keeping
- Collaboration
- Educate
- Communicate
- Conflict resolution
- Marketing

Activities

Core Competency Assessment & Development

- Provide staff education
- Establish a method of assessing staff competency
- Conduct analysis to identify training priorities
- Formulate individual development plans
- Develop a system to support individual and workforce development

Additional Activities

Staff Training & Continuing Education

- Develop programmatic goals
- Develop a standardized training model for new hires
- Align continuing education opportunities with programmatic goals and develop systems to measure program improvement
- Integrate new learning into daily activities
- Ensure new learning is shared with other staff

Additional Activities

Workforce Development Plans

- Routinely assess agency vision, employee professional and personal goals, and provide feedback on skills and abilities
- Help employees formulate individual development plans
- Select training and other opportunities that match job/organization needs and employee career development objectives
- Implement a system to share new knowledge with the rest of the staff

Conclusions

- Developing and integrating a *system* is essential
- Assists employees in *managing their careers*
- Provides a platform to *measure employee growth*
- Establishes a *workforce development program* that offers on-going *program improvements*
- *Cooperation* and *commitment* are key components

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