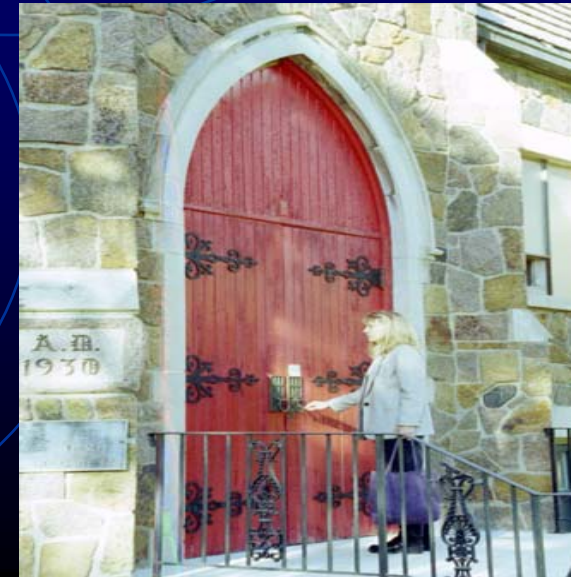


# Pathways to a Public Health Career

Minnesota Department of Health  
Office of Public Health Practice

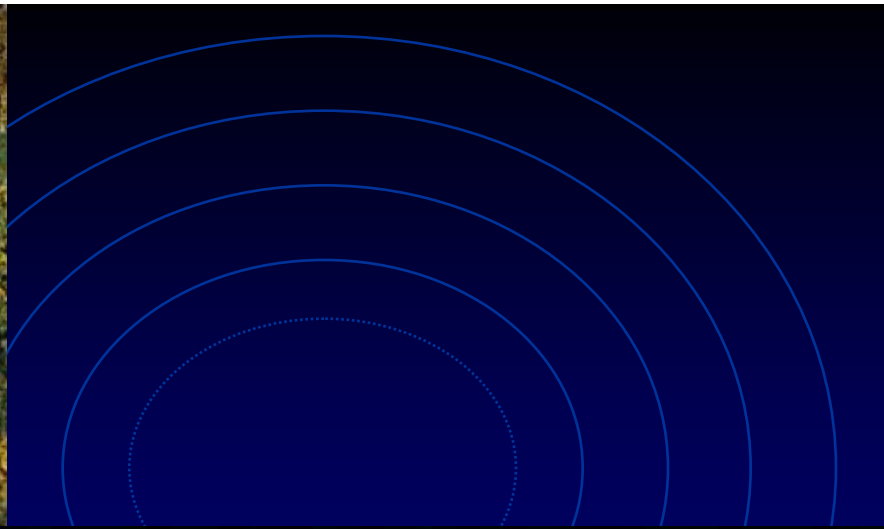




# Today's Objectives

- Discuss examples of education and practice collaboration that promote competencies and future employment in public health
- Identify the necessary components for orientation of new staff into local health departments
- Describe a web-based tool for recruitment into public health careers





# Minnesota Public Health Workforce

- Community Health System employs 2,803 FTEs (2006)
- Minnesota Department of Health employs 1,350 public health workers
- Other public health worker categories include administrators, environmental scientists, health educators, epidemiologists, nutritionists, administrative support, and paraprofessionals



# Minnesota Public Health Workforce

- Minnesota has six areas of public health responsibility, LHDs identified FTEs in each area:
  - Health Services has 1,122 FTEs (40% of total)
  - Infrastructure – 342 FTEs (12%)
  - Health communities - 881 FTEs (30%)
  - Infectious disease – 126 FTEs (5%)
  - Environmental Health – 191 FTEs (7%)
  - Disaster Preparedness – 140 FTEs (6%)



# MN Public Health Nursing Workforce

- PHNs and other nurses make up 40% of MN public health workforce
- 25% of MN RNs are 55 or older
- 60% are 45 or older
- Medium age is 47



# Public Health Nursing Workforce

- 2.9% of RNs in Minnesota work in Public Health
- PHN must be baccalaureate-prepared registered nurse and be certified by MN Board of Nursing
- PHN must have at least 30 hours of education in public health nursing





# Barriers to PH Worker Recruitment

- Salary – inability to match that of nongovernmental positions
- Lack of awareness of public health as a career
- Lack of training in public health

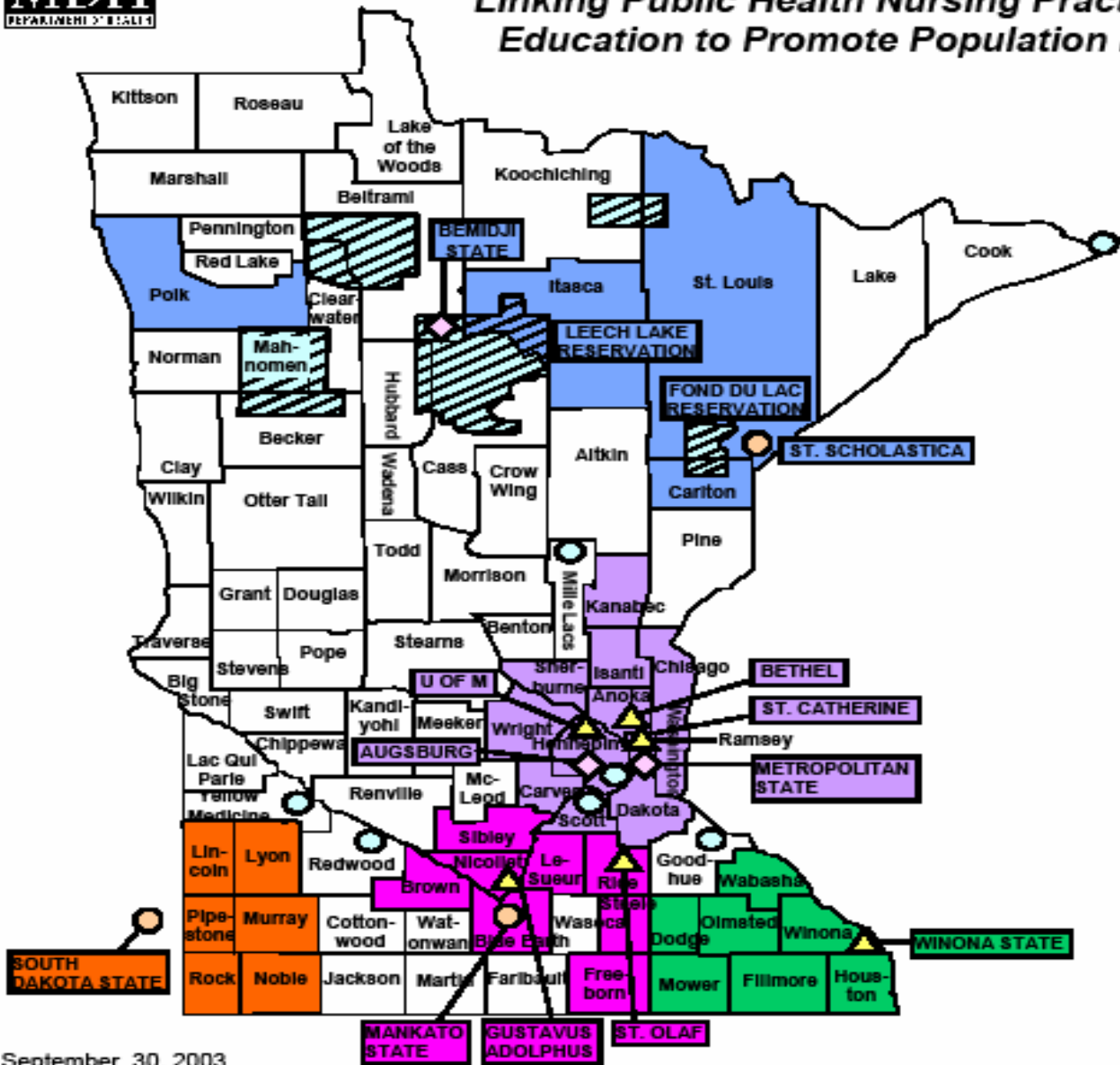
# Linking Grant Goals

July 1, 2001 – June 30, 2005

1. To increase collaboration between education and practice.
2. To prepare students for population-based public health nursing practice in the 21<sup>st</sup> century.



**Community Health Division**  
*Linking Public Health Nursing Practice and Education to Promote Population Health*



	Tribal Reservations
	Tribal Reservations
	Generic
	Completion
	Generic & Completion

<p><b>Linking Projects</b></p> <p><b>NorthStar Cornerstone Project</b> Marie Margitan Duluth District Office marie.margitan@state.mn.us 218-723-4644 Wendy Kvale Bemidji District Office wendy.kvale@state.mn.us 218-755-4161</p>
<p><b>Henry Street Consortium</b> Linda Olson Keller Metro Office linda.keller@state.mn.us 651-296-9176</p>
<p><b>Bi-State Prairie Project</b> Karen Jorgensen-Royce Metro Office karen.jorgensen-royce@state.mn.us 651-296-9133</p>
<p><b>South Central</b> Karen Jorgensen-Royce Metro Office karen.jorgensen-royce@state.mn.us 651-296-9133</p>
<p><b>Partners with Passion for Public Health</b> Sue Strohschein St. Cloud District Office sue.strohschein@state.mn.us 320-650-1078</p>

September 30, 2003

# Ongoing Impact of the Linking Grant: Collaboration

- Improved communication and trust resulting in greater comfort in discussing issues and problems, seeking information, exchanging ideas, and soliciting support during difficult times
- Improved LHD staff understanding of what students need to learn and how agencies can provide a quality experience

## Impact of Collaboration (cont.)

- Improved faculty understanding of how LHDs view having students
- Facilitated relationship development among faculty from different schools...example Sherburne County
- LHD used unexpended salary fund for a summer nursing internship which has resulted in 3 out of 4 being hired as PHN in county



## Quote from a University Nursing Professor

“I am proud to announce that in the past two years we have had 25% and over 50% of our students change jobs choosing public health after completing their baccalaureate degree. These changes are 100% related to quality practicum experiences. Thank you for providing these experiences!” (2007)



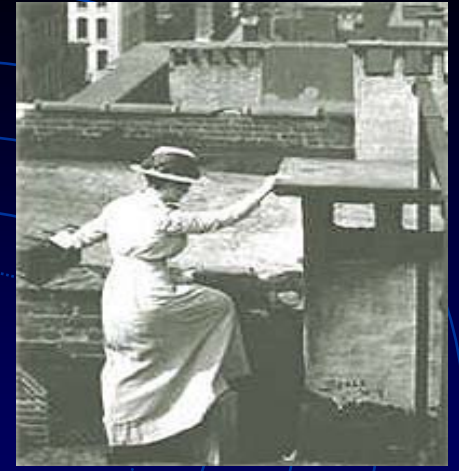


# Students

# Preceptors



# Collaborative Results



## Henry Street Consortium

- Standardized orientation PowerPoint for students as they enter government agency clinicals at LHDs which can be customized for any county
- Clinical Framework – The Henry Street Consortium Clinical Menu





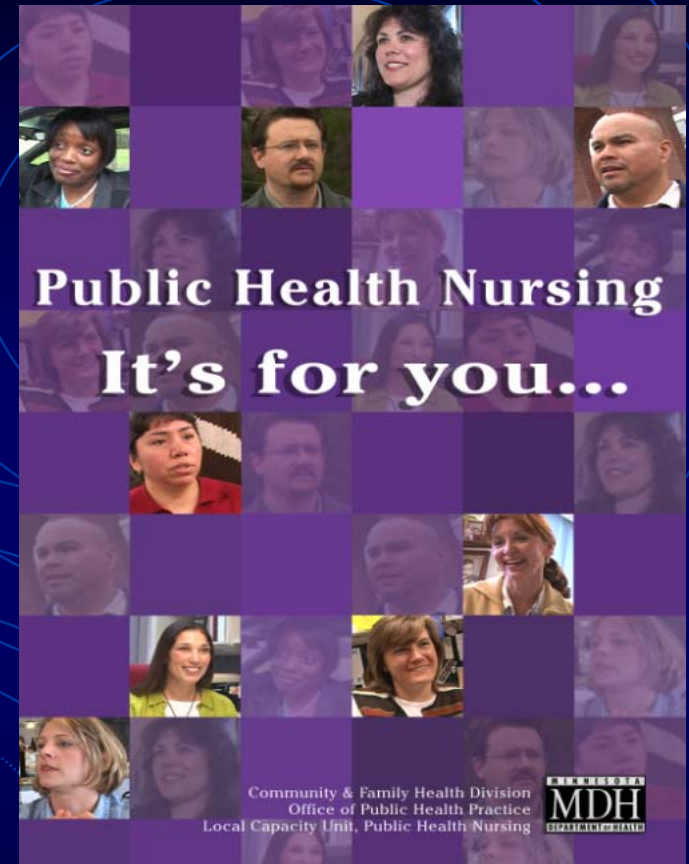
# Collaborative Results

- Minnesota Local Public Health Association has targeted workforce issues as a major focus
- MDH offers a “clearinghouse service” that matches schools of nursing graduates with LHD open positions
- Stories on the Intervention Wheel



# Collaboratives Results

- MDH recruitment video
- MDH Public Health Training Modules
- Emerging Leaders Network



# Emerging Leaders Network

- Partnership between MDH, the Local Public Health Association, Minnesota Public Health Association, and the University of Minnesota School of Public Health
- 12-15 public health workers with leadership potential chosen per year
- Year long collaborative leadership curriculum



# Emerging Leaders Network

- Result of the Robert Wood Johnson National Turning Point Collaborative: Leadership Development
- Five cohorts since 2003
- Total of 63 participants since 2003



# Emerging Leaders Network Experiences

- Practice new leadership skills
- Explore solutions to complex public health problems
- Gain knowledge and experience in applying collaborative leadership practices
- Learn how to build productive professional networks



# Pathways to Public Health



# Pathways to Public Health

- Online recruitment tool done in collaboration with MDH and UM School of Public Health
- Result of the Robert Wood Johnson National Turning Point Collaborative: Social Marketing
- Purpose was to market for recruitment by creating an understanding of the field through stories and other tools



# Pathways to Public Health – Outcomes

## Increased Student Interest

- UM School of Public Health has seen an increase in student enrollment by 1/3 in 2005
- Pre-public health group was formed and has grown in size and taken on more initiatives
- Creation of two new majors:
  - Biology, Society and the Environmental major
  - Environmental Sciences, Policy and Management





# Pathways to Public Health

[http://www.health.state.mn.us/  
pathways/index.html](http://www.health.state.mn.us/pathways/index.html)



# Questions or Ideas???

LuAnne McNichols PHN, MN  
Minnesota Department of Health  
Office of Public Health Practice  
651-201-5566

[Luanne.mcnichols@health.state.mn.us](mailto:Luanne.mcnichols@health.state.mn.us)

