

Slide 1

Using Information Technology to Strengthen the Public Health Workforce in New York State

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Slide 2

Presenter Disclosures

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The following personal financial relationships with commercial interests relevant to this presentation existed during the past 12 months:

No relationships to disclose

Slide 3

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Slide 4

Strengthening the Public Health Workforce in NYS

- Combination of collaboration, regulation, and information technology (IT) has served to strengthen workforce development efforts in NYS
- Learning Management System (LMS) is a form of IT

Slide 5

Strengthening the Public Health Workforce in NYS

- LMS provides IT framework strengthening public health workforce
 - Improves access to training
 - Provides context for the use of various mixes of competencies, coursework and curriculum
 - Helps to meet credentialing needs

Slide 6

Collaboration: Focus on the NYS Public Health Workforce

- NYS Public Health Council
 - Create Public Health Workforce Task Force (PHWTF)
 - Review NYS Sanitary Code to ensure appropriateness of titles and qualifications, career ladder.

Slide 7

Public Health Workforce Reports

Strengthening New York's Public Health System for the 21st Century

Roadmap: Strengthening the Public Health Workforce in New York State

Slide 8

Regulation: Changes to the NYS Sanitary Code

Part 11 - Qualifications of Public Health Personnel

- Establishes
 - Job definitions
 - Minimum qualifications
 - Continuing education requirements

Slide 9

Sanitary Code Change Summary

	Job Definitions	Minimum Qualifications	Continuing Education
Public Health Educators	Revised	Revised	New
Public Health Nurse 2 (PHN2)	New	New	New
Supervising PHN	Revised	Revised	New
Public Health Commissioners & Directors	Revised	Revised	As Needed
Public Health Sanitarians & Technicians	Revised	Revised	Revised
Public Health Epidemiologists	New	New	None

Slide
10

Realizing the Code Changes

- Members of the Task Force developed workforce development programs related to Sanitary Code changes
- Sensitive to avoid unfunded mandates
- Desire to provide low/no-cost vehicle to actualize common education goals.
- LMS was essential to implementation of these programs

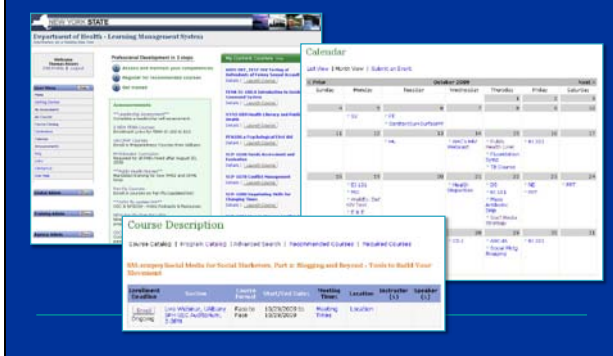
Slide
11

LMS Provides Framework for Implementation

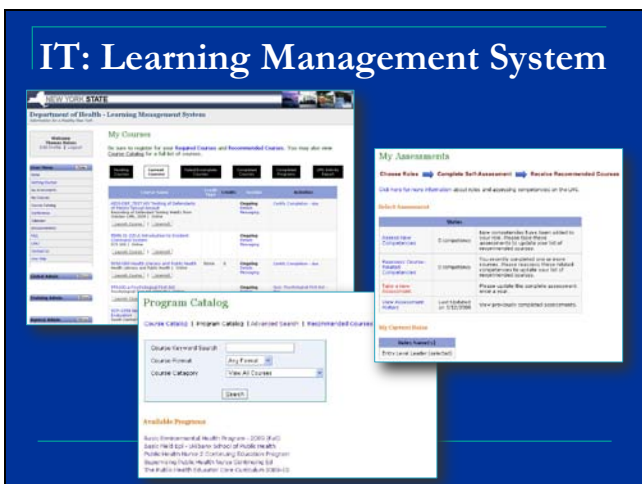
- LMS users can
 - Engage in self-directed study
 - Complete competency self-assessments resulting in targeted course recommendations
 - Follow prescribed paths to access competency-based coursework and curriculums to meet their needs.

Slide
12

IT: Learning Management System (LMS)



Slide
13



Slide
14

Workforce Development on the LMS

Public Health Titles	Competency Tool	Mandated Curriculum	Vetted Courses
Public Health Educator (PH Ed)	In Development	15 Credit Hours	Yes
Public Health Nurse 2 (PHN 2)	In Development	15 Credit Hours	Yes
Supervising PHN	In Development	15 Credit Hours	Partial
Public Health Commissioners / Directors	Yes (Leadership Competencies)	As Needed	Yes
Public Health Sanitarians & Technicians	No	Yes	Yes
Public Health Epidemiologists	Yes (CSTE AECs)	No	In Development

Slide
15

- ### Conclusion
- Combination of regulation, collaboration and information technology can:
 - Strengthen workforce efforts
 - Increase access to training
 - Provide context for use of competencies to identify / address skill & training gaps
 - Implement curriculum to meet credentialing needs
 - Improve Recruitment & Retention
