

# EVALUATING THE EFFECTS OF PUBLIC HEALTH WORKFORCE TRAINING ON KNOWLEDGE, PERCEPTIONS, AND INTENTION TO ADDRESS HEALTH DISPARITIES

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# Presenter Disclosures

## Marshare Penny

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

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No relationships to disclose

# Why We Did It – IHA Research Study

- To examine the effects of the Improving Health for All program on staff of County of Riverside's Department of Public Health
- Study period: April 22, 2013 - Sept. 26, 2013



# Why We Did It – Study Research Questions

1. Were there pretest and posttest differences on any of the 5 constructs measured?
  - Knowledge, Attitude, Subjective Norm, Perceived Behavioral Control, and Behavioral Intention
  
2. Were there differences in posttest scores among those who have formal public health training (FPHT) compared to those who do not have formal public health training (FPHT)?

# How We Did It – Study Methods

- Study Design
  - Retrospective Pretest (*ThenTest*)
  - $X_1$   $X_2$   $X_3$   $X_4$   $O_{1,2}$
  - Held 11 sessions with 173 respondents



## An example of retrospective test question:

Before participating in the program I planned to consider ways to reduce health disparities.

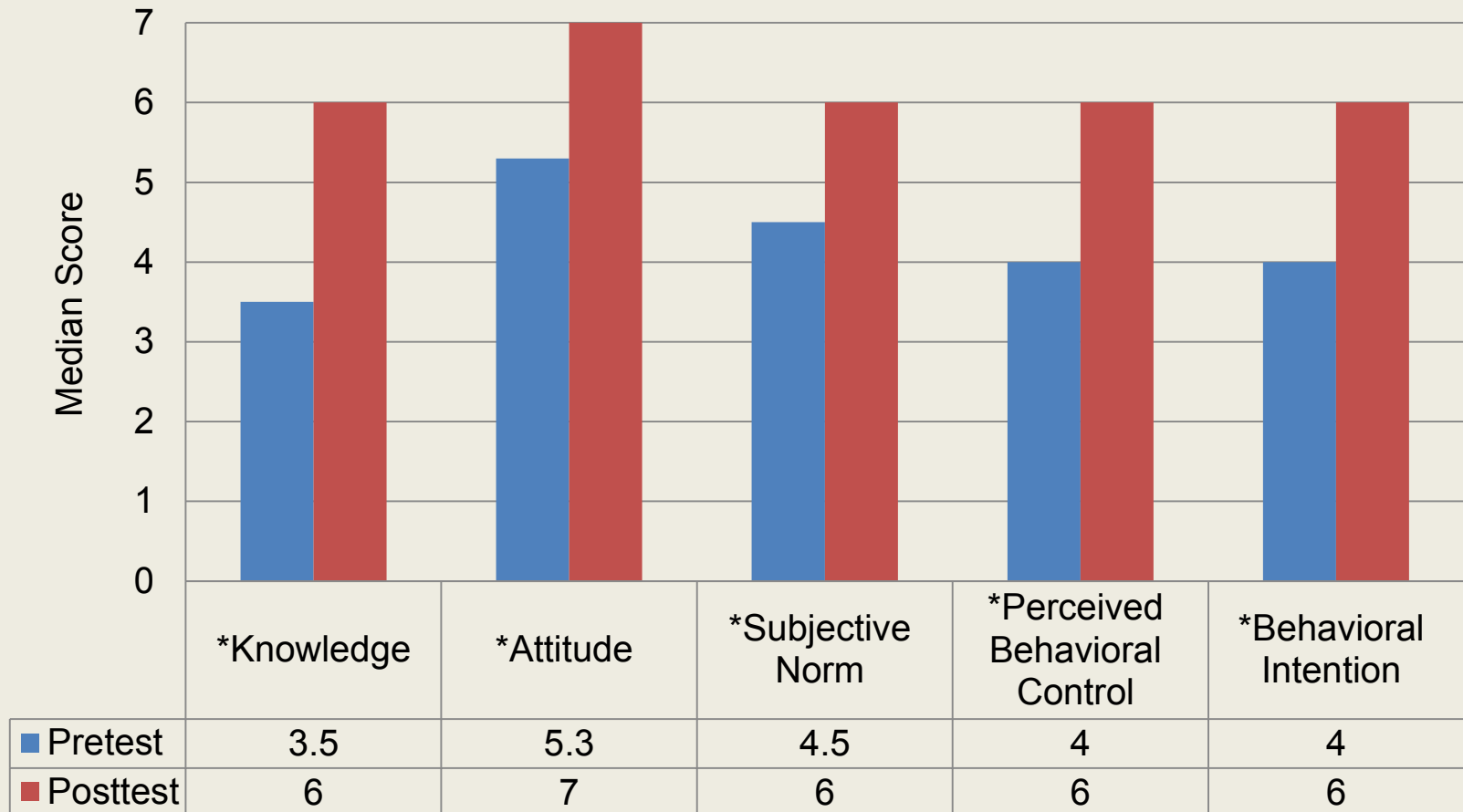
Disagree                      Agree  
 1      2      3      4      5      6      7

After participating in the program I plan to consider ways to reduce health disparities.

Disagree                      Agree  
 1      2      3      4      5      6      7

# What We Found – Results

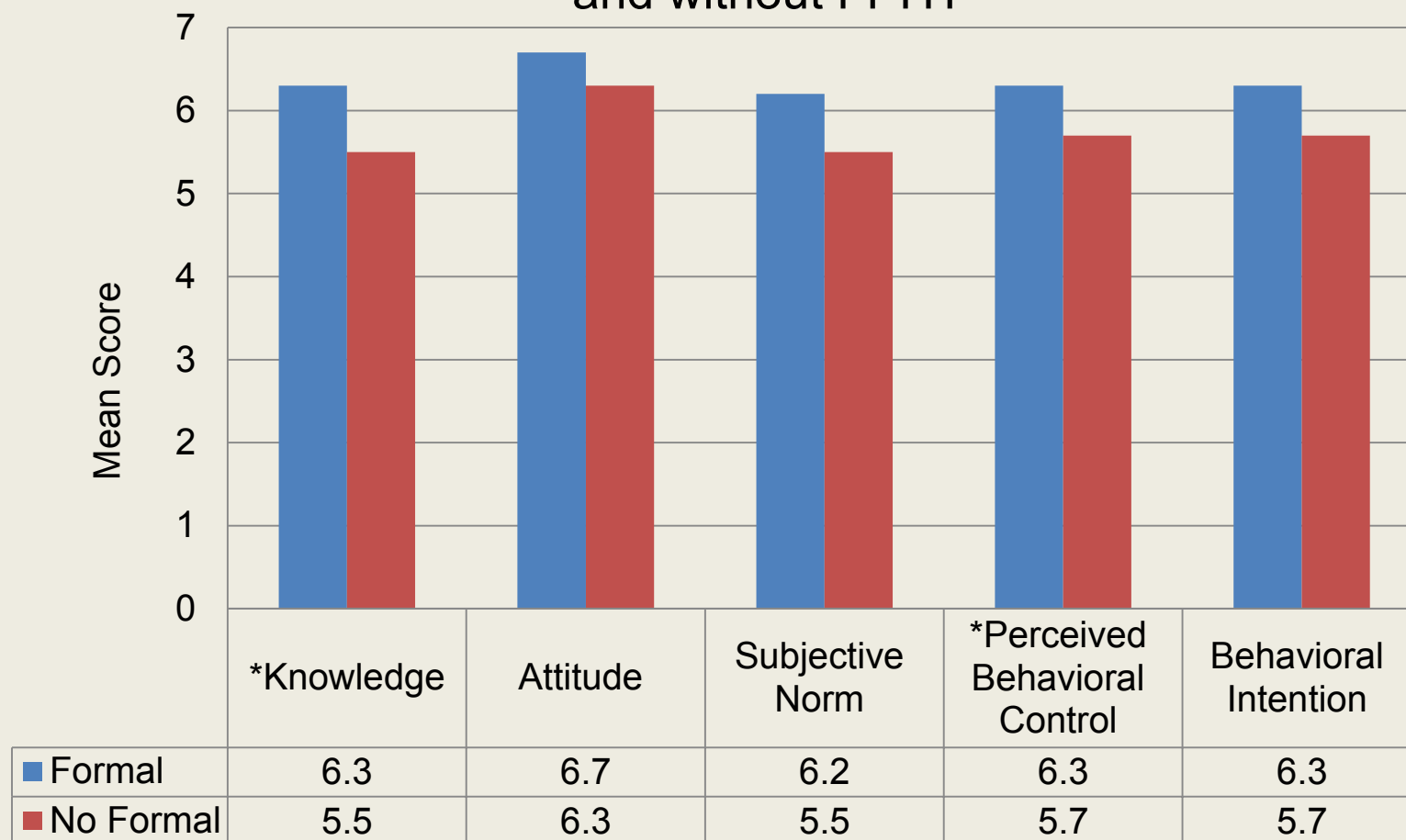
Differences in Retrospective Pre and Posttest scores



\* $p < .01$

# What We Found – Results

Differences in Posttest scores between those with and without FPHT



\* $p < .01$

# What We Found – Effect of IHA

- IHA positively influences knowledge, attitudes, SN, PBC, and intention to participate in efforts and activities to reduce health disparities.
- **Norms** were influenced through required participation of all staff.
- Although significant, participation mandate may have complicated the effect of **PBC**.



## What We Found – Differences between those with and without FPHT

- Posttest differences in **knowledge** may be reflective of the reinforcement of information covered during one's academic training.
- Posttest differences in **PBC** may be related to different levels of control due to professional positioning.
- **Intention** was marginally significant at posttest, but found to be significant at pretest, which may indicate the positive effect of IHA.

# What We'd Do Differently

## *Strengths*

- Single point in time measurement
- Reduction of response-shift bias
- Use of a large sample of PH staff
- No order effects

## *Limitations*

- No comparison group
- No true pretest
- Possible demand characteristics
- Skewed staff representation
- Staff diversity may not be generalizable

# Recommendations for PH Practice

- Better relationships between PH departments and academic institutions.
- Establishing pipeline programs in order to move trained professionals into positions.
- Use of theoretical frameworks to explore effectiveness of interventions and in the development of new programs.

# Acknowledgements

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**Loma Linda University  
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# Thank you!

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