

Public Health Department  
Accreditation and the Public  
Health Workforce

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*Helping raise the standard  
for public health.*

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# Disclosure Slide



# Session Objectives

- Describe the relationship between public health department accreditation and public health workforce.
- Identify the most common areas the public health workforce will need to be knowledgeable in order for their health departments to be successfully accredited.

## PHAB's Voluntary Accreditation Goal

*The goal of the PHAB voluntary national accreditation program is to improve and protect the health of the public by advancing the quality and performance of state and local public health departments. This goal typically resonates well with the public health workforce on the ground.*

# To Reach The Goal, PHAB's Developmental Work Has Included....



- Standards Development and Vetting
- Assessment Process from Application to Re-Accreditation
- Beta Test Process to Field Test the Above
- Research and Evaluation Agenda
- Fees & Incentives Being Developed
- Information Systems Development to Manage the Accreditation Process and to Offer Data for Public Health Systems Research



# State Beta Test Sites

- Florida
- Michigan
- Ohio
- Washington
- Iowa
- Mississippi
- Oklahoma
- Wyoming



# Local Beta Test Sites

- Coconino (AZ)
- Miami-Dade (FL)
- Franklin (KY)
- Amherst (MA)
- Solutions District (NE)
- Bloomfield Township (NJ)
- Cabarrus (NC)
- Mahoning (OH)
- Deschutes (OR)
- Tooele (UT)
- San Diego (CA)
- Norton (KS)
- Portland (ME)
- Hennepin (MN)
- Carson City (NV)
- Tioga (NY)
- Central Valley (ND)
- Comanche (OK)
- Austin/Travis (TX)



# Tribal Beta Test Sites

- Navajo Nation (AZ)
- Cherokee Nation (OK)
- Keweenaw Bay (MI)



# Beta Test Plans

- The Beta Test will run from October 2009-December 2010
- A formal evaluation is being conducted by the National Opinion Research Center (NORC)
- The accreditation program will officially launch in 2011

# Other PHAB Work Informing the Accreditation Program

A series of Think Tanks to work through tangential, but very relevant accreditation issues (i.e. centralized states, tribal health organizational, state-based accreditation programs, etc.)

Feedback will also be sought on the Beta Test tools via the PHAB website

# Implications for the Public Health Workforce

Accreditation will acknowledge and reward high performing health departments. High performing health departments should be better places to work. Therefore, PHAB expects there to be a relationship between accredited health departments and recruitment and retention of public health staff.

# Implications for the Public Health Workforce

Accreditation will provide public health workers the forum for encouraging and supporting a continuous quality improvement culture. A CQI culture promotes innovation and nurtures good ideas. Public health workers should be involved in improving their services.

# Implications for the Public Health Workforce

Although there are no specific promises related to accredited health departments being eligible for additional funding, PHAB expects that potential funders of public health services would feel more comfortable putting their resources into a high performing public health department.

# Implications for the Public Health Workforce

Health department staff who are motivated by being able to observe and discuss a variety of ways for doing their jobs effectively can be considered for site visitor training. This information will be available on the website in early 2010.



# Specific Standard

**Domain 8: Maintain a competent public health workforce**

**Maintain a Qualified Public Health Workforce**

**Standard 8.1 B: Recruit, hire and retain a qualified and diverse public health workforce.**

**Maintain a Competent Public Health Workforce**

**Standard 8.2 B: Assess staff competencies and address gaps by enabling organizational and individual training and development opportunities.**

# Will Accreditation Mean More Work for Public Health Staff ?

Some, yes. Preparing for, achieving, and maintaining accreditation takes work. It has to or it won't mean anything. However, PHAB is working to avoid duplication, to ease the burden of submission by providing an electronic means, and by considering information that health departments already have prepared as documentation.

Health department staff who already are working on developing a QI culture will be more prepared.



# Relationship to Competencies

Accreditation Standards are based on the Ten Essential Services with the overarching areas of assessment, policy development, and assurance deeply imbedded. The competencies are based on the same frameworks.

# What Does the Public Health Work Force Need to Know

- Ten Essential Services
- Strategic Planning (required document)
- Community Health Assessment (required document)
- Community Health Improvement Plan (required document)
- Principles of Quality Improvement

**For more information, to comment on  
the beta test materials, and to email us**

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