

WANTED: THE WORKFORCE TO WORK ON THE WORKFORCE RESEARCH AGENDA

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WHY? The Problem

“...our nation’s public health infrastructure, including our public health workforce, is a core foundation of our ability to...protect people’s health and improve quality of life.

Unfortunately, limited information exists to allow a scientific, data-driven approach to understanding issues needed for making strategic decisions about the public health workforce from both the quantity and quality perspectives.”

Tanja Popovic, MD, PhD, F(AAM), AM(AAFS)
Chief Science Officer, Centers for Disease Control and Prevention
Editorial, *J Public Health Management Practice*, 2009, November (Suppl), S3

PROTECTING YOUR HEALTH



Source: Association of Schools of Public Health

Confronting the Public Health Workforce Crisis
ASPH Policy Brief, December 2008

THE TEN Essential Services (cont)

- (6) Enforce laws and regulations ...
- (7) Link people to needed personal health SVCS..
- (8) Assure a competent public health AND personal health care workforce
- Evaluate effectiveness, accessibility and quality
- Research for new insights and innovative solutions to health problems

BRIEF HISTORY of PUBLIC HEALTH WORKFORCE RESEARCH: the Classic Comics version:

- 1988/2003—IOM Reports: *The Future of Public Health; The Future of the Public's Health*
- 2003— IOM Report: *Who Will Keep the Public Healthy?* (eds. Gebbie, Rosenstock, Hernandez)
- 2004: The “Callaway Conferences” and the PHW Research Agenda (Cioffi et al)
- 2007: The CDC Updates (Partners) and the Eight Strategic Options
- 2008: CDC funds University of Kentucky and University of Michigan COE's
- 2009: the Chicago ThinkTank and JPHMP Supplement (Gotway-Crawford et al)

BRIEF HISTORY: the Classic Comics version:

➤ 2004 article by Drs. Cioffi, Lichtveld, and Tilson—*A Research Agenda for Public Health Workforce Development*

- Called for the development of a public health workforce research agenda as a component of the growing field of public health systems research
- Describes process of convening expert stakeholder groups in series of meetings
- Selection of 5 priority areas for public health workforce research
 1. *Predictive relationship* -- relationship between system performance indicators & health outcomes
 2. *Competency development*--identify methods to build & support competency
 3. *Workforce performance*– identify best indicators for measuring performance
 4. *Workforce monitoring*– system to track & monitor size, distribution, composition, etc. of workforce
 5. *Labor market forces*—identify components of system & influences on recruitment & retention

Eight Research Themes from the CDC “Partners Summit” 2007

1. Workforce size and composition
2. Workforce diversity
3. Workforce effectiveness and health impact
7. Recruitment, retention, separation, and retirement
8. Worker pay, promotion, performance, and job satisfaction
9. Demand for the public health workforce
10. Education, training, and credentialing the public health workforce
11. Public health workforce policy



SAFER • HEALTHIER • PEOPLE™



**WANTED: The Workforce to Work on
the Workforce Research Agenda!!
(a.k.a.: TWFTWOTWFRA)**

Keeneland 2010

Conference on PHSSR

Lexington, KY April 20-22, 2010

WANTED: TWFTWOTWFRA

the PARADOX (not a pair of ...)

- “everybody knows ...”: PH needs more, better trained, better deployed workforce, AND ...
- to get it done, PH needs research on “the” PH Workforce Research Agenda(s) BUT ...
- To get that done, PH needs a cadre of researchers, more, better trained, and better deployed, AND, PARADOXICALLY, ...
- PH lacks an agenda to generate and nurture (and research) this workforce workforce

WANTED: An Outline

- WHO? Who does/should do PHWFR?
- WHAT? What needs to be done?
- WHY? Why won't it just happen by itself?
- HOW? So how do we need to make it happen?

WANTED: TWFTWOTWFRA WHO?

- Who are the current outstanding (model) PH Workforce Researchers?
- What characterizes their “outstandingness”?
- How many are there/how many do we need?
- What should be their training/qualifications?
- And what should be the professional mix for a workforce research workforce worksite?

WANTED: TWFTWOTWFRA To DO WHAT?

- What is the current status of PHWR? Efforts on “the agenda?” Needed new work/new agenda (dynamic, not static world).
- What other research do they/their partners do and is there synergy across the research e.g. PHSSR, e.g. healthcare workforce?
- What do/should they be doing besides research, e.g. teach, consult, t.a.?

WANTED: TWFTWOTWFRA

WHY?

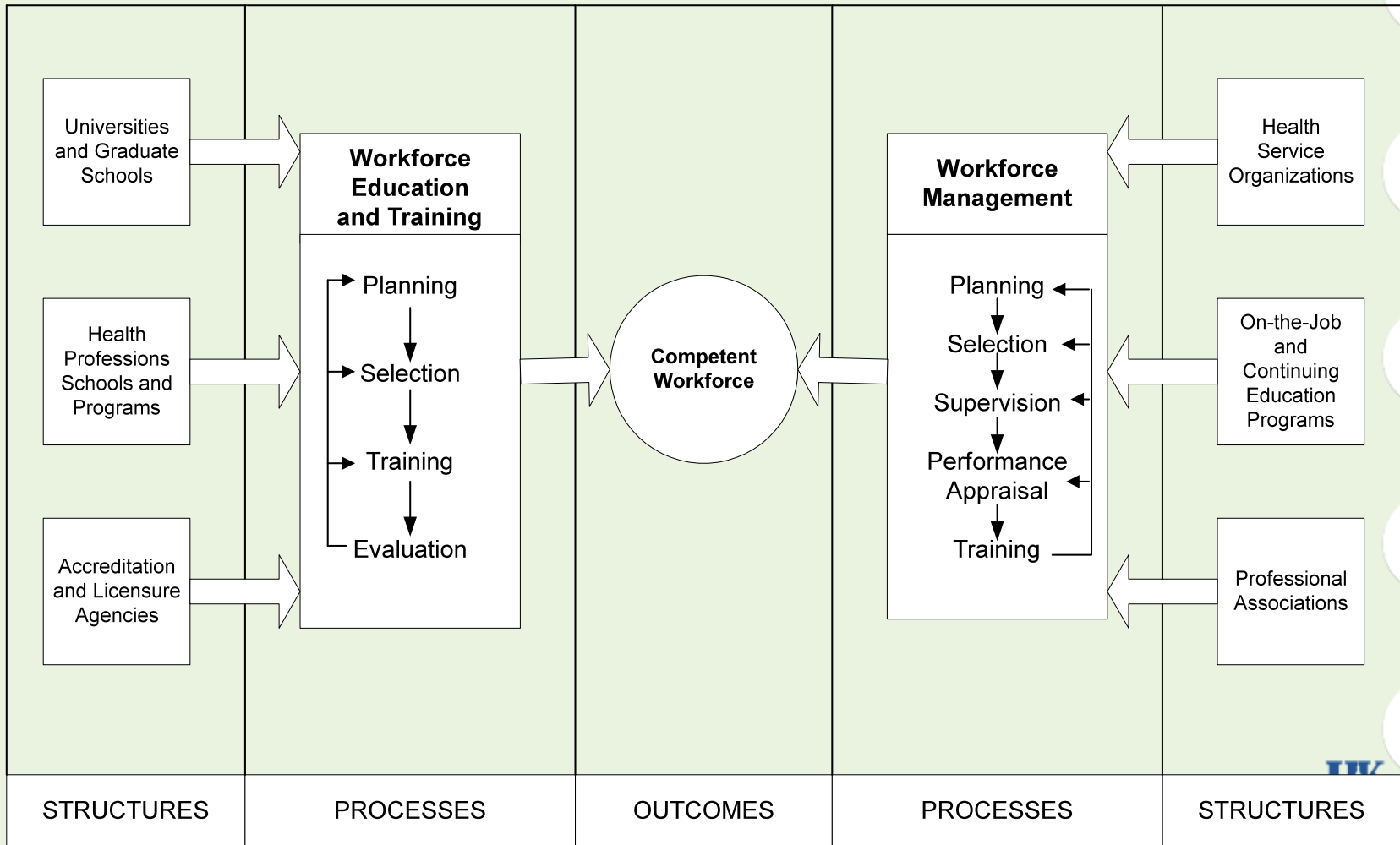
- Because a passive approach to getting this important public policy work done has not (and doubtless WILL not work)
- Because resources need to be developed and targeted specifically to this purpose
- Because those needing to advocate, fund, and develop (and DO) the work of the sector need a roadmap
- (a round of applause, please, for RWJ/CDC!!)

WANTED: TWFTWOTWFRA

HOW?

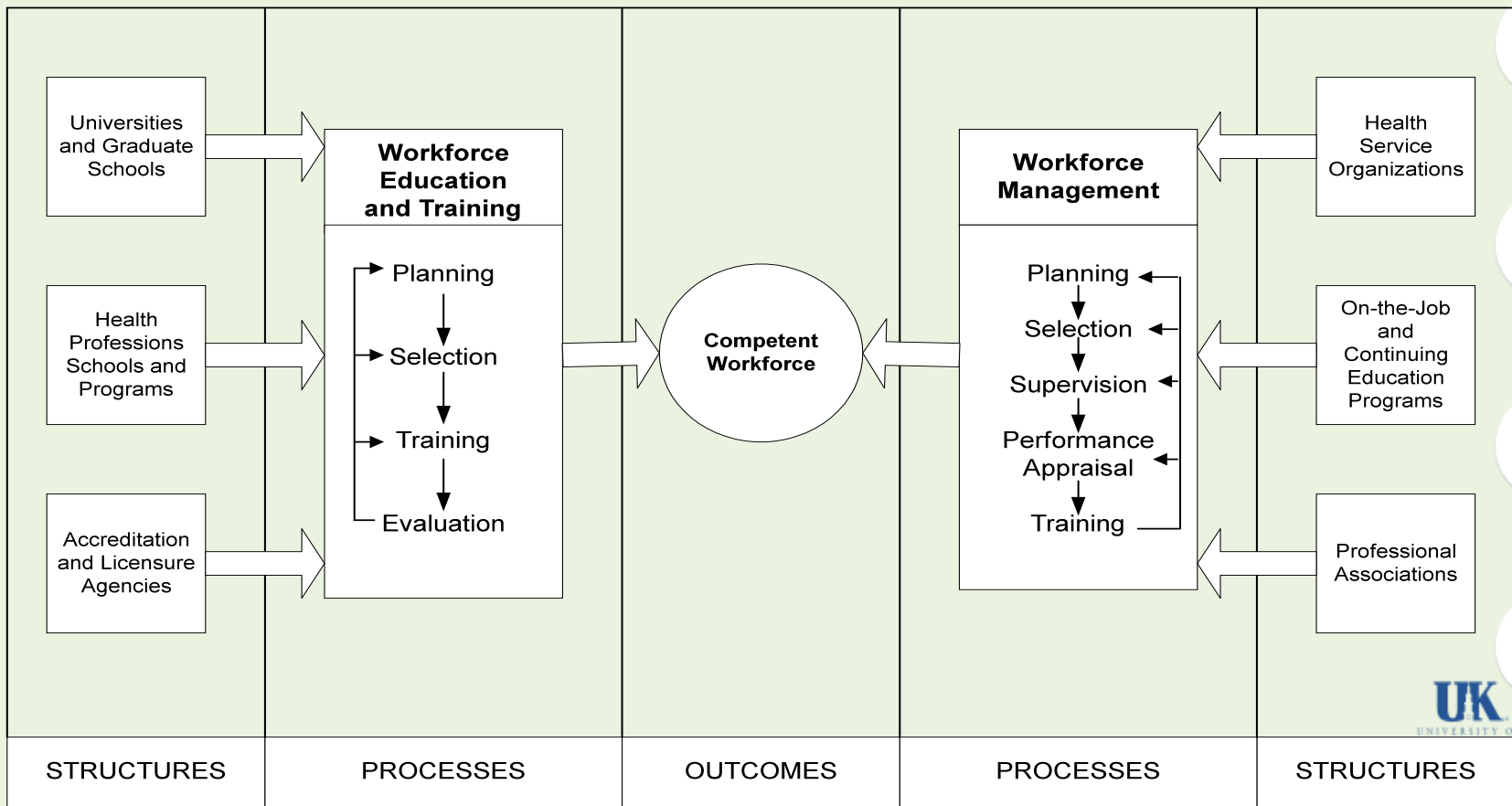
- How should this field be organized? Centers of Excellence (UKY, UMI), free-standing or “nested” and if the latter, with what (e.g. PHSSR, HSRC, PRC, PBRNs?)
- Forums for presentation/strategies for dissemination/T.R.I.P. and links with CBPR
- Finance: for core grants/staff support, individual research projects

Figure 3. Conceptual Model for Workforce Development
 (Based on Moore, 1999)

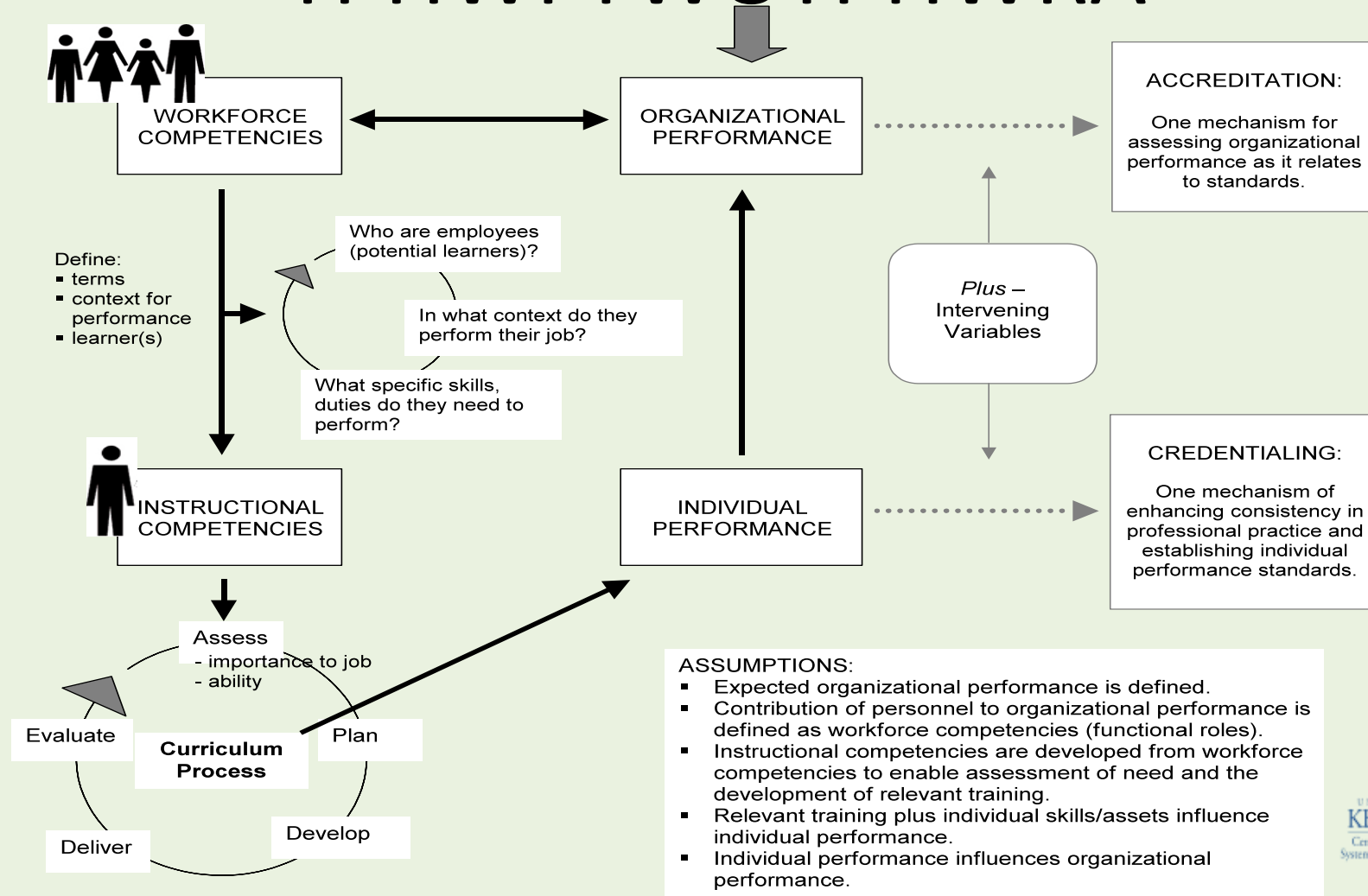


Conceptual Model for Workforce Research Workforce Development

Figure 3. Conceptual Model for Workforce Development
(Based on Moore, 1999)



The model applied to TPHWFTWOTPHWRA



Building the PHWFTWOPHWFRA will
require...

thinking outside the



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Why talk about the public health workforce research workforce HERE/NOW?

...because the Nation and States need
help from our leadership ...a.k.a. YOU!
And because DHHS/CDC is in the
throes of its own health care reform!!



WANTED: A Proposal to get some at-TEN-tion!

- TEN CENTERS
- TEN YEARS
- TEN MILLION DOLLARS EACH (a million a year)
- TEN GRADUATE STUDENTS EACH (three trainees at any time)

THANKS

- Now, it's in YOUR hands ...
- Where do we go from here?

