

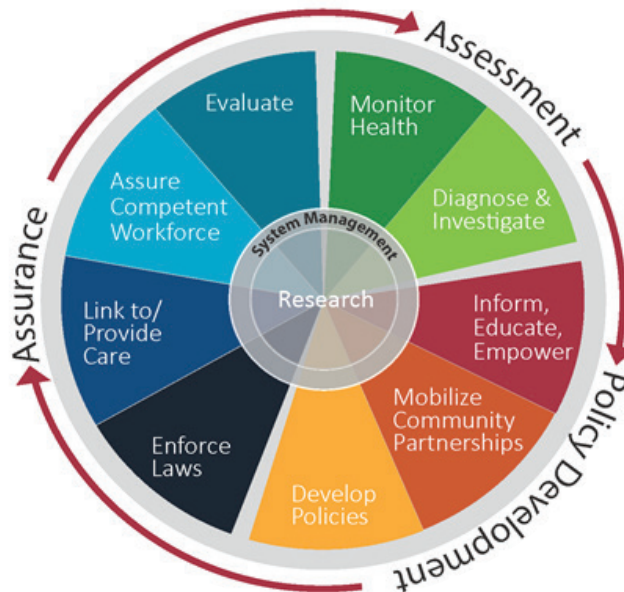
Workforce Development Plan

S A I N T P A U L - R A M S E Y C O U N T Y P U B L I C H E A L T H

The goal of workforce development in public health is to improve health outcomes by enhancing the skills and performance of public health workers. Our Workforce Development Plan provides a training roadmap for enhancing skills and performance for the next three years.

Well-prepared public health professionals are the foundation of healthy communities. Saint Paul - Ramsey County Public Health (SPRCPH) is committed to providing employees with training opportunities, so they are better equipped to deliver the 10 Essential Services of Public Health.

The 10 Essential Public Health Services



SPRCPH is committed to fostering a learning environment in which employees develop professionally and personally, building their capacity to help the department realize its vision. SPRCPH encourages building key competencies within our workforce by providing diverse opportunities for learning and personal development. Employees are encouraged to pursue internal and external learning opportunities with consideration of department resources.

Mandated and Discretionary Trainings

Currently, all SPRCPH employees must complete several mandatory trainings, including Ramsey County New Employee Training, National Incident Management System (NIMS), Respectful Workplace and Sexual Harassment Prevention, Ramsey County Security and Data Compliance, Employee Right to Know, Quality Improvement 101, Public Health Department Orientation, and Basics of Plain Language.

Once mandatory training has been completed, managers/supervisors are responsible for determining when follow-up training is needed to reinforce, clarify or update employees on mandatory or required course content.

Employees are provided with and expected to participate in ongoing training that is specifically related to their Division or program area. Employees are also able to participate in an array of valuable training programs offered to all county employees by Human Resources.

Mandated and Discretionary Trainings - continued

Employees needing licensure or certification are required to complete training courses as specified by the appropriate professional board or Minnesota Statutes under which they are licensed. It is the employee's responsibility to complete required courses as specified in their license agreements.

Many additional training and professional development opportunities are available through Human Resources and other providers, including web-based training sites.

Core Competencies

To fulfill the requirements of Accreditation, and to bolster our ability to improve health outcomes, our supervisors and managers will focus on building skills in Core Competencies for Public Health Professionals over the next three years. These core competencies detail a set of skills desirable for the practice of public health. All managers and supervisors will complete a core competency assessment, which will help us understand levels of proficiency, identify gaps, and formulate action plans to address training needs.

Implementation of the Workforce Development Plan (WDP)

Year 1

Year 1 of the SPRCPH-WDP will focus on one of the three trainings identified in the 2014-2018 Strategic Plan. A Workforce Development Team will be created, and managerial and supervisory job titles will be assigned to Core Competency Tiers. By December 31, 2015, managers and supervisors will complete a Core Competencies Assessment.

Year 2

Year 2 will focus on enhancing supervisory skills (an opportunity identified in the staff survey administered during the planning process for the 2014-2018 Strategic Plan). Managers and supervisors will also begin to build Core Competency skills based on their core competency assessment. Year 2 will also address additional quality improvement training based on the Quality Improvement Training plan, and add a Plain Language introduction for all employees. Another of the trainings identified in the 2015-2018 Strategic Plan will be provided.

Year 3

In Year 3 managers and supervisors will continue to build Core Competency and enhance supervisory skills. Another training identified in the 2015-2018 Strategic Plan will be provided.

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