



Public Health Workforce
Development System

Public Health Workforce Assessment Report

North Carolina Health Directors

June 2003 - June 2006



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This report of training needs is based on data collected via the Public Health Workforce Assessment through June 30, 2005.

This report was created by the North Carolina Center for Public Health Preparedness at the North Carolina Institute for Public Health in the School of Public Health at the University of North Carolina at Chapel Hill.

To obtain more copies of this report, please send an e-mail request to:

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For more information about the public health workforce assessment, visit the North Carolina Center for Public Health Preparedness Web site at **www.sph.unc.edu/nccphp**

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Introduction

This report is produced as a follow-up to the 2004 document, “A Report on the Public Health Workforce in North Carolina,” which is available as a downloadable PDF at http://www.sph.unc.edu/nccphp/wfds_assess_rpts/Statewide.pdf or by request from the North Carolina Center for Public Health Preparedness via email at nccphp@unc.edu or phone at 919-843-5561.

Please see the original “Report on the Public Health Workforce in North Carolina” for an explanation of the complete methodology used to gather and analyze data for this report, as well as a discussion of the development and limitations of the Public Health Workforce Development System used to administer the assessment.

Number of Responses

Of the public health directors and assistant directors in North Carolina, 68 of 97 (70%) submitted assessment data by June 30, 2006.

Demographic Data

Age, Race, & Gender

Figure 1. Age of Public Health Directors and Assistant Health Directors

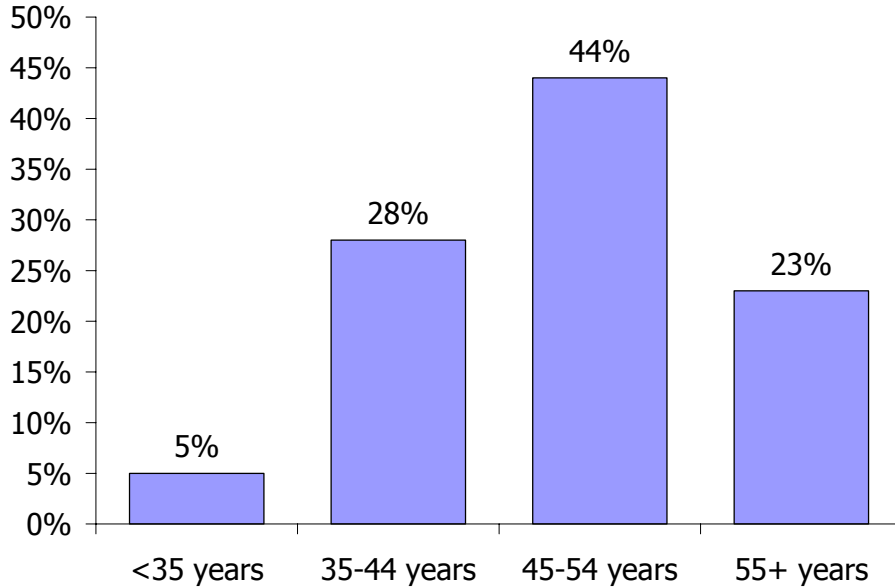


Figure 2. Race of Public Health Directors and Assistant Health Directors

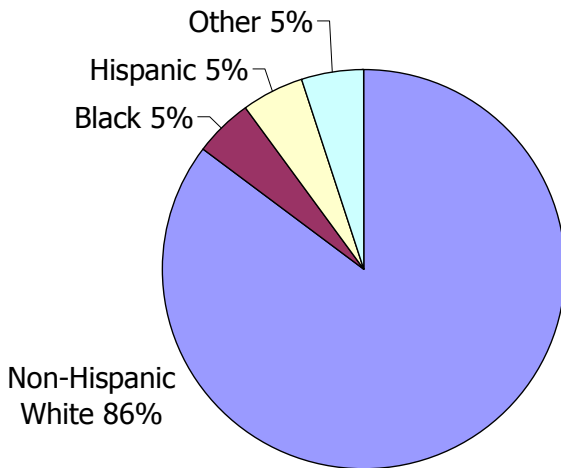
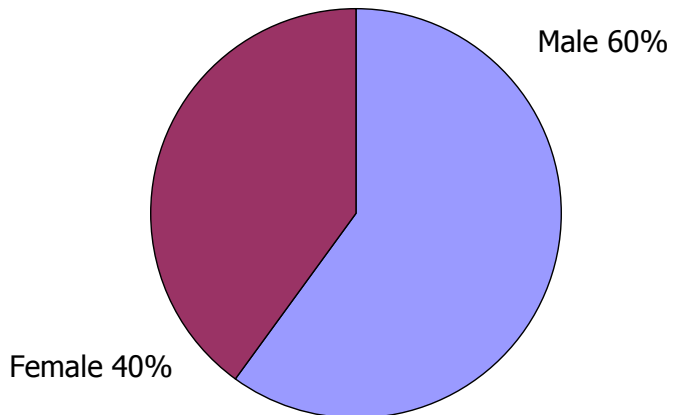


Figure 3. Gender of Public Health Directors and Assistant Health Directors



Work Experience & Education

Figure 4. Years Worked in Public Health

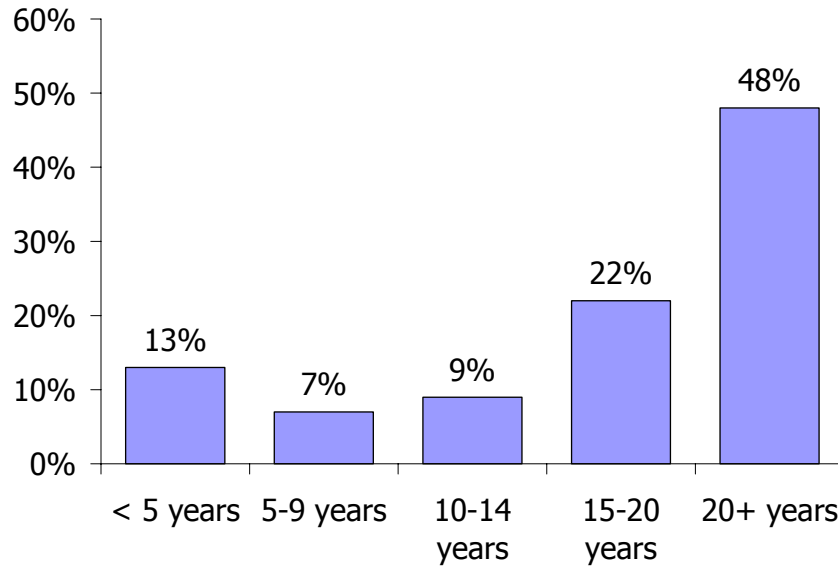
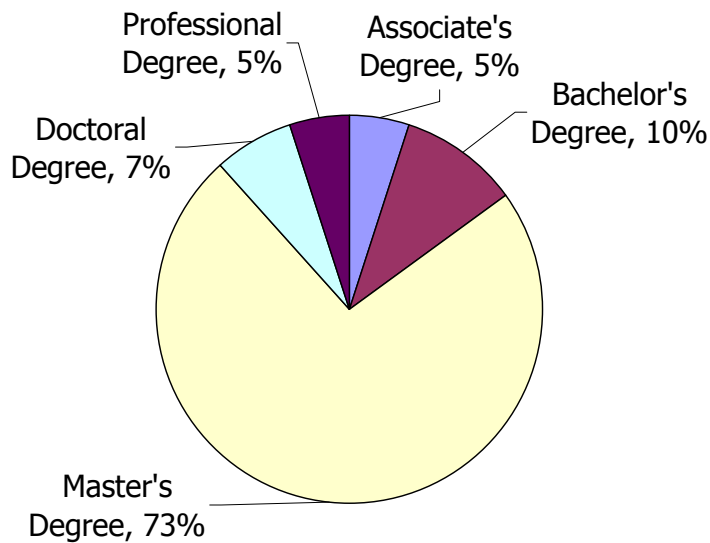


Figure 5. Highest Educational Degree Completed by Public Health Directors



Interpreting Training Needs

A color code was used to identify the percent of the workforce who indicated each competency as a training need.

Purple = identified as training need by more than 66% of workforce

Red = identified as training need by 50% to 66% of the workforce

Orange = identified as training need by 33% to 49% of the workforce

Gray = identified as training need by less than 33% of the workforce

For emergency preparedness and response competencies, individuals were asked to respond to the following questions using the scale shown.

My personal confidence to do this activity: 1=Low, 2, 3, 4=High

My level of need for training: 1=Low, 2, 3, 4=High

The level of need for training in emergency preparedness and response competencies was identified by ranking the percent of participants who indicated a low confidence to perform the activity (1 or 2) and a high need for training (3 or 4).

Emergency preparedness competencies were ranked according to the number of employees who indicated each competency as a training need. The 5 competencies with the highest percentages were identified as top emergency preparedness training needs.

For public health core competencies, individuals were asked to respond to the following questions using the scale shown.

This skill is important to my job: 1=Low, 2, 3, 4=High

My level of need for training: 1=Low, 2, 3, 4=High

The level of need for training in core public health competencies was identified by ranking the percent of participants who indicated high importance to their job (3 or 4) and a high need for training (3 or 4).

Public health core competencies were also ranked according to percent, and the 8 competencies with the highest percentages were identified as top core competency training needs.

Top Priority Training Needs

Emergency Preparedness and Response Competencies

Percent of health directors who indicated low personal confidence to do this activity (1 or 2) and high need for training (3 or 4):

- 59%** Describe the signs and symptoms of exposure to chemical agents
- 53%** Use emergency communication equipment
- 38%** Describe the signs and symptoms of exposure to biological agents
- 35%** Describe the incident command system in your community
- 28%** Describe your health department's emergency response plan

Public Health Core Competencies

Percent of health directors who indicated high importance to job (3 or 4) and high need for training (3 or 4):

- 63%** Plan and implement effective emergency response services
- 60%** Use current techniques in decision analysis and health planning
- 59%** Develop long-range plans for health programs
- 53%** Stay informed of public health laws and regulations
- 53%** Develop surveys and studies to measure cost effectiveness, accessibility or quality of health care services in your community
- 50%** Formulate policy options
- 49%** Understand the feasibility and expected outcome of each policy option
- 47%** Create appropriate staff development and training plans for employees
- 47%** Understand factors that influence use of health services
- 47%** Evaluate programs to ensure that objectives and performance goals are met

About This Report

This report lists those competencies identified as having the highest need for training, and can be used to help determine the focus of future training activities. Data on all competencies is available upon request.

For more information about these data, including details about the assessment instrument and analysis methods, visit the North Carolina Center for Public Health Preparedness online at www.sph.unc.edu/nccphp or call 919-843-5561.

An entire workforce development team at the North Carolina Center for Public Health Preparedness was responsible for survey development, implementation, technical assistance, documentation, presentation, demonstration, communication and marketing, data analysis, and report writing for this project:



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About NCCPHP

The North Carolina Center for Public Health Preparedness (NCCPHP) is located within the North Carolina Institute for Public Health at the University of North Carolina at Chapel Hill's School of Public Health. NCCPHP is part of a national network of Centers for Public Health Preparedness funded by the Centers for Disease Control and Prevention.



The mission of the network of Centers for Public Health Preparedness is:
To improve the capacity of the public health workforce to prepare for and respond to terrorism and other emerging public health threats.