Essential Service #8

Florida HEALTH Lake County

At what level does the local public health system…

Assure a Competent Public Health and Personal Healthcare Workforce

Do we have competent public health and healthcare staff?
How can we be sure that our staff stays current?

In the 2016 local public health system assessment, Essential Service #8 was ranked as having moderate performance and 8th highest priority[1].

Description

Model Standards represent the major components or practice areas of the Essential Service. Model Standards for this service include indicators for *governmental presence, policy development, community health strategic and emergency plans.*

Performance Moderate

This score can be interpreted as the overall degree to which your local public health system meets the performance standards. The overall performance ranking score for this Essential Service is **45.0**, which represents **MODERATE activity.**
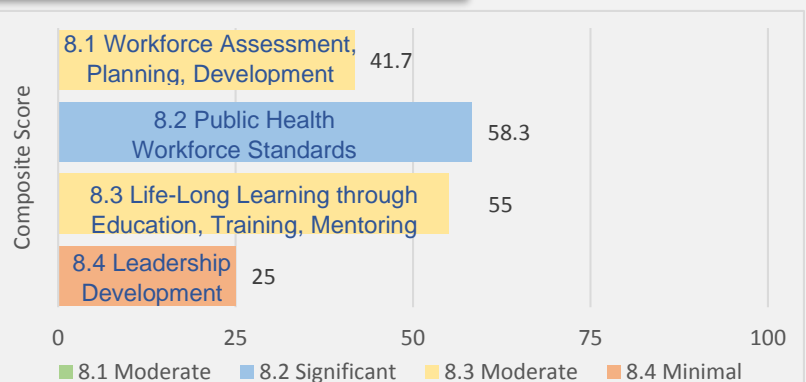
Priority #8

Participants were asked to consider the priority of each Essential Service and Model Standard to their local public health system. With an overall priority ranking score of **8 of 10**, this Essential Service is within the lower-ranking half of priorities.

Data Overview

Prioritization Matrix

Performance Ranking

Priority Ranking

	Highest	
QA		QB
Lowest		Highest
QD	Lowest	QC

Quadrants are based on how the performance of each Essential Service compares with the priority rating.

Model Standards

Composite Score

- 8.1 Workforce Assessment, Planning, Development — 41.7
- 8.2 Public Health Workforce Standards — 58.3
- 8.3 Life-Long Learning through Education, Training, Mentoring — 55
- 8.4 Leadership Development — 25

0   25   50   75   100

■ 8.1 Moderate   ■ 8.2 Significant   ■ 8.3 Moderate   ■ 8.4 Minimal

Model Standards represent the major components or practice areas of the Essential Service. Standards 8.1 & 8.3 scored as **MODERATE,** 8.2 **SIGNIFICANT**, and 8.4 as **MINIMAL activity**.

Essential Service #8: Assure a Competent Public Health and Personal Healthcare Workforce

PERCEIVED SYSTEM STRENGTHS:

Several participants indicated that:
- Their organizations provide significant amounts of training and career development for employees
- They were aware of several healthcare profession workforce assessments, and use these assessments to improve their organizational workforce

A few participants noted that:
- Many healthcare professions are highly regulated with stringent workforce standards

PERCEIVED SYSTEM WEAKNESSES:

Several participants indicated that:
- There may be silos of information within the system preventing improvements in the workforce

A few participants noted that:
- They were aware of several healthcare professional workforce shortage areas including dentistry, nursing, and specialty healthcare providers.
- Many healthcare professions are highly regulated and require significant investment in continuing education
- A retiring healthcare professional workforce could lead to additional shortage areas.

Essential Service #8

Assure a Competent Public Health and Personal Healthcare Workforce

Florida HEALTH
Lake County

PERCEIVED SYSTEM OPPORTUNITIES:

Participants suggested the following for optimization of this essential service:
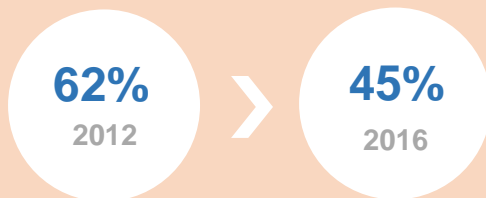- Promotion of public health as a career choice
- Formalization of public health competencies through certification
- More coordination of workforce improvement activities between organizations within the public health system
- Integration of healthcare workforce assessment data

Best practice/innovative approaches highlighted:
- Community Healthcare Worker Coalition mentoring program
- University of South Florida online undergraduate Public Health Program
- Hospital healthcare professional scholarship programs and incentives

Essential Service #8 decreased in performance and was ranked with a priority, as compared to the 2012 local public health system assessment.

Performance Assessment

62% 2012 > **45%** 2016

Priority Assessment

N/A 2012 < **#6** 2016

Partners in Health

#	Organization Type	#	Organization Type
1	County Health Department	3	Hospitals & Emergency Service Providers
4	Schools, Colleges, & Universities	1	Coalitions & Advocacy Groups
1	Philanthropic & Health Financing Organizations	1	Mental Health Facilities & Service Providers
1	Healthcare Facilities & Service Providers	1	Citizens

Partners who gathered to discuss the performance of the local public health system for this Essential Service

Future Visioning:

HELP WANTED

Assessment participants also identified other partners who contribute to this work that they would like to see involved in future dialogues related to this Essential Service.

Faith-Based Organizations
Social Service Facilities & Providers
State Agencies & Programs
County Government & Municipalities
Businesses & Employers