



Healthy Oregon Workforce Training Opportunity (HOWTO) Grant

Need: Our local public health authorities need staff, and many of our rural communities have challenges with getting people to move and live in their counties (because housing supply can be even more scarce and there are fewer opportunities in general – someone needs to be very sold on this job to uproot and move there). Many of our members have discussed how they need to “home grow” their PH workforce from within their community (WF Report). This often means recruiting and hiring folks with less formal education and/or no public health background, and then providing the necessary training is on the leaders of the health department. This results in a heavy burden on rural public health leaders who are often already stretched thin.

LPHA leaders also report that public health students are not prepared for PH Practice (WF Report). There are reported knowledge gaps around accreditation, Modernization, policy development process, community engagement, fiscal/contracts, and other areas. This could be addressed through both engagement of academic partners and the development on on-the-job training.

Project Summary: CLHO requests funding to create an “Intro to Public Health” package of online courses for new local public health staff. CLHO will:

- Contract with the Region X PHTC, NorthWest Center for PH Practice.
 - CLHO and NWCPHP discussed this in October of 2022 as CLHO was applying through NACCHO for a small TA grant. They were supportive of this project (had been on their radar for a while) and provided an estimate of about \$30,000 for a GRA to take the lead on this project.
- Collaborate with NWCPHP to hold listening sessions with:
 - LPHA leaders (in-person, if funds permit)
 - LPHA staff (particularly ESL staff to understand language accessibility) (in-person, if funds permit)
 - Academic partners (?)
 - Students (?)
- Through listening session, identify key areas of training needed for new local public health staff (using the [Core Competencies for Public Health Professionals](#) as a framework).
- Explore free, existing trainings from the Public Health Foundation, the Regional Public Health Training Centers, and other organizations to compile a list of quality trainings that meet the needs identified by partners
 - Evaluate “quality” against criteria the NWCPHP have
 - Conduct gap analysis to understand what training is missing
- Publish this curated list in an accessible format and disseminate it for local health administrators to use when onboarding new staff
- Begin developing training that fills identified gaps





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Questions for LPHA:

- Do we have your approval to pursue this grant for this project? (**VOTE**)
- Can we get a few (2-5) volunteers who would be willing to connect via email to provide feedback and review final application?
- One challenge cited for recruiting and hiring is around minimum requirements, which is in the purview of HR. If we have this training available for new PH staff, will that help you make the case to your leadership/HR to lower the requirements to help with hiring?
- Can we get Letters of Commitment from you to support our application?
 - “Each LOC must clearly delineate the roles and resources (including in-kind) that each entity will bring to the project; state the duration and terms of the agreement and cover the entire project period. Each LOC must include all partners and be signed by the authorized representatives of each Partnership program partner.”
- Should CLHO staff pursue this? If so, here are the areas of work that it will replace during May:
 - Abbreviated May (and potentially June) Newsletter
 - Delay in meeting minutes
 - Less participation in Conference subcommittee meetings the remainder of April through May 24th
 - Responses to emails will be delayed
- We will need to consider if this is something that can/should pay for part of the CLHO PM's time.
- Can Modernization dollars go towards this for sustainability? Though counties may not be able to dedicate any of their allocation towards this, is this enough of a priority to call out in the POP development process?

