

3.3 Workforce Development. The program shall engage in activities other than its offering of degree programs that support the professional development of the public health workforce.

- a. Description of the ways in which the program periodically assesses the continuing education needs of the community or communities it intends to serve. The assessment may include primary or secondary data collection or data sources.**

CEOMPH assessment workforce development needs through formal and informal means. For example, the Office of Public Health Practice, consisting of representatives of the region's public health and healthcare agencies, advises on issues of practice and linkages to area communities. It serves as a forum where public health practitioners can form relationships with academia. Members of OPHP are asked formally and informally to make recommendations on workforce development activities. In addition, topics of interest to members are presented within these meetings. For example, in the last year, the regional opioid epidemic, Screening, Brief Intervention, and Referral to Treatment (SBIRT), and leadership were a focus for the meetings.

Public health practitioners are also the main impetus for many of the trainings in Criterion 3.3.b. Workshops on Myers-Briggs Type Indicator, communication/influence, quality improvement, and cultural awareness were requested directly by health commissioners or health department staff.

Every two years, employee and alumni surveys also serve to identify workforce development needs and interest in certificate programs. Special surveys are sent out if faculty demonstrate interests. For example, one of our adjunct faculty had an interest in provide a workshop on geographic information systems. Discussion with local epidemiologists showed additional interest. A survey was sent to an Ohio epidemiologist listserv, which established that there was interest in a workshop. This workshop is being planned for summer 2016. Informal contacts with area public health and health professionals also provide information regarding the workforce development needs of regional agencies. Survey results are in Appendix 3.3.a.

- b. A list of the continuing education programs, other than certificate programs, offered by the program, including number of participants served, for each of the last three years. Those programs offered in a distance-learning format should be identified. Funded training/ continuing education activities may be reported in a separate table. See CEPH Data Template 3.3.1 (ie, optional template for funded workforce development activities). Only funded training/continuing education should be reported in Template 3.3.1. Extramural funding for research or service education grants should be reported in Template 3.1.1 (research) or Template 3.2.2 (funded service), respectively.**

Workforce Development Programs July 1, 2013-June 30, 2016	Date	Type of audience (e.g. non-profit organization employees, public health practitioners, mixed academic/public health practice, community members, etc.)	# in audience
Name of presentation			
July 1, 2013-June 30, 2014			
Kristin Baughman, PhD—Managing and Cleaning Data Files	5/2014	Professional audience of physicians and pharmacists as part of Fellowship in Academic Medical Education (FAME)	15
Amy Lee, MD, MPH—Strategic Planning for Programming	7/24/13	Group of mostly Columbus Public Health employees	19
Amy Lee, MD, MPH --Myers-Briggs Type Indicators (MBTI)	7/31/13	Kenton-Hardin Health Department employees	11
Amy Lee, MD, MPH—Cultural Awareness	8/7/13	Mahoning County District Board of Health employees	2 sessions of about 20 in each audience
Amy Lee, MD, MPH --Myers-Briggs Type Indicators (MBTI)	10/23/13	Delaware General Health District	42
Amy Lee, MD, MPH --Communicating to Get Along With Others; Critical Thinking	11/19/13	Delaware General Health District	31
Amy Lee, MD, MPH --Myers-Briggs Type Indicators (MBTI)	1/15/14	Council on Education for Public Health	7
Amy Lee, MD, MPH --Planning Committee members for Ohio Public Health Combined Conference (a collaborative effort between the public health associations and academic institutions. I obtained the continuing medical education and continuing pharmacy credit for this conference. I organized the following panels and sessions: <ul style="list-style-type: none"> • Student poster session • Student oral presentation session • Faculty oral/poster presentation session 	5/19/14- 5/21/14	Public health practitioners from all over Ohio	Approximately 400 over the course of three days throughout the entire conference
Rachael Pohle-Krauza, PhD, RDN/LD-- Nutrition, Physical Activity and Health-- Tri-County Dental Hygiene (1-hour CEU provided)	September 2013	Dental hygienists and dental hygiene students	50
July 1, 2014-June 30, 2015			
Amy Lee, MD, MPH--Quality Improvement: Jump Starting Your Efforts	3/6/15	Portage County Health Department employees	19
Amy Lee, MD, MPH --Myers-Briggs Type Indicators (MBTI)	3/20/15	Columbus Public Health Leadership University (a workforce development program at Columbus Public Health)	10

Amy Lee, MD, MPH --Planning Committee members for Ohio Public Health Combined Conference (a collaborative effort between the public health associations and academic institutions)—I organized the following panels and sessions: <ul style="list-style-type: none"> • Student poster session • Student oral presentation session • Faculty oral/poster presentation session • Infectious Diseases—Ohio 2014 • The Patient Protection and Affordable Care Act: Ohio Update • Cultural Considerations of Three Populations 	5/18/15-5/19/15	Public health practitioners from all over Ohio	Approximately 400 over the course of three days throughout the entire conference
Rachael Pohle-Krauza, PhD, RDN/LD--Malnutrition-Focused Physical Assessment / Reimbursement Study	October 2014 November 2014	Registered Dietitians, dietetics & nutrition students and Dietetic Technicians, Registered	20/20 = 40
Rachael Pohle-Krauza, PhD, RDN/LD--Outcomes Assessment in Context of Malnutrition-Focused Physical Assessment – Mahoning Valley Dietetics Association	April 2015	Registered Dietitians, dietetics & nutrition students and Dietetic Technicians, Registered	30
July 1, 2015-June 30, 2016			
Kristin Baughman, PhD—Statistics Boot Camp	5/8/2016	Professional audience of physicians and pharmacists as part of Fellowship in Academic Medical Education (FAME)	15
Amy Lee, MD, MPH—Influence: Tips on Getting Others to Help You Achieve Your Goals	7/20/15	MidAmerica Regional Public Health Leadership Institute—participants from agencies (mostly health departments) in Illinois	18
Amy Lee, MD, MPH—Influencing Others	7/23/15	Columbus Public Health Leadership University (a workforce development program at Columbus Public Health)	10
Amy Lee, MD, MPH—Preparing for a Career in Wellness	3/10/16	Wellness 360: The Summit County Worksite Wellness Conference; students and young worksite wellness professionals	About 20
Amy Lee, MD, MPH--Quality Improvement: Cruising Toward Better Outcomes	3/25/16	Geauga County Health Department employees	27
Amy Lee, MD, MPH --Planning Committee members for Ohio Public Health Combined Conference (a collaborative effort between the public health associations and academic institutions)—I organized the following panels and sessions: <ul style="list-style-type: none"> • Student poster session • Student oral presentation session • Faculty oral/poster presentation session 	5/9/16-5/11/16	Public health practitioners from all over Ohio	Approximately 400 over the course of three days throughout the entire conference

Rachael Pohle-Krauza, PhD, RDN/LD-- Session Co-Chair--American Society for Metabolic and Bariatric Surgery/ The Obesity Society Physician/Integrated Health Collaborative Course (4-hour; 4CME/CPEU)-- Nutrition (Las Angeles, CA)	November 2015	Physicians, Surgeons, Registered Dietitians (and trainees/other allied health)	200
Rachael Pohle-Krauza, PhD, RDN/LD-- Webinar: My Experience with Peer Review: Strategies for Revision and Resubmission. Consortium of Northeast Ohio Master of Public Health Programs. Link: http://neomed.adobeconnect.com/p6nofx048vq	2015	Public Health students and practitioners; other professionals in Allied Health/Medicine fields	?
John R. Woodard, MS, GISP -- Workshop: Building a GIS Enterprise Architecture, Ohio GIS Conference	9/21/15	All GIS Professionals working in public agencies within the state of Ohio	40
John R. Woodard, MS, GISP--The Nuts & Bolts of GIS: Building a Geo- Database Architecture, Ohio GIS Conference	9/23/15	All GIS Professionals working in public agencies within the state of Ohio	25

c. Description of certificate programs or other non-degree offerings of the program, including enrollment data for each of the last three years.

There are currently no certificate programs or other non-degree offerings by the program.

d. Description of the program's practices, policies, procedures and evaluation that support continuing education and workforce development strategies.

Workforce development through collaboration with public health partners has been a keystone to the program and has been met in several ways. The program works annually with the Ohio Public Health Combined Conference planning committee and NEOMED's Department of Family and Community Medicine to provide workforce development opportunities.

Building solid relationships with area health departments and agencies is important to the program. When practitioners request trainings or workshops, faculty are eager to assist. The Office of Public Health Practice is a forum in which ideas for training are shared. CEOMPH has been able to find preceptors and resources from members, and in turn, the members receive assistance for employee trainings or lectures.

The program director is a member of the Ohio Public Health Combined Conference planning committee. This is a conference put on by all of the public health professionals associations in Ohio. CEOMPH's role in the conference is to offer student and faculty presentation opportunities, so that public health practitioners who attend the conference can be aware of the projects and research being performed. In addition, this conference allows a forum for interaction between academicians and practitioners.

Most of the workshops listed in 3.3.b. are evaluated by the participants. Perhaps the greatest testimony is that agency continue to request training.

e. A list of other educational institutions or public health practice organizations, if any, with which the program collaborates to offer continuing education.

As listed above, the Public Health Combined Conference is a state of Ohio conference in which CEOMPH participates substantially on the planning committee. All of the Ohio public health associations, and most of the Ohio MPH programs and colleges of public health are listed as sponsors. The program director of CEOMPH is on the planning committee and coordinates the student oral presentation session, the student/faculty poster presentation session, and student audiovisual equipment assistance program (students receive free registration and hotel room if they assist with audiovisual equipment). In addition, she coordinates the Ohio Papers session, in which practitioners present posters on programs, research or quality improvement projects. The conference brochure for the 2016 is in Appendix 3.3.e.

On occasion, CEOMPH collaborates with The Ohio State University College of Public Health's Center for Public Health Practice (CPHP) on workforce development programs. For example, 2015 webinar for the MidAmerica Regional Public Health Leadership Institute was coordinated by CPHP). Before the public health training center funding was cut, CPHP contracted with CEOMPH to provide a public health academy, which brought training directly to health departments.

f. Assessment of the extent to which this criterion is met and an analysis of the program's strengths, weaknesses and plans relating to this criterion.

This criterion is met. CEOMPH provides professional development for the public health workforce through workshops, trainings, and lectures.

Strengths: The program has informal and formal assessments for workforce development. Also, because the program enjoys strong relationships with area community agencies, reciprocal assistance is provided. Workshops and lectures are offered in response to agency requests and survey assessments, and the agencies, in return, offer practice sites for students.

Weaknesses: Because the program is small, faculty can only assist with efforts such as workshops and lectures, rather than formalized arrangements.

Plan: Because of long-standing relationships, and continuing satisfaction with the quality of assistance that faculty provide, workforce development will continue to be an important component in the program. Although our program is small, faculty can still provide meaningful assistance to the local health departments and health agencies.