



ADAMS COUNTY
HEALTH DEPARTMENT

Your Health. Our Mission.



Adams County Health Department Strategic Plan

Goal: Workforce Development

Board of Health Update #1
October 17, 2024

Goal: Workforce Development

Over the next 3-5 years, build a strong, just, diverse and skilled public health workforce that reflects the communities served, ensuring alignment of current and future workforce needs through equitable and inclusive strategies.

Objectives

Annually assess workforce development public health competencies, implementation of organizational and community priorities, and plan for the ongoing development of our workforce.

ACHD will improve the ability of staff to understand and recognize the impact of social determinants of health within Adams County and will implement methods to embed this knowledge into every aspect of work.

Develop a scalable model of equitable hiring, retention and promotion practices.



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Public Health Workforce Development Landscape

National

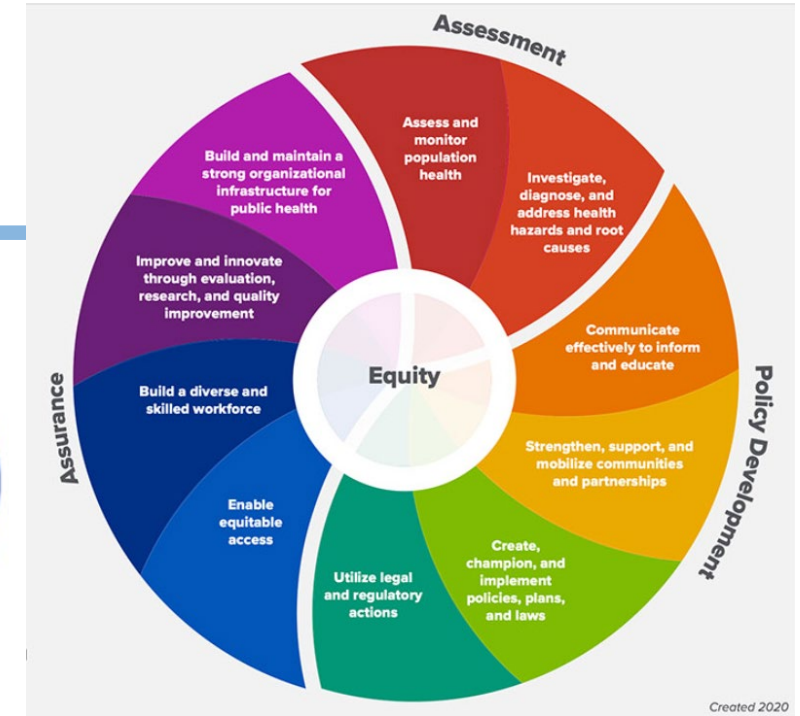
NACCHO Workforce Development & Training

CDC Public Health 3.0 & Healthy People 2030

PHAB Public Health Accreditation Board

Council on Linkages between Academia & Practice Core Competencies for Public Health Professionals

De Beaumont Foundation A call to Action: Building a more strategic public health workforce



Foundational Capability Measures		
Organizational Competencies	8.1.1	qualified & diverse workforce
	8.2.1	workforce development plan
	8.2.2	professional & career development opportunities for all staff



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Public Health Workforce Development Landscape



State

**CDPHE Colorado Public Health
Workforce Gaps & Needs
Assessment (2023)**

**Trailhead Institute Restore:
The Colorado Blueprint for
Innovative Public Health Workforce
Development (2023)**

**Metro Denver Partnership
for Health Building a Regional
Public Health Workforce (2024)**

**Colorado School of Public
Health Academic Health
Department**



Focus Area 1: Recruit and Attract a Diverse Workforce Into Public Health

Toolbox of Possible Strategies to Restore the Workforce Together
Strategies in Action

Focus Area 2: Develop Career and Educational Pathways Including Training for Those Interested in Pursuing a Career in Public Health

Toolbox of Possible Strategies to Develop Career and Educational Pathways
Strategies in Action

Focus Area 3: Retain the Public Health Workforce to Keep Talented Employees, Sustain Positive Outcomes, and Foster a Positive Work Atmosphere

Toolbox of Possible Strategies to Retain the Workforce
Strategies in Action

Focus Area 4: Inform Public Health Decisions With Workforce Data to Identify Trends, Gaps, and Develop Metrics

Toolbox of Possible Strategies for Evidence-based Decision-making
Strategies in Action



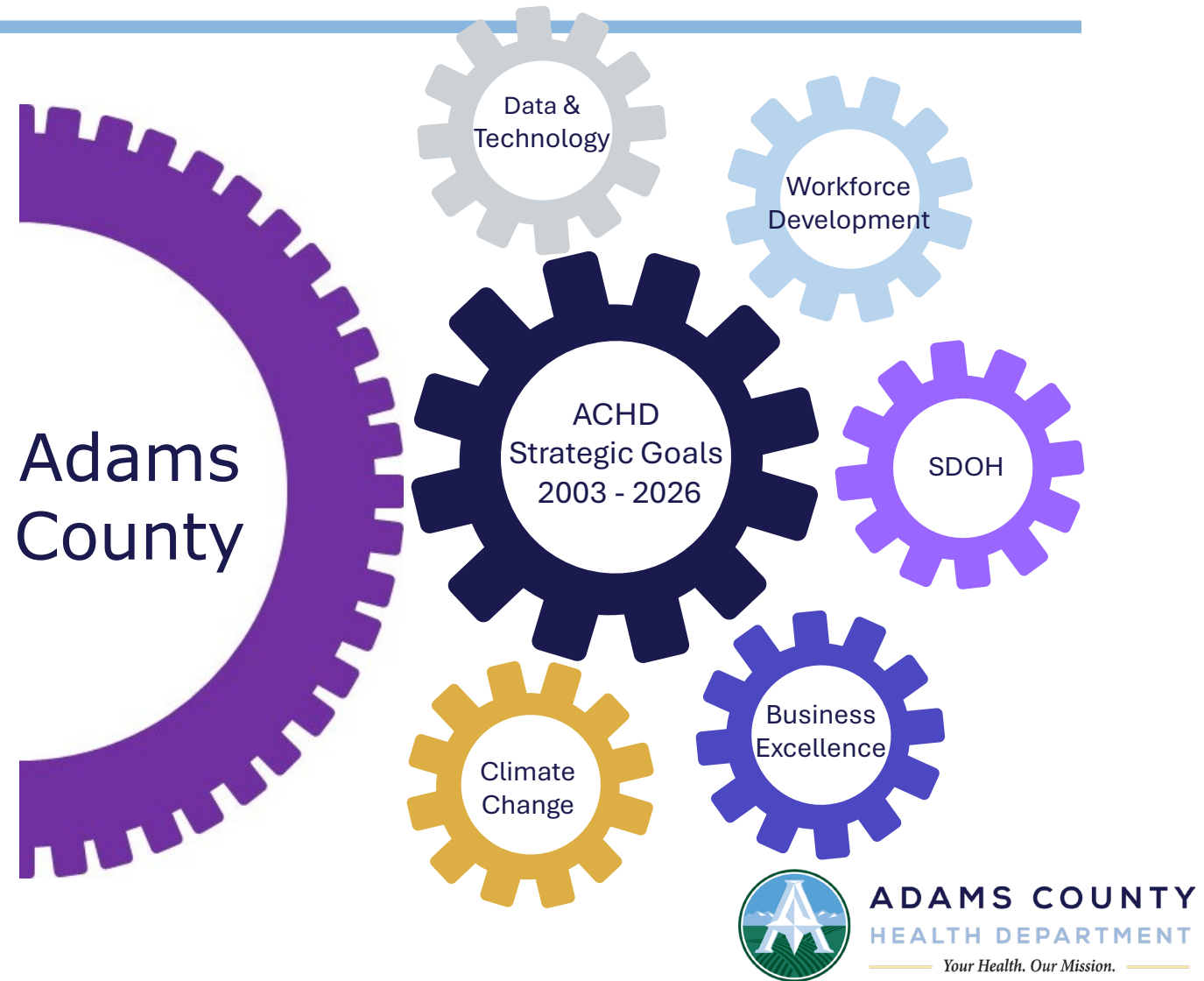
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Public Health Workforce Development Landscape

Adams County

**ACHD Strategic Planning
kick-off: SWOT analysis by ACHD
programs. (2023)**

**ACHD Strategic Plan
Priority areas: 'Call-out'
workforce development in
assessment & training actions.**





Annually assess workforce development public health competencies and plan for ongoing development of our workforce.

Objective 1



Metric(s)

- 1) Completion of a workforce development plan
- 2) Annually assess workforce skills & competencies

Objective in Action

- ✓ Creation of cross divisional workforce development workgroup (WFD workgroup)
- ✓ Public Health WINS 2024 Survey sent out to all staff for completion (results pending early 2025).
- ✓ WFD workgroup connecting with divisions/programs to identify internal and external training needs.

<p>Information will guide</p>	<p>Data will inform the development and priorities of ACHD Workforce Development Plan, identifying trends, gaps and future training metrics.</p>
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By 2026, develop a scalable model of equitable hiring, retention and promotion practices to attract and retain a diverse public health workforce.

Objective 2



Metric(s)

- 1) Scalable model developed and created

Objective in Action (not all specifically tied to the WFD SP efforts)

- ✓ Adams County People & Culture Department
 - Recruitment tools for hiring that focus on reducing bias, recruiting for diversity.
- ✓ Most ACHD Divisions have developed and implemented Career Progression ladder for various positions.
- ✓ Many ACHD Division programs are hosting interns and students to required supervised practice, practicums, capstone and clinical experiences.
- ✓ Creation & testing of New Employee Orientation (NEO) specific to ACHD Public Health and Epidemiology Data & Science Division.

Information will guide

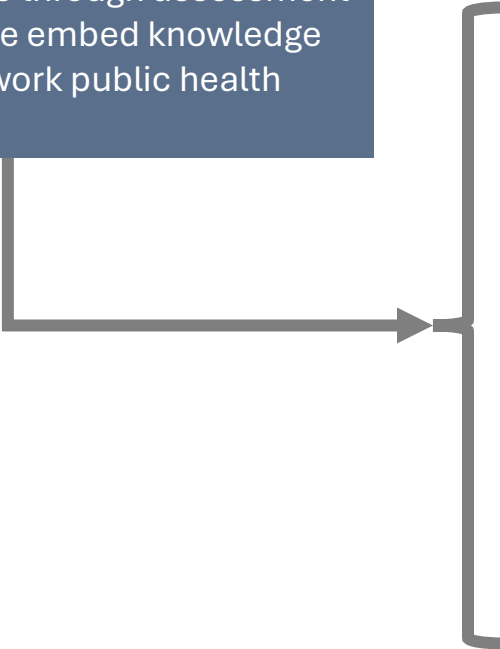
Cataloging current tools and practices across ACHD and Adams County Government will inform organizational alignment and foster new and existing tools for continuous development of the public health employee pipeline, training & development and retention of a diverse workforce.





Advance workforce knowledge and skills to understand and recognize impacts of social determinants of health, environmental justice through assessment and training, therefore embed knowledge into every aspect of work public health work.

Objective 3



Metric(s):

- 1) Competency Assessment (knowledge, implementation & demonstration)

Objective in Action (forth coming)

- ✓ Identify workforce development trainings highlighted in other Strategic Plan priority areas (Environmental Justice, Partnerships to Enhance SDOH, etc.) to create a plan for future trainings offerings, workforce training assessment & data collection.

Information will guide	Standardized tools, training and implementation practices across ACHD to embed into everyday work to improve residents' health outcomes.
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Workforce Development Strategic Plan Workgroup

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