WORKFORCE DEVELOPMENT
LEADING YOUR TEAM TO SUCCESS

Linda Conlon, RN, BAN, MPH
Oneida County Health Department

STRATEGIES FOR WORKFORCE DEVELOPMENT: THE PLAN

Key Steps in the WFD plan process
- Getting Started
- Competencies
- Needs Assessment
- Communication and Tracking
- Implementation
- Evaluation and Monitoring
- WFD Plan Elements
KEY STEPS IN THE WFD PLAN PROCESS

1. Identify a Lead
2. Garner Leadership Support
3. Create a WFD team (if large)
4. Conduct an Environmental scan/gap Analysis
5. Establish Organizational Competencies
6. Conduct Training Needs Assessment
7. Write the Plan
8. Implement and Monitor the Plan
9. Evaluate and update the Plan

VISION “THE VERY ESSENCE OF LEADERSHIP IS THAT YOU HAVE TO HAVE VISION. YOU CAN’T BLOW AN UNCERTAIN TRUMPET.” – THEODORE M. HESBURGH

Where is your department going?
• Clear vision and planning
• Communicate your future outlook to staff, BOH, and stakeholders.

GETTING STARTED

Importance of WFD
Enhance Learning Culture
Leadership Support
Organizational Environment
PHAS requirements
JOB DESCRIPTION
Oneida County

JOB TITLE: Public Health Nurse

DEPARTMENT: Health

Reports To: Public Health Director and Assistant Director

FLSA Status: Nonexempt

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GENERAL SUMMARY:
The Public Health Nurse provides public health nursing services to individuals, families, and population groups. Nursing actions are directed toward the goals of prevention, assessment, risk reduction, and health status improvement for individuals, families, and communities. Nursing activities include, but are not limited to, systematic analysis of health data, care plan development, health education and advocacy, coalition building, and collaborating with community partners to promote the health of a population. Public Health Nurses often collaborate and consult within multidisciplinary and multi‐agency teams in order to achieve desirable outcomes for families and communities.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

Under general supervision and/or as part of various workgroups and teams, the Public Health Nurse performs the following essential functions within the framework of Oneida County Health Department's provision of the core functions and essential services of public health:

Public Health Sciences

1. Performs comprehensive individual and family assessments which include health history, physical assessment, growth monitoring, developmental assessment, psycho‐social assessment, assessment of family functioning, assessment for substance abuse or domestic violence issues, and assessment of basic needs including food, housing, income, resources and supports, and access to health care.
2. Provides care coordination, referral and follow‐up to individuals and families who are members of a vulnerable population and/or high‐risk groups. Evaluates outcomes, effectiveness of plan, and makes changes as necessary.
3. Uses public health surveillance/disease investigation methods in community outreach, screening, and case finding of communicable and infectious diseases that threaten the health of the community.
4. Investigates complaints regarding environmental health problems and environmental health hazards and initiates enforcement or corrective actions as required.

NEEDS ASSESSMENT

“THE KEY TO SUCCESS IS TO START BEFORE YOU’RE READY”.

Mark Forleo
COMMUNICATION AND TRACKING IMPLEMENTATION

• Communication Plan-this should include:
  • Training and curriculum schedules
  • A reporting structure to include employees and leadership
  • A simple table to describe your communication efforts with a timeline, audience, type of deliver and who’s responsible.
• Tracking training that is needed and completed is essential
• Identify responsibility for tracking and should be written in the plan.

TRAINING TRACKING

Evaluation
  • Level 1 Reaction: To what degree do participants react favorably to the training?
  • Level 2 Knowledge: To what degree do participants acquire the intended knowledge, skill, attitudes, confidence, and commitment?
  • Level 3 Behavior: To what degree do participants apply what they learned during training when they are back on the job?
  • Level 4 Results: To what degree do targeted outcomes occur as a result of the training event and subsequent reinforcement?

Monitoring
  • Quarterly
  • Annual review and update based on data
Thank You! Questions?

Linda Conlon, RN, BSN, MPH
Director/Health Officer
Oneida County Health Department
lconlon@co.oneida.wi.us
www.oneidacountypublichealth.org