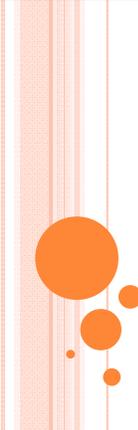


**WORKFORCE COMPETENCY
ASSESSMENT AND DEVELOPMENT**

Sue Kunferman, RN, MSN
Wood County Health Department



DRIVING FORCES...

- Capacity of our workforce to meet challenges
- Accreditation



**PUBLIC HEALTH ACCREDITATION BOARD
STANDARD 8.2**

“Ensure a competent workforce through the assessment of staff competencies, the provision of individual training and professional development, and the provision of a supportive work environment.”

There were significant revisions to the workforce competency development language in the PHAB version 1.5 standards and measures.



MEASURE 8.2.3 EXPANDED

Professional and career development for all staff

- o This was expanded to include an annual professional development plan for all staff.

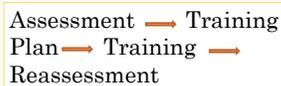


NEW MEASURE: 8.2.4 WORK ENVIRONMENT THAT IS SUPPORTIVE TO THE WORKFORCE

- o Required policies can be incorporated into workforce competency development plan and other activities to address workforce issues.
- o Examples to consider: work/life balance (telecommuting, flexible schedules, breastfeeding support); diversity; assessment of organizational climate; celebration of accomplishments.
- o Other employee retention activities.

AFTER THE PHAB...

- o Clear linkages between attendance at trainings (that are well documented in a log) and core competencies.
- o Linkages with a workforce assessment.



WORKFORCE ASSESSMENT



WiCPHET
WISCONSIN CENTER FOR PUBLIC HEALTH EDUCATION AND TRAINING

Public Health Foundation



www.phf.org



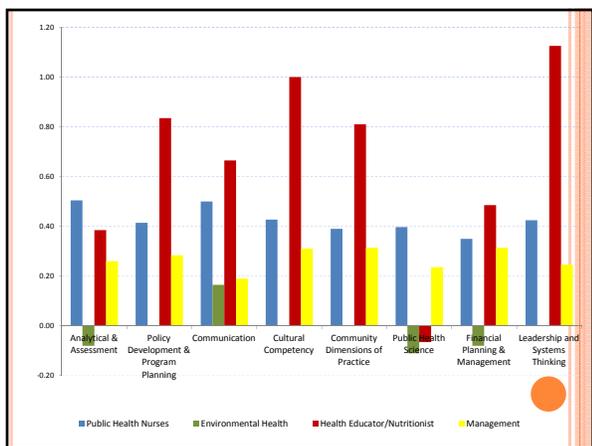
SIMILAR BUT DIFFERENT ASSESSMENTS

WiCPHET

PHF

- Includes importance to job and Need Scores
- Very helpful to prioritize areas for improvement
- Does not include importance to job or Need Scores
- More difficult to identify true gaps that are relevant to daily work





WICPHET ASSESSMENT RESULTS – HIGHEST NEED SCORES

Wood County

- Policy and Program Skills
- Analytical and Assessment Skills
- Cultural Competency Skills

Northern Region

- Policy and Program Skills
- Communication Skills
- Financial Planning and Management

* 80% participation rate





WORKFORCE COMPETENCY DEVELOPMENT PROCESS

- Professional staff complete competency assessment in the 1st quarter of the year.
- Employee reviews results with supervisor and develops a plan to address areas for improvement.
- Strengths are also identified and recognized.
- Trainings completed are documented, along with competencies they were intended to improve.



AND AFTER ALL THAT...



QUESTIONS??

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