How to maximize health department performance—

**WORKFORCE DEVELOPMENT**

**Workforce Development**

A long term commitment by an employer to focus on the employees and continually train them as part of the organization’s mission, vision, and strategic goals.

**Core Competencies**

Core competencies for public health professionals include analytic/assessment skills, policy development and program planning, communication, cultural competency, community dimensions of practice, public health sciences, financial planning and management, and leadership and systems thinking.  

**Administrative Practices**

- Provide skills-based training to promote leadership and competency as well as build other skills
- Provide training in quality improvement or EBDM
- Provide multi-disciplinary training
- Stay up-to-date with informatics and technology
- Provide other opportunities for growth and learning

**Administrative Evidence-based Practices (A-EBPs) are agency-level structures and activities that a LHD can put into place that have been shown to improve performance.**

**SUCCESS STORIES**

Workforce training and experience:

- Is linked to changing performance and teen pregnancy health outcomes
- Builds capacity to locate, appraise, and translate evidence into local context
- Increases interpretation of research findings and implications for action

**TOOLS & RESOURCES**

5. LEAD Toolkits and Resources. [http://prcstl.wustl.edu/ResearchAndFindings/Documents/LEAD-PH_ToolkitsResources.pdf](http://prcstl.wustl.edu/ResearchAndFindings/Documents/LEAD-PH_ToolkitsResources.pdf)

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Contact Katie Duggan, The Prevention Research Center in St. Louis, Email: kduggan@wustl.edu, tel: 314.935.0125