

# AGENDA

## PUBLIC HEALTH ADVISORY BOARD

Public Health System Workforce Workgroup

**January 10, 2024, 9:00-11:00 am**

Join ZoomGov Meeting

<https://www.zoomgov.com/j/1602508420?pwd=cXNGUjNZc0JiSEZmdi85OXNYclNUZz09>

Meeting ID: 160 250 8420

Passcode: 294487

One tap mobile

+16692545252,,1602508420# US (San Jose)

### Meeting objectives:

- Discuss workgroup purpose and group agreements
- Review project timeline, milestones and deliverables
- Review public health system workforce analysis

**Workgroup members:** Veronica Irving, Meghan Chancey, Dr. Marie Boman Davis, Elizabeth Barth, Jiancheng Huang, Michael Walker, Laura Daily, Angie Long, Jonathan Snowden, Anne Arthur, Sandra Hernandez, Cynthia Hunt, Lori Silverman, Lei Kaula, Carolyne Achienza, Bonnie Learner, Patty Toombs, Miranda Williams, Kirsten Aird, Wendy Polulech

**OHA Public Health Division staff:** Kari Christensen, Kim Townsend, Nettie Tiso

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<b>9:00-9:05 am</b>	<b>Opening</b> <ul style="list-style-type: none"><li>• Welcome</li><li>• Review agenda</li><li>• Review meeting cadence</li></ul>	Kari Christensen, OHA Workforce Development Strategist
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<b>9:05-9:25am</b>	<b>Workgroup Member Introductions</b> <ul style="list-style-type: none"><li>• 1-min per person</li></ul>	Workgroup

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<b>9:20-9:35 am</b>	<b>Project Overview</b> <ul style="list-style-type: none"> <li>• Review Project Timeline</li> <li>• Review project phases, milestones and deliverables</li> </ul>	Kim Townsend, OHA Project Manager
<b>9:45-9:50 am</b>	<b>Workgroup agreements</b> <ul style="list-style-type: none"> <li>• Review group agreements</li> <li>• Workgroup member reflections</li> </ul>	Kari Christensen
<b>9:50-10:00 am</b>	<b>Break</b>	Workgroup
<b>10:00 – 10:20 am</b>	<b>Public Health System Workforce Analysis Presentation</b> <ul style="list-style-type: none"> <li>• Background</li> <li>• WYSAC's Role</li> <li>• Sources</li> <li>• Research Questions</li> </ul>	Emily A. Grant, Senior Research Scientist Lena Dechert, Assistant Research Scientist Wyoming Survey & Analysis Center (WYSAC)
<b>10:20 – 10:40 am</b>	<b>Facilitated Discussion of Public Health System Workforce Analysis</b> <ul style="list-style-type: none"> <li>• Discussion and questions</li> </ul>	Emily A. Grant Lena Dechert  Workgroup
<b>10:40-10:50 am</b>	<b>Public comment</b>	Kari Christensen
<b>10:50-11:00 am</b>	<b>Closing</b> <ul style="list-style-type: none"> <li>• Review bio request</li> <li>• Next meeting, February 14<sup>th</sup> 9:00 - 11:00 am</li> <li>• Adjourn</li> </ul>	Kari Christensen

# BIO

## **PUBLIC HEALTH ADVISORY BOARD**

Public Health System Workforce Workgroup

Date of request: January 10, 2024

### **Bio request, please include:**

- A headshot photo (optional)
- Your first and last name
- Your contact information (email, phone – your choice)
- Your public health system partnership category (OHA, LPHA, CBO, Tribe, Academia)
- The agency or organization you currently work at.
- Your current role or function. Include your current title or a short, descriptive phrase about your role.
- Your north star: People reading your bio will also want to get a sense of who you are. Listing your overall goal, values, or a statement that describes your interest in public health workforce will help the workgroup get to know you.

OHA staff will compile all bios and share them with the workgroup at the next meeting, February 14<sup>th</sup> 9:00 am – 11:00am

### **Due date:**

- Send to Kari Christensen, [kari.a.christensen@oha.oregon.gov](mailto:kari.a.christensen@oha.oregon.gov) by 5:00PM on **February 5, 2024.**
- Thank you!

Everyone has a right to know about and use Oregon Health Authority (OHA) programs and services. OHA provides free help. Some examples of the free help OHA can provide are:

- Sign language and spoken language interpreters.
- Written materials in other languages.
- Braille.
- Large print.
- Audio and other formats.

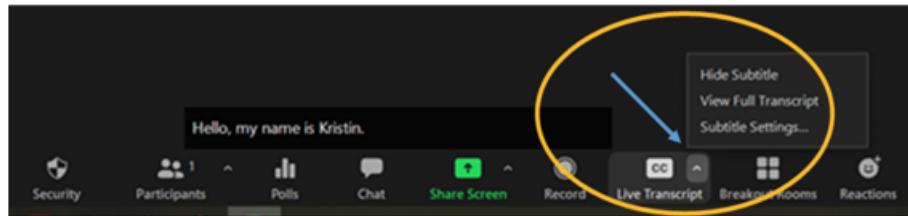
If you need help or have questions, please contact Kari Christensen: at 971-601-0298, 711 TTY, or [publichealth.policy@odhsosha.oregon.gov](mailto:publichealth.policy@odhsosha.oregon.gov) at least 48 hours before the meeting.

# PHAB Workgroup

# Public Health System Workforce

# Real-time captioning and transcription service

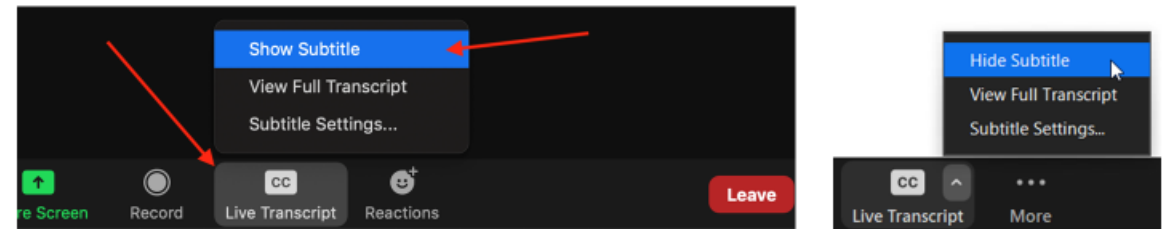
## Enabling Closed Captions



Click the small arrow next to “CC Live Transcript” to access caption controls. You can hide the subtitles or view the full transcript.

## Cómo habilitar los subtítulos en Zoom

- Haga clic en el botón ‘CC Live Transcript’ para activar los subtítulos.
- Haga clic en la flecha pequeña al lado del botón ‘CC Live Transcript’ para acceder a los controles de los subtítulos.
- Puede esconder los subtítulos—‘Hide Subtitle’, o mirar la transcripción completa de los subtítulos—‘View Full Transcript’.



Send a direct message to Kim Townsend for support with accommodation related questions during this meeting.

# Alternate Format and Accommodation Requests

- Everyone has a right to know about and use Oregon Health Authority (OHA) programs and services. OHA provides free help. Some examples of the free help OHA can provide are:
  - Sign language and spoken language interpreters.
  - Written materials in other languages.
  - Braille.
  - Large print.
  - Audio and other formats.
- To request an alternate format or make an accommodation request for future meetings please contact Kari Christensen: at 971-601-0298, 711 TTY, or [publichealth.policy@odhsoha.oregon.gov](mailto:publichealth.policy@odhsoha.oregon.gov) at least 48 hours before the meeting.

# Opening

Welcome

Review agenda

Review meeting cadence



# Workgroup Agenda

Topic	Slide #	Led by	Time
Opening & Agenda	2-3	Kari Christensen	5 mins
Workgroup Member Introductions	4-5	Workgroup	20 mins
Project Overview	6-9	Kim Townsend	15 mins
Workgroup Agreements	10	Kari Christensen	5 mins
Break	11	Workgroup	10 mins
Public Health System Workforce Analysis Presentation	12	Emily A. Grant, Lena Dechert	20 mins
Facilitated Discussion of Public Health System Workforce Analysis	12	Emily A. Grant, Lena Dechert	20 mins
Public Comment	13	Kari Christensen	10 mins
Closing	14	Kari Christensen	10 mins

# Introductions

Name

Pronouns

Visual Description

Organization

What sheep are you and why?

# On this sheep-scale how do you feel today and why?



# Project Overview

Review Project Timeline

Review project phases, milestones and deliverables

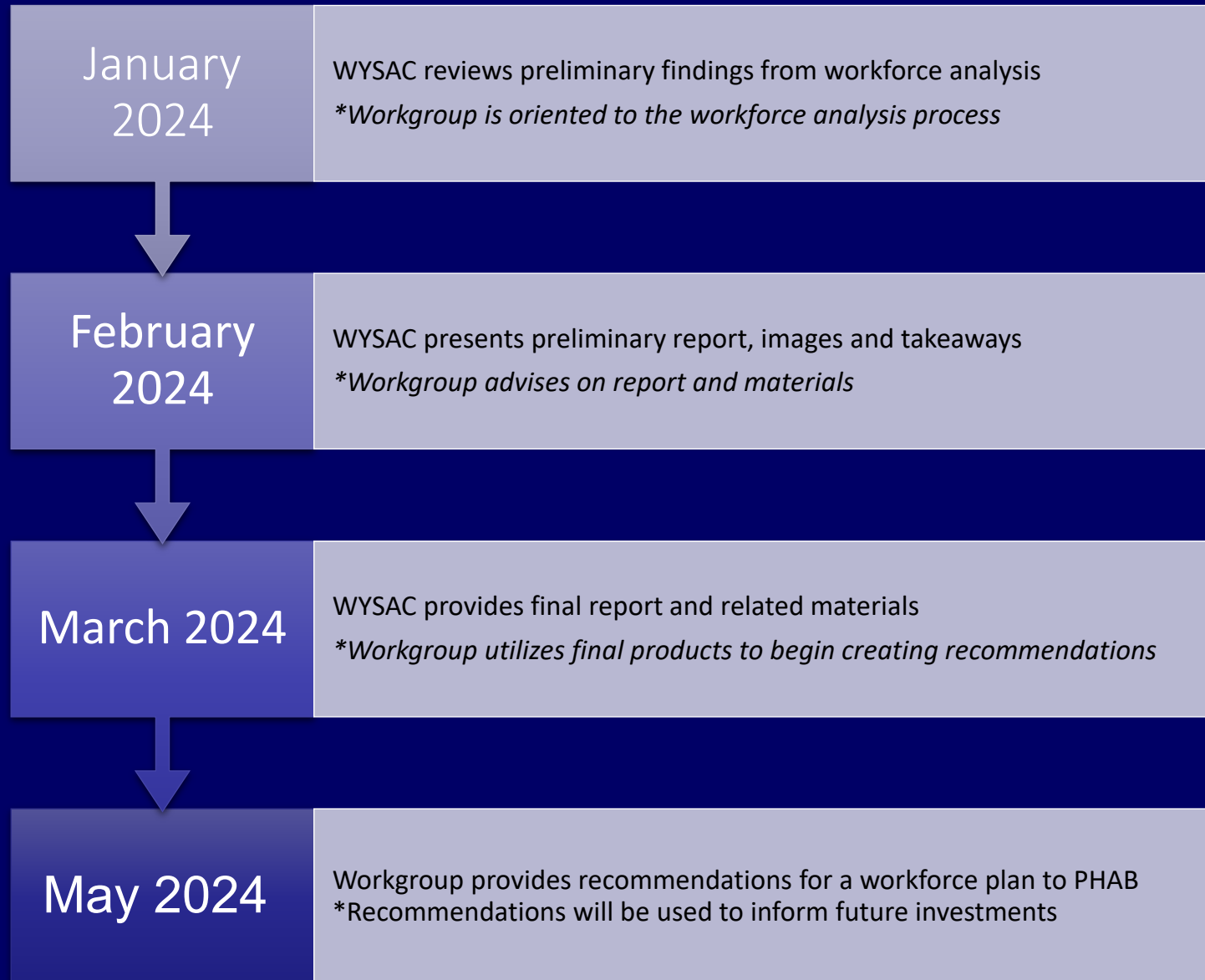
# The \$50 million Public Health Modernization funding supports the following:

## **Public health workforce development and retention**

- Develop a statewide public health workforce plan ready for implementation
- Retain a local and tribal workforce to meet geographic and culturally specific priorities
- Ensure state capacity to administer grants and contracts, and monitor and evaluate use of funds
- Increase the number of funded CBOs, with a focus on filling known gaps in rural communities and disability communities

[https://www.oregon.gov/oha/PH/ABOUT/TASKFORCE/Documents/OHA\\_053023\\_Invest.pdf](https://www.oregon.gov/oha/PH/ABOUT/TASKFORCE/Documents/OHA_053023_Invest.pdf)

## Phase 1 Timeline: Analysis



## Phase 2 Timeline: Plan Development

June 2024 – June 2025

- Develop and finalize Statewide Public Health System Workforce Plan ([legislative requirement](#))

# Milestones and Deliverables

## Milestones

- Workgroup members recruited and convened
- WYSAC produces draft analysis of public health workforce report
- Workgroup analyzes draft report to produce recommendations for a workforce plan
- WYSAC products are complete and shared with project team and workgroup
- Workgroup develops a statewide public health system workforce plan ready for implementation

## Deliverables

- Report and materials from WYSAC (Phase 1)
- Workgroup recommendations (Phase 1)
- Statewide Public Health System Workforce Plan (Phase 2)



# Group Agreements

- Learn from previous experiences and focus on moving forward
- Slow down to support full participation by all group members
- Stay engaged
- Speak your truth and hear the truth of others
- Expect and accept non-closure
- Experience discomfort
- Name and account for power dynamics
- Move up, move back
- Confidentiality
- Acknowledge intent but center impact: ouch/oops
- Hold grace around the challenges of working in a virtual space
- Remember our interdependence and interconnectedness
- Share responsibility for the success of our work together

# Break Time

# Public Health System Workforce Analysis Presentation - WYSAC

# Public Comment

10 minutes

# Closing

Review bio request

Next meeting, February 14<sup>th</sup> 9:00 am -11:00 am

Adjourn

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# Public Health System Workforce Analysis

Wyoming Survey & Analysis Center  
University of Wyoming

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# Background

- Needs Assessments
- Planning
- Evaluation
- Technical Assistance
- Research
- Data Support

**EMILY GRANT**



**LENA DECHERT**



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# WYSAC's Role

- Review background materials provided by OHA-PHD on source data for workforce of Oregon public health system
- Review and synthesize secondary (existing data) on workforce for Oregon's public health system
- Share preliminary findings and identify key takeaways
- Develop accessible materials that are succinct and use plain language for use by the Public Health System Workforce Project workgroup of the Oregon Public Health Advisory Board, OHA-PHD, and other partners.



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# Sources

- State of Oregon Public Health Modernization Assessment (BERK report, 2016)
- Oregon's Local Public Health Workforce Report (Coalition of Local Health Officials (CLHO), 2021)
- Public Health Response to the COVID-19 Pandemic in Oregon (3 reports, Rede Group, 2022 – 2023)
- Survey Modernization Reports (3 reports)
- LPHA Accomplishments
- Oregon's previous SHIP
- Public Health Modernization Evaluation Report 2021-2023
- Public Health Data Modernization Report (OHA-PHD, 2023)
- Health Care Workforce Needs Assessment (OSU, 2023)
- PH WINS data
- Legislative documents

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# Research Questions

## 1. WHAT IS THE EXISTING CAPACITY OF THE PUBLIC HEALTH WORKFORCE SYSTEM

- a. Staffing
- b. Knowledge and skills
- c. Identified workforce capacity
- d. Workforce needs
- e. Workforce gaps

## 2. WHAT ARE THE IDENTIFIED ACCOMPLISHMENTS, CHALLENGES, AND RECOMMENDATIONS?

- a. Recommendations from existing workforce assessments
  - i. How are they the same
  - ii. How are they different
- b. Accomplishments & Success
- c. Challenges

Sources by Research Question	Staffing (1a)	Skills (1b)	Capacity (1c)	Needs (1d)	Gaps (1e)	Recommendation (2a)	Accomplishment (2b)	Challenges (2c)
CLHO Report	✓	✓	✓	✓	✓	✓	✓	✓
Rede Reports	✓	✓	✓	✓	✓	✓	✓	✓
Survey Modernization Reports				✓	✓	✓	✓	✓
PHM Evaluation 2023	✓	✓	✓	✓	✓	✓	✓	✓
Oregon's Previous SHIP				✓				
Data Modernization Initiative	✓	✓		✓	✓	✓		✓
OSU Needs Assessment	✓							✓
PH WINS Data	✓	✓						
LPHA Accomplishments	✓				✓		✓	
Legislative documentation					✓			
PHM Assessment 2016			✓	✓	✓	✓		

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Sources by Partner Category	State	LPHA	CBO	Tribal	Academic
CLHO Report	✓	✓	✓		✓
Rede Reports	✓	✓	✓		✓
Survey Modernization Reports	✓	✓	✓	✓	
PHM Evaluation 2023	✓	✓			
Oregon's Previous SHIP	✓				
Data Modernization Initiative	✓	✓			
OSU Needs Assessment	✓	✓	✓	✓	
PH WINS Data	✓				
LPHA Accomplishments		✓			
Legislative documentation	✓	✓	✓		
PHM Assessment 2016	✓	✓			

# Project Timeline

