

AGENDA

PUBLIC HEALTH ADVISORY BOARD

Public Health System Workforce Workgroup

March 13, 2024, 9:00-11:00 am

Join ZoomGov Meeting (FYI – this is the same link as Feb – does it need to change?)

<https://www.zoomgov.com/j/1600418678?pwd=akl3YXRmK1J1eWNYNWpDaEFZUWg2UT09>

Meeting ID: 160 041 8678

Passcode: 565972

One tap mobile

+16692545252,,1600418678# US (San Jose)

+16468287666,,1600418678# US (New York)

Meeting objectives:

- Review overall project scope and timeline updates
- Introduction of interactive activity planned for April
- Update on WYSAC report and analysis
- Discussion on the connection between the Foundational Capabilities and the public health workforce

Workgroup members: Veronica Irvin, 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, Carolyn Achienza, Bonnie Learner, Patty Toombs, Miranda Williams, Kirsten Aird, Wendy Polulech

OHA Public Health Division staff: Kirsten Aird, Tessa Jaqua, Kari Christensen, Kim Townsend, Tamby Moore

9:00-9:10 am

Opening

- Welcome
- Review agenda
- Review group agreements
- Review April meetings changes & goals

Kirsten Aird, Interim
Deputy Director/Policy
and Partnership
Director

9:10-9:30 am	Project Overview and Updates <ul style="list-style-type: none"> Review project timeline Review project phases Milestones, deliverables, and resources 	Tessa Jaqua, Kirsten Aird
9:30-9:50 am	Public Health System Workforce Analysis Update <ul style="list-style-type: none"> Overview Current Status and timeline How this will fit into the PHAB deliverables 	Emily A. Grant, Senior Research Scientist Lena Dechert, Assistant Research Scientist Wyoming Survey & Analysis Center (WYSAC)
9:50-10:00 am	Break	Workgroup
10:00-10:45 am	The Foundational Capabilities & Our Workforce <ul style="list-style-type: none"> Interactive activity & discussion building connection between each of the 7 capabilities and current partner workforces 	Tessa Jaqua
10:45-10:55 am	Public comment	Kirstin Aird
10:55-11:00 am	Closing <ul style="list-style-type: none"> Review bio request reminder Next meeting, April 9:00 -11:00 am Adjourn 	Tessa Jaqua

BIO

PUBLIC HEALTH ADVISORY BOARD

Public Health System Workforce Workgroup

Reminder!

Original 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 an upcoming meeting

Due date:

- Send to Tamby Moore tamby.m.moore@oha.oregon.gov, ASAP - 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 Tamby Moore: at 503-586-6321, 711 TTY, or tamby.m.moore@oha.oregon.gov 48 hours before the meeting.

PUBLIC HEALTH ADVISORY BOARD

Public Health System Workforce Workgroup Meeting

Feb 14, 2024

9:00 AM – 10:45 AM

Members present: Tessa Jaqua, Wendy Polulech, Kirsten Aird, Steven Fiala, Jonathan Snowden, Megahn Chancey, Angela Long, Jiancheng Huang, Lori Silverman, Bonnie Lerner, Emily Grant, Cynthia Hunt, Annel, Kusuma Madamala, Kim Townsend, Nettie Tiso, Tamby Moore, Michael Walker, Marie Boman-Davis, Veronica Irvin, Carol Achienza, Kelsie Young, Sandra H, Eliizabeth Barth, Laura Daily, Sandi Rice, Lane Dechert

Workgroup introductions and updates

Presented by Kirsten Aird

- The process of creating the POPs has changed.
 - Feedback is expected in late spring, which will inform recommendations to the governor's office for budgeting in late fall/early winter.
 - The group now has more time to formulate recommendations.
 - The group's work will be presented to PHAB in November.
 - Veronica Irvin raised a question about the timeline.
 - Community feedback is scheduled for April, with a focus on concepts rather than specific amounts.
 - JianCheng Huang emphasized that budgeting for this project should consider federal, state, and local levels.
-

Defining the Public Health System and OHA Health Equity Goals

Presented by Steven Fiala

- Steven Fiala presented the first slide with graphics of the Public Health system in Oregon.
- He discussed the modernized framework for public health and how the modernization manual operationalizes the framework.
- He noted that the 2016 recommendations did not account for the pandemic and tribal groups.
- Current projects include the Public Health system Workforce plan and Equity Framework.
- He outlined the legislative investment in public health modernization from 2017 to 2025, totaling over \$100m across various sectors.
- Marie Boman-Davis noted a connection between the manual and the initial investment request, and how the use of incremental investments has prolonged the modernization initiative.
- Steven Fiala also noted that we are still in the first phase and unable to fully implement.
- Sandra H raised a question about how to advocate for more funding for the modernization process and dismantle power structures.
- Veronica Irvin noted that the group had asked for \$300m but only received \$50m for the latest investment.
- Lori Silverman asked why there are 33 LPHAs instead of 36, to which Kirsten responded that some counties have turned over Public Health authority to OHA.
- Carol Achienza asked about equity as a foundational capability and how the work areas were determined.

WYSAC Deliverables: An Overview of the Fiscal Analysis

Presented by Emily Grant

- WYSAC has been working with Oregon for about 14 years.
- Four CBOs, four OHA, and four LPHAs asked about missing data.

- The recommendations in the synthesis documents are informed by reports that Oregon has done.
- Kirsten Aird noted that the workgroup will hear about the process for completing the costing and capacity study next time.
- CBOs lack information due to insufficient reporting.
- Marie Boman-Davis suggested adding a timeframe to this report for clarity.
- Lori Silverman noted that demographic framing cannot be separated from these standalone elements.
- Veronica Irvin recommended adding geographic information.
- Emily Grant asked whether these conversations have been had.
- Veronica Irvin noted that there is currently no conversation but it can be done.
- Marie Boman-Davis noted that there are minutes for the CBO POPs and several documents that can be referenced.
- Sandra H mentioned that staffing for CBOs is difficult due to a disconnect between OHA and CBO staffing.
- Lori Silverman asked if the Oregon employment department could provide some of the data.
- Angela Long asked if there is a section in this report about potential solutions for the workforce shortage.
- Bonnie Lerner mentioned that CBOs have been very engaged with the PH Equity Team and that there was a robust advocacy group composed of the funded CBOs.
- Carol Achienza mentioned the importance of understanding what we are staffing for and considering population increase or an increase in public health needs.
- Meghan Chancey suggested adding the geography that CBOs have covered.
- Laura Daily noted the importance of looking at the public health pipeline for workforce staffing issues and considering students coming out of school, including K-12.

- Kirsten Aird reminded all members that they are meant to define the scope of work that this workgroup is doing.
 - Veronica Irvin asked if tribal public health is included in this report and if there is sufficient representation from tribal partners in this workgroup.
 - Lori Silverman mentioned the idea of redesigning jobs and considering a multi-generational workforce.
 - Laura Daily asked if CBOs funded during COVID would be included.
 - Kirsten Aird said that can be determined by members.
 - Marie Boman-Davis said it would be important to mention which jobs are governed by which entity.
-

Public Comment

- No public comments
-

Meeting Adjourned at 10:45 AM

PHAB Workgroup

Public Health System Workforce Meeting

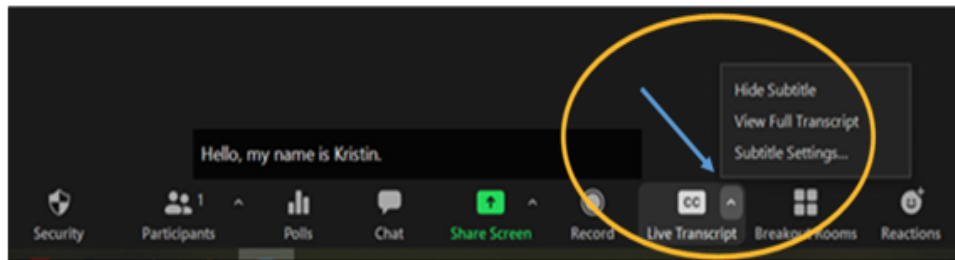
March 13th, 2024 9:00 AM – 11:00 AM



OREGON PUBLIC HEALTH DIVISION

Real-time captioning and transcription service

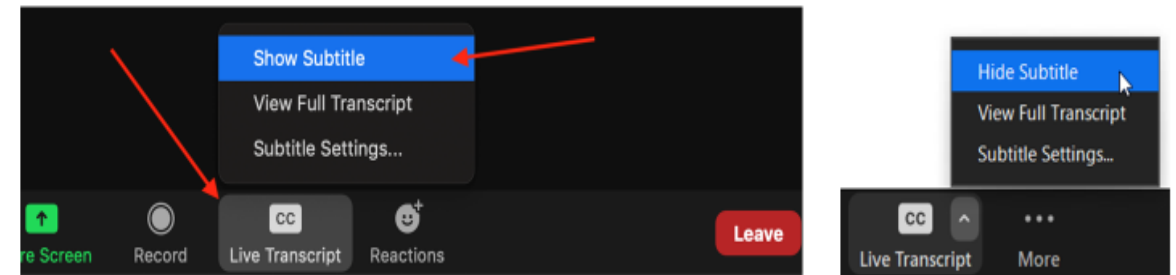
Enabling Closed Captions



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’.



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 Tamby Moore: at 503-586-6321, 711 TTY, or tamby.m.moore@oha.oregon.gov 48 hours before the meeting.

Opening

Presented by: Kirsten Aird

Workgroup Agenda

Topic	Slide #	Led by	Time
Opening & Agenda	4	Kirsten Aird	10 mins
Project Overview & Updates		Kirsten Aird	20 mins
Public Health System Workforce Analysis Update		Emily A. Grant, Lena Dechert	20 mins
Break			10 mins
Facilitated Activity		Tessa Jaqua	45 mins
Public Comment		Kirsten Aird	10 mins
Closing		Tessa Jaqua	5

PHAB 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

April Workgroup Meeting Change

- Initially scheduled for 4/3/24 9:00-11:00AM
 - Conflicts with National Public Health Week
- Changed to 4/11/24 9:00-11:00AM
- Hybrid meeting – Portland State Office Building, Room 177

Project Update and Overview

Presented by: Kirsten Aird, Tessa Jaqua

Project Phases & Timeline Updates

Phase 1: Report and materials from WYSAC and related workgroup recommendations

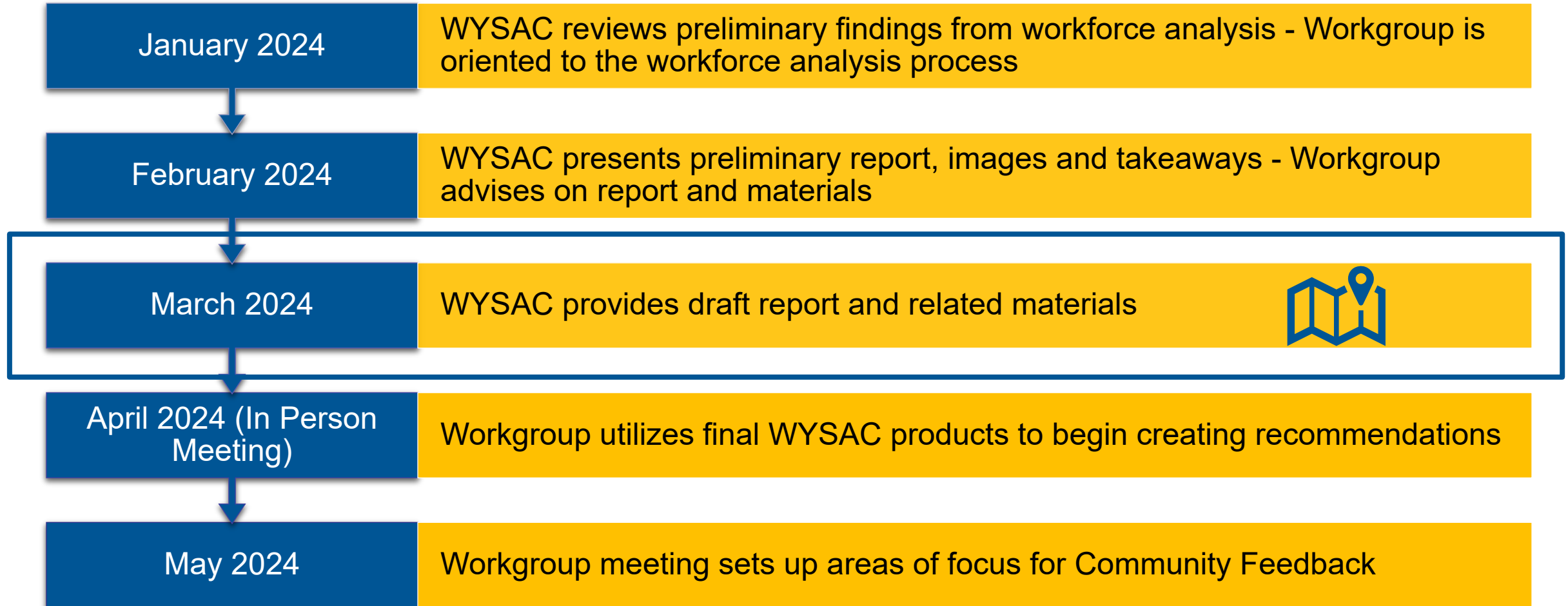


Phase 2: Builds the Recommendations for the Plan based on WYSAC report

Phase 3: Costing and Capacity Assessment analysis and combined recommendations delivered to PHAB

Beyond this project: Statewide Public Health System Workforce Plan

Phase 1 Timeline: Analysis



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 analyzes Costing and Capacity Assessment to produce recommendations for a workforce plan
- Recommendations document is produced
- Recommendations for a workforce plan are produced and confirmed by PHAB

Deliverables

- Report and materials from WYSAC
- WYSAC workgroup recommendations
- Costing and Capacity Assessment analysis
- Combined recommendations delivered to PHAB
- Statewide Public Health System Workforce Plan

Public Health System Workforce Analysis Update

Presented by: Emily Grant & Lena Dechert, WYSAC

Break Time

Facilitated Activity

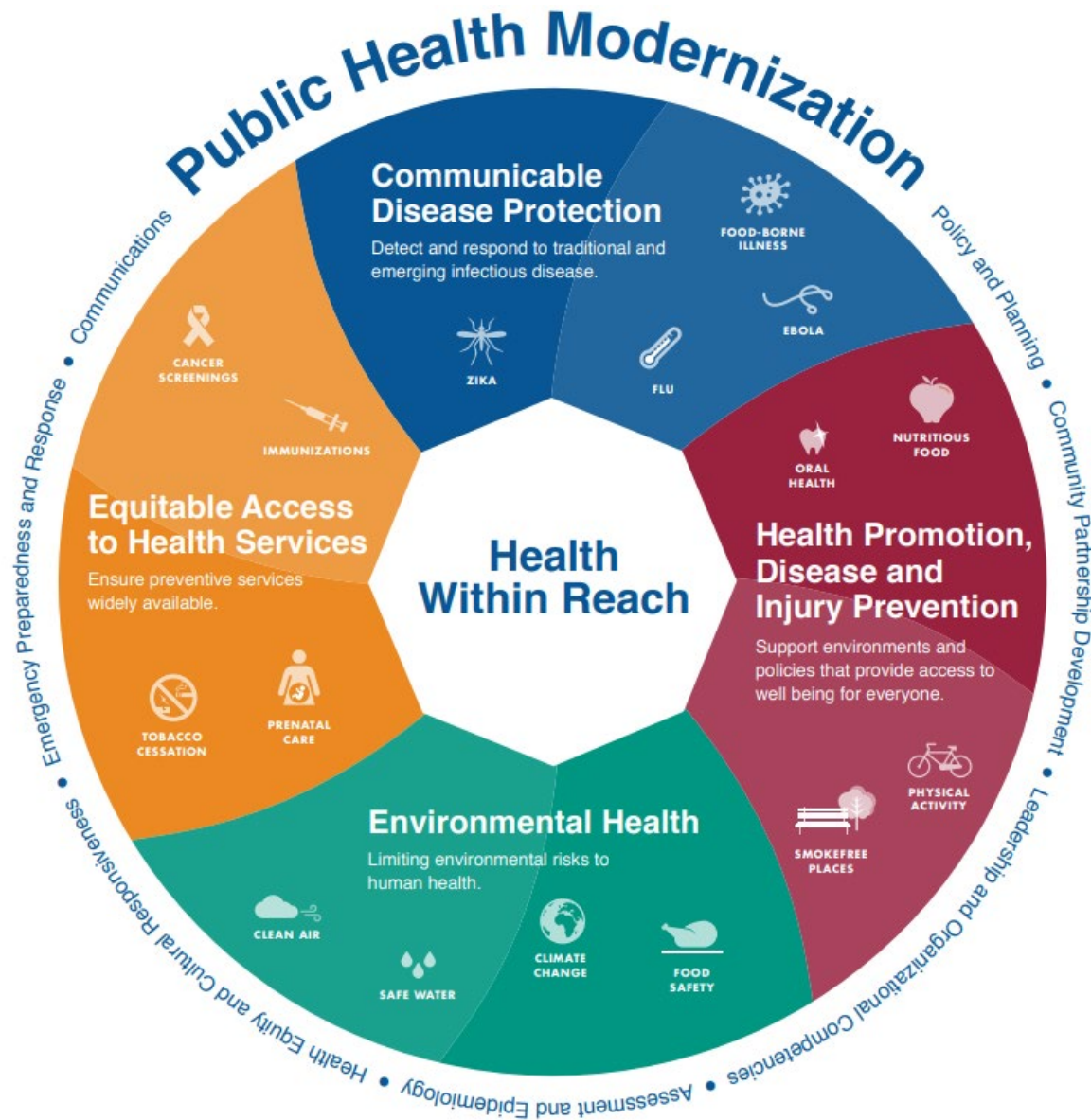
Presented By: Tessa Jaqua

Activity Goal

Ground the committee in connection and reflection on their experiences here and now within the public health workforce and its pipeline through the lens of the foundational capabilities.

- This information will be collected and cross-walked with the WYSAC reports

This activity will serve as a primer for our interactive meeting in April.



Public Health Modernization & Workforce

Core functions

- Communicable Disease Protection
- Equitable Access to Health Services
- Environmental Health
- Health Promotion, Disease and Injury Prevention

Foundational Capabilities

- Leadership and Organizational Competencies
- Health Equity and Cultural Responsiveness
- Assessment and Epidemiology
- Community Partnership Development
- Policy and Planning
- Communications
- Assessment and Epidemiology
- Emergency Preparedness and Response
- Communications
- Policy and Planning

Activity Instructions

Review each foundational capability and reflect on two questions for each capability-

1) What are the systemic barriers/gaps you, your organization, and/or your piece of the workforce are facing right now?

2) What are the workforce needs you, your organization, or your piece of the workforce are facing right now?

To contribute your reflections, open the jamboard link -

- add your thoughts directly to each capabilities page via sticky or text
- you can also put reflections in the chat as well or raise your hand and share if that is more accessible.

Public Comment

Closing

Review bio request

Next meeting – April 11th 9:00 – 11:00am

Adjourn

Public Health System Workforce Analysis

Wyoming Survey & Analysis Center
University of Wyoming

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.

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

Background

History

Foundational Public Health Service Framework

General workforce information

3 pages

Sources

[Local PH in Oregon: An Overview](#), 2014

[Local PH in Oregon](#), n.d.

[State of Oregon PHM Assessment Report](#), 2016

[Statewide PHM Plan](#), 2016

[PHM Manual](#), 2017

[The Health and Economic Benefits of PHM in Oregon](#), 2016

[PHM Implementation](#), 2018

[Oregon PHM Evaluation Report: 2021-2023 Biennium](#), 2023

[Staffing Up and Sustaining the PH Workforce](#), 2023

Staffing

Current Staffing Levels

Challenges

Accomplishments

4 pages

Sources

[Oregon's Health Care Workforce Needs Assessment, 2023](#)

[Oregon's Local PH Workforce Report, 2022](#)

[Oregon PHM Evaluation Report: 2021-2023 Biennium, 2023](#)

[LPHA PHM: 2021-23 Themes and Accomplishments, 2023](#)

[PH Response to the COVID-19 Pandemic in Oregon, 2023](#)

DMI Recommendations Report, 2023

Demographics

Workforce Demographics

Challenges

Accomplishments

3 pages

Sources

PH WINS, 2021

[Oregon's Health Care
Workforce Needs Assessment,](#)
2023

[Oregon's Local PH Workforce
Report,](#) 2022

[2020-2024 State Health
Improvement Plan,](#) 2020

[Oregon PHM Evaluation
Report,](#) 2023

Knowledge and Skills

Formal Education

Challenges

Accomplishments

3 pages

Sources

[Oregon's Health Care Workforce Needs Assessment, 2023](#)

[Oregon's Local PH Workforce Report, 2022](#)

[PH Response to the COVID-19 Pandemic in Oregon, 2023](#)

[DMI Recommendations Report, 2023](#)

[Oregon PHM Evaluation Report: 2021-2023 Biennium, 2023](#)

[LPHA PHM: 2021-23 Themes and Accomplishments, 2023](#)

Capacity

Capacity of the workforce

Challenges

Staffing Capacity During COVID

Equity Capacity During COVID

Accomplishments

4 pages

Sources

[Oregon's Local PH Workforce Report, 2022](#)

[PH Response to the COVID-19 Pandemic in Oregon, 2023](#)

[Oregon PHM Evaluation Report: 2021-2023 Biennium, 2023](#)

[LPHA PHM: 2021-23 Themes and Accomplishments, 2023](#)

[PHM, 2023](#)

[Oregon's Health Care Workforce Needs Assessment, 2023](#)

Capacity

Foundational Capability

Core Principle

Gaps

Needs

Recommendations

10 pages

Sources

[PH Response to the COVID-19 Pandemic in Oregon](#), 2023

[Oregon's Health Care Workforce Needs Assessment](#), 2023

[Pacific Islander Data Modernization in Oregon](#), 2021

[Engaging Communities in the Modernization of a PH Survey System](#), 2021

[Oregon Tribal Survey Modernization Project](#), 2021

[LPHA PHM: 2021-23 Themes and Accomplishments](#), 2023

[Oregon PHM Evaluation Report: 2021-2023 Biennium](#), 2023

[2020-2024 State Health Improvement Plan](#), 2020

[Oregon's Local PH Workforce Report](#), 2022

DMI Recommendations Report, 2023

PH WINS, 2021

Project Timeline

