

Workforce Development

Crawford, Seneca, and Wyandot Local Public Health Departments
April – December 2017

Project Description

The Crawford, Seneca and Wyandot Local Public Health Departments joined together to request training/ technical assistance through the Public Health Accreditation Support Project to create individual Workforce Development Plans (WFD Plan). Highlights of the project were:

- Request for training/ technical assistance was approved by the Ohio Department of Health (ODH) in March 2017
- Training/technical assistance was provided through the Center for Public Health Practice (CPHP) at the Ohio State University starting in April 2017
- All three agencies participated in distance and in-person learning sessions that provided tools, guidance, support and resources
- A Workforce Development Plan template created by CPHP was used by all 3 agencies to write plans unique to their agency needs and goals

Why Was it Selected?

- All three agencies did not have Workforce Development Plans that met PHAB standards
- Desire to promote, strengthen and retain a competent workforce
- Ultimately to help improve services provided to residents in our communities

What We Did

Teams from each local health department were assembled and participated in distance learning sessions that included a series of six webinars and in-person trainings facilitated by CPHP. They then:

- Worked together to complete tasks as needed to gradually build an agency specific Workforce Development Plan.
- Conducted gap analysis and various needs assessments for each agency.
- Developed a set of organizational competencies and agency specific communication, curriculum and training plans.
- Created a strategic approach to developing and maintaining a competent public health workforce



Lessons Learned

Key takeaways from the project:

- Communication with team members and staff was a critical element throughout the entire process
- Importance of providing continuous training and education to staff

What We Made

Each agency devoted a large amount of time and energy to create their own Workforce Development Plan. Ongoing WFD teams were assembled to continue and sustain project goals and objectives. All three organizations had positive experiences throughout the process and recognized the need to continue efforts to enhance the training, skills and performance of their workforce.

Crawford County

- Created methods for positive recognition and ongoing support

Seneca County

- Created consistent training and curriculum schedules for all staff, division and/or discipline specific

Wyandot County

- Formed a Workforce Development Communications Team to address findings from their annual employee satisfaction survey



Project Participants

Team members for each county that worked diligently to create their WFD Plans included:

Wyandot County Public Health

Barb Mewhorter
Claire Russel
Laura Hoepf
Arlene Schriener

Seneca County General Health District

Beth Schweitzer
Laura Bogard
Anita Gaietto
Nancy Frankart
Nicki Rumschlag
Kelly Cholodewitsch

Crawford County Public Health

Kate Seifert
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