



NEW LHO TRAINING PROGRAM

New Local Health Officer Training Program

NACCHO, with generous support from the CDC, is preparing to launch the New Local Health Official (LHO) Training Program. In 2023–24, NACCHO will be creating a community of practice for new local health officials, which will include four learner calls, a virtual community, and a training session at NACCHO 360 2024 in Detroit, MI. The full training program is a 12-month learning experience for new LHOs that builds leadership capabilities through active engagement, exploration, coaching, goal setting, and practice, which will launch the first cohort in January 2025.



The program is designed for LHOs who have been in their position for two years or fewer. The unique aspects include the use of a community learning approach that incorporates external trainers, coaches, and facilitators from various LHDs, subject matter experts, experienced LHOs, and NACCHO staff. The curriculum is designed for the modern learner and is based on current and emerging LHO roles and responsibilities. The curriculum is based on the findings of an [extensive needs assessment](#) and the development of the curriculum is being guided by an Advisory Committee made up of new and experienced LHOs. In addition, the curriculum review process engaged a diverse pool of LHOs representing different jurisdictions, LHD size, geographic locations, governance structure, and lengths of service.

Through participation in the program, new LHOs will accomplish the following goals:

1. **Build** a sustainable and supportive network of peer and mentor relationships.
2. **Create** a thorough understanding of the current public health field and the foundational capabilities of local public health departments.
3. **Strengthen** advocacy and voice as thought leaders and forward-thinking strategists to drive the modernization of public health practice.
4. **Develop** the knowledge and skills necessary to address racial inequities and champion health equity.



5. **Expand** leadership skills through practice to foster success, drive innovation, and lead in today's public health landscape.
6. **Commit** to lifelong learning, continued growth, and resiliency as leaders.
7. **Develop** the diversified management skillset needed to support, transform, and lead their health departments.

There are four units in the program, with each unit spanning three months:

1. **Establishing Personal Leadership Skills and Style:** Leadership is both a personal and interpersonal endeavor. LHOs already possess a high level of leadership, but may have not had the opportunity to discover their personal and interpersonal leadership styles. This unit will provide an overview of leadership essentials relevant to LHOs, provide assessments to determine traits and strengths, and set the foundation for practicing capability-building strategies to support their own professional growth and the success of their health department.
2. **Building and Leading a Strategic Health Department:** Public health is an ever-changing landscape, and as such, LHOs must be prepared to guide their staff, programs, and

systems through change. This unit introduces LHOs to various strategies for responding to changing environments, with reflection on their personal tools and techniques they can use to successfully lead their organization through change.

3. **Navigating Your Political Landscape and Partnerships:** LHOs face ever-changing political landscapes and having the tools and resources to navigate these changes are essential. In this unit, LHOs will gain knowledge of the key functions and structures, and systems of local, state, and federal governments. Key public health laws will be discussed, and reference guides will be provided.
4. **Identifying and Managing Resources for an Innovative and Resilient Health Department:** Resources are always essential. In this unit, LHOs learn about the W's of public health funding: Who provides funding for public health? What are the available funding opportunities? Where does LHD revenue come from? This unit will also review financial analysis, preparing LHOs to work in collaboration with their finance departments by interpreting financial data and applying it to decision-making processes.



The mission of the National Association of County and City Health Officials (NACCHO) is to improve the health of communities by strengthening and advocating for local health departments.

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