

**FLEXED Learning Plan:
Aug–Dec 2025 Webinars & Peer Learning Hours
Future-Ready Epidemiology:
Building Flexible, Prepared, and Connected Local Health Departments**

Overview

The Flexible Local Epidemiology for X-factor Emerging Diseases (FLEXED) Learning Community is a collaborative workforce development program designed to build practical, flexible epidemiology skills across Local Health Departments (LHDs). Through a four-part webinar series, four Peer Learning Hours, interactive workbooks, a dynamic Curated Training List, and ongoing Virtual Community (VC) engagement, participants learn directly from their peers who bring real-world experiences and jurisdictional insight to every session.

Each webinar incorporates LHD Peer Ambassador storytelling, applied case studies, systems thinking, and communication strategies, while Peer Learning Hours reinforce learning through facilitated reflection, scenario continuation, and practical skill application.

Time Commitment: ~4 hours per month consisting of 2 hours per webinar, 1 hour per Peer Learning Hour, and approximately 1 hour per webinar for independent workbook & curated training review.

Participants were also encouraged to maintain a brief *FLEXED Action Summary* or “*Next Actionable Steps*” log in their workbook capturing:

- One key takeaway per session.
- One next step to take place within 48 hours, one week, and one month.
- One change applied locally.
- An updated list of trusted partners and communication strategies.

For more information about this program please contact NACCHO at infectiousdiseases@naccho.org.

Program Resource Access

Hyperlinks to program materials are available through the Virtual Community Library (login required).



The Program

Webinar 1: Strengthening Surveillance Systems

Date: August 21, 2025

Peer Learning Hour 1: August 28, 2025

Focus

Participants compared types of surveillance systems and evaluated system performance using common criteria, while examining how partnership, communication, and equity shape data trust and response readiness in local contexts.

By the end of this session, participants will be able to:

- Compare passive, active, sentinel, syndromic, and rumor surveillance methods.
- Apply surveillance evaluation criteria (simplicity, timeliness, sensitivity, stability, representativeness).
- Identify low-resource strategies to strengthen surveillance implementation and data sharing.
- Use systems thinking to consider political, resource, and equity constraints in surveillance decisions.

Tools & Resources

[Webinar 1 Workbook](#) | [Webinar 1 Recording](#) | [Webinar 1 Slide Deck](#) | [Peer Learning Hour 1 Recording](#) | [FLEXED Curated Training List: August - December 2025](#)

Peer Learning Hour

Focused on applying system evaluation tools to real-world constraints, including staffing limitations, inter-department coordination, and nontraditional data-sharing partners.

*“THE FLEXED FRAMEWORK FELT
BUILT FOR US. IT BALANCED
SCIENCE AND SYSTEMS THINKING
WITH THE REALITIES OF SMALL
LOCAL DEPARTMENTS.”
– PEER AMBASSADOR, WEBINAR 1
DEBRIEF*



Webinar 2: Strengthening Outbreak Investigations

Date: September 18, 2025

Peer Learning Hour 2: September 23, 2025

Focus

This session reinforced the steps of outbreak investigation, emphasizing early detection, case definition clarity, cluster decision criteria, and communicating uncertainty when data are limited or evolving (e.g., “Disease X”).

By the end of this session, participants will be able to:

- Apply the steps of outbreak investigation to real-time decision-making situations.
- Determine when a cluster constitutes an outbreak using key signals and criteria.
- Prioritize limited resources and data in early outbreak detection and response.
- Use transparent, trust-centered communication to support early outbreak action.

Tools & Resources

[Webinar 2 Workbook](#) | [Webinar 2 Recording](#) | [Webinar 2 Slide Deck](#) | [Peer Learning Hour 2 Recording](#) | [FLEXED Curated Training List: August - December 2025](#)

Peer Learning Hour

Participants continued the case scenario to address testing logistics, communication with providers, jurisdictional coordination, and prioritization strategies during uncertainty.

“THIS COMMUNITY HELPED US BRIDGE THE GAP BETWEEN THEORY AND PRACTICE. REAL EXAMPLES FROM OTHER LOCAL HEALTH DEPARTMENTS GAVE US TOOLS WE CAN USE RIGHT AWAY.”
– VC PARTICIPANT, WEBINAR 2 EVALUATION



Webinar 3: Communication Partnership Identification, Assessment & Development

Date: October 16, 2025

Peer Learning Hour 3: October 30, 2025

Focus

This session addressed how communication systems and partner relationships support outbreak response and preparedness. Participants learned how to identify, assess, and strengthen key partnerships using communication techniques that build trust and mutual value.

By the end of this session, participants will be able to:

- Identify and prioritize key partners that influence data, response, and communication.
- Use the Mutual Value Proposition framework to align partner needs and agency goals.
- Develop effective “elevator speeches” tailored to diverse partner audiences.
- Apply inclusive communication practices that reduce power imbalances and enhance collaboration.

Tools & Resources

[Webinar 3 Workbook](#) | [Webinar 3 Recording](#) | [Webinar 3 Slide Deck](#) | [Peer Learning Hour 3 Slide Deck](#) | [Peer Learning Hour 3 Recording](#) | [FLEXED Curated Training List: August - December 2025](#)

Peer Learning Hour

Practice-focused session where participants drafted and refined elevator speeches, shared partner engagement challenges, and applied mutual value strategies to real partnership scenarios.

“THE FOLLOW-UP POSTS SHOWED OUR FEEDBACK WAS ACTUALLY USED. SEEING CHANGES BETWEEN SESSIONS MADE US FEEL HEARD.”
– VC MEMBER, EVALUATION WEBINAR 2



Webinar 4: Future-Ready Epidemiology: Communicating Public Health

Date: November 13, 2025

Peer Learning Hour 4: November 20, 2025

Focus

This session strengthened persuasive communication strategies that build trust, articulate the value of public health, simplify complex data, and effectively respond to misinformation or loss of trust.

By the end of this session, participants will be able to:

- Use persuasive communication techniques to articulate the value of public health.
- Apply the APPEALS persuasion framework to build trust and credibility with diverse audiences.
- Use the CLEAR method to transform complex data into clear messages tailored to partners and communities.
- Implement recovery approaches to address miscommunication or misinformation.

Tools & Resources

[Webinar 4 Workbook](#) | [Webinar 4 Recording](#) | [Webinar 4 Slide Deck](#) | [Peer Learning Hour 4 Recording](#) | [FLEXED Curated Training List: August - December 2025](#)

Peer Learning Hour

Participants practiced translating complex data using CLEAR, created persuasive messages using APPEALS, and discussed emerging tools, including plain language resources and AI implications for communication policy.

*"IT WAS EXCITING TO CO-DESIGN
THE LEARNING FOCUS. HAVING
OUR LOCAL PRIORITIES REFLECTED
IN THE NATIONAL CONVERSATION
MADE THIS FEEL LIKE A TRUE
PARTNERSHIP."
– PEER AMBASSADOR, KICK-OFF
CALL DEBRIEF*

