



STRENGTHEN STAFF SKILLS

The following activities and subsequent resources provide a plan of action to consider when embarking on population health initiatives. Pick and choose which will accelerate the path toward population health improvement.

POPULATION HEALTH SKILLS TRAINING

Population Health initiatives take diverse skills. Determine the needs and gaps in the workforce and create staff development plans. Some skills to consider: facilitation, communication and messaging, and advocacy.

Everyone at the health department should understand what role they have in population health and how the health department is addressing the social determinants of health. Dedicate a slide (or a few minutes) at every staff meeting to reiterate these messages.

LEARNING CULTURE

Encourage a learning environment. Track trainings and log staff engagement. Reward staff for reaching professional development goals.

Have staff sit on local community organization boards to build relationships and strengthen the health department's connections to the community.

INCREASE EPIDEMIOLOGY CAPACITY

Whether it be through external sources, or helping existing staff to better collect, gather, analyze, and translate data.

COMMUNICATION

Can all staff define the health departments role in population health? Create a narrative that allows everyone to speak the language of population health and be able to align the health department's goals with partner's goals. Often moving upstream (and identifying root causes) will bring disparate groups together.

How can you help?
Join [NACCHO's Population Health Learning Network](#) and submit your own tool, talk with peers, and learn about what health departments around the country are doing.

"We do trainings monthly, but we also do mini education expresses at every single staff meeting...we've really made a concerted effort to talk about and train staff on health equity and how the social determinants of health relate to health equity." – *Local Health Officer*

NAME	DESCRIPTION	TYPE	SOURCE
CDC-Train	CDC TRAIN provides access to over 1300 courses developed by the Centers for Disease Control and Prevention (CDC) programs, grantees, and other funded partners.	Web-based Trainings	TRAIN
Public Health Practice Trainings	Training opportunities for public health professionals	Web-based trainings	Northwest Center for Public Health Practice
Public Health Storytelling	Storytelling and participatory media for reflection, education, and social change	Training	StoryCenter
QI Roadmap	Roadmap to a Culture of Quality Improvement: A guide to leadership and success in local health departments	Toolkit	NACCHO
NACCHO University	A learning portal that connects local governmental public health professionals with virtual education and training.	Training	NACCHO
Roots of Health Inequity	Online learning collaborative	Web-based course	NACCHO
Collective Action	A set of activities and methods that enables groups to organize, collaborate, and create solutions for problems affecting their community.	Toolkit	Frog Design

NAME	DESCRIPTION	TYPE	SOURCE
Community Toolbox Courses	Free online courses to support community health assessment and community health improvement work	Web-based Trainings	Community Toolbox
Epi-Aid	Epidemiology investigative services	CDC Epidemiology Support	Centers for Disease Control and Prevention (CDC)
Coursera	An education portal with access top universities and organizations with courses online.	Web-based education platform	Coursera
CDC Learning Connection	Public health training developed by CDC, other federal agencies, and federally funded partners some with free continuing education (CE) credit.	Web-based trainings	CDC
JHSPH OPEN courseware	Open public health courses and materials through Johns Hopkins School of Public Health	Web-based education platform	Johns Hopkins School of Public Health