



Questions to Consider Workforce Capacity

Instructions

When considering where your health department needs to strengthen its capacity in workforce development, it's important to create shared understanding and awareness of the needs for training and education amongst health department staff and key community partners supporting prevention initiatives.

Gather all staff members involved in suicide, overdose, and ACEs prevention work within your agency. Look at the Workforce Capacity section of the SPACECAT and review your capacity assessment results. Then, use the following questions to guide your discussion. Assign a notetaker to capture the answers to each of these questions. By the end of this conversation, the group should be able to:

- Identify high priority training and educational needs to support suicide, overdose, and ACEs prevention,
- Understand potential barriers to conducting this training, and
- Articulate possible next steps.

Set The Stage

Start laying the context for the discussion by having everyone at the table answer the following questions. If you'd like, give everyone a moment to jot down their answers before sharing.

1. What trainings have we offered or attended related to suicide, overdose, and ACEs and related issues (e.g. stigma, trauma-informed care, and integrated behavioral and physical health care)? Note which were for health department staff and which for community partners.

2. Looking at your local health department's SPACECAT results, which areas of workforce have the highest capacity? Which areas have the lowest?





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Workforce Capacity

Take Time To Reflect

Open the discussion and encourage a range of different perspectives and stories about training and education. Even reflecting on those trainings not specifically related to suicide, overdose, or ACEs prevention can be helpful.

3. What is the most impactful training you have attended or participated in over the last 3 years? Think about what made this training so valuable. The knowledge learned? The skills developed? The trainer or format? The applicability to your day-to-day work?

4. How do the trainings we have offered or attended related to suicide, overdose, ACEs, and related issues measure up to those impactful trainings we just discussed? What were our biggest takeaways? What were the limitations?

5. What are potential barriers to offering new training to health department staff? What are potential barriers to training community partners?



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Workforce Capacity

Ask, “So What?”

Considering this context, now gather your ideas and insights about how to strengthen workforce capacity in these topical areas. Allow the group to build on one another’s thinking as you start to draw conclusions and consider options.

6. What training topics do we feel are important for our staff and partners to receive? Which seem most critical? Considering our current capacity, which should we prioritize?

7. What seems to be the key issues or challenges to strengthening workforce capacity? What underlies these issues?

8. What can we do differently to overcome these challenges in the future?



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Workforce Capacity

Decide On Next Steps.

Finally, it's time to guide the group towards shared agreement or commitment to future actions.

9. What can we commit to at this time? What are our next steps?
