AHD Webinar Series:
Innovating a Teaching Health Department

September 16, 2019

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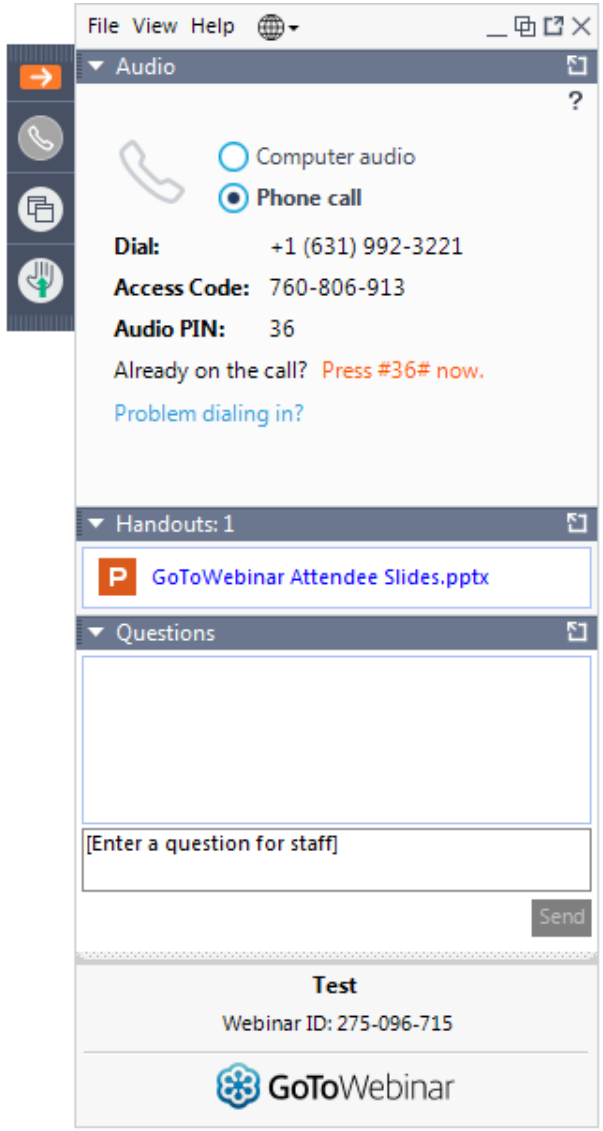
The Council on Linkages Between Academia and Public Health Practice

Housekeeping Items

- All attendees are muted. If you are using your phone, please choose the “Phone call” option and enter your Audio PIN (found in the “Audio” panel). If you are using your computer speakers and a mic, please choose the “Computer audio” option.
- The slides are available for download in the “Handouts” section of your control panel.
- Please use the “Questions” panel to ask questions and submit comments throughout the webinar.
- This webinar is being recorded and will be archived. The archive will be made available following the webinar.



Council on Linkages Between Academia and Public Health Practice

To improve the performance of individuals and organizations within public health by:

- Fostering, coordinating, and monitoring collaboration among the academic, public health practice, and healthcare communities
- Promoting public health education and training for health professionals throughout their careers
- Developing and advancing innovative strategies to build and strengthen public health infrastructure

Staffed by the Public Health Foundation

23 National Public Health Organizations:

- American Association of Colleges of Nursing
- American College of Preventive Medicine
- American Public Health Association
- Association for Community Health Improvement
- Association for Prevention Teaching and Research
- Association of Accredited Public Health Programs
- Association of Public Health Laboratories
- Association of Schools and Programs of Public Health
- Association of State and Territorial Health Officials
- Association of University Programs in Health Administration
- Centers for Disease Control and Prevention
- Community-Campus Partnerships for Health
- Council on Education for Public Health
- Health Resources and Services Administration
- National Association of County and City Health Officials
- National Association of Local Boards of Health
- National Environmental Health Association
- National Library of Medicine
- National Network of Public Health Institutes
- National Public Health Leadership Development Network
- Quad Council of Public Health Nursing Organizations
- Society for Public Health Education
- Veterans Health Administration

What is an Academic Health Department?

- Affiliation of a health department and an academic health professions institution
- Public health's version of the teaching hospital/medical school partnership
- Collaborative relationship to enhance public health education and training, research, and service
- May include a written partnership agreement, shared personnel, and shared resources
- Strengthens linkages between academia and public health practice

Academic Health Department Learning Community

- National community designed to support the development, maintenance, and expansion of AHD partnerships
- Facilitates shared exploration of the AHD concept and collaborative learning about AHDs
- Brings together public health and healthcare professionals to share AHD-related knowledge and experiences and work collaboratively to create AHD resources and tools
- Learn more: www.phf.org/AHDLC

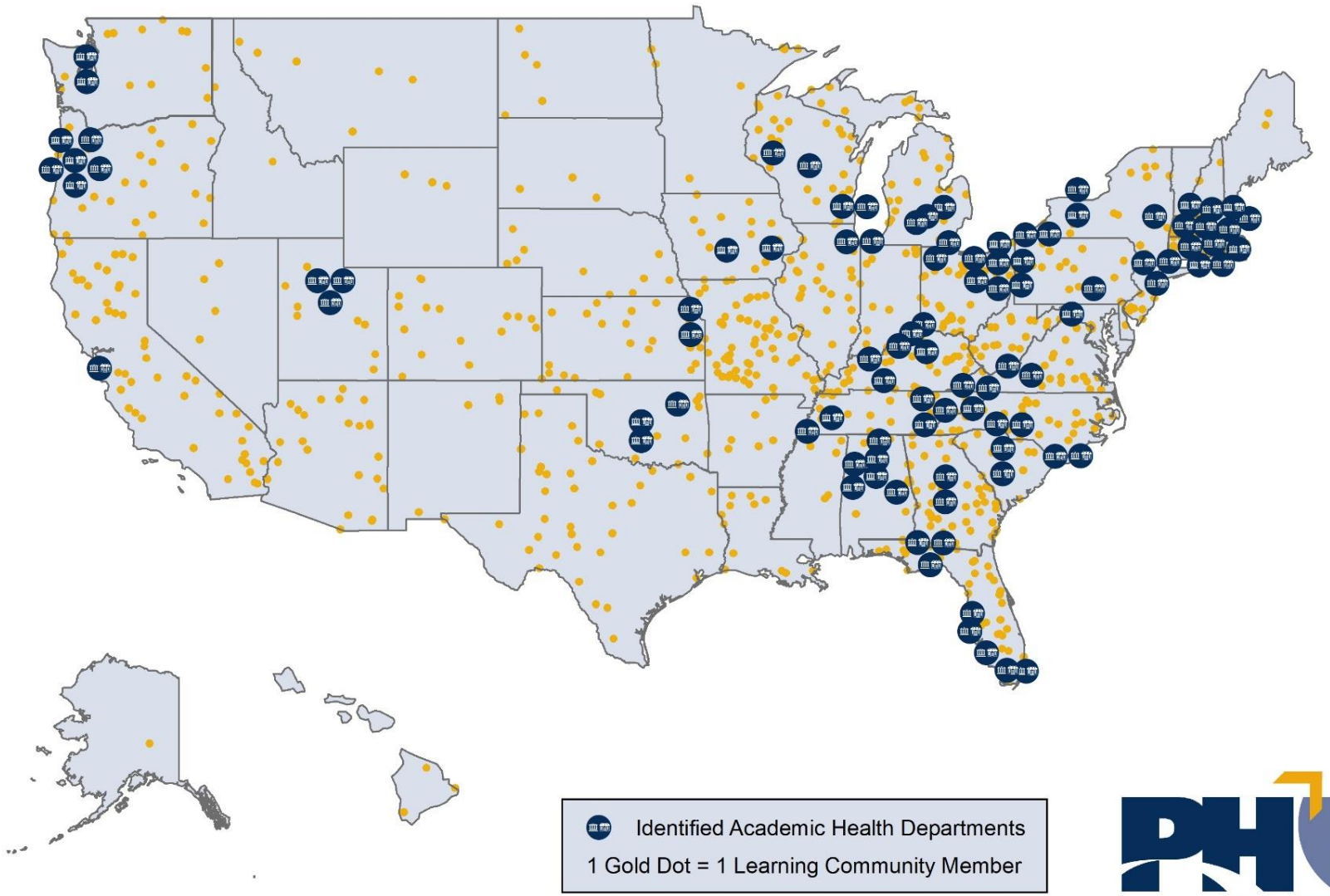
Helping Academic Health Departments Grow

- ~1,100 members
- Over 60 AHD partnerships

Variety of Activities:

- Examples and stories of AHD partnerships
- Webinars by AHDs
- Partnership agreements
- Listserv
- “Ask the Expert” column
- Technical assistance

Academic Health Department (AHD) Partnerships and AHD Learning Community Members



Public Health Foundation

Today's Presenters:
Boone County Health Department (IL)

Amanda Mehl, RN, MPH
Public Health Administrator

Emily Morales Reyes
Intern and Project Coordinator,
Boone County Healthy Work Initiative

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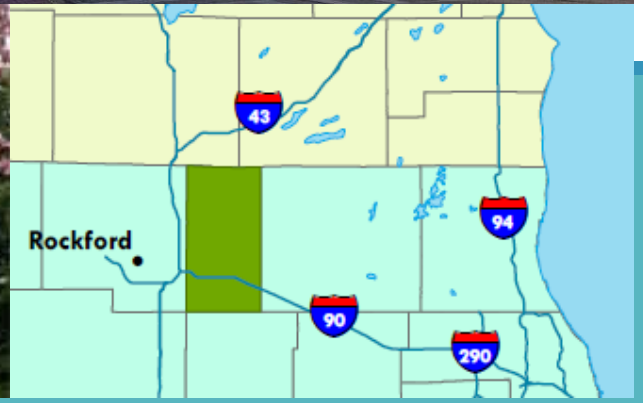
Innovating a Teaching Health Department



Learning Objectives

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- Identify appropriate projects for interns including learning objectives.
- Develop an intern's learning plan using a PH 3.0 process and framework.
- Leverage informal and formal buy-in of the BCTHD from staff and stakeholders.

Presentation at a Glance

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- Boone County Snapshot
- BCTHD Timeline
- Review of PH 3.0
- Developing a THD
- Tangible Examples
- Successes and Challenges
- Student Example-Emily Morales Reyes
- Recommendations and Advice

Boone County Snapshot

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- Covers an area of 280.72 square miles, 2/3rds of which are rural.
- Population of 53,503: 89.20% 'White', 22.10% 'Hispanic/Latino' (IL: 17.3%), 'Some other race' at 7.3%, 3.10% 'Black', and .30% 'Asian'.
- The median household income is $60,063 (Illinois average: $59,196).
- Unemployment rate (2016) is 8.40% (IL: 8.20%).
- Among female-headed families with pre-school age children, 76.3% live at or below the poverty level.
- 35% in Boone are Obese (IL: 29.3%).
- 11% of families are Food Insecure.
- 31.5% of families dependent on SNAP Benefits.

Boone County Snapshot

Ratio Population per 1 Provider –

Boone County 2018		**IL Average**
Mental Health	3150:1	480:1
Primary Care	1840:1	1230:1
Dentists	2820:1	1310:1

(County Health Rankings)

Boone County reports 8.10% of the population has no health insurance coverage (Illinois at 9.70%).

Boone County has the <u>third highest</u> drug arrest rate in Illinois

175% Increase in Opioid/Heroin related Overdose Hospitalizations

How do we serve our population?

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FOURTEEN FULL-TIME AND PART TIME EMPLOYEES

BOONE COUNTY HEALTH DEPARTMENT REVENUES

Local Taxes

Permits/Licenses and other clinic and Environmental fees

Program Grants (local, state, and federal)

Illinois Public Health System

http://www.idph.state.il.us/LHDMap/HealthRegions.aspx

- 5th most populated state in the nation (part of the BIG 5)
- Decentralized Public Health System
- 7 Regions
- Mostly County Health Departments (Some City and some joint)
- Regional and statewide associations (NIPHC, SIPHC, IAPHA, IPHNA, IPHA)
- Health Department Certification tied to four core programs and IPLAN Process

Timeline: Becoming BCTHD

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2016

New Administrator with a focus on building better connections with the county government system

2010 ACA changes impacted local service procurement at local Illinois Health Departments

Budget Deficit (locally and statewide)

Pursuing PHAB Accreditation

Using interns out of need

Timeline: Becoming BCTHD

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2017-2018

PHAB Readiness Checklist

IPLAN due again-First time using MAPP for CHA/CHIP (PHAB)

First Ever Departmental Strategic Plan and WFD Plan

Need for data, data and resource sharing, stronger community relationships, reach and outreach

Transition to population health services and PH 3.0 framework

Public Health 3.0

Enhanced scope of practice

Cross-Sector Collaboration and a local health department as ***Chief Health Strategist***

Five Dimensions: 1) Strong leadership, 2) Strategic partnerships, 3) Flexible and sustainable funding, 4) Timely and locally relevant data, metrics, and analytics, 5) Foundational Infrastructure

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Training the future PH Workforce is Public Health 3.0 and an Essential Public Health Service

It's also not just about training our future workforce but it's about training THE FUTURE WORKFORCE in general to understand Public Health and the Public Health System.

What makes an internship successful?

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- The health department must have a plan:
  - job description;
  - assigned mentor/supervisor (regular one-on-one meetings/performance reviews);
  - work schedule, designated work space
  - Work Plan with a project or a few projects that the intern can start and finish.
- Interview prospective students
- Treat them like members of the team
- MOUs with Academic Institutions

What does the LHD get out of it?

- Expanded workforce
- Greater opportunities for outreach
- Fresh perspectives
- New set of skills
- Enhanced team spirit
- Time for staff improvement and learning
- Opportunities to brainstorm
- ‘Think tank’

What does the intern get out of it?

- Larger network of public health perspectives
- Gain confidence
- Develop and expand on skills
- Resume building and increased marketability
- Better understanding of LHDs and their role
- Ease of transition into the workforce

Successes and Challenges

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- Gaining staff buy in/building staff mentorship program
- Providing support for staff to be successful in full integration of interns
- Marketing our internship opportunities/Outreaching to Non-traditional health department interns
- Regional nursing institutes curriculum development/Hosting nursing students on half day clinical rotations
- Creating project plans that align with students' interests, build essential professional skills not developed in school, and accomplishing much needed work for the health department

Expanding this concept to a model that works for associations and for local interdisciplinary coalitions/task forces!

Types of Student Opportunities at the BCTHD

- Half Day Clinical Rotations for RN/MD students
- Semester long internships for credit and non-credit
- Contractual Internships with a stipend (returning intern)

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Internship Assignments

Geared towards Interdepartmental Projects

Geared towards collaborative Community Projects

Sharing Interns with community partners

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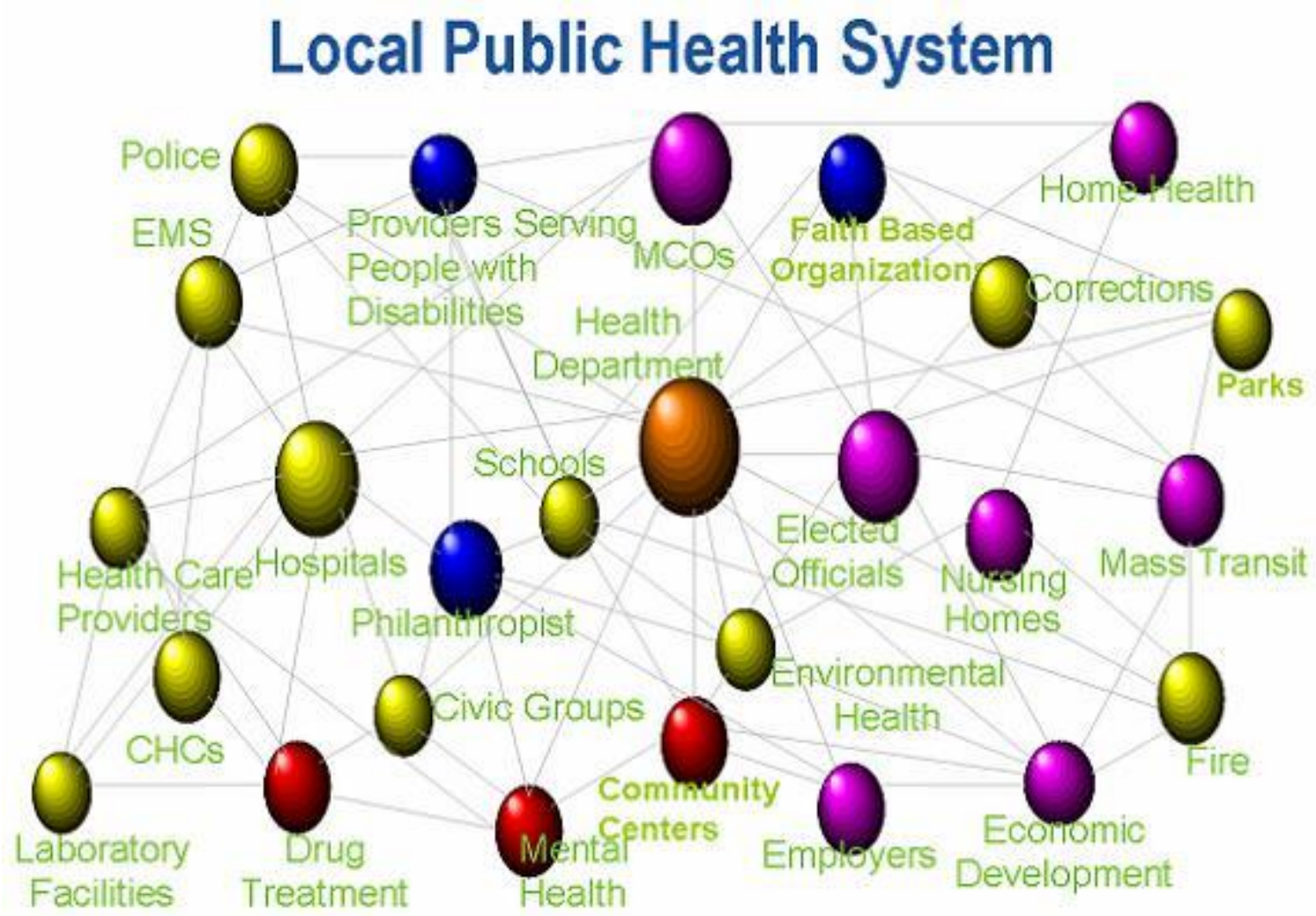

Example BCTHD Intern Projects

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Customer Satisfaction Survey (Domain 9) (MPH student)

Performance Management Plan (Domain 9) (MPH student)

Workforce Development Plan (Domain 8) (BA in Public Health student)

- Public Health Foundation Competencies
- Departmental Job Descriptions

Departmental Nuisance Policy (Undergraduate Policy student)

Department Social Media Policy and Pandemic Flu Plan (Domain 3, Domain 5) (BS in Public Health)

Departmental Health Equity Policy (Domain 11) (Biochemistry major, Minor in Spanish and Public Health)

Strategic Plan Steering Committee (Domain 5) (BSN student)

Local Board of Health and County Board Resolutions (BA in Public Health student)

Example BCTHD Intern Projects

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MAPP Forces of Change Assessment (Domain 1) (MPH student)

MAPP Local Public Health Systems Assessment (Domain 1) (MPH student)

Boone County Food Security Plan (Domain 4, Domain 5) (Dual BA in Biology and Public Health)

Farmers Market and Wellness Fair (Domain 4, Domain 7) (Dietetic Intern)

Love to Love Your Heart Initiative (Domain 4, Domain 7, Domain 8) (RN-BSN Non-Traditional Student)

Boone County Health Work Initiative (Domain 10, Domain 12) (BA in Public Health)

Breastfeeding Peer Counselor Interns (Domain 7) (BSN students with children they were or had breastfed)

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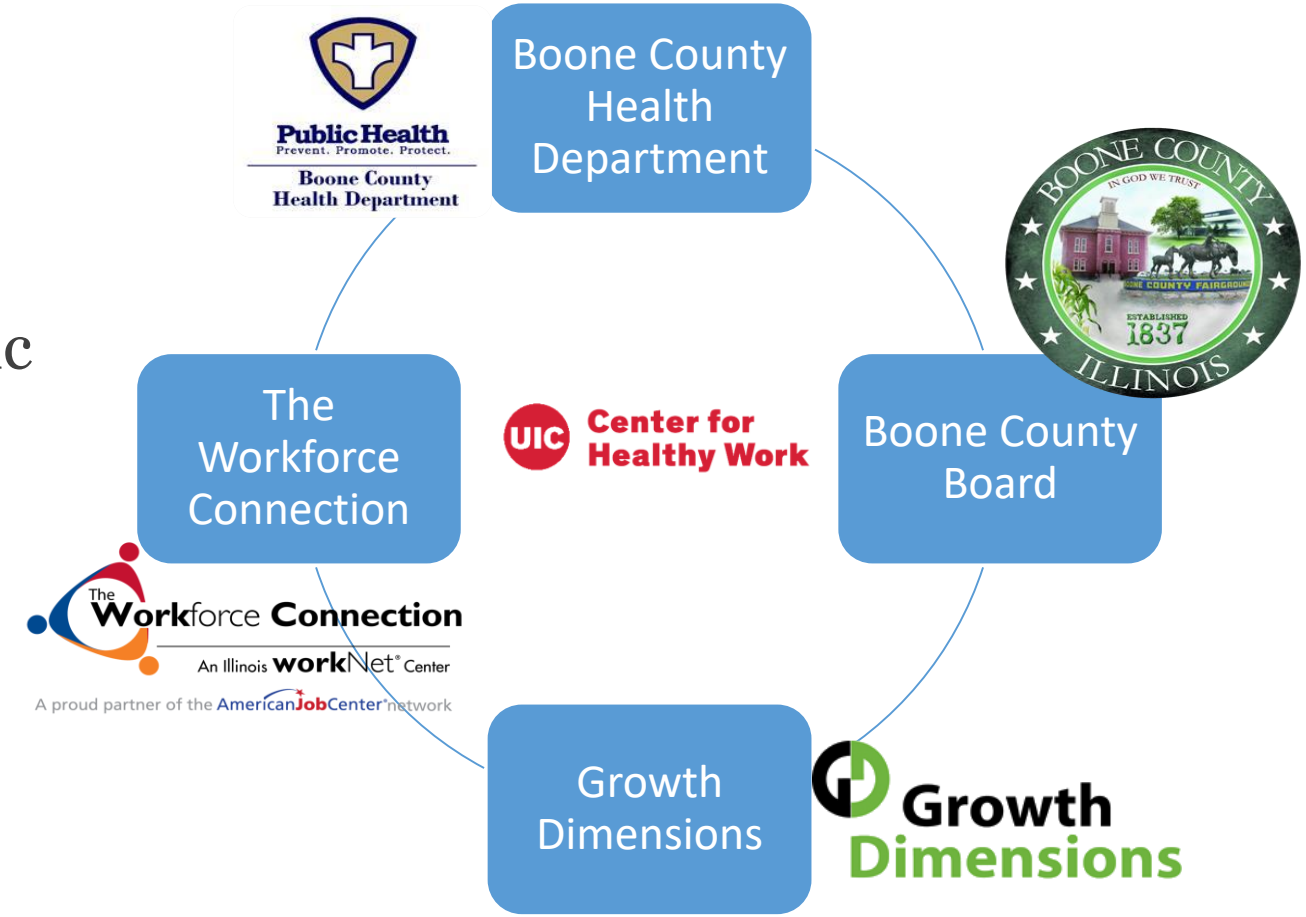
Student Intern: Emily Morales Reyes

- Summer Intern in 2018
- Recent graduate from UIC's School of Public Health Undergraduate Program
- Initialing interested in policy work, health disparities and community health
- Involved in an array of projects at the BCHD
- Focused my time on Boone County Healthy Work Initiative

The Boone County Healthy Work Initiative

Overall aims:

- Further explore the root causes of precarious work and the pathways to healthy work in the county
- Enhance the relationships of public health, healthcare, and social service organizations with worker centers, labor unions, and other worker advocacy organizations
- Together with elected leaders, address the drivers of precarious work across systems level



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Employment & economic issues identified as priorities

MAPP process

Boone county partners participate in UIC Collaborative

Strategic plans developed

Phase 1
Summer 2018

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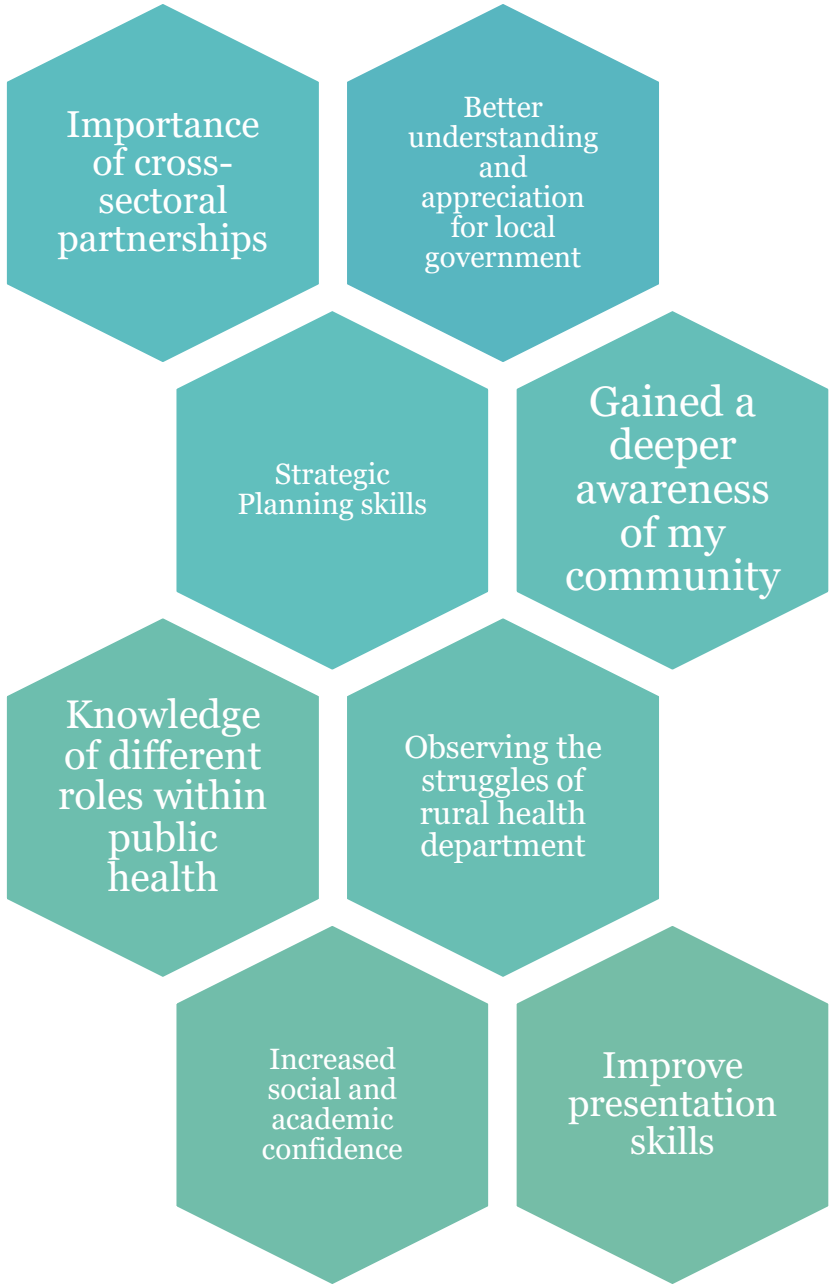
Responsibilities as Intern

- Attended day-to-day activities with supervisor
- Provided help to staff members when needed
- Produced diversity workshop for staff members
- Lead conference calls and meetings
- Created deliverables:
  - Boone County Healthy Work's Strategic Plan
  - Presentation to local elected and appointed officials

Lessons Learned as a Student Intern



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Phase II: Project Coordinator

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After applying for a grant offered at UIC's Center for Healthy Work we were able to:

- Utilize my prior skills and knowledge to offer me a position as Project Coordinator
- Continue and sustain the initiative into Phase II
- Leverage and gain support from local elected and appointed officials
- Present at the National Association of County and City Health Officials (NACCHO) and our local Illinois Public Health Association (IPHA) conference in July and September of 2019

Phase II
January – July 2019

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January & February	March	April	May	June & July
Initiate meetings with stakeholders and engage governing officials	Launch environmental scan and create questions for focus group	Continue meetings with stakeholders and presenting updates to county board members	Organize and advertise for focus groups throughout the county commence focus groups	Finish focus groups Begin the analysis of data collection and Initiate draft of City Council and County Board Resolution

Responsibilities as Project Coordinator

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- Identified and received the support of local government officials by presenting on a monthly basis to Boone County Board members
- Conducted and helped organize five focus groups with community members:
  - United Auto Workers 1268
  - WIC parents at the Boone County Health Department
  - Rotary Club of Belvidere
  - Members of the Capron Community
  - Luncheon with major employers
- Creating Deliverables:
  - Boone County Healthy Work Phase II Report
  - Presentations to County Board
  - Boone County Healthy Work Resolution

Embracing Healthy Work: County Board Resolution

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Wed. 14 Aug.

After meeting with HHS on a monthly basis, HHS voted unanimously (5-0) for it to be passed onto the full County Board.

Boone County Board passed the resolution with an **11-1** vote!

Wed. 21 Aug.

Lessons Learned as Project Coordinator

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Recommendations and Advice

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- Reserve space on your website for information and testimonials about internship opportunities.
- Contact area academic institutions about their needs for internship, practicum and capstone projects.
- Establish contracts and memorandum of understanding.
- Build partnerships with hospitals and nursing schools to provide real-life opportunities and community outreach.
- Consider students from all disciplines.
- Consider interdisciplinary projects.
- Encouraging ideas and projects of partners and students.
- Think to yourself, “What do I wish I had learned in school?” and then allow interns to have those experiences.

BCTHD Recommendations/Advice

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- Give them real projects and set goals.
- Have regular scheduled check-ins.
- Provide constructive feedback throughout the internship.
- Loop interns into day-to-day meetings and activities.
- Make learning objectives doable within the student's internship timeframe.
- ***Remember, you're training tomorrow's workforce!***
- Prepare for accommodations that will need to be made due to staffing changes.
- Support your staff mentoring students - They will learn more about their own jobs this way.
- Work on the culture shift - New concepts are not creating more work, existing work needs to align under new concepts.
- Never stop innovating your concept - going back to the drawing board is a must.

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“When we talk about the future of public health, it’s not just about shifting numbers; it’s about a new way of doing the work of public health.”

— Richard Hofrichter, Senior Director, Health Equity, National Association of County & City Health Officials (NACCHO)

Thank you!

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Resources

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APHA Policy statement: Supporting Research and Evidence-Based Public Health Practice in State and Local Health Agencies
https://www.apha.org/policies-and-advocacy/public-health-policy-statements/policy-database/2018/01/18/supporting-research-and-evidence-based-public-health-practice

The Nation's Health August 2018. Kim Krisberg. Vol. 48 (6) 1-14;
Academic health department partnerships boost training: Joining with schools benefits students.
http://thenationshealth.aphapublications.org/content/48/6/1.2

The Public Health Foundation: Academic Health Departments
http://www.phf.org/programs/AHDLC/Pages/Academic_Health_Departments.aspx

The Centers for Disease Control and Prevention
Public Health 3.0: A Call to Action
https://www.healthypeople.gov/sites/default/files/Public-Health-3.0-White-Paper.pdf

The High Achieving Governmental Health Department in 2020 as the Community Chief Health Strategist
(Resolve May 2014): https://www.resolve.ngo/docs/the-high-achieving-governmental-health-department-as-the-chief-health-strategist-by-2020-final16368694077091400 46.pdf

Questions?

Amanda Mehl

Emily Morales Reyes

Bill Keck

AHD Partnership Resources

- Academic Health Department Learning Community: www.phf.org/AHDLC
  - Peer community supporting public health practice/academic collaboration

- AHD Webinars
  - Regular webinars focused on AHD partnerships

- Ask the AHD Expert Column
  - Column on the PHF Pulse blog offering guidance on AHD development, maintenance, and expansion

- AHD Resources and Tools
  - Library of resources and tools to support development, maintenance, and expansion of AHD partnerships

- Council on Linkages Update: www.phf.org/councilupdate
  - Newsletter featuring the latest AHD partnership resources

Questions?

Contact Kathleen Amos at kamos@phf.org.