

WORKFORCE DEVELOPMENT TASKFORCE RECOMMENDATIONS

Purpose: Foster building partnerships at the organizational and community level, including organizations representing communities experiencing health inequities.



Recommendation 1: Elevate Principles of Community Engagement

Strategies	Workforce Sector Lead
<p>Offer Communities of Practice for state funded organizations working on chronic disease efforts to learn and share strategies for community engagement. Learn more about Communities of Practice.</p>	<ul style="list-style-type: none">• State Health Department• Public Health Training Partners• Funding Organizations
<p>Educate partners on the principles of community engagement. Refer to the Principles of Community Engagement.</p>	<ul style="list-style-type: none">• State/Local Health Department• Training Providers• State-Funded CD Grantees
<p>Share successes and examples of community engagement efforts.</p> <ol style="list-style-type: none">1. Develop marketing resources (e.g., infographic, data visualizations, etc.) to highlight chronic disease and health promotion initiatives to elevate community engagement.2. Share success stories to highlight the efforts taking place through various outlets (e.g., resources, webinars, conferences, social media, etc.). Learn how to develop Success Stories.	<ul style="list-style-type: none">• Chronic Disease and Health Promotion Workforce
<p>Foster partnerships, collaboration, and trust.</p> <ol style="list-style-type: none">1. Implement best-practices for community-engagement. Refer to the Principles of Community Engagement to help inform practice.2. Elevate opportunities for collaboration across sectors to reduce duplication of efforts. For example, explore collaboration of public health and healthcare sections to implement a vaccination campaign. Refer to Advancing Health Equity Through Partnerships, Collaboration, and Community Engagement to learn more.3. Regularly assess “Who is at the table” to ensure community voice is engaged and address equity. Consider who is impacted by public health issues. Refer to the Community Engagement Toolkit to learn more.	<ul style="list-style-type: none">• Community Organizations• Healthcare• Funding Organizations• State-Funded Chronic Disease Grantees• Individual Practitioners

Recommendation 2: Elevate data sharing and coordination through multi-sectoral approach to improve chronic disease-related health outcomes for all.

Strategies	Workforce Sector Lead
<p>Implement best practices for data sharing to inform public health practice. Examples may include sharing of Electronic Health Record data to enhance individual health and inform practice. Refer to the Data Modernization Initiative and Health Information and Data Sharing to learn more.</p>	<ul style="list-style-type: none">• Community Organizations• Healthcare• State/Local Health Department• State-Funded Chronic Disease Grantees
<p>Promote data literacy through public health training and practice. Learn more from Center for Public Health Practice, Colorado School of Public Health.</p>	<ul style="list-style-type: none">• Health Department• Training Providers• State-Funded Chronic Disease Grantees
<p>Develop user-friendly data access points regarding chronic disease and associated risk factors.</p> <ol style="list-style-type: none">1. Identify data relevant to chronic disease programs and initiatives.2. Develop one-page summaries that highlight chronic disease data, including what is included in the data, data limitations, and definitions of data sources.	<ul style="list-style-type: none">• State/Local Health Department• Community Organizations• Healthcare
<p>Promote available data sources and dashboards.</p> <ol style="list-style-type: none">1. Educate partners on data resources and how to use evidence-based data.2. Collaborate with the South Dakota Community Information Exchange to share information to coordinate whole person care.	<ul style="list-style-type: none">• State/Local Health Department• Training Providers• State-Funded Chronic Disease Grantees• Healthcare

Recommendation 3: Foster intentional cross-sector partnerships with a shared vision.

Strategies

Workforce Sector Lead

Identify opportunities to foster cross-sector partnerships.

1. Utilize social network analysis to measure and understand cross-sector alignment. Refer to the [Center for Public Health Systems Science](#) or [Population Health Innovation Lab](#) to learn more.
 - State-Funded Chronic Disease Grantees
 - Healthcare
 - Community Organizations
 - Individual Practitioners

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2. Conduct ongoing review of coalitions and organizations who represent specific interests to identify individuals and populations disproportionately impacted by health inequities.
 - State-Funded Chronic Disease Grantees
 - State/Local Health Department
 - Healthcare

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3. Meet with non-profit organizations to understand what efforts are currently taking place to support populations disproportionately impacted by health inequities.
 - State-Funded Chronic Disease Grantees
 - State/Local Health Department
 - Healthcare

Grow cross-sector partnerships.

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1. Engage with community leaders connected to and trusted by communities disproportionately impacted by chronic disease (e.g., people are medically underserved, people with lower incomes, rural communities, refugee populations, etc.).
 - State-Funded Chronic Disease Grantees
 - State/Local Health Department
 - Healthcare
 - Community Organizations
 - Tribal Agencies
 2. Grow partnerships with non-traditional partners whose reach includes populations disproportionately impacted by chronic disease (e.g., faith-based, for-profit companies, etc.).
 3. Create targeted messaging that outlines the benefits of cross-sector partnerships, including specific steps to engage, support, or refer populations who are disproportionately impacted by health inequities.

Recommendation 4: Enhance and modify funding structure.

Strategies

Workforce Sector Lead

Explore alternative funding structures to foster sustainability that support populations disproportionately impacted by health inequities. Consider

1. Innovative funding structures (e.g., public-private partnerships, blending and braining funds from multiple sources), to inform public health practice. [Learn more.](#)
2. Multiple sustainability strategies to support Community Health Worker programs. Consider strategies such as sustainable payment models (e.g., Medicaid, Private Insurers), state or county funds, leverage community resources, and working with payers and policymakers. Learn more about [Sustainability Strategies.](#)

- State Health Department
- Healthcare
- Community Organizations
- Training Providers
- State-Funded Chronic Disease Grantees

Share resources to support development of funding applications, including:

1. Letters of support, in-kind support, budget template, etc.
2. Share notice of funding awards with community partners through various communication outlets.

- State Health Department
- State-Funded Chronic Disease Grantees
- Funding Organizations

Explore opportunities to restructure funding opportunities to support:

1. Expand ease of application process to support applications from organizations connected with the community and priority populations.
2. Require relationship-building and community engagement activities as part of the grant.

- State Health Department
- Funding Organizations

Recommendation 5: Build and support public health workforce development and capacity.

Strategies	Workforce Sector Lead
Assess public health workforce training needs and competencies.	<ul style="list-style-type: none">• State Health Department• Community Organization• Tribal Agencies• Funding Organizations• Healthcare• Academia
Offer public health workforce development and capacity building opportunities. Consider opportunities that: <ol style="list-style-type: none">1. Promote standard public health competencies across organizations.2. Emphasize rural public health workforce development and capacity building training.	<ul style="list-style-type: none">• Public Health Training Partners• State Health Department• Community Organization• Tribal Agencies• Funding Organizations• Healthcare• Academia
Explore and share innovative staffing strategies.	<ul style="list-style-type: none">• State Health Department• Community Organization• Healthcare
Develop career pathways for public health workforce (e.g., Community Health Workers to provide public health services).	<ul style="list-style-type: none">• State Health Department• Healthcare• Tribal Agencies