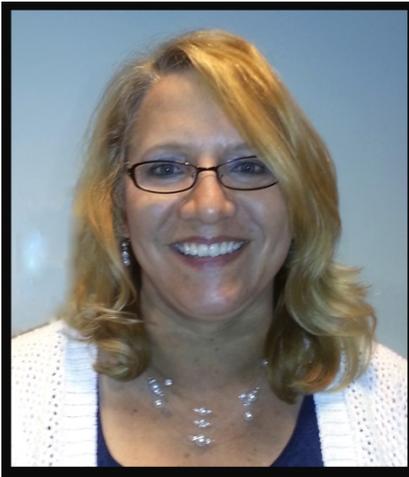


# MPHTC Success Story: Student Stipend Supports Kansas Statewide Workforce Needs Assessment



The Kansas Public Health Workforce Assessment is a statewide project designed to provide an overall competency assessment of public health staff at state and local health departments. The results will lead to a data-driven approach to workforce development in Kansas. Ms. Cristi Cain (Director of the Local Public Health Program, Kansas Department of Health and Environment, and University of Kansas MPH Program Student) led this significant project with support from the HRSA-funded Midwestern Public Health Training Center (MPHTC) student stipend.

Members of the Kansas Public Health Workforce Development Coordinating Council (KPHWDCC) collaborated on the design of the assessment tool in consultation with other states and local health departments in Kansas that had recently successfully completed a workforce assessment.

The instrument questions are based on the “Council on Linkages Core Competencies for Public Health Professionals.” A total of 1,648 respondents completed the assessment with an overall participation rate of 67%. Seventy-six percent (76%) of Kansas Department of Health and Environment (KDHE) employees (773 respondents out of a total of 1,023) and 61% of local health department employees (875 respondents out of a total of 1,429) participated in the assessment. The ultimate outcome of the Kansas Public Health Workforce Assessment is the identification of workforce competency gaps and the development of effective responses to support and build the capacity of the workforce.



**Local and State Needs** Extensive testing was conducted to ensure representation of the entire Kansas public health workforce, including broad geographic and cultural distribution. Promotion of the assessment to all KDHE and local health department staff was critical in gaining a high level of participation. Incentives were offered to encourage participation, which were awarded through a random drawing.

The assessment has been used extensively by KDHE; in fact, it is the basis for their workforce development plan. The assessment results have also been used by local health departments, the KPHWDCC, and other public health system partners for their workforce development planning and implementation, including designing online and in-person trainings as well as planning conferences for the public health system. The results are also very valuable for health departments pursuing accreditation, as a workforce assessment is a required component.

The overall workforce assessment results and the executive summary are available at [http://www.kdheks.gov/olrh/workforce\\_development.htm](http://www.kdheks.gov/olrh/workforce_development.htm) . Results for local health departments are available by contacting the individual organizations.

“With the results from the workforce assessment, we can focus on the core competency gaps and link them to the foundational services as well as target training needed by the workforce.” — *Debbie Nickels, KS-TRAIN Administrator, Kansas Department of Health and Environment*

