


Workforce Planning

A thick, horizontal yellow brushstroke underline that spans the width of the slide, positioned directly beneath the title.

S. C. Department of Health
and Environmental Control

Agency Overview



⌘ Approximately 4200 employee statewide

⌘ Four Deputy Areas

- ☒ Health Services

- ☒ Environmental Quality Control

- ☒ Health Regulation

- ☒ Ocean and Coastal Resource Management

Health Services



⌘ Central Office

- ☐ Program areas

- ☐ Professional Offices

⌘ Health Regions

- ☐ Eight regions encompassing Health Departments and Environmental Health

History



- ⌘ 2004 - Establishment of the S. C. Public Health Consortium involving the USC Arnold School of Public Health and DHEC.
- ⌘ Recognized there was a need for a basic knowledge of Public Health regardless of position.
- ⌘ Shared knowledge would increase morale and "esprit-de-corps."
- ⌘ Would promote better working relationships across program and organizational lines.

History



⌘ 2005 DHEC Strategic Plan

⌘ Improve organizational capacity and quality

- ☑ Develop and implement a workforce plan that identifies areas of critical need, gaps, core competencies and training needs.
- ☑ Provide continuous development of a competent workforce.

History



- ⌘ Decision made to produce Introduction to Public Health.
- ⌘ Course was developed as a collaborative effort between DHEC and USC.
- ⌘ Courses are based on competencies coming out of the Council on Linkages
- ⌘ Course rollout was July, 2009

Course Contents



⌘ Course has four modules covering key areas:

- ☑ Introduction to Public Health Overview
- ☑ Overview and Historical Origins of Public Health
- ☑ Purpose and Practice of Public Health
- ☑ Organization of Public Health

Course Administration



- ⌘ Available on-line at any time
- ⌘ Self-paced
- ⌘ Total time - about six hours.
- ⌘ Combination of audio and written materials
- ⌘ Test at the end of each module. Must pass test before going to the next module.

So Far...



- ⌘ 1920 employees have completed at least one module
- ⌘ 1587 employees have completed all modules

Additional Training



⌘ Consortium also offers a Continuing Education Certificate Program

⌘ Covers five areas

- ☑ Public Health Data

- ☑ Advocacy and Policy

- ☑ Financial Management

- ☑ Community Assessment

- ☑ Evidence-Based PH Program Planning and Evaluation

Questions?



Jon Fisher

Human Resources Director

SC Department of Health and Environmental
Control

2600 Bull Street

Columbia, SC 29201

(803) 898-3582

fisherj@dhec.sc.gov