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de Beaumont Foundation Partners with
ASTHO to Identify Cross-Cutting Public Health Workforce Training Needs

Historic Convening of 31 National Public Health Organizations Addresses
Workforce Challenges and Opportunities

Bethesda, MD – April 26, 2013– The de Beaumont Foundation and the Association of State and Territorial Health Officials (ASTHO) convened 31 national public health leadership groups to collectively assess the priorities, needs, and characteristics of the governmental public health workforce. The ASTHO/de Beaumont Public Health Workforce Strategy meeting is part of a multi-year commitment on the part of both organizations to identify the top strategic challenges and opportunities that the current and future public health workforce must address. This is the first time that representatives from these national public health organizations from all levels and functions of the governmental public health workforce have come together to discuss cross-cutting training needs.

“Categorical public health funding drives silos in public health practice and leads to inefficiency and duplication. This project was built on the belief that public health is more than just the sum of its silos,” says James B. Sprague, MD, Chairman and CEO of the de Beaumont Foundation. “We believe there are foundational public health workforce needs that can only be identified by looking across our national landscape.”

Organizers challenged the 15 ASTHO affiliates, eight ASTHO peer groups, two federal agencies, and other partners in attendance to look beyond their individual priorities and think about universal public health workforce needs. (A full list of ASTHO’s affiliates and peer groups is included below.) Twenty-six workforce training needs were identified through pre-meeting interviews; from this list, systems thinking, communicating persuasively, and change management/flexibility were identified as top priorities during the meeting.

“The information gained from this meeting and the conclusion of this larger project will help to enhance coordination among ASTHO, its affiliates and peer networks, as well as key partners in order to help foster a stronger learning culture within health departments and stimulate more research on workforce development,” said Paul E. Jarris, MD, MBA, Executive Director, ASTHO. “In an environment of growing demands and diminishing resources we need to focus our workforce development efforts on trainings that will have the most impact for the most people.”
Reaching agreement around these critical priorities sets a clear agenda to create trainings and tools for a stronger public health workforce. Building on the work performed during the meeting, an expert panel has been identified to develop and implement an innovative, national survey to measure the strengths, weaknesses, attitudes, skills, and beliefs of the public health workforce. The final product will be a full and detailed report on the country’s current public health workforce and an effective roadmap for the field’s future development.

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**About the de Beaumont Foundation:** The de Beaumont Foundation believes that a strong public health system is essential. Founded by Pierre S. de Beaumont, the Foundation works to transform the practice of public health through strategic and engaged grantmaking. Programs funded by the Foundation build the capacity and stature of the public health workforce, improve public health infrastructure, and advance the distribution and relevancy of information and data in the field.

**About the Association of State and Territorial Health Officials:** ASTHO is the national nonprofit organization representing public health agencies in the United States, the U.S. Territories, and the District of Columbia, and the more than 100,000 public health professionals these agencies employ. The de Beaumont Foundation has supported ASTHO’s work previously through grants to create the Senior Deputies Leadership Program and to provide an e-learning workshop.
Public Health Workforce Development Strategy Retreat
April 18–19, 2013

Participating Organizations

**ASTHO AFFILIATES**

- Association of Health Facility Survey Agencies (AHFSA)
- Association of Maternal and Child Health Programs (AMCHP)
- Association of Public Health Laboratories (APHL)
- Association of Public Health Nurses (APHN)
- Association of State and Territorial Dental Directors (ASTDD)
- The Association of State and Territorial Local Health Liaison Officials (ASTLHLO)
- Association of State and Territorial Public Health Nutrition Directors (ASTPHND)
- Council of State Territorial Epidemiologists (CSTE)
- Directors of Health Promotion and Education (DHPE)
- National Association of Chronic Disease Directors (NACDD)
- National Public Health Information Coalition (NPHIC)
- National Association of State EMS Officers (NASEMSO)
- National Association for Public Health Statistics and Information (NAPHSIS)
- National Alliance of State and Territorial AIDS Directors (NASTAD)
- Safe States Alliance

**PARTNER AGENCY REPRESENTATIVES**

- American Public Health Association
- Centers for Disease Control and Prevention (CDC)
- Health Resources and Services Administration (HRSA)
- National Association of County and City Health Officials
- National WIC Association
- Northwest Center for Public Health Practice (Leadership Institute)
- Public Health Foundation

**ASTHO PEER NETWORKS**

- Accreditation Coordinators
- Chief Fiscal Officers
- Environmental Health Directors
- Human Resource Directors
- Informatics Directors
- Preparedness Directors
- Primary Care Officers
- Senior Deputies
- State Legislative Liaisons