

## Human Capital Indicator 2

### HC 2: Proportion of health department managers and supervisors who have completed a leadership training within the past year

#### Why measure this?

Effective public health practice requires a well-prepared workforce.<sup>1</sup> It is important that managers and supervisors possess core leadership competencies to effectively and efficiently manage the health department's programs and personnel. Health department leaders who have the depth of expertise and leadership required to meet current and future public health challenges also inspire their employees to grow and develop as well, contributing to a stronger, more competent workforce as a whole.

**Measurement specifications:** The number of health department managers and supervisors who have completed a leadership training within the past year divided by the total number of health department managers and supervisors.

**Reporting Period:** Annually

#### PHAB Alignment

**8.2.1 A:** Workforce development strategies

**8.2.3 A:** Professional and career development for all staff

This indicator contributes to the PHAB measures by providing health department leadership with key information about their senior leaders. Employee training and core staff competencies assure a competent workforce. Health departments must have a capable workforce with the skills and experience needed to perform their duties and carry out the health department's mission.

#### Operational Definitions

**Health department managers and supervisors:** Health department staff that administer and manage the development and implementation of the state's public health programs and/or oversee the administration and management the development and implementation of the state's public health programs.

**Leadership training:** A leadership training could be an internal or external agency-sponsored training.

**Annually:** This indicator should be reported on annually during a health department's 12-month cycle (i.e., calendar year, fiscal year, etc.).

<sup>1</sup> PHAB (2011). Op Cit.