

Supporting A Resilient and Healthy Public Health Workforce: Public Health in a Post-COVID Era

**Michigan Premier Public Health Conference
June 26, 2022**

**Kaye Bender, PhD, RN, FAAN
President, American Public Health Association**



GREETINGS FROM THE APHA EXECUTIVE BOARD AND FROM THE MSPHA BOARD



Session Overview

To say that COVID19 has been difficult for public health and its workforce is a major understatement. Now that the pandemic is appearing to be under better control, the public health workforce is returning to a focus on its comprehensive, pre-COVID duties as well as staying vigilant for future outbreaks.

This session will focus on the resiliency of the public health workforce and the organizations in which they work with a view toward the post-COVID era. Participants in this session will acknowledge the long and complex work that COVID19 has placed on public health; discuss some current key national initiatives to strengthen public health; and imagine the role of public health in a post COVID19 era

WHAT WERE PUBLIC HEALTH'S KEY CHALLENGES BEFORE COVID?



WHAT WAS PUBLIC HEALTH LIKE BEFORE COVID?

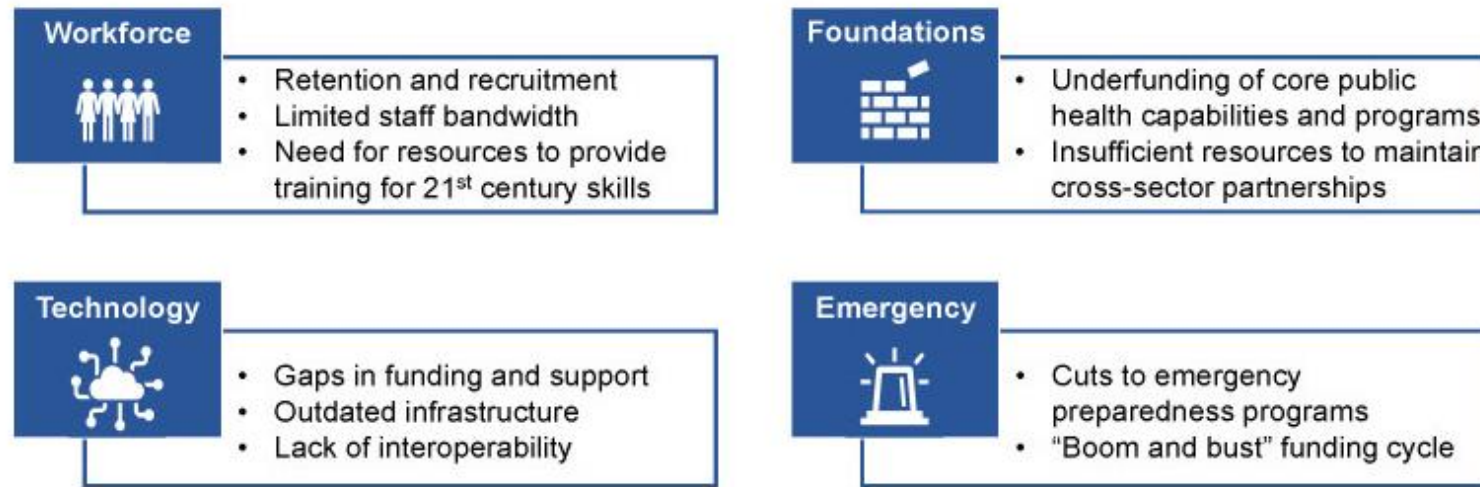


FIGURE 3 | Pre-Pandemic Challenge Areas for the Public Health Sector

Public Health COVID-19 Impact Assessment: Lessons Learned and Compelling Needs

By Karen DeSalvo, Bob Hughes, Mary Bassett, Georges Benjamin, Michael Fraser, Sandro Galea, J. Nadine Gracia, and Jeffrey Howard

April 7, 2021 | Discussion Paper

Key Challenges for Health Departments During COVID



FIGURE 4 | Key Challenges for Local and State Health Departments During COVID-19

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Impact of COVID19 on Public Health



COVID-19 provides a stark reminder of the tremendous social value of robust public health systems and the harrowing consequences when those capabilities are allowed to atrophy.

nam.edu/Perspectives

Symptoms of Depression, Anxiety, Post-Traumatic Stress Disorder, and Suicidal Ideation Among State, Tribal, Local, and Territorial Public Health Workers During the COVID-19 Pandemic — United States, March–April 2021

Summary

What is already known about this topic?

Increases in mental health conditions have been documented among the general population and health care workers during the COVID-19 pandemic; however, data on public health workers are limited.

What is added by this report?

Among 26,174 surveyed state, tribal, local, and territorial public health workers, 53.0% reported symptoms of at least one mental health condition in the past 2 weeks. Symptoms were more prevalent among those who were unable to take time off or worked ≥ 41 hours per week.

What are the implications for public health practice?

Implementing prevention and control practices that eliminate, reduce, and manage factors that cause or contribute to public health workers' poor mental health might improve mental health outcomes during emergencies.

Bryant-Genevier J, Rao CY, Lopes-Cardozo B, et al. Symptoms of Depression, Anxiety, Post-Traumatic Stress Disorder, and Suicidal Ideation Among State, Tribal, Local, and Territorial Public Health Workers During the COVID-19 Pandemic — United States, March–April 2021. MMWR Morb Mortal Wkly Rep 2021;70:947–952. DOI: <http://dx.doi.org/10.15585/mmwr.mm7026e1external icon>.

THE IMPACT OF THE COVID-19 PANDEMIC

Rising Stress and Burnout in Public Health



VISIT [PHWINS.ORG](https://phwins.org) TO LEARN MORE

PHWINS
PUBLIC HEALTH WORKFORCE
INTERESTS AND NEEDS SURVEY

How Do You Feel About Where Our Public Health Workforce Is Now?



THE PUBLIC HEALTH WORKFORCE

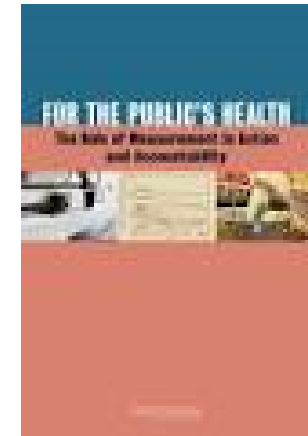
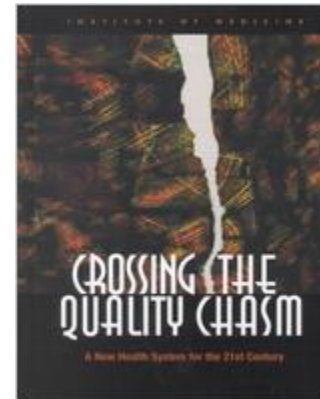
Fundamentally, public health services are only as good (and strong) as the workforce that delivers them.

We Have Walked Some of This Path Before – What Can Our History Tell Us



AMERICAN PUBLIC HEALTH ASSOCIATION
For science. For action. For health.

Key Reports Impacting Public Health



PUBLIC HEALTH AS A PROFESSION

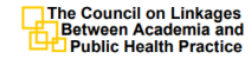
- Public Health Credentialing of Individuals in the Workforce
- Accreditation of Schools and Programs in Public Health
- Core Competencies for Public Health Professionals

Accreditation of Schools and Programs



Core Competencies for Public Health Professionals

Updated October 2021



October 2021

Core Competencies for Public Health Professionals

Revised and Adopted by the Council on Linkages Between Academia and Public Health Practice:
October 21, 2021

Available from: phf.org/corecompetencies



Certified in Public Health (CPH)



Created to Professionalize the Field of Public Health

- Common body of knowledge
- Assurance of a competent workforce
- Establish profession-wide standards



12

Years of Testing

11,113

Examinees

95

Countries with CPH

Exam Eligibility

Alumni

Student

Workforce

Graduate students of CEPH-accredited and CEPH-applicant schools and programs of public health

All graduates of CEPH-accredited and CEPH-applicant schools and programs of public health

Exam Eligibility

Alumni

Student

Workforce

Minimum of THREE years of public health experience and graduate-level related-degree or CEPH-accredited certificate program

OR

Minimum of FIVE years of public health experience and at least a bachelor's degree

What Do You Think About Public Health As A Profession Now Compared To When You Started Your Work?



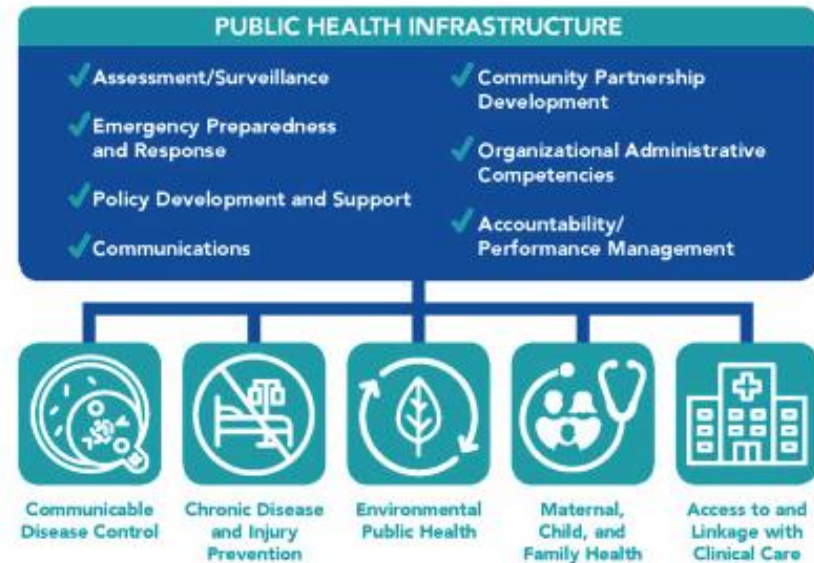
PUBLIC HEALTH AS A SYSTEM

- Refreshed Ten Essential Public Health Services
- NAM Post-COVID Recommendations
- Public Health Forward: Modernizing the US Public Health System
- National Consortium for Public Health Workforce Development
- APHA

Refreshed Public Health Frameworks



10 Essential Public Health Services



Foundational Capabilities

FIGURE 2 | Frameworks for Essential Services and Foundational Capabilities in Public Health

SOURCE: <https://www.cdc.gov/publichealthgateway/publichealthservices/essentialhealthservices.html> (*left*) and Public Health National Center for Innovations. Foundational public health services in

action. PHNCI. <https://phnci.org/national-frameworks/fphs>. Published November 2018. (*right*) (reprinted with permission).

National Academies of Medicine

About the NAM series on Emerging Stronger After COVID-19: Priorities for Health System Transformation

This discussion paper is part of the National Academy of Medicine's Emerging Stronger After COVID-19: Priorities for Health System Transformation initiative, which commissioned papers from experts on how 9 key sectors of the health, health care, and biomedical science fields responded to and can be transformed in the wake of the COVID-19 pandemic. The views presented in this discussion paper and others in the series are those of the authors and do not represent formal consensus positions of the NAM, the National Academies of Sciences, Engineering, and Medicine, or the authors' organizations.

Learn more: nam.edu/TransformingHealth



Recommendations from NAM

1. Transforming public health funding;
2. Affirming the mandate for public health;
3. Promoting structural alignment across the public health sector;
4. Investing in leadership and workforce development;
5. Modernizing data and IT capabilities; and
6. Supporting partnerships and community engagement.

Bipartisan Policy Center



Public Health Forward: Modernizing the U.S. Public Health System

December 2021



Call to Action for State, Territorial, and Local Public Health Departments to Move Public Health Forward

THE OPPORTUNITY

COVID-19 exposed numerous, long-standing, and deep fractures in our public health system and highlighted pervasive disparities among communities regarding factors that affect an individual's physical and mental health – access to affordable and nutritious food options, safe and affordable housing, financial security, and quality, affordable medical care. The infusion of federal relief funds presents policymakers with a historic opportunity to correct these problems and set a new course for health in the United States that advances health equity and enables each person to achieve their best health.

Bipartisan Policy Center



Call to Action for State, Territorial, and Local Policymakers to Move Public Health Forward

THE OPPORTUNITY

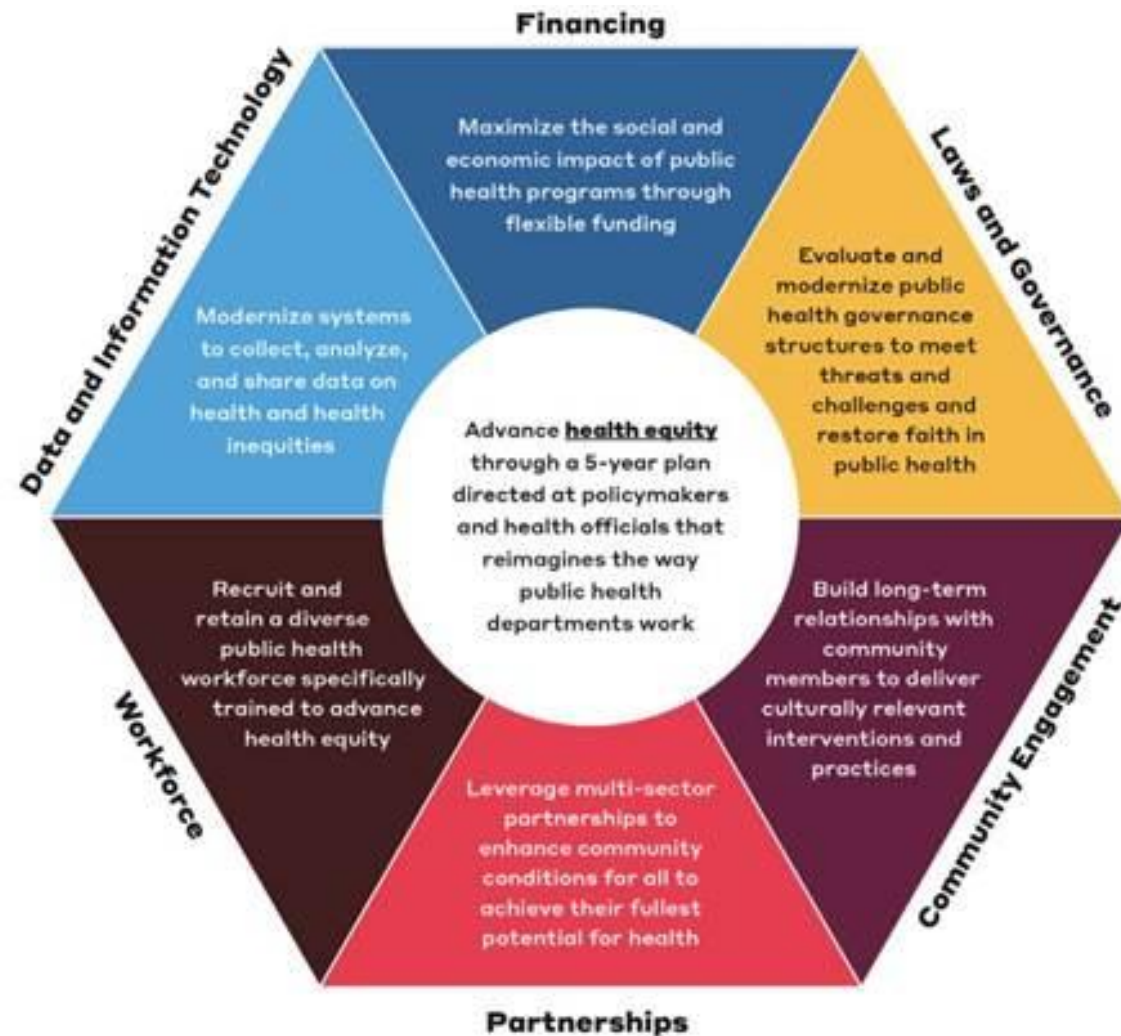
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Public health serves a critical yet often invisible role in health. Achieving a disproportionate amount of attention is placed on medical care and the treatment of disease, illness, and injuries, public health takes a comprehensive approach to improving health and the social factors that contribute to good health. Healthy behaviors, social and economic factors, the physical environment, and other issues account for 80% of health outcomes, while clinical care is responsible for only 20%.¹ Through such activities as promoting healthy eating and active living, controlling infectious disease outbreaks, and preventing injuries, public health efforts allow Americans to live longer, healthier lives and is essential to the viability and prosperity of communities across the country. However, many Americans do not recognize the value that public health systems bring to their communities until these systems are most needed.

Public Health Forward: Modernizing the U.S. Public Health System defines a vision for health in the 21st century and provides a practical, prioritized, bipartisan set of actions for policymakers and public health officials to guide strategic investments and decision-making to achieve this vision.

21st Century Public Health System Framework

(BPC, 2021)



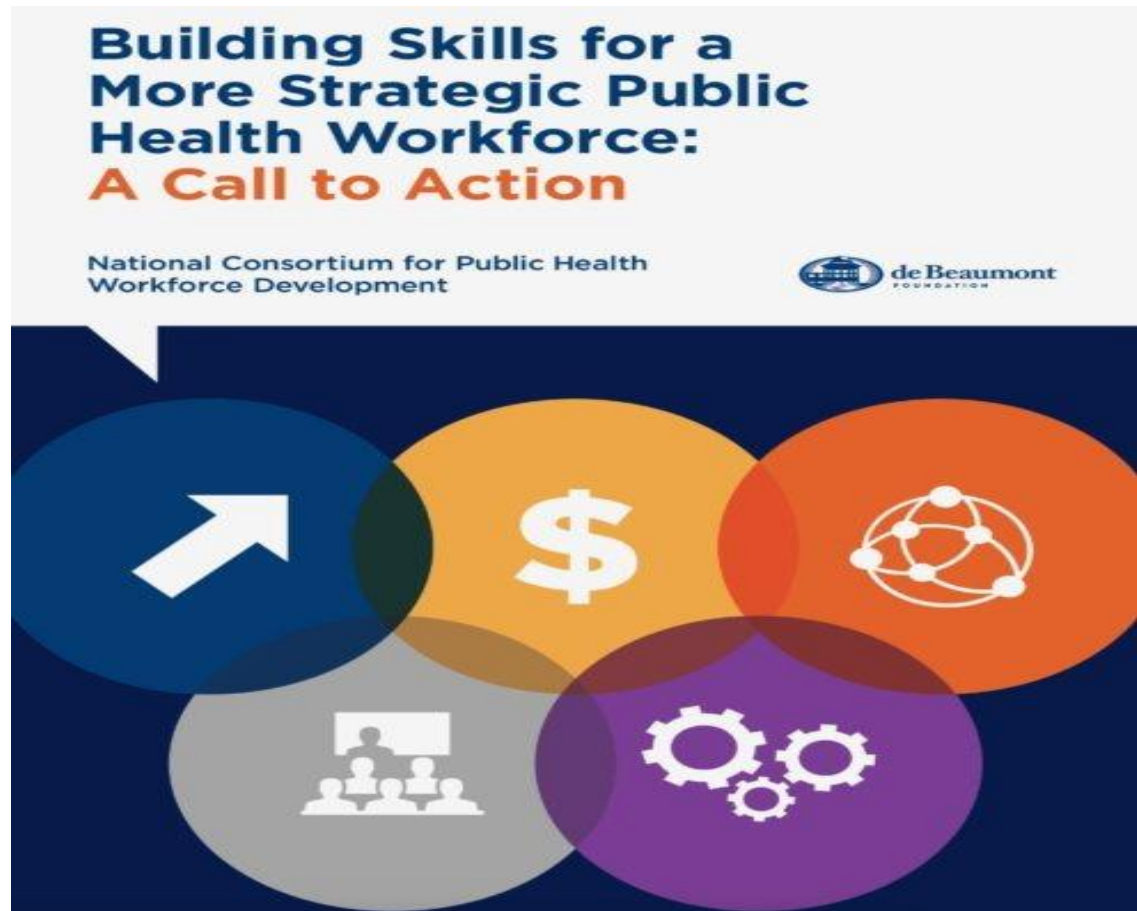
Commonwealth Commission On A National Public Health System



The
Commonwealth
Fund

The Commonwealth Fund Commission on a National Public Health System will identify key steps for strengthening the public health infrastructure at the federal, state, and local levels. We will review the evidence, engage with experts and public health leaders, and develop a report with specific policy recommendations, written in plain language. This report is intended to inform the transition to a national public health system through more directed use of grant and other federal funds, the resetting of roles and expectations, and reform of legal authority. Expect to release the report in late spring 2022.

National Consortium for Public Health Workforce Development



GOALS

1



Achieving Health Equity

Support the public health workforce to become more diverse and inclusive, with the knowledge, insight, and structures they need to help their communities overcome systemic barriers to health equity.

2



Recruitment and Retention

Recruit and retain a diverse, skilled public health workforce that is well-prepared to achieve health equity in their communities.

3



Building Robust and Equitable Pathways

Support a diverse public health workforce to continue to learn and develop professionally throughout their careers to be able to respond to the unique and always-evolving needs of their communities.



APHA 2022 Advocacy Priorities

- **INCREASE AND PROTECT FUNDING FOR VITAL PUBLIC HEALTH AGENCIES AND PROGRAMS AND STRENGTHEN THE NATION'S PUBLIC HEALTH INFRASTRUCTURE**
- **UPHOLD THE ACA AND EXPAND HEALTH CARE COVERAGE**
- **ADVANCE RACIAL AND HEALTH EQUITY**
- **ADDRESS THE HEALTH IMPACTS OF CLIMATE CHANGE**
- **UPHOLD AND STRENGTHEN CRITICAL PUBLIC HEALTH LAWS AND REGULATIONS AND REVERSE DAMAGING ROLL BACKS**
- **ADDRESS THE NATION'S GUN VIOLENCE EPIDEMIC**

Recipe for Future Public Health Success

- Heaping Portion of Dedicated and Talented Public Health Professionals
- 1 cup of great Partnerships
- 1 cup of Funding
- 2 Tablespoons of Flexibility
- 1 Tablespoon of Political Support
- Must have...
- COMPELLING MISSION / SENSE of PURPOSE
- Must minimize addition of any Bureaucracy and Inefficiency



APHA PREPARES FOR 150TH YEAR CELEBRATIONS

As we celebrate APHA's 150th anniversary, we recognize past accomplishments, acknowledge the impact of Sections and Affiliates on public health accomplishments and look forward to even more success as we work together to improve the health of the public and achieve equity in health status.

We'll be holding a variety of special events throughout the year, culminating with the APHA Annual Meeting in Boston, Nov. 6-9, 2022.

Check out www.apha.org/APHA150 monthly for updates on events, activities and resources to celebrate APHA's 150th anniversary.

Join us for this year-long anniversary celebration. We'll be exploring APHA's lasting impact on the nation's health and charting our course for the future.





Thank You!

About APHA

The American Public Health Association champions the health of all people and all communities. We strengthen the public health profession, promote best practices and share the latest public health research and information. We are the only organization that combines a 150-year perspective, a broad-based member community and the ability to influence policy to improve the public's health. Learn more at www.apha.org.



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