

Changing the framework of workforce development in public health

Career Education Technical Education



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Purpose

- What is Traditional Health Worker (THW)?
 - Frontline Public Health Workforce
- THW Workforce Career Pipeline and Community College
 - What is Career Technical Education (CTE)?
- Public Health Outreach and why grow your own Rural Health Discussion.
 - This presentation will look at educational opportunities within rural communities, access to entry-level jobs and support for career development.
 - Challenges faced by rural health departments

What is a THW and Why have them?



Traditional Health Workers (THWs) are trusted individuals from their local communities who may share socioeconomic ties and lived experience with the person they serve.

Examples of different types of THWs:

- Community Health Workers
- Doula
- Peer Support Specialist
- Peer Wellness Specialist
- Youth Support Specialist
- Family Support Specialist



[THW Toolkit](#)

The role of a Traditional Health Worker Liaison

- **Grow** the THW Workforce
- **Support** THWs working in our communities
- **Increase** our member's access to THWs
- **Educate** providers on the benefits/best practices of THWs
- **Teach** THWs about OHA certification and Medicaid billing
- **Support** state-level THW work



Reflection

- Think about positions that you have currently support existing THW worker types.
- Do you have opportunities for growth in your agency?



Five years
ago this
started with
a discussion.

- How do we bring trainings to Central Oregon?
- How do we support local workforce development?
- Till recently, Traditional Health Workers types were not included in Career Technology Education (CTE)* pathways in Oregon.
- *Will be expanding on what is CTE in upcoming slides.

IT STARTED WITH A REQUEST – BUILD WORKFORCE

Strengthen the public health workforce pipeline (Over \$500,000 in private/public funding)

- PacificSource gathered a working team of Community Based Organizations and local partners to discuss trainings and on-going workforce development.
- American Rescue Plan Grant- Deschutes County
- Central Oregon Health Council
- Hickok-Wallace Community Health Worker Fund at COCC Foundation
- Healthy Rural Oregon: Building a Workforce for Community Health- HRSA Grant
- PacificSource Plans
- Planning Grant - COCC Strategic Plan Funds

What is CTE?



Career and technical education (CTE) is the practice of teaching specific career skills to students in middle school, high school, and post-secondary institutions.

Career Technical Education

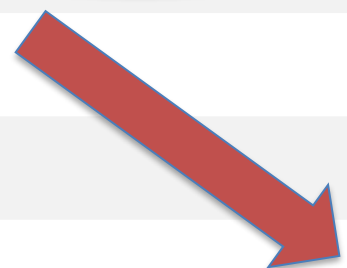
- There are 16 Career Clusters
- Department of Education provides funds \$\$ for workforce development starting in middle, high school to post-secondary institutions.
- Public health typically has not been a CTE in the post secondary institutions.
- To become a CTE pathway there needs to be a documented workforce.

CTE includes 16 career clusters:

Health Science	Hospitality
Business	Government
Sales	Law
Finance	Agriculture
Information Technology	Human Services
Science, Technology, Engineering, & Math	Construction
Manufacturing	Training
Logistics	Arts, Audio/Visual Technology, & Communication

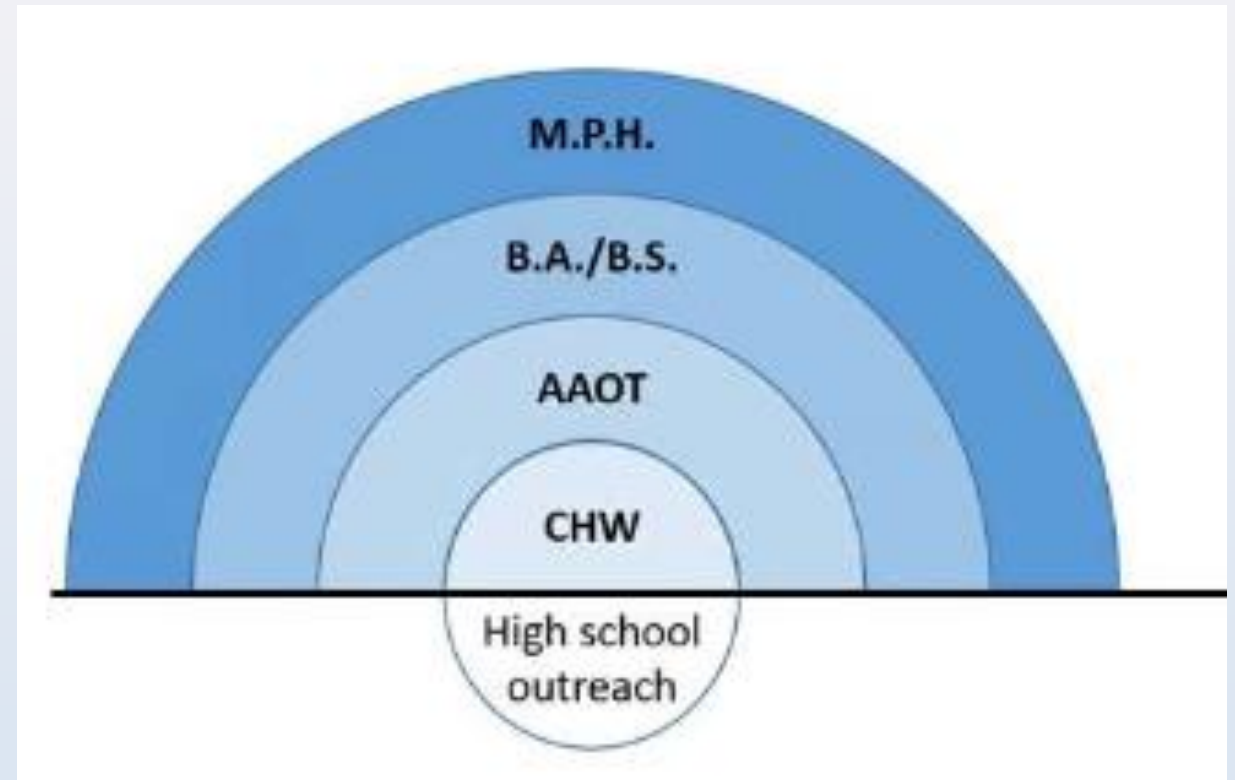
CTE vs Degree What's the Difference?

Computer Aided Drafting (CAD)	D	C	
Computer Science			D
Cybersecurity	C		
Cybersecurity and Networking	D		
Web Development	D		
Criminal Justice	D		
Dental Assisting	C		
Dental Hygiene			D
Dentistry - Pre			D
Education	D	C	D
Economics			D
Engineering			D
Music			D
Natural Resources			D
Nursing	D	C	D
Nursing Assistant		C	
Outdoor Leadership		C	D
Paramedicine			D
Pharmacy Technician		C	
Physical Therapy - Pre			D
Physics			D
Political Science			D
Psychology			D
Public Health		C	D



Creating A Pipeline- Guided Pathways

- Our goal is to support students along their academic and career path, either transferring to a Bachelor's degree program and/or entering directly into the workforce as a public health professional.
- Currently have students who took a THW classes working in this pathway.



Traditional Health Worker and Public Health



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What this means for THW Workforce

- OHA Approved Programs can be accepted for equivalency
- Ability to start connect to CTE programs at high school levels to introduce the pathway
- Funding to support a program and outreach efforts (i.e. newsletter, open education access items)
- Job descriptions now are open to people with OHA Approved certificates and experience
- Advisory group guides curriculum and constant evaluation.
- Links to public health programs

Creating a pathway example

- Last year, Leslie Estrada Burgos studied for her GED certificate, in a course specifically for those pursuing health care careers, and her Community Health Worker certificate, at the same time. She now works at St. Charles Bend after also completing the college's phlebotomy certificate.
- The community health worker course let her know what college would really be like, and it helped that the GED course was flexible, she said. ([Bend Bulletin](#))



Attendees	
Name	Position, Agency
Michael Baker	Director, Jefferson County Public Health
Nancy Burham	Traditional Health Worker Liaison, PacificSource Plans
Erin Hoar	Regional Perinatal Care Coordinator, Deschutes County Health Services
Randal Jasa	Operations Manager Madras Family Care Clinic at St. Charles Health System
Sarah Mahnke	Thrive Central Oregon Executive Director
Molly Olheiser	Community Health Worker, St Charles Health System
Katie Plumb	Director, Crook County Public Health Department
Lindsey Staling	Patient Support Program Manager, Mosaic Medical

Oregon Learns Open Source Education



TRAINING

RESOURCES ▾

ABOUT

CONTACT

Free Community Health Education Without Limits

Open Access to Community Health Education

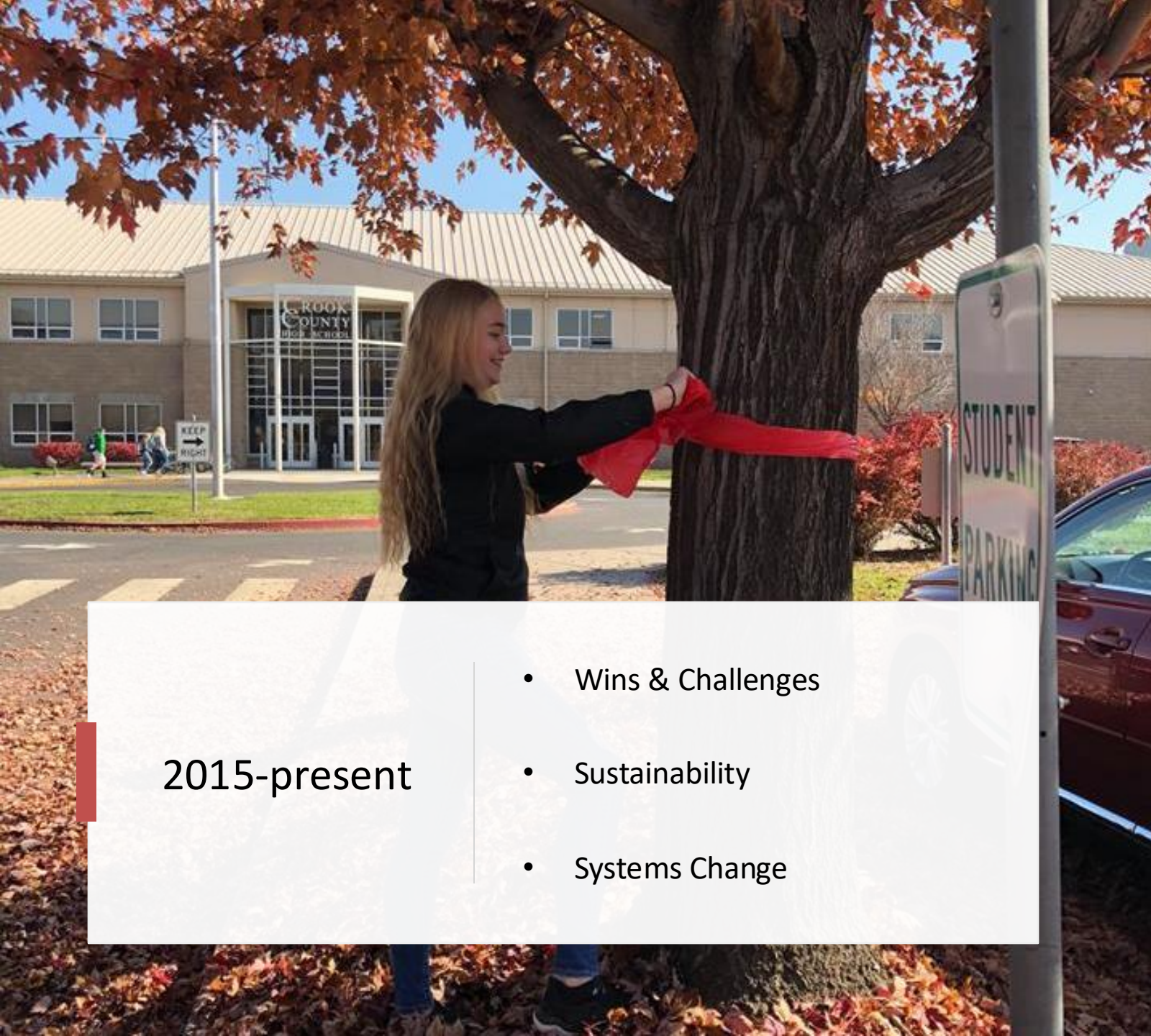
[View Trainings](#)





Growing Our Own Workforce in Rural Oregon

Crook Health Department

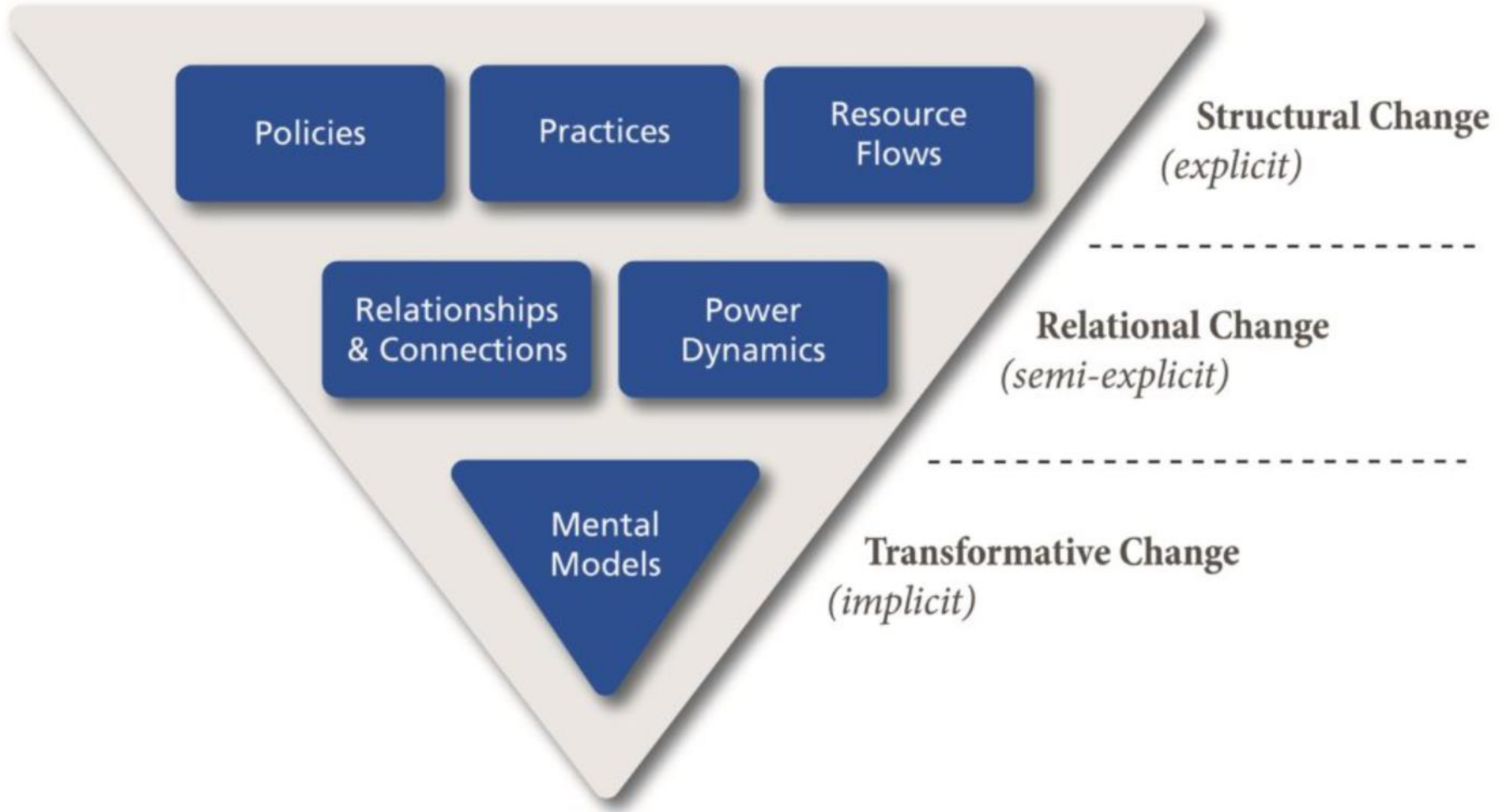


2015-present

- Wins & Challenges
- Sustainability
- Systems Change



Six Conditions of Systems Change



Discussion

Policies

Practices

Resource Flows

Relationships & Connections

Power Dynamics

Mental Models





Questions or Discussion