

# Welcome!

## CEO COFFEE CHAT TOPIC SERIES: Workforce and Leadership Development

Workforce and Leadership Development Committee  
Co-Chairs: **Audra Bishop (CO) & Kate Schedel (IN)**  
AMCHP Staff Representatives: **Mikayla Frye and Ben Kaufman**



# Agenda

00:00 - 00:05

Welcome and Purpose

00:05 - 00:15

Grounding in Data

00:15 - 00:55

Breakout Groups: Brainstorming Strategies

00:55 - 01:00

Regroup, share out, and next steps

# Purpose

The Association of Maternal and Child Health Programs (AMCHP) is convening a series of discussions around the Maternal and Child Health (MCH) Talent Pillar of our 2022-2027 Strategic Plan. From these discussions we hope to:

- 1 Orient members to available workforce-related data relevant to the MCH Talent Strategic Goals;
- 2 Gather strategies relevant to our membership that AMCHP can implement to achieve our Strategic Goals; and
- 3 Provide the opportunity for members to inform and guide our strategic actions.



GROUNDING DATA:

# AMCHP 2021 Member Assessment

## SURVEY OVERVIEW

Administered to 372 members  
September 23 – December 10, 2021

123 survey responses; response rate  
of 33%

## 2021 SYSTEM-LEVEL PRIORITIES

Recruit and retain highly competent staff  
(56.2%)

Addressing health equity (43.8%)

Covid-19 Impacts (32.4%)

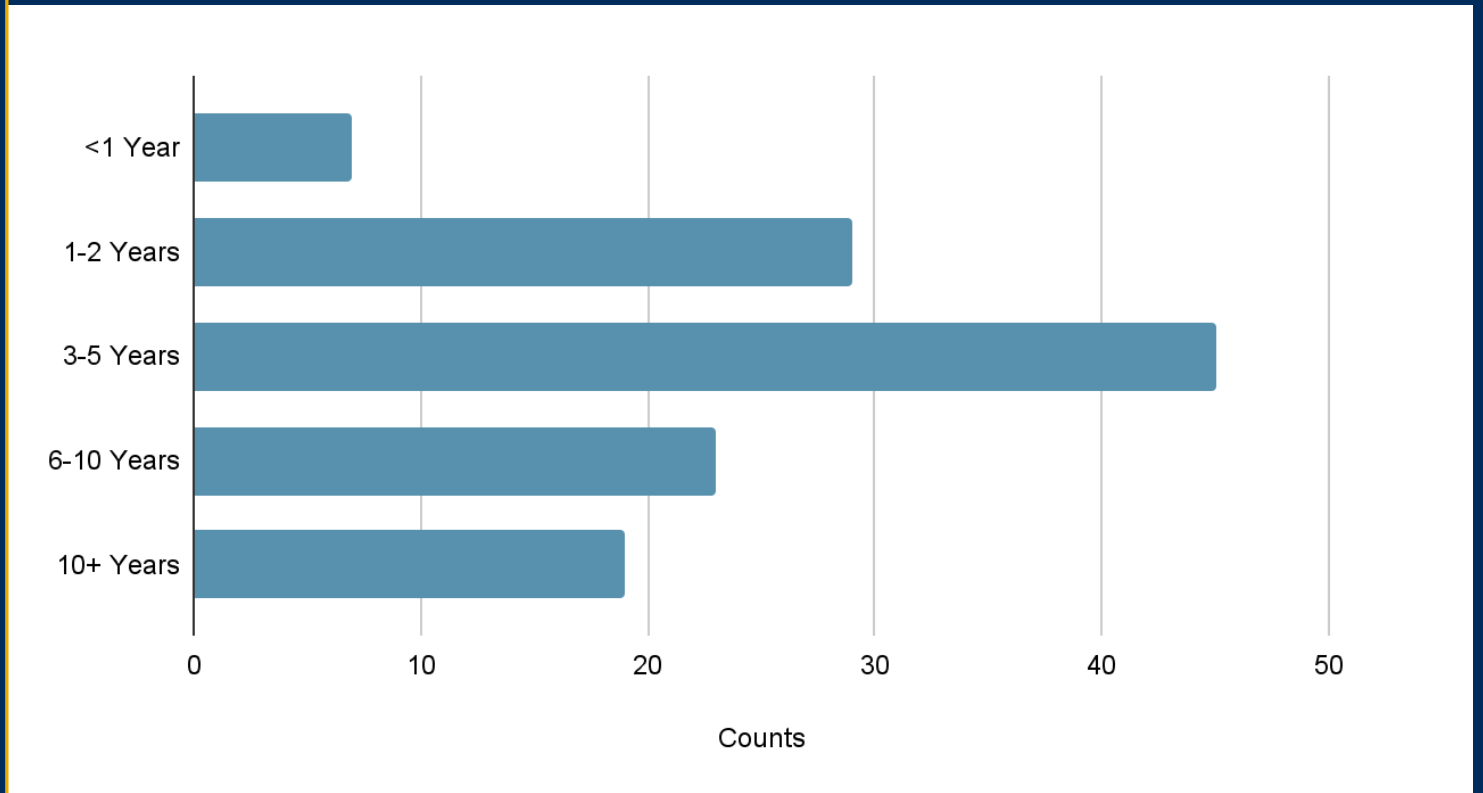
Policies influencing public health priorities &  
agenda (30.5%)

Retirement & loss of senior staff (23.8%)

GROUNDING DATA:

# AMCHP 2021 Member Assessment

## LENGTH OF TIME IN CURRENT POSITION



Members reported being in their current position for 3-5 years most frequently, with the majority of respondents falling within the 1-10 year range. However, the majority of respondents (53%) reported working in the MCH field for more than 10 years.



GROUNDING DATA:

# AMCHP 2021 Member Assessment

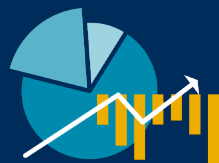
In 2021, we asked members to identify topics via free response what workforce development opportunities would improve their knowledge, skills, and abilities for effective MCH practice. These are the top identified topic themes:



Building and maintaining  
community/family relationships



Project management and  
strategic planning

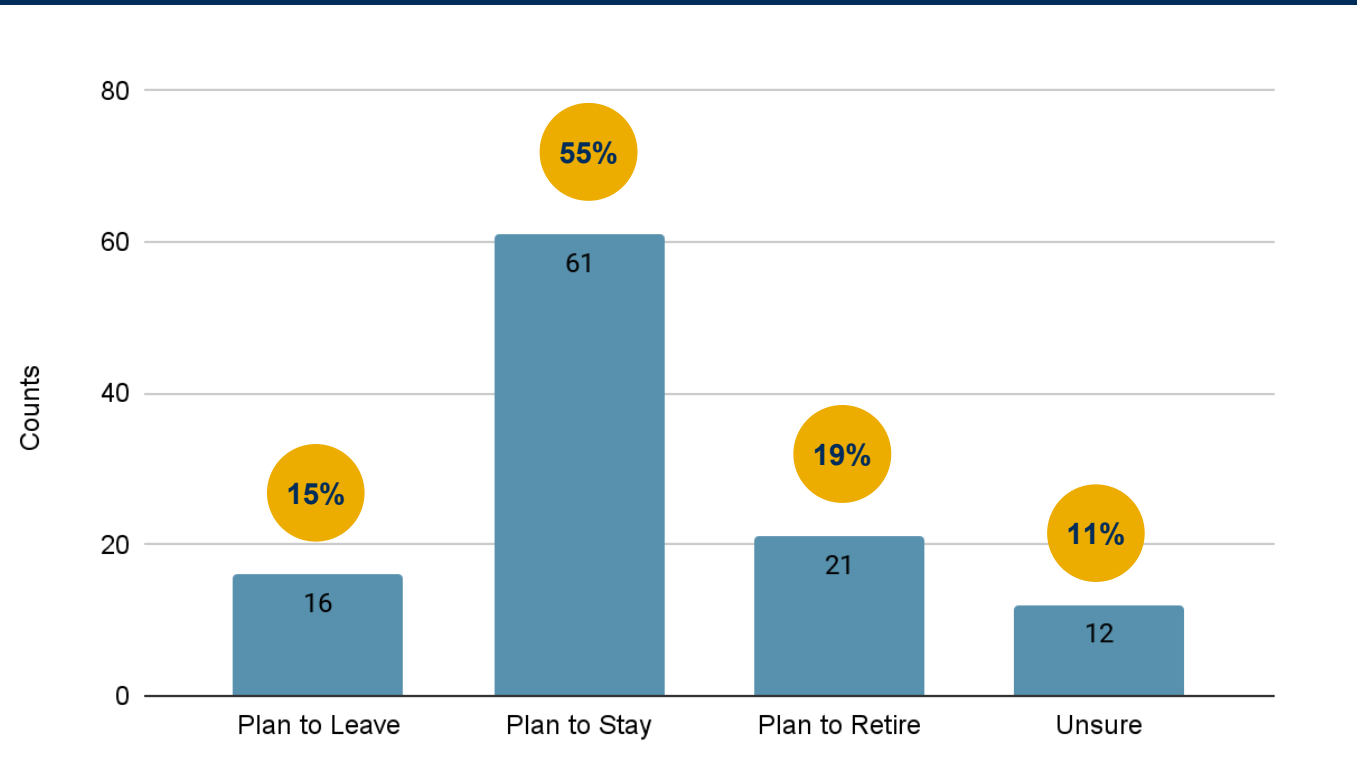


Data, epidemiology, and  
evaluation

GROUNDING DATA:

# AMCHP 2021 Member Assessment

## 5-YEAR EMPLOYMENT PLANS



Of those not planning to retire, the top reasons for leaving are:

- Pay
- (Lack of) opportunities for advancement
- Burnout

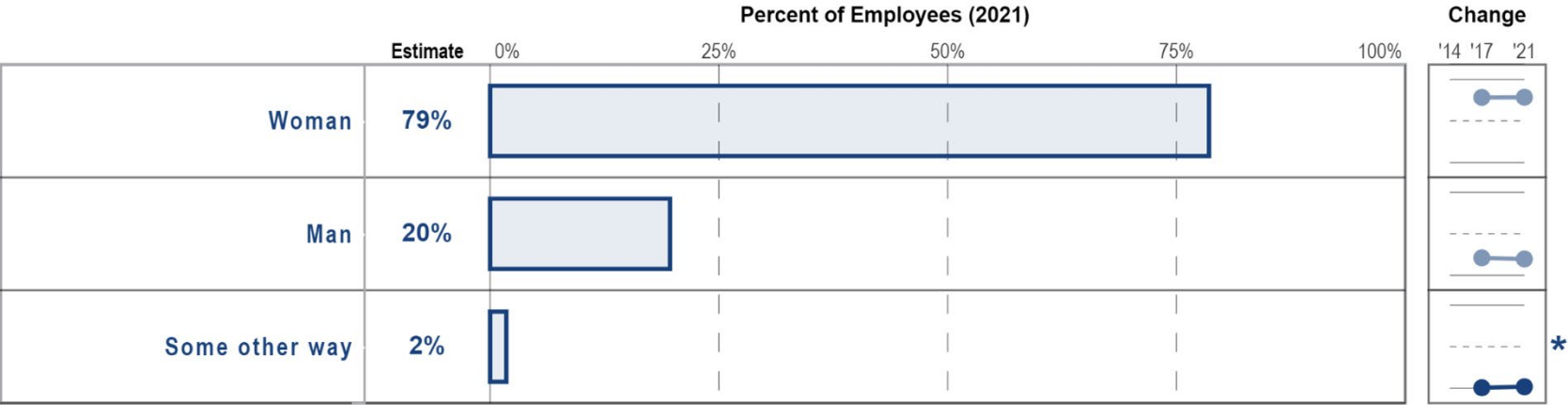
What is keeping members at their organizations:

- Job satisfaction
- Flexibility in work schedule
- Flexibility in work location / benefits (tie)

GROUNDING DATA:

# 2021 Public Health Workforce Interests and Needs Survey

## GENDER NATIONAL: ALL EMPLOYEES



\* This change is statistically significant at a 95% confidence level. Significant changes are shown with a dark blue line.

**Caveats:** Respondents selected whether they identify as a man, woman, or some other way.

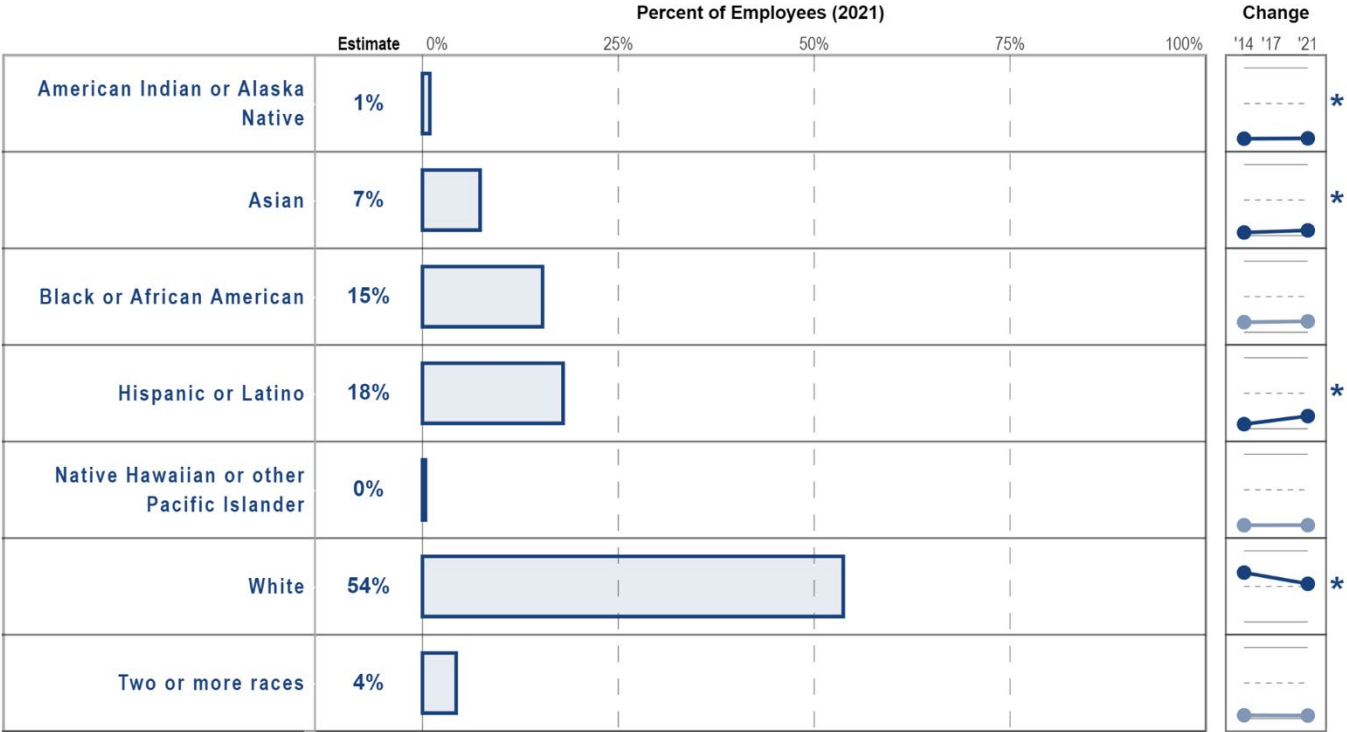
Citation: de Beaumont Foundation and Association of State and Territorial Health Officials, *Public Health Workforce Interests and Needs Survey: 2021 Dashboard*. [www.phwins.org/national](http://www.phwins.org/national). August 3, 2022.



GROUNDING DATA:

# 2021 Public Health Workforce Interests and Needs Survey

## RACE & ETHNICITY NATIONAL: ALL EMPLOYEES



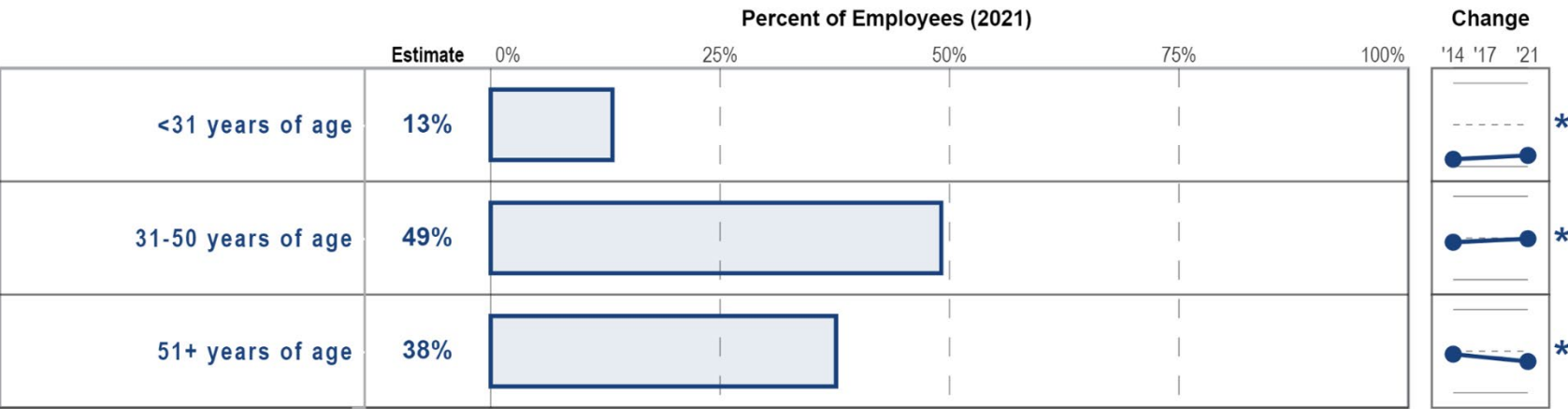
**Caveats:** Respondents selected whether they identify as Hispanic or Latino and then selected the racial category/categories with which they most identify.

Citation: de Beaumont Foundation and Association of State and Territorial Health Officials, *Public Health Workforce Interests and Needs Survey: 2021 Dashboard*. [www.phwins.org/national](http://www.phwins.org/national). August 3, 2022.

GROUNDING DATA:

# 2021 Public Health Workforce Interests and Needs Survey

## AGE COLLAPSED NATIONAL: ALL EMPLOYEES



\* This change is statistically significant at a 95% confidence level. Significant changes are shown with a dark blue line.

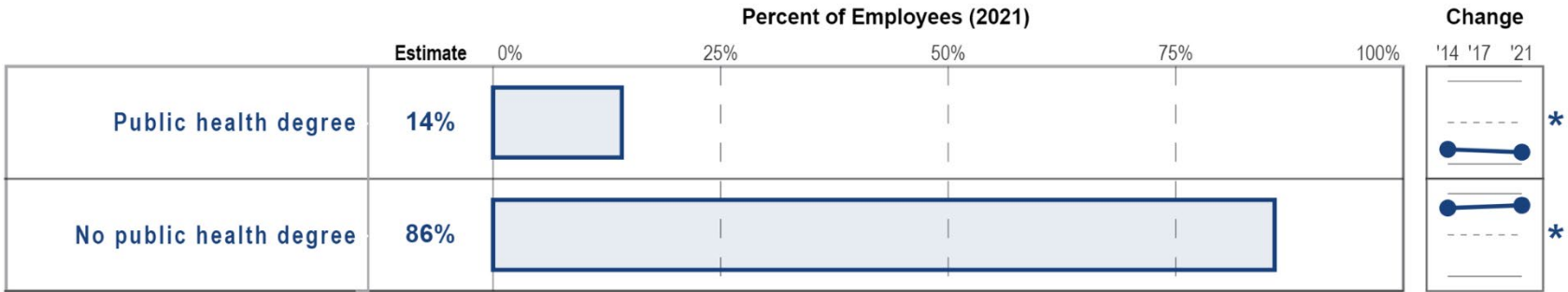
**Caveats:** Respondents selected their age.

Citation: de Beaumont Foundation and Association of State and Territorial Health Officials, *Public Health Workforce Interests and Needs Survey: 2021 Dashboard*. [www.phwins.org/national](http://www.phwins.org/national). August 3, 2022.

GROUNDING DATA:

# 2021 Public Health Workforce Interests and Needs Survey

## PUBLIC HEALTH TRAINING NATIONAL: ALL EMPLOYEES



\* This change is statistically significant at a 95% confidence level. Significant changes are shown with a dark blue line.

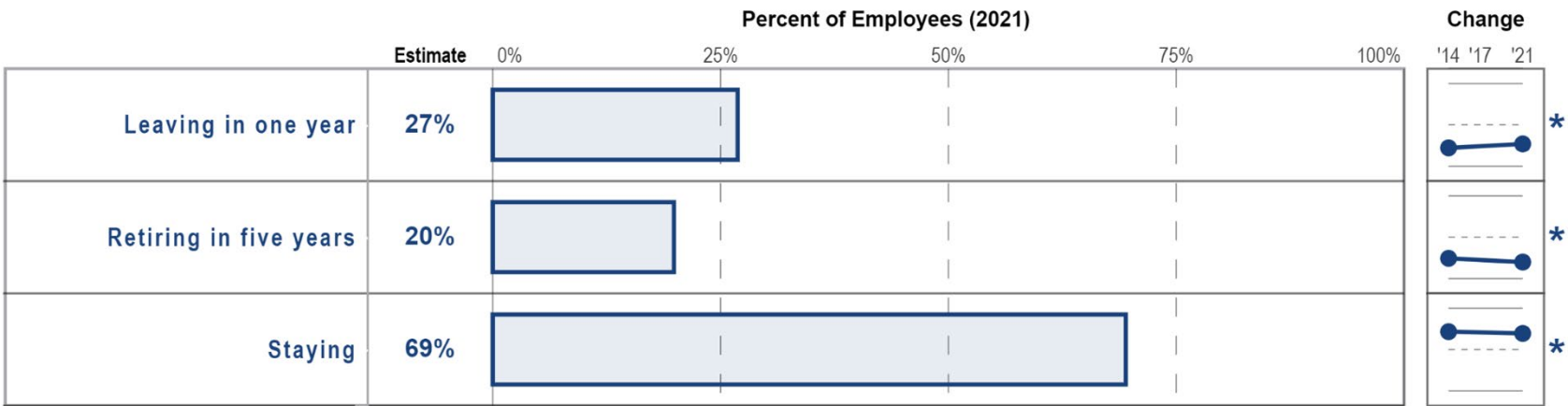
**Caveats:** "Public Health Degree" represents respondents who have completed a Bachelor's, Master's or Doctorate degree in public health.

Citation: de Beaumont Foundation and Association of State and Territorial Health Officials, *Public Health Workforce Interests and Needs Survey: 2021 Dashboard*. [www.phwins.org/national](http://www.phwins.org/national). August 3, 2022.

GROUNDING DATA:

# 2021 Public Health Workforce Interests and Needs Survey

## INTENT TO LEAVE NATIONAL: ALL EMPLOYEES



\* This change is statistically significant at a 95% confidence level. Significant changes are shown with a dark blue line.

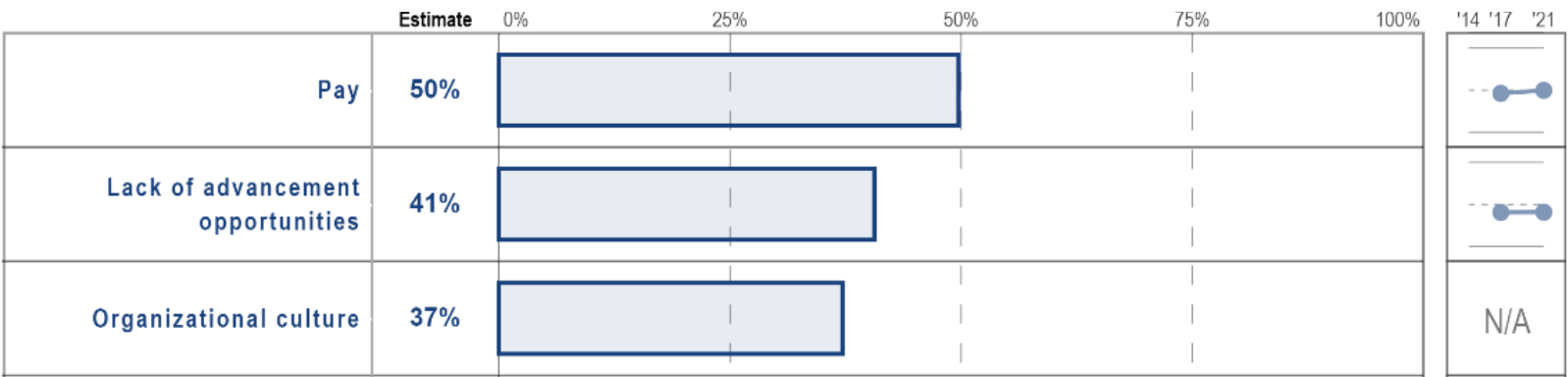
**Caveats:** "Leaving in one year" reflects those who are considering leaving their organization in the next year, excluding retirements; "Retiring in five years" reflects those who are considering retiring in the next five years; "Staying" represents those not considering leaving or retiring. This graph does not represent those who have already left or retired.

Citation: de Beaumont Foundation and Association of State and Territorial Health Officials, *Public Health Workforce Interests and Needs Survey: 2021 Dashboard*. [www.phwins.org/national](http://www.phwins.org/national). August 3, 2022.

GROUNDING DATA:

# 2021 Public Health Workforce Interests and Needs Survey

## REASONS FOR LEAVING NATIONAL: ALL EMPLOYEES



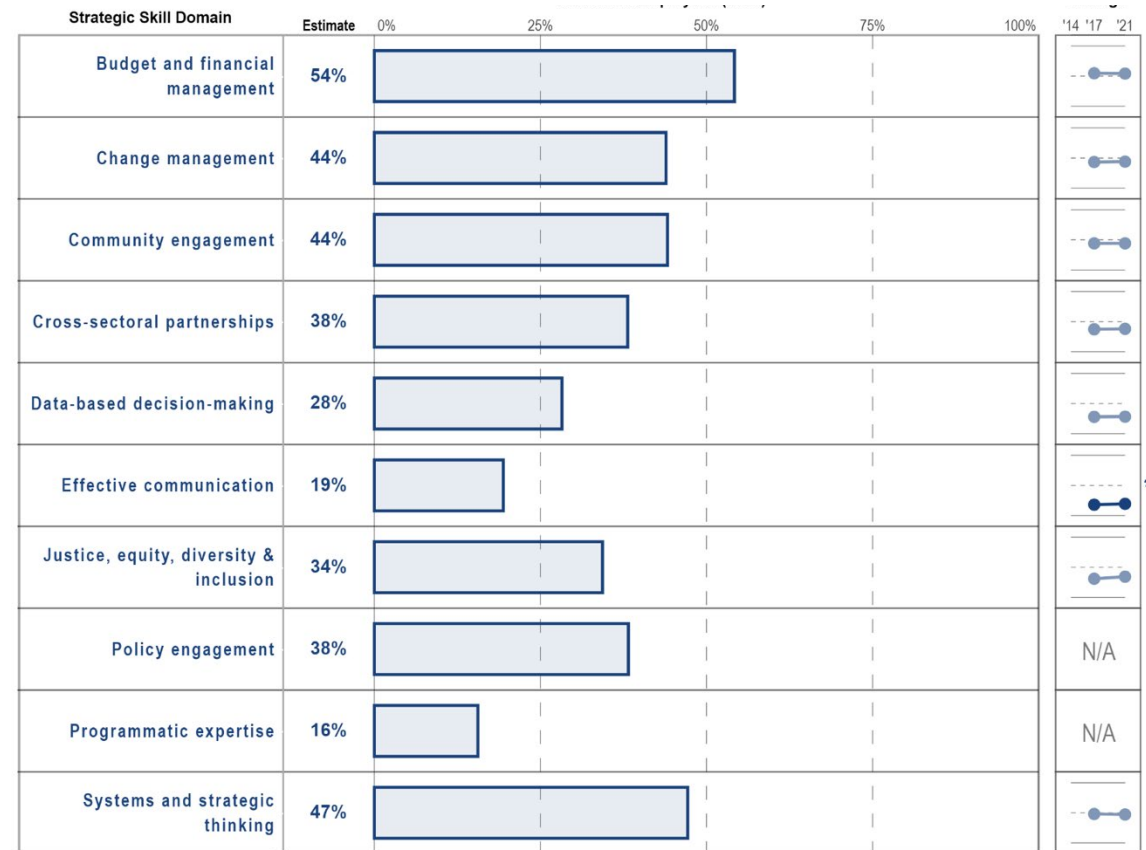
Citation: de Beaumont Foundation and Association of State and Territorial Health Officials, *Public Health Workforce Interests and Needs Survey: 2021 Dashboard*. [www.phwins.org/national](http://www.phwins.org/national). August 3, 2022.

GROUNDING DATA:

# 2021 Public Health Workforce Interests and Needs Survey

## TRAINING NEEDS

NATIONAL: ALL EMPLOYEES



\* This change is statistically significant at a 95% confidence level. Significant changes are shown with a dark blue line.

**Caveats:** This graph represents the percentage of the workforce that considers each strategic skill as highly important to their day-to-day work but their proficiency as low.

Citation: de Beaumont Foundation and Association of State and Territorial Health Officials, *Public Health Workforce Interests and Needs Survey: 2021 Dashboard*. [www.phwins.org/national](http://www.phwins.org/national). August 3, 2022.





# Maternal & Child Health Talent

## GOALS:

1. Foster trauma-informed, equity-centered, and whole-person-focused workplaces internally and with members.
2. Internally develop and apply a standard and unified MCH workforce development and capacity-building nomenclature. AMCHP will share this language with major workforce centers, partners, and members.
3. Support a diverse (with respect to race, ethnicity, gender, educational background, and other aspects of identity) MCH workforce and sustain this workforce by fostering a pipeline of professionals into the workforce.
4. Support members to reduce burnout, reduce their own staff turnover, and grow their talent and improve job satisfaction through diversity, equity, and inclusion principles.
5. Coordinate and align with partners to ensure that Title V programs and individual staff have equitable, consistent access to capacity-building opportunities that align with their changing priorities.





# Breakout Groups

In each room there will be 1 (one) facilitator and 1 (one) note-taker.

After 13 minutes, groups will transition to a different goal in ascending order.

Each breakout group will brainstorm strategies for 3 of the 5 goals.

REGROUP:

What is a theme or theme emerging from your goal?

# Next Steps

TUESDAY, JUNE 20TH 1-2:15PM ET

Workforce and Leadership Development Coffee Chat #3 (Virtual)

AMCHP

ASSOCIATION OF MATERNAL & CHILD HEALTH PROGRAMS

thank  
you.

