Building MCH Workforce Capacity: Early Adopters and Creative Ways to use the MCH Navigator

Tuesday, January 28th 12 – 1pm
We will discuss...

- MCH Navigator Overview
- Promising practices
- Concrete examples of how 3 states incorporated the Navigator to promote systems building and workforce and leadership development
- Lessons learned
Panelists and Moderator

Panelists
Meredith Pyle, Systems Development Chief, **Maryland** Department of Health and Mental Hygiene, Office for Genetics and People with Special Health Care Needs

Michael Warren, MPH FAAP
Director of the Division of Family Health and Wellness, **Tennessee** Department of Health, Division of Family Health and Wellness

Janette Cline, MPH, MHR, CHES
Maternal and Child Health Consultant, **Oklahoma** State Department of Health

Moderator
John Richards, MA
Principal Investigator, MCH Navigator, Georgetown University
MCH NAVIGATOR

OVERVIEW
Before
MCH Navigator = Clear Vision + Hard Work

- Idea for a MCH learning portal was germinating for several years
- 2008 State Title V Workforce Survey Findings
- April 2009: SPH MCH Grantees form partnership to operationalize MCHB vision for portal
- Unique opportunity at HRSA provided division capacity needed to coordinate the complex collaborative project
After

Welcome to DataSpeak!

2014 amchp annual conference
Partnerships

- Individuals: 1) PH MCH faculty from UAB, UNC, Tulane, UIC, UW, Hopkins; 2) State Title V Directors LA and TN; 3) MCHB staff; 4) PH trainees

- Established organizational endorsements and partnerships:
  - AMCHP
  - CityMatCH
  - PHTC
  - AUCD
  - NACCHO

- 6 Vetting Panels of MCH professionals in practice, to date (> 80 individuals)
Types of Trainings

- Just-in-time learning modules
- Tutorials
- Webinars
- Online and on-site courses
- Selected archived MCH conference sessions
- Highlighted links to Public Health Training Centers’ (and similar) directories of available PH on-line learning
- Location guidance: MCH Institutes, Conferences, Certificates and degree programs
- Coming Soon: edited, customized webinar pages!
A New Home for the MCH Navigator

Georgetown University welcomes the MCH Navigator to a family of MCHB-funded projects that span 30 years.
Innovations

Continue to focus on the competency-based needs of the Title V workforce at a time of great change and expanded learning modalities and opportunities...
The New Navigator

OLD: http://navigator.mchtraining.net

NEW: http://mchnavigator.org

Dynamic, database-driven site to allow for interactive access
STATE STORIES

WHY AND HOW WE USE THE MCH NAVIGATOR
MARYLAND

Why did we decide to use the Navigator?

New Unit in CYSHCN Program

Needed Professional Development

Budget Constraints

2014 amchp annual conference
MARYLAND

How did we use the Navigator?
Customized Training Checklists

- Tailored
- Free Content
(MCH Navigator)

Medical Homes Coordinator

Volunteers and Interns

Youth Transition Coordinator

Research Assistant

Project Coordinator

2014 amchp annual conference
### SAMPLE Training Checklist:

<table>
<thead>
<tr>
<th>Item:</th>
<th>Date completed</th>
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</thead>
<tbody>
<tr>
<td><strong>MCH Navigator (<a href="http://navigator.mchtraining.net/">http://navigator.mchtraining.net/</a>) Trainings</strong></td>
<td></td>
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<tr>
<td>MCH (Maternal and Child Health) 101: MCH Populations, Mission and Principles: Overview Category</td>
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<tr>
<td>• Overview Category</td>
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<tr>
<td>• Principles of Public Health: PH 101</td>
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<tr>
<td>(Registration to Pacific Public Health Training Center is required to access. After login, click on “Principles of Public Health (PH101)” and then click on the specific topic tutorial your wish to view. PDF slides are available.)</td>
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<tr>
<td>• MCH Primer: An Angle on MCH Systems (20 minutes)</td>
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<td>• Systems Thinking for Maternal and Child Health: Application in Practice (90 minutes)</td>
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<td>• CYSHCN</td>
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<td>• Improving the System of Services for Children and Youth with Special Health Care Needs (90 minutes)</td>
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<td>• Family-Centered Care</td>
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<td>• Family Advocacy and Involvement in Title V Programs (90 minutes)</td>
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<td>• Increasing Meaningful Partnerships between Families and MCH Partnerships (30 minutes)</td>
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<td>• Health Disparities</td>
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<tr>
<td>• Eliminating Health Disparities and Achieving Equity: a Framework for Advancing the Health, Safety and Well-Being of Adolescents (90 minutes)</td>
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<td>• Medical Home</td>
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<td>• Every Child Deserves a Medical Home (20 minutes)</td>
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<tr>
<td>• Medical Home (2 parts; 83 minutes)</td>
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<tr>
<td>• Title V History and Legislation:</td>
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<tr>
<td>• Maternal and Child Health Title V Programs Audio: (Part 1); (Part 2)</td>
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<tr>
<td>Slides: Part 1 and Part 2 (52 minutes)</td>
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<tr>
<td>• Maternal and Child Health Title V Programs (45 minutes)</td>
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<tr>
<td>• MCHB History, Vision, Mission, Strategic Plan, and MCHB Partnership of Investment (60 minutes)</td>
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<tr>
<td>• Healthy People 2020: the Next Generation of MCH-related Focus Areas (To access the presentation, click on “Archive” (above the “Overview” section) and then click on “Full Multimedia Archive of the Live Program.”)</td>
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<td>• HRSA Webcast</td>
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<td>MCHB Webcast on Medical Homes for Children</td>
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<td><strong>National Center for Medical Home Implementation Website (<a href="http://www.medicalhomeinfo.org">http://www.medicalhomeinfo.org</a>):</strong></td>
<td></td>
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<tr>
<td>• Review/explore each tab</td>
<td></td>
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<tr>
<td>• Webinars (<a href="http://www.medicalhomeinfo.org/training/webinars.aspx">http://www.medicalhomeinfo.org/training/webinars.aspx</a>)</td>
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MARYLAND

Core Content in All Checklists:

• MCH 101
  • Population Health
  • Title V History and Legislation
  • Title V Implementation
  • Populations, Missions and Principles: CYSHCN; Family-Centered Care; Family Advocacy and Involvement in Title V Programs

• MCH Planning Cycle/Overview
3 QUESTIONS MARYLAND USES WITH NAVIGATOR TRAININGS

1. What are they key points from the training/article?

2. What points from the training/article are relevant or useful for your/our work at OGPShCN?

3. Are there any action items you should pursue because of what you learned from this training/article?
Why did we decide to use the Navigator?

Oklahoma Health Improvement Plan
• Infrastructure Goal
  • Workforce Development

Important factors:
  • Retirement
  • Maintain staff
  • Lack of MCH knowledge/experience
  Staff development as integrated & continual process
OKLAHOMA

How did we use the Navigator?

MCH Navigator
- serves as a primary resource to orient new OKMCH staff
- offers staff development resource during annual Performance Management Process
OKLAHOMA

MCH Navigator

→ introduces staff to rich educational opportunities

→ no-cost training portal for county health departments and contractors
MCH Navigator

utilized as resource for training development

found to be useful, relevant, engaging
OKLAHOMA

MCH Navigator

✓ self-assessment tool utilized
✓ new employee checklist completed
✓ contract language added
✓ comprehensive program review recommendation explored
Why did we decide to use the Navigator?

• Workforce development noted as a priority in the 2010 Title V Needs Assessment
• Associated performance measure referenced design and implementation of a workforce development program
• New MCH Director + No clear program = Need for a clear, “ready-to-go” tool
Why did we decide to use the Navigator?

- **40%** of TN public health workforce eligible for retirement by FY2014 (ASTHO 2010)
- At least **55%** of public health workforce has no formal public health training (ETSU 2012)
- Average MCH staff tenure: 11.1 years
  - Range of up to 42 years
How did we use the Navigator?

- Utilized self-assessment tools
  - MCH Leadership Self-Assessment
  - Public Health Core Competency Self-Assessment
- Redefined State Performance Measure
  - # of staff who have completed core competency self-assessment and relevant module in MCH Navigator
How did we use the Navigator?

• Required for all:
  • Central Office MCH Staff
    o Home visiting, CSHCN, Newborn screening, Injury, WIC, Family Planning, Lead, etc
  • Regional MCH Leadership
    o Program leadership in 13 regions across the state
    o Closer to “front line”

• 134 staff completed the self-assessment and navigator module in FY2012-13
How did we use the Navigator?

• Two thirds reported that self-assessment took 30-90 minutes to compete (21% took longer than 90 minutes)
• Most common competency needs identified were related to: MCH Knowledge Base, Communication, and Policy/Advocacy
• Majority found it somewhat or very easy to find relevant Navigator modules
DISCUSSION

• How have you already used the MCH Navigator?

• How might you use the MCH Navigator in your state/program/organization moving forward?
LESSONS LEARNED:
Lessons Learned

- Be prepared for minor technical challenges
- Length of Self-Assessment can be a challenge
Lessons Learned

- Existing resources such as the crosswalk for connecting self-assessment findings with Navigator modules and the Navigator introduction videos help.
- Pre-packaged nature of the self-assessments and the Navigator modules facilitates easy implementation; may be important to demonstrate how to use the learning portal.
Lessons Learned

• Trainings are enhanced through summaries and reflections
• Significant variation exists between state-to-state implementation
• MCH Navigator is valuable, time-saving, effective for MCH professional and workforce development
QUESTIONS?

THANK YOU!