



# A Year in Review... A Look Ahead

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In January 2014, the Division of MCH Workforce Development (DMCHWD) released the [2012-2020 Strategic Plan](#) to advance MCH workforce development in four broad goals: MCH Workforce Development; Diversity and Health Equity; Interdisciplinary/Interprofessional Training and Practice; and Science, Innovation and Quality Improvement. This strategic plan has guided our work over the past year and will continue to direct us in 2015. Creating a new strategic plan for workforce development gave us the opportunity to critically reflect on our progress over the past ten years, set new goals to push ourselves to achieve, and reaffirm our commitment to work with grantees, national partners, and the field to assure that all children, youth and families live and thrive in healthy communities served by a quality health workforce that helps assure their health and well-being.

Together, we made great progress in 2014 towards achieving the strategic plan goals. This article highlights significant accomplishments in 2014 and outlines some of our priority initiatives for 2015 for each strategic goal area.

## MCH Workforce Development

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In 2014, we continued to expand our portfolio to address current and emerging MCH workforce needs and provide support to MCH leaders in practice, academics, and policy. Among the key activities that helped to advance this goal are:

- DMCHWD Training Programs reached 22,198 participants in short-term professional development opportunities.
- DMCHWD Training Programs held 8,128 technical assistance (TA) events, many of which involved state and local MCH programs, and held 5,755 continuing education (CE) events reaching over 250,000 participants.
- The MCH Workforce Development Center completed its first year of activity, reaching 59 State and Territorial Title V programs and DC with technical assistance to support ACA implementation, and working intensively with 8 Title V Programs to increase knowledge of and staff capacity around health transformation.

- Over 60 current and former trainees participated in the Making Lifelong Connections Meeting to connect with trainees from across the country.
- The MCH Navigator transitioned to a cooperative agreement with Georgetown University and in 2014 was accessed by 8,000 MCH professionals, students, and other public health workers. It now has over 275 learning opportunities available to MCH professionals.
- We launched the new Reaching Practicing MCH Professionals in Underserved Areas through Education and Training to enhance the skills of the public health workforce in isolated geographic communities or from underserved or underrepresented populations.
- The MCH Navigator Design Team of MCHB staff, academic and national partners received the American Public Health Association's MCH Section Effective Practice Award in recognition of its' significant contribution to advancing MCH workforce development.

Looking ahead to 2015, we will continue to explore ways to expand pipeline programs that support undergraduates pursuing careers in MCH, including through the Pipeline Program and the MCH Workforce Development Center's Paired Practica Program. We are excited about our growing trainee engagement efforts, including the launch of a new Trainee Ambassador Group (TAG) to connect trainees from across the Training Programs to serve as advisors and ambassadors to DMCHWD, and formalizing our internship program to host a trainee at MCHB. We will further develop our programs to support practicing MCH professionals and we will continue to explore the role of DMCHWD Training Programs in supporting Title V efforts in the MCH 3.0.

## Diversity and Health Equity

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Several of our DGIS performance measures help us to understand the impact we are making to prepare and empower MCH leaders from diverse communities to promote health equity, wellness, and reduce disparities in health and health care. Our FY2012 data demonstrate success in the following areas:

- 25% of DMCHWD trainees were from diverse race and ethnicities in long-term and medium-term training programs, which is slightly higher than the percentage of US graduate students
- 97% of grantees have structures, resources, and practices within their program to advance and sustain cultural and linguistic competency
- 94% of grantees include cultural and linguistic competence knowledge and skills building in training aspects of their program
- 75% of Healthy Tomorrows Partnership for Children Program grantees reported an enhancement in cultural/linguistic competence in the community as a result of their program post federal funding.

In 2015, we look forward to working with you to advance continued growth in this area, and to push ourselves to achieve more. We will be launching a DMCHWD Diversity Work Group to set priorities and help advance recommendations from the Diversity Learning Collaborative. We are excited about the Nutrition Training Program's efforts to support a learning collaborative to increase the focus on diversity in the recruitment and retention of faculty and trainees, and we will actively participate in a new MCHB Health Equity Work Group which will collaborate with internal and external partners to devise a national strategy for addressing health disparities and improving health equity within the MCH population, build MCHB expertise in health disparities and health equity; and increase awareness of internal and external factors that contribute to health inequity/disparity within the MCH population.

## Interdisciplinary/Interprofessional Training and Practice

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In 2014, we funded 85 interdisciplinary training programs to promote interprofessional/interdisciplinary training, practice and interorganizational collaboration to improve quality of care by enhancing systems integration. The impact of these programs continues to be impressive:

- Interdisciplinary graduate leadership education was provided to over 2,000 long-term trainees and 5,209 medium-term trainees
- Following completion of DMCHWD Training programs, 73% of long-term trainees work in an interdisciplinary manner to serve the MCH population post training at 1 year, 79% at 5 years, and 77% at 10 years post-training
- Over 80% percent of the grantees report having family members/youth/consumers participate in the planning, implementation and evaluation of the program activities at all levels
- 67% of Training grantees report including family members/youth/consumers on advisory committees or task forces to guide program activities, and 79% of Healthy Tomorrows Partnership for Children Program grantees report that they enhanced family participation in services post federal funding.

In 2015, we will work to broaden the range of programs providing interdisciplinary training and continue to strengthen and expand our support for family leadership in training programs. We will be competing the Pediatric Pulmonary Centers Program, the Centers of Excellence in MCH Education, Science and Practice, and the new MCH Public Health Catalyst Program, which aims to provide fundamental MCH content in Schools of Public Health where MCH content does not exist. We will also work with grantees to make recommendations on how we measure interdisciplinary training and practice.

## Science, Innovation and Quality Improvement

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Working to generate and translate new knowledge for the MCH field in order to advance science-based practice, innovation and quality improvement in MCH training; policies and programs are a growing area of focus for DMCHWD. In 2014, several new and ongoing activities helped advance progress in this goal:

- Enhanced focus on improving the quality of performance measurement data through technical assistance to grantees to regularly share performance data.
- Implemented a new communications plan which included monthly focus areas to spotlight grantees, effective practices and new resources on the DMCHWD web site.
- Celebrated the 25<sup>th</sup> Anniversary of the Healthy Tomorrows Partnership for Children Program which promotes MCH through innovative community-based programs. Last year, over 82% of grantee projects were sustainable after five years following the end of the project period.
- Worked to enhance dissemination of Training program outcomes through conference presentations, peer reviewed journal articles, and grantee meetings to foster sharing of training strategies, best practices and successes.

2015 will mark ongoing expansion of our quality improvement efforts and communication about the impact of the Training programs. We are launching a DMCHWD Performance Measures Work Group to critically review and update our Training Program performance measures for a new DGIS package. We will complete the Healthy Tomorrows Partnership for Children Program with a stronger emphasis on the implementation of Bright Futures and access to care through the Affordable Care Act. We will be working diligently to measure the impact of our programs and regularly report back to you progress in meeting our strategic goals.

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We want to thank all of our grantees: the faculty in our Training Programs for their dedication to advancing interdisciplinary practice and to training leaders in MCH, the Trainees/Fellows who are emerging as leaders in MCH and making a difference in the field, the dedicated DMCHWD staff, and all of our national partners who work with us to develop and sustain MCH professionals. We look forward to our ongoing partnership in continuing to advance our strategic goals in the coming year.

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