

Human Capital Indicator 7

HC 7: Proportion of health department staff who engage in career development and/or skills building activities

Why measure this?

Continued education is critical for health department staff to stay current in the field. Knowing what percentage of your workforce engages in career development/skills building activities provides insight for leaders about how well-prepared staff are to design, implement and evaluation programs and activities.

Measurement specifications: Number of health department staff who rated their overall level of job satisfaction as “very satisfied” or “satisfied” divided by the total number of health department employees.

Reporting Period: Annually

PHAB Alignment

8.2.1 A: Workforce development strategies

8.2.3 A: Professional and Career development for all staff

11.1.5 A: A human resource function

This ASTHO indicator contributes to the PHAB measures by providing health department leadership with information about the extent to which their workforce is pursuing career development/skills building activities. Maintaining a competent public health workforce requires a supply of trained and qualified public health workers sufficient to meet the needs of public health departments.

Operational Definitions

Health department staff who engage in career development and/or skills building activities: Full or part-time staff at the health department (excludes contract staff) who take at least one career development and/or skills building class within the reporting the 12-month reporting period. Career development and/or skills building training is additional coursework, workshops, online training, etc. based on established curricula related to a health department employee’s current job position/description.

Annually: This indicator should be reported during a health department’s 12-month cycle (i.e., calendar year, fiscal year, etc.).

Possible data sources: Health Department Human Resource database/records.

¹ PHAB (2011). Op Cit.

¹ Ibid