Montana Public Health
Workforce Development

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# Montana Public Health Priority Areas

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<th>Statewide WFD Plan</th>
<th>State Health Improvement Plan (SHIP)</th>
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**Additions:**
- Budget and Finance (ASTHO PH WINS Survey)
- Social Determinants of Health (PH 3.0 Community Health Strategist)
- Public Health Ethics (PHAB Accreditation)
Montana Public Health Workforce Development Group

**Vision:** A confident and competent public health workforce supporting a strategic public health system

**Mission:** Support Montana’s health through a sustainable and competent public health workforce as part of a strategic, coordinated public health system

**Goals:**
1. Maximize collective impact through collaboration, coordination, and communication
2. Support a competent workforce through effective, systematic training and skill development

**Priority Areas for Improvement:**
- Performance Management and Improvement
- Community Health Improvement Planning
- Program Planning and Evaluation
- Public Health Leadership and Management

**2019 Activities:**
- DPHHS/PHSD Summer Institute
- AMPHO Leadership Program
- UM, UW, ASU Academic Programs
- MPHA & MEHA Conference
- [RM-PHTC Online Courses](#)
- PHSIO In-Person Courses
- Statewide Public Health Workforce Assessment*
2019 – Academic Programs
Certified Public Manager (CPM) – Arizona State University
(February 2019 – October 2019)

• **Description:** CPM is comprehensive course of study by which public managers can acquire and apply best practices and theory to their management behaviors and strategies using prescribed sets of professional competencies. The program’s primary goal is to improve the performance of public sector managers and the organizational performance of state, local and federal governments.

• **Requirements:**
  - **University** – Already completed 60 hours of learning activities that address the CPM competencies and access to a computer and the internet
  - **Educational Grant Eligibility** - Employment with a Montana public health department and 5 years supervisory experience

• **Format:** Online, distance-based

• **Cost:** $3,300 for tuition, registration, and fees
  - If awarded, educational grant covers all but $160 copay each course. There are five five-week courses over a 8 month period.
Public Health Management Certificate (PHMC) – University of Washington (June 2019 - July 2020)

- **Description:** PHMC is designed for governmental public health managers. The program trains public health managers by developing practical management skills in key areas such as budgeting and financial management, people management, communication, collaboration and negotiation, and accountability.

- **Requirements:**
  - **University** - Access to a computer and the internet
  - **Educational Grant Eligibility** - Employment with a Montana public health department

- **Format:** Online, distance-based, and in-person learning; 1 week orientation in Seattle, and weekly webinars

- **Cost:** Approximately $5,200 for tuition, registration, and travel costs to 1 week orientation in Seattle, WA
  - If awarded, educational grant covers approximately 50% of costs
Certificate Programs – University of Montana  
(August 2019 - December 2020)

1. Certificate in Public Health (CPH)  
2. Certificate in Epidemiology (CE)  
3. Certificate in Environmental Health Sciences (CEHS)  
4. Certificate in Public Health Administration (CPHA)

*Note: CPHA requires on-campus attendance in Missoula.

- **Description:** Each certificate program is designed for public health employees who would benefit from formal public health training, as well as those who wish to broaden their knowledge of public health issues and concepts.

- **Requirements:**
  - **University** - A bachelor’s degree and access to a computer and the internet
  - **Educational Grant eligibility** - one (1) year of public health work experience and employment with a Montana public health department

- **Format:** Online, distance-based, with exception of CPHA on-campus course

- **Cost:** $6,200 for tuition, textbooks, and registration/graduation fees  
  - If awarded, educational grant covers all but $550 copay each semester
2019 – PHSIO Workshops & Training

• Systems Thinking & Principles of Strategic Planning: Social Determinants of Health

• Mental Health and Substance Abuse (2 trainings)

• Program Planning and Program Evaluation (2 sessions)
  • PHSD Summer Institute

• Quality Improvement: How to Form and Lead a Team through the QI Process

• Public Health Ethics (2-3 sessions)
  • Montana Public Health Association (MPHA) Conference