



DMI Workforce Development Plan

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The DMI workforce development plan can include collaboration, assessment, accountabilities and timelines based on the following necessary components:

- a. A description of the current DMI capacity of the health department both as a whole and within its sub-units.
- b. An organization-wide assessment of current staff DMI capabilities against an accepted set of core competencies.
 - a. Core Competencies for Public Health Professionals¹
 - b. Health informatics competencies
 - c. Other health technology competencies
 - d. Based on national literature review, the following competencies can also be assessed or considered in the workforce development plan as relevant to a person’s professional role:
 - i. Knowledge and skills concerning health information exchanges
 - ii. Knowledge and skills concerning Medicaid data systems
 - iii. Knowledge and skills concerning integration of Veterans Health Administration data
 - iv. Knowledge and skills concerning surveys
 - v. Knowledge and skills concerning case-based disease and exposure systems
 - vi. Knowledge and skills concerning vital status records
 - vii. Knowledge and skills concerning administrative data systems
 - viii. Knowledge and skills concerning surveillance systems using EHR data
 - ix. Knowledge and skills concerning health system and clinic partnerships
 - x. Knowledge and skills concerning cloud-based computing platforms
 - xi. Knowledge and skills concerning electronic reporting from laboratories
 - xii. Knowledge and skills concerning continuity of operations plans
 - xiii. Knowledge and skills concerning remote operations of systems and registries
 - xiv. Knowledge and skills concerning data communication protocols
- c. Findings from an equity assessment that considers DMI staff competence in the areas of cultural humility, diversity, or inclusion².
 - a. [CLCPA](#)
 - b. [CLAS](#)

¹ Trailhead Institute is an available resource for assessment of Core Competencies.

² Trailhead Institute is an available resource for this.

- d. Priority DMI gaps identified with an explanation of the prioritization. At least one of the prioritized gaps must relate to the findings of the assessments in required element a, b, or c.
- e. Plans to address at a minimum two of the DMI gaps.
 - a. Objectives
 - b. Strategies and activities
 - c. Timeframes and accountable parties
- f. A list of learning or educational opportunities that relate to the DMI gaps in capacity or capabilities identified within the workforce development plan.
- g. Learning or educational opportunities that include training on equity, diversity, inclusion, or cultural humility.
 - a. Trainings could include, for example, the Racial Equity Institute, Prevention Institute's Health Equity Training Series, the National Association of County and City Health Officials' Roots of Health Inequity, Robert Wood Johnson Foundation's Health Equity: Why it Matters, and How to Take Action, or trainings available through the Public Health Learning Network (PHLN), or Public Health Foundation's TRAIN Learning Network.
- h. Inspired by CDC DMI priorities, consider the workforce readiness (knowledge and skills) to engage in the following, and related trainings to increase readiness for/to:
 - a. Tap into more data sources, promoting health equity, and increasing capacities for scalable outbreak response, forecasting, and predictive analytics
 - b. Make sure resources are used wisely, monitoring progress, and supporting strategic innovation for new ways of thinking and working
 - c. Engage in rapid data analysis to gain real-time insights
 - d. Interoperable and accessible data for action.
 - e. Create a true digital highway to automate transfer of critical data in real time
 - f. Leverage data in a predictive manner to get ahead of potential epidemics quickly.
- i. Based on leading a national literature review and convening Region 8 partners, with insights from PHAB staff, Trailhead also recommends the following considerations for the workforce development plan.
 - a. Knowledge and skills relating to EHRs and surveillance systems (as applicable)
 - b. Knowledge and skills relating to data confidentiality, security, and data exchange.
 - c. Description and ratings for workforce readiness to direct, manage, coordinate, and modify the current data ecosystem, data governance, data systems, and data exchange as necessary.

Sample DMI Workforce Development Plan Template

Organizational DMI workforce goals:

Organizational DMI workforce objectives:

Activity	Timeline	Staff Lead – Accountable Party	Supporting Team Members	Documentation
A description of the current DMI capacity of the health department both as a whole and within its sub-units.				
An organization-wide assessment of current staff DMI capabilities against an accepted set of core competencies				
Findings from an equity assessment that considers staff competence in the areas of cultural humility, diversity, or inclusion.				
Priority DMI gaps identified with an explanation of the prioritization				
Plans to address at a minimum two of the DMI gaps				
Develop a list of learning or educational opportunities that relate to the DMI gaps in capacity or capabilities identified within the workforce development plan.				
Learning or educational opportunities that include training on equity, diversity, inclusion, or cultural humility.				
Related trainings addressing readiness, knowledge and skills relating to CDC DMI priorities (a-f in prior section)				
Related trainings addressing readiness, knowledge and skills national literature review and Trailhead convening of Region 8 DMI findings (a-c in prior section)				