



## Resources for Public Health Infrastructure Grantees *(Updated August 2023)*

### **WHO WE ARE**

The Rocky Mountain Public Health Training Center (RM-PHTC) is based at the Colorado School of Public Health and serves the states of Colorado, Montana, North and South Dakota, Utah, and Wyoming.

We are a member of the Public Health Training Center Network, a consortium of regional Public Health Training Centers that collectively represent the nation's most comprehensive resource for public health workforce development. We help sustain a skilled public health workforce by providing access to world-class professional development, experiential learning, consulting and technical assistance. [Visit our website to learn more.](#)

RM-PHTC can support grantees of the CDC's Public Health Infrastructure grant in the following ways:

- **FREE ON-DEMAND TRAINING** PG. 2
- **LIVE TRAINING** PG. 3
- **TRAINING DEVELOPMENT & INSTRUCTIONAL DESIGN SUPPORT** PG. 5
- **OTHER SUPPORT FOR WORKFORCE DEVELOPMENT** PG. 6



## Resources for Public Health Infrastructure Grantees (Updated August 2023)

### **FREE ON-DEMAND TRAINING**

Our full directory of trainings can be found at [here](#).\* A few of our popular self-paced offerings are highlighted below. All are available [free of charge](#)!

#### ***Effective Communication***

[Telling Your Prevention Story](#) - Storytelling is a powerful tool to share your community's public health efforts with others. Through experiences, words, and emotions storytelling can lead to impactful changes in a community. This module covers effective approaches to storytelling.

#### ***Justice, Equity, Diversity, and Inclusion***

[Health Equity: A Guide for Public Health Practitioners](#) – this training will support learners in defining "health equity" and explaining it to different audiences. Learners will explore their personal and professional values, describe the connection between values and health equity, and identify how the values underlying health equity play a key role in effective communication. The training covers identify, privilege, and implicit bias, and begins to explore the impact of structural or institutional inequality on health. *(This training is also available as a live, facilitated course)*

#### ***Data-Based Decision Making***

[Data State of Mind](#) – this 7-module series offers a comprehensive overview of data literacy. Modules may be taken individually or comprehensively. Topics covered include qualitative and quantitative data, descriptive statistics, sources of data and registries of evidence-based interventions. The training supports learners in assessing the credibility and potential bias in data as well as basic methods for data collection and communication.

#### ***Change Management***

[Leading Improvement Projects](#) – learners participating in this course will be able to identify improvement opportunities and use a set of quality improvement tools to define problems, identify root causes, prioritize solutions, and create an implementation plan. The training includes facilitation strategies and guidance on how to incorporate change management practices. *(This training is also available as a live, facilitated course)*

#### ***Policy Engagement***

[Policy, Systems, and Environmental Change Overview](#) – in this training, learners will identify the role of policy, systems, and environmental change in improving public health outcomes and will distinguish between education, advocacy, and lobbying.

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\* If you are interested in exploring how to incorporate any of these self-paced trainings into a Learning Management System your organization or state is using, please reach out so we can discuss.



Resources for Public Health Infrastructure Grantees (Updated August 2023)

**LIVE TRAINING: VIRTUAL WORKSHOPS**

The workshops listed below are offered virtually via Zoom. They are highly engaging as they present content and allow learners the opportunity to discuss and practice applying the information and skills to their work. The workshops are offered free of charge approximately quarterly throughout the year.

***Effective Communication***

Designing Effective Meetings – This 2-hour workshop focuses on design strategies that help meetings to be effective, engaging, and inclusive. This workshop focuses on the key leadership skill of how to plan and structure a meeting to achieve the desired outcomes. Participants will learn strategies for leading meetings that invite dialogue and motivate participants to action.

***Community Engagement***

**Engaging the Wisdom of the Community: Community Engagement Fundamentals -**

During this 2-hour session, participants will explore the fundamental models, terms, and theories used in the field of community engagement, and unpack what it means to have more “authenticity” in engagement efforts. The course will cover the 10 Liberating Practices of Facilitating Authentic Community Engagement and include Stories from the Field to exemplify these practices in action. Participants will receive a workbook of guided reflection worksheets to apply the concepts covered to their work with and in community.

**OPTION: TAILORED WORKSHOP FOR YOUR AGENCY**

If an agency is interested in offering one of the above workshops to its staff/partners exclusively, RM-PHTC can work with you to provide a tailored offering.

The costs below are for 8-40 participants from your agency/partners.

Designing Effective Meetings	\$1,000
Engaging the Wisdom of the Community: Fundamentals	\$2,000

Schedule a time with us if you’d like to discuss this option further.



## Resources for Public Health Infrastructure Grantees (Updated August 2023)

### LIVE TRAINING: IN-DEPTH ONLINE COURSES

For nearly a decade, RM-PHTC has specialized in offering live, multi-session, cohort-based learning opportunities via Zoom. These trainings offer participants the opportunity to dive deeply into topics, explore nuances, learn with and from peers, and most importantly, directly apply the content to the work they are doing. RM-PHTC's online courses use a flipped-classroom approach, in which participants work through course content independently and then connect with a cohort of peers during facilitated live learning sessions with subject matter experts that provide an opportunity to ask questions, share knowledge, and learn from others.

A selection of our live online trainings is listed below. Our full directory of trainings can be found at [here](#). All are free unless otherwise noted.

#### *Effective Communication*

[Facilitation Foundations](#) - This **10-week** course meets bi-weekly and uses highly interactive activities to build participants' capacity to facilitate meetings and coalitions that are efficient, effective, and lead to results. The course begins with understanding personal facilitation style, then understanding the group. Participants will learn how to anticipate, prevent and intervene in difficult situations to keep the group from derailing and halting progress. Additionally, the course will provide specific strategies to generate ideas, evaluate ideas, and make a group decision. *Cost: \$385/pp*

#### *Justice, Equity, Diversity, and Inclusion*

[Health Equity: A Guide for Public Health Practitioners](#) - This **6-week** course is based on a guidebook developed by the Metro Denver Partnership for Health. The guidebook and this course are intended as tools for public health practitioners who are serious about walking their health equity talk but aren't quite sure how to get started. It aims to prepare its users to close gaps in health status that result from systemic, avoidable, and unjust policies and practices that create barriers to opportunity.

#### *Data-Based Decision Making*

[Evidence-Based Public Health](#) – In this **10-week** course, learners will take their evidence-based decision-making skills to the next level. Participants will learn to develop a concise written statement of a public or community health problem, issue, or policy—and how to measure it. The course covers data sources, methods for prioritizing program and policy options, and skills for planning and creating logic models. Participants will learn the basics of evaluation – including how to conduct an economic evaluation – as well as skills for communicating and disseminating evidence to decision makers and the community. The course integrates health equity, and helps participants utilize evidence-based decision-making as a tool to advance equity in their communities.



**Resources for Public Health Infrastructure Grantees** (Updated August 2023)

***Systems and Strategic Thinking***

[Addressing the Social Determinants of Health](#) – This is a team-based, advanced-level **12-week** course that meets bi-weekly. Participants will join with 1-2 others from their organization/community and take their understanding of social determinants of health to the next level as they identify actionable steps that impact the root causes of poor health outcomes in their communities. Participants will identify upstream determinants impacting specific health outcomes and shared risk factors across multiple health outcomes. They will identify and metrics used to measure change on the factor they select. The course also covers organizational readiness and overcoming barriers, community engagement, creative funding approaches, action planning, and tracking progress.

***Community Engagement***

[Engaging the Wisdom of the Community Mini-Course: From Member Recruitment to Exit Strategies](#) - This mini-course consists of **3 live sessions** designed for participants to expand their understanding and grow their skills in community engagement mindsets and approaches. The course will focus on recruitment and retention in community-driven efforts and will explore ways that engagement can be assessed in different stages of a partnership.

***Change Management***

[Leading Improvement Projects](#) - This **3-week** course covers from start to finish what to expect in a quality improvement project. Participants learn how to scope and organize resources, problem solve, verify impact, and ensure sustainability. The training includes tools, templates, tips, and facilitation strategies for change management practices.

**OPTION: “CLOSED” COURSE FOR YOUR AGENCY**

If an agency is interested in offering one of the above courses to its staff/partners exclusively, RM-PHTC can provide this. Offering a closed course allows you to schedule the course when it’s convenient for your staff, and it provides an opportunity for your staff/partners to develop a common language or understanding of the concepts together. The costs below are for 8-25 participants from your agency/partners.

Facilitation Foundations	\$9,500
Health Equity: A Guide for Public Health Practitioners	\$6,000
Evidence-Based Public Health	\$7,250
Addressing the Social Determinants of Health	\$12,000
Engaging the Wisdom of the Community: Member Recruitment to Exit Strategies	\$3,300
Leading Improvement Projects	\$3,000

[Schedule a time with us](#) if you’d like to discuss this option further.



Resources for Public Health Infrastructure Grantees (Updated August 2023)

## TRAINING DEVELOPMENT & INSTRUCTIONAL DESIGN

**Do you have a specific training need?**

**Do you have content, but need help with developing it into an engaging online training?**

RM-PHTC has a skilled team of Instructional Designers who are trained in adult learning theory and the development of high-quality self-paced and live online trainings. We have access to a suite of online development tools as well as infrastructure supports such as:

- Registration and Learning Management System
- In-house facilitators and a network of external subject matter experts
- Session support staff to host online live learning sessions, handle polling, manage breakout rooms, and offer technical support
- Evaluation design and survey tools

We can house training products for you in our media server or learning management system or create a SCORM or HTML package for you to house in your learning platform.

The cost of training development varies based on amount of content, the training modality and style, and other factors. The costs below are meant to serve as a *guide* – we would welcome a conversation to discuss your specific needs in more detail.

[Schedule a time with us](#) if you'd like to discuss this option further.

### Sample Trainings & Estimated Costs

<b>Developing a Brief (~4 min.) Self-Paced Micro-Learning</b> without interactions – similar to PAUSE for Your Well-being: <a href="#">What Does it Mean to (U)nplug for Your Well-being?</a>	\$1,100
<b>Developing a Self-Paced Module (~30 min.)</b> – similar to <a href="#">Chronic Pain in Agriculture</a> <i>Note that the professional video recordings of the speaker in this module were provided to RM-PHTC; the cost for video-recording isn't included in the module development cost in this example.</i>	\$6,650
<b>Developing a Multi-Module, Self-Paced Course</b> – similar to the <a href="#">Applied Outbreak Investigation Training</a>	\$27,250
<b>Hosting a Webinar</b> (providing registration, prep meeting with presenter(s), hosting, participant communication, and evaluation) <i>doesn't include compensation for presenters</i>	\$350
<b>Developing and Offering a New Virtual Workshop</b> (planning meetings, developing learning objectives for a new offering, outlining content and engagement activities for a 3-hour session, securing 1 subject matter expert/trainer, providing registration, participant communication, session support for live session, and evaluation)	\$3,000
<b>Hosting a Virtual Conference</b> (planning meetings, providing registration and conference platform, participant communication, hosting and recording 3 concurrent live sessions across 5 timeslots (total of 15 conference sessions), editing and posting recordings to conference platform, and evaluation)	\$15,500



## Resources for Public Health Infrastructure Grantees *(Updated August 2023)*

### OTHER SUPPORT FOR WORKFORCE DEVELOPMENT

RM-PHTC has other areas of expertise when it comes to assessing workforce needs, workforce development planning, and training management. A few examples are below - [schedule a time with us](#) if you'd like to learn more about these projects – or discuss another way RM-PHTC might support your workforce development efforts.

#### **Learning Management Systems**

A learning management systems (LMS) is a software tool that allows you to deliver and track learning opportunities. RM-PHTC can provide LMS support in a few ways:

- Our LMS – we have a registration system and LMS that can house trainings. If you have a training you would like to make available on a limited basis, we currently have the ability to host some trainings on our media server and offer “unpublished” trainings that are not publicly available but are accessible to those who have the direct link.

We are in the process of upgrading our LMS and may also have the ability to provide individualized “landing pages” that direct users to a curated portfolio of trainings, as well as provide them access to RM-PHTC’s full training directory. This could be an alternative for agencies considering investing in an entire LMS to serve the training needs of their staff.

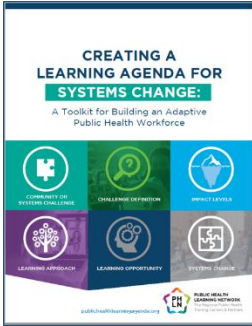
- Your LMS – if you already have an internal LMS, there may be opportunities to incorporate some of RM-PHTC’s training content into your system to allow more seamless access for your staff.
- TRAIN – The TRAIN Learning Network is an LMS product of the Public Health Foundation and is used by many state agencies. We may be able to integrate our content into TRAIN so your users can easily locate our trainings, or help support you in setting up your state’s TRAIN to allow for maximum user accessibility and functionality.

#### Learning Agenda for Systems Change –

This is a project of the Public Health Training Center Network, for which RM-PHTC is a developing partner and a lead trainer. The Learning Agenda for Systems Change was created in response to many complex challenges that stand at the root of community health issues and the limitations of current public health workforce development models that focus largely on improving individual competency. Individual competency alone, however, is no longer sufficient to create a workforce equipped to address the current complex challenges occurring at the organizational, community, and systems levels.



**Resources for Public Health Infrastructure Grantees** *(Updated August 2023)*



The goal of the Learning Agenda is to facilitate deeper, more robust stages of learning that can increasingly impact systems change.

RM-PHTC is currently exploring application of the Learning Agenda for Systems Change as a tool to support agencies in creating workforce development plans that are more closely aligned with their Community Health Assessments.

RM-PHTC is available to provide workshops and facilitated planning sessions using the Learning Agenda for Systems Change.

**Learning Pathways Project** – in progress – estimated to be complete by June 2024.

Based on the [Public Health Model Job Descriptions Project](#) from the Region V Public Health Training Center, RM-PHTC is identifying trainings relevant to the job duties outlined in the 24 core public health job descriptions.

JOBS INCLUDED IN THIS PROJECT:					
Administrative Assistant	Community Health Worker	Data Analyst	Deputy Director	Disease Intervention Specialist	Emergency Preparedness Director
Environmental Engineer	Epidemiologist	Grants Manager	Health Educator	Health Equity Coordinator	Health or Medical Assistant
Human Resources Specialist	Informatics Specialist	Laboratory Scientist or Laboratorian	Mental Health Counselor	Policy Analyst	Public Health Accreditations Specialist
Public Health Director	Public Health Nurse	Public Health Planner	Public Health Program Manager	Public Information Officer or Communications Director	Sanitarian or Environmental Health Specialist

RM-PHTC’s training scan includes on-demand trainings available from [TRAIN](#) and the [Public Health Training Center Network](#). We are working on a searchable database that will allow supervisors to design learning paths for staff based on either job duties or position.

*This project is funded by the CO Department of Public Health and Environment and will be designed to their specificities. It will likely have broad application for other PHIG grantees.*