

2008 Innovations Awards Program APPLICATION

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ID # (assigned by CSG): 08-E-33PA

Please provide the following information, adding space as necessary:

State: Pennsylvania

Assign Program Category (applicant): Human Resources/Education * Workforce Development

1. **Program Name:** Public Health Nursing Core Competency Seminars
2. **Administering Agency:** Pennsylvania Department of Health - Bureau of Community Health Systems
3. **Contact Person:** Michael K. Huff, RN Deputy Secretary for Health Planning & Assessment
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9. **Description of the program:** The annual Public Health Nursing Core Competency Seminars provide training and education for all Public Health Nurses in Pennsylvania. These seminars focus on current training and education for Public Health Nursing skills and knowledge and are in concert with the Ten Essential Public Health Services of the American Public Health Association.
10. **How long has this program been operational:** The first Public Health Nursing Core Competency Seminar was conducted in the spring of 2004 and has been conducted annually since that time. The 2008 Seminars are scheduled for June 24-26, 2008.
11. **Why was the program created? What problem[s] or issue[s] was it designed to address?:** The American Public Health Association developed standards or Ten Essential Public Health Services to identify the optimal level of performance for public health systems. The Pennsylvania Department of Health adopted these standards and developed the Public Health Nursing Core Competency Seminars to ensure that Pennsylvania's Public Health Nursing staff are appropriately equipped with the information, tools and skills necessary to meet these optimal expectations. In addition, the annual Public Health Nursing Core Competency Seminars serve to ensure that

Pennsylvania's Public Health Nursing professionals are kept current with the ever changing focus and challenges in Public Health; and are able to carry forward the standards for continuous quality improvement of existing roles and responsibilities. At the completion of these annual seminars, Public Health Nurses are able to demonstrate proficiency in applying the level of Public Health Nursing skills and competencies that meet the Ten Essential Public Health Services.

12. **Describe the specific activities and operations of the program in chronological order:** The seminars use a combination of lecture, demonstration and skill stations. Skill stations are designed to match the Public Health Nursing Core Competencies. Previous skill stations have included review of immunization schedules and vaccine administration technique, recognition of developmental milestones in infants and children, presentation of cross cultural communication techniques, analysis of laboratory results, performance of phlebotomy skills, review of animal bite investigations, interpretation and administration of proper tuberculin skin tests, and development and recognition of roles and actions in public health preparedness.
13. **Why is the program a new and creative approach or method?** The Public Health Nursing Core Competency Seminars are a creative approach to providing new and innovative public health education and trainings to all public health nursing professional across the Commonwealth. These seminars are unique because they provide the Public Health Nurse with the skill sets to incorporate the Ten Essential Public Health Services into their hands-on every day public health nursing actions and responsibilities. National and statewide subject matter experts share their professionalism and competencies with public health nurses in Pennsylvania thus creating an atmosphere of enhanced learning and exceptional networking opportunities. Based on new State Board of Nursing licensing requirements, 6.5 Nursing Continuing Education Units are now being awarded to attendees.
14. **What were the program's start-up costs? (Provide details about specific purchases for this program, staffing needs and other financial expenditures, as well as existing materials, technology and staff already in place.):** The first Public Health Nursing Core Competency Seminar utilized Department of Health employees/subject matter experts as presenters; therefore costs included minimal expenditures for seminar venue locations and staff travel and subsistence. Upon positive review of the Public Health Nurses' evaluations from that first seminar, the Department of Health, Bureau of Community Health Systems determined that annual seminars would be implemented utilizing public, private and voluntary trainers to provide current information about essential public health services.
15. **What are the program's annual operational costs?** The annual cost is approximately \$25,000 which includes the venue location, food, travel and handout materials as well as overnight expenses for the presenters.
16. **How is the program funded?** The Public Health Nursing Core Competency Seminars are funded through the Centers for Disease Control and Prevention's Public Health Preparedness Grant.
17. **Did this program require the passage of legislation, executive order or regulations?** If YES, please indicate the citation number: NO
18. **What equipment, technology and software are used to operate and administer this program?** The presenters typically utilize PowerPoint presentations and laptop computers for the academic portion of their presentation. For the clinical/skill stations mannequins are utilized or hands-on demonstrations are done.

19. **To the best of your knowledge, did this program originate in your state? If YES, please indicate the innovator's name, present address, telephone number and e-mail address:** YES
- Deputy Secretary for Health Planning and Assessment, Michael K. Huff
20. **Are you aware of similar programs in other states? If YES, which ones and how does this program differ?:** NO
21. **Has the program been fully implemented? If NO, what actions remain to be taken?** YES, the Public Health Nursing Core Competency Seminars have been conducted annually since 2004 with an all staff attendance requirement.
22. **Briefly evaluate (pro and con) the program's effectiveness in addressing the defined problem[s] or issue[s]. Provide tangible examples:** Upon reviewing the annual evaluations from the Public Health Nurses, the benefits of the program included comments such as: great opportunity for group participation, current timely information, and great review of my public health nursing skills. The only negative comment received from the nurses was the fact that they wanted the seminars scheduled more often than once a year. To accommodate their request for more frequent seminars, educational updates and presentations are provided at their staff meetings.
23. **How has the program grown and/or changed since its inception?:** The Public Health Nursing Core Competency Seminars' audience has expanded to not only include Department of Health Public Health Nurses but also the Public Health Nursing Staff employed by the six County and four Municipal Health Departments in Pennsylvania. In addition beginning in 2007, 6.5 Nursing Continuing Education Units from the PA State Nurses Association were awarded to attendees.
24. **What limitations or obstacles might other states expect to encounter if they attempt to adopt this program?** There would be no reasonable limitations or obstacles for other states to encounter except for budgetary concerns. The Pennsylvania Department of Health, Bureau of Community Health Systems could share planning and resource experiences with other states if requested.