

## Overview

Today there are significant challenges to public health, and effective responses to them will require complex approaches and strategies implemented by a qualified workforce. CALPACT's mission is to develop and maintain a skilled public health workforce in the states of northern and central California, Hawaii, and the U.S. Associated Pacific Islands by identifying, developing, delivering, and supporting competency-based workforce development opportunities that address public health needs consistent with Healthy People objectives. CALPACT partners with over 100 state and local Public Health organizations to support its mission. Project Year 2010-11 is its first year of operation.

## Key Activities

- CALPACT takes numerous approaches to leadership development. We incorporate **curricular** experiences through the courses and workshops we offer or support. We provide **co-curricular** activities and many of these are **experiential** ways of learning, including the collaborative projects and summer internship stipends for students. We also offer **continuing education opportunities** to the northern and central California, Hawaii and US Pacific Islands health communities through conferences, professional seminars, trainings, webinars and linking health professionals with students to promote networking.
- As new media tools become increasingly important for public health education, advocacy, and promotion, CALPACT is implementing a New Media Trainings Series. By providing opportunities for health professionals to learn how to strategically use new media for public health practice and health care, CALPACT seeks to build the new media literacy of the health workforce and provide tools for leaders to communicate with and engage diverse communities.
- CALPACT works to improve the health status and well-being of diverse populations throughout the CALPACT region by collaborating with community and academic partners in practice-based initiatives and learning to: Reduce health inequities; Improve multicultural and linguistic competence; Expand the number of well trained, diverse public health leaders, and professionals; Build and develop community capacity; Increase access to care.

## Public Health in Action



CALPACT Story-telling Training

## Impact on Public Health Workforce

These are examples of training provided by CALPACT:

- *Optimizing Department/Team Performance* including assessment, characteristics of high performance, team development, decision-making, and aligning department objectives with those of the organization.
- *Coaching Skills for Managers* including delivery modes and how to give constructive feedback and encourage great performance, conflict resolution and negotiating skills, employee career growth, mentoring and succession planning.
- *Results-oriented Communication* emphasizing collaboration, information sharing, clarity, handling difficult conversations, and displaying confidence.
- *Performance Management* including how to set goals, track behaviors and performance measures, reviewing employee progress, providing on-going feedback and performance plans to address gaps.
- *Project Management* including project scope and gathering requirements, creating a project plan, assessing risk, managing multiple projects, indicators for success.
- *Diversity Training* includes how to avoid discrimination in the workplace, avoiding legal pitfalls, and do actions speak louder than words?
- CALPACT works to expand face-to-face trainings in the region. CALPACT is developing academic and practical training curriculum, providing trainings, and promoting E-Learning to supplement resources.
- CALPACT is implementing a series of trainings for Promotoras.
- Number of Trainings: 50
- Number of Workers Trained: 2,575

## Key Partners

- Alameda County Public Health Department
- Alta Bates Summit Medical Center
- La Clinica
- LifeLong Clinic
- City of Berkeley Public Health Department
- Contra Costa Public Health Department
- California Department of Public Health
- Kaiser-Permanente
- Fresno County Public Health Department

## Leadership

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# HRSA Public Health Training Centers

The Health Resources and Services Administration funded Public Health Training Centers (PHTC) are partnerships between accredited schools of public health, related academic institutions, and public health agencies and organizations. The PHTC Network improves the Nation's public health system by strengthening the technical, scientific, managerial, and leadership competence of current and future public health professionals. Public Health Training Centers assess the learning needs of the public health workforce, provide accessible training, and work with organizations to meet other strategic planning, education, and resource needs.



[PHTC Maps](#)

## [List of Public Health Training Centers](#)

<p><b><u>Arizona</u></b> Arizona PHTC</p> <p><b><u>California</u></b> California-Nevada PHTC California Pacific PHTC Southwest Regional PHTC</p> <p><b><u>Colorado</u></b> Colorado PHTC</p> <p><b><u>Florida</u></b> Florida PHTC</p> <p><b><u>Georgia</u></b> Emory PHTC Georgia PHTC</p> <p><b><u>Illinois</u></b> Mid-America PHTC</p> <p><b><u>Indiana</u></b> Indiana PHTC</p> <p><b><u>Iowa</u></b> Upper Midwest PHTC</p> <p><b><u>Kentucky</u></b> Kentucky &amp; Appalachia PHTC</p> <p><b><u>Louisiana</u></b> South Central PHTC</p>	<p><b><u>Maryland</u></b> MidAtlantic PHTC</p> <p><b><u>Massachusetts</u></b> New England Alliance for PH Workforce Development</p> <p><b><u>Michigan</u></b> Michigan PHTC</p> <p><b><u>Minnesota</u></b> Midwest Center for Life-Long- Learning in Public Health</p> <p><b><u>Missouri</u></b> Heartland Public Health Education and Training Center</p> <p><b><u>New Hampshire</u></b> New Hampshire PHTC</p> <p><b><u>New Jersey</u></b> New Jersey PHTC</p> <p><b><u>New York</u></b> Empire State PHTC New York-New Jersey PHTC</p> <p><b><u>North Carolina</u></b> Southeast PHTC</p>	<p><b><u>Ohio</u></b> Ohio PHTC</p> <p><b><u>Oklahoma</u></b> Oklahoma PHTC</p> <p><b><u>Pennsylvania</u></b> Pennsylvania PHTC</p> <p><b><u>Puerto Rico</u></b> Puerto Rico-Florida PHTC</p> <p><b><u>South Carolina</u></b> South Carolina PHTC</p> <p><b><u>Tennessee</u></b> LIFEPATH Tennessee PHTC</p> <p><b><u>Texas</u></b> Texas PHTC</p> <p><b><u>Virginia</u></b> Commonwealth PHTC</p> <p><b><u>Washington</u></b> Northwest PHTC</p> <p><b><u>Wisconsin</u></b> Wisconsin Center for Public Health Education and Training</p>
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Published August 2011

<http://www.publichealthtrainingcenters.org/>

