



**Department  
of Health**

# **TRAIN TO RETAIN**

**Michelle C Stefanik, MA, MPH cert.  
NYS Department of Health, Office of Public Health  
Division of Public Health Infrastructure**

**October 23, 2025 NYSACHO Public Health Leaders Summit, Canandaigua, NY**

# Mission, Vision and Values



Department  
of Health

## Mission

To protect and promote health and well-being for all, building on a foundation of health equity.

## Vision

New York is a healthy community of thriving individuals and families.

## Values

Public Good • Integrity • Innovation • Collaboration • Excellence • Respect • Inclusion

## Health

Health is a state of optimal physical, mental and social well-being.

## Statement on Health Equity

Health equity is foundational to everything we do to help all people achieve optimal physical, mental and social well-being. Everyone at the Department of Health shares responsibility for achieving health equity and eliminating health disparities.

# PUBLIC HEALTH CONTINUING EDUCATION UNIT

## Vision

Develop and implement education plans in collaboration with the New York State Office of Public Health Workforce that will continuously help employees apply their skills and knowledge and improve performance.

## Mission

Develop and support New York State Office of Public Health Workforce core competency learning needs to perform everyday work tasks while fostering a successful understanding of the 10 Essentials of Public Health Services to effectively serve the communities of New York State in way that will lead to positive health outcomes.

## Goal



Support employee learning to improve staff performance, happiness, satisfaction and well-being while ensuring that everyone receives the necessary knowledge, skills, and best practices, which will lead to a more cohesive workforce.



**Department  
of Health**

# **CONTINUING EDUCATION TRAINING? OR PROFESSIONAL DEVELOPMENT?**

# WHAT DOES THE DATA SAY?

► Healthcare (Basel). 2023 Nov 3;11(21):2900. doi: [10.3390/healthcare11212900](https://doi.org/10.3390/healthcare11212900) 

## The Role of Continuing Professional Training or Development in Maintaining Current Employment: A Systematic Review

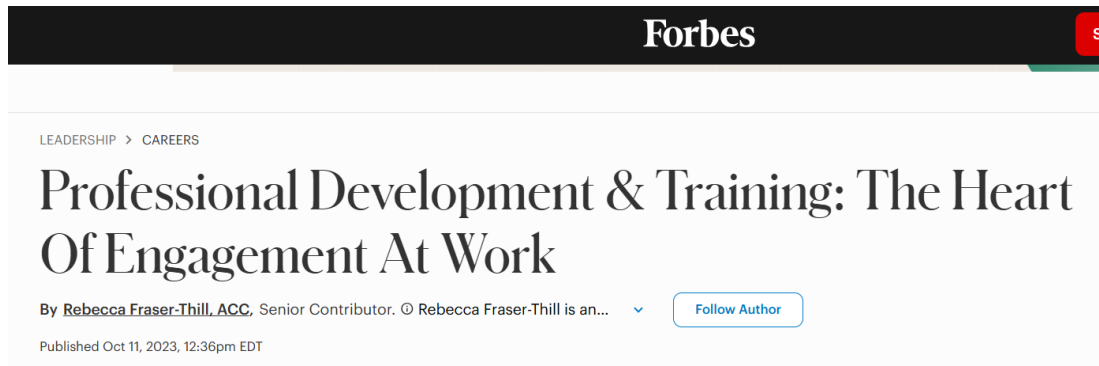
[Rahman Shiri](#) <sup>1,\*</sup>, [Ashraf El-Metwally](#) <sup>2,3</sup>, [Mikael Sallinen](#) <sup>1</sup>, [Marjaana Pöyry](#) <sup>1</sup>, [Mikko Härmä](#) <sup>1</sup>, [Salla Toppinen-Tanner](#) <sup>1</sup>

Editor: Georgios Rachiotis

## Disparity in the Value of Training and Professional Development Initiatives

*Professional development initiatives are vital to advancing careers by improving employee skill sets in technology, leadership, and more*

By **Liz Johnston** - September 3, 2024



The image shows a preview of a Forbes article. At the top is the Forbes logo on a black background. Below it, the article title "Professional Development & Training: The Heart Of Engagement At Work" is displayed in a large, serif font. Above the title, the breadcrumb "LEADERSHIP > CAREERS" is visible. Below the title, the author information "By Rebecca Fraser-Thill, ACC, Senior Contributor. © Rebecca Fraser-Thill is an..." is shown, followed by a "Follow Author" button. At the bottom left, the publication date "Published Oct 11, 2023, 12:36pm EDT" is listed.

# WORKPLACE SOLUTIONS

- Wellness + balance
- Skilled supervisors
- Mentorship

# SKILLED SUPERVISORS

- Active listening
- Accepting feedback
- Leading in trauma-informed way

# **MENTORSHIP**

**Pair with seasoned employees who are like  
them**



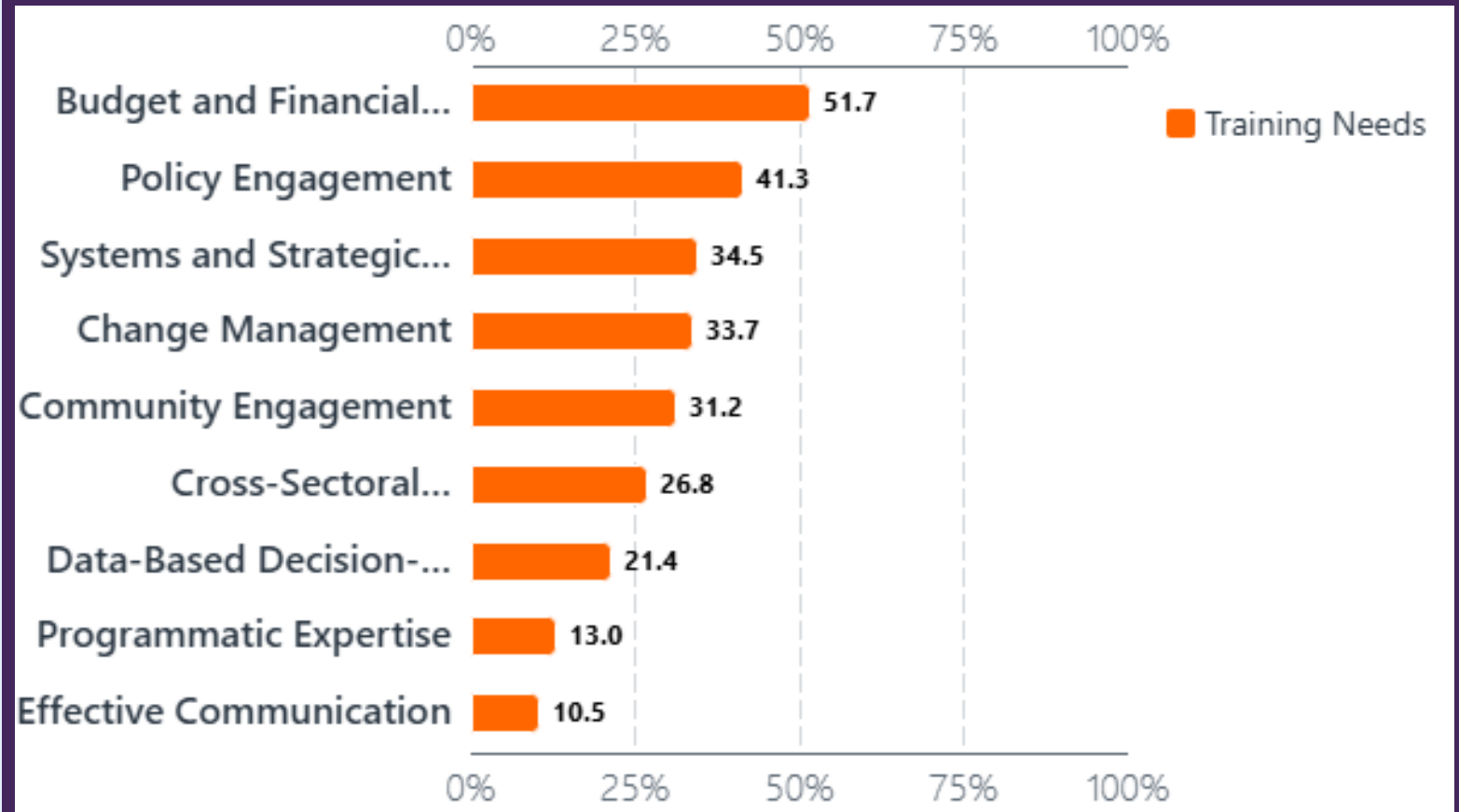
# Training Needs

Employees identify the following as their top three training needs:

- Budget and Financial Management 51.7%
- Policy Engagement 41.3%
- Systems and Strategic Thinking 34.5%

These skills are considered highly important yet currently reflect low proficiency among staff. Addressing these training needs will help foster a more skilled workforce and improve overall performance.

## Exploring: Training Needs



# GUIDING QUESTIONS

- What is an immediate training need for the staff in your department (3-6 months)?
- What are your top 3 long-term core competency training needs, competencies and/or skills your staff need to obtain (6 months – 2 years)
- For each identified training need:
  - Who are the learners (staff/program areas)?
  - Is the training for one program, or multiple in your center?
  - What is the intended learning outcome for learners who have completed the training?
  - Is this a one-time or recurring training need?
  - When would you want the first training to take place?
- What are your priority leadership, management or supervisor training needs?
- What internal and external obstacles might affect training your staff?

# WHAT IS PROFESSIONAL DEVELOPMENT?

- Taking a class
- Cross Training
- Mentoring
- Self – Paced Study
- Book/ Journal/ Article Reading clubs
- Communities of Practice
- Workshops
- Team Projects
- Conferences

# CONTINUING EDUCATION MATTERS

# THANK YOU!



**Department  
of Health**