

Division of MCH Workforce Development

Draft 2012-2020 Strategic Plan Goals and Strategies

July 2013

Vision for the 21st Century:

All children, youth, and families will live and thrive in healthy communities served by a quality workforce that helps assure their health and well-being

The mission of the Division of MCH Workforce Development (DMCHWD) is to provide national leadership and direction in educating and training our nation's future and practicing leaders in maternal and child health. Supporting lifelong workforce development for future and practicing MCH professionals is critical to achieving optimal health outcomes for the maternal and child health population. The DMCHWD supports a continuum of workforce development including pipeline programs, graduate training, and continuing education for the practicing maternal and child health workforce. The DMCHWD also promotes the development and advancement of healthy communities through partnerships that work to change conditions in the community and environment to improve health.

GOAL 1 MCH Workforce Development

Address current and emerging MCH workforce needs by engaging with and providing support to MCH leaders in practice, academics and policy

STRATEGY 1.1 Educate, engage and support future MCH leaders through lifelong learning opportunities, mentorship, and training.

STRATEGY 1.2 Meet the identified leadership development needs of practicing MCH professionals through lifelong learning opportunities, technical assistance and training, and peer to peer support.

STRATEGY 1.3 Facilitate mutually beneficial partnerships between Title V programs and MCH training programs that support MCH systems and services development and enhancement.

GOAL 2 Diversity and Health Equity

Prepare and empower MCH leaders to promote health equity, wellness, and reduce disparities in health and health care

STRATEGY 2.1 Support effective approaches that improve recruitment and retention of trainees of diverse or nontraditional backgrounds to address emerging MCH workforce needs.

STRATEGY 2.2 Support programs that address disparities and inequities (and their underlying causes including racism and other forms of marginalization) through development of curricula, research, learning and practice environments.

STRATEGY 2.3 Support programs and practice environments that integrate cultural and linguistic competence into its values, policies, structures, and practices.

GOAL 3 Interdisciplinary/Interprofessional Training and Practice

Promote interdisciplinary/interprofessional training, practice and interorganizational collaboration to improve quality of care by enhancing systems integration for MCH populations

STRATEGY 3.1 Support interprofessional graduate education and training programs that emphasize leadership, and family-centered, community-based, and culturally competent systems of care.

STRATEGY 3.2 Facilitate interprofessional practice opportunities for students and faculty in MCH academic training programs to engage with community, state (particularly Title V), and/or national agencies and partner organizations.

GOAL 4 Science, Innovation and Quality Improvement

Generate and translate new knowledge for the MCH field in order to advance science-based practice, innovation, and quality improvement in MCH training, policies and programs

STRATEGY 4.1 Promote ongoing assessment and continuous quality improvement to demonstrate the value and impact of MCH training and leadership development in shaping professionals who are well equipped to enhance the health of the population over the life course.

STRATEGY 4.2 Develop and disseminate innovation in MCH training, practice, and policy across DMCHWD programs and with key stakeholders to inform and influence MCH policies.

STRATEGY 4.3 Support training programs to conduct, disseminate, and translate research to advance science-based practice and train future researchers to generate new knowledge to improve the health of MCH populations.