



Analysis. Answers. Action.

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The Landscape of Newborn Screening Workforce: Public Health Professionals

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APHL'S ROLE IN DEVELOPING THE PUBLIC HEALTH WORKFORCE

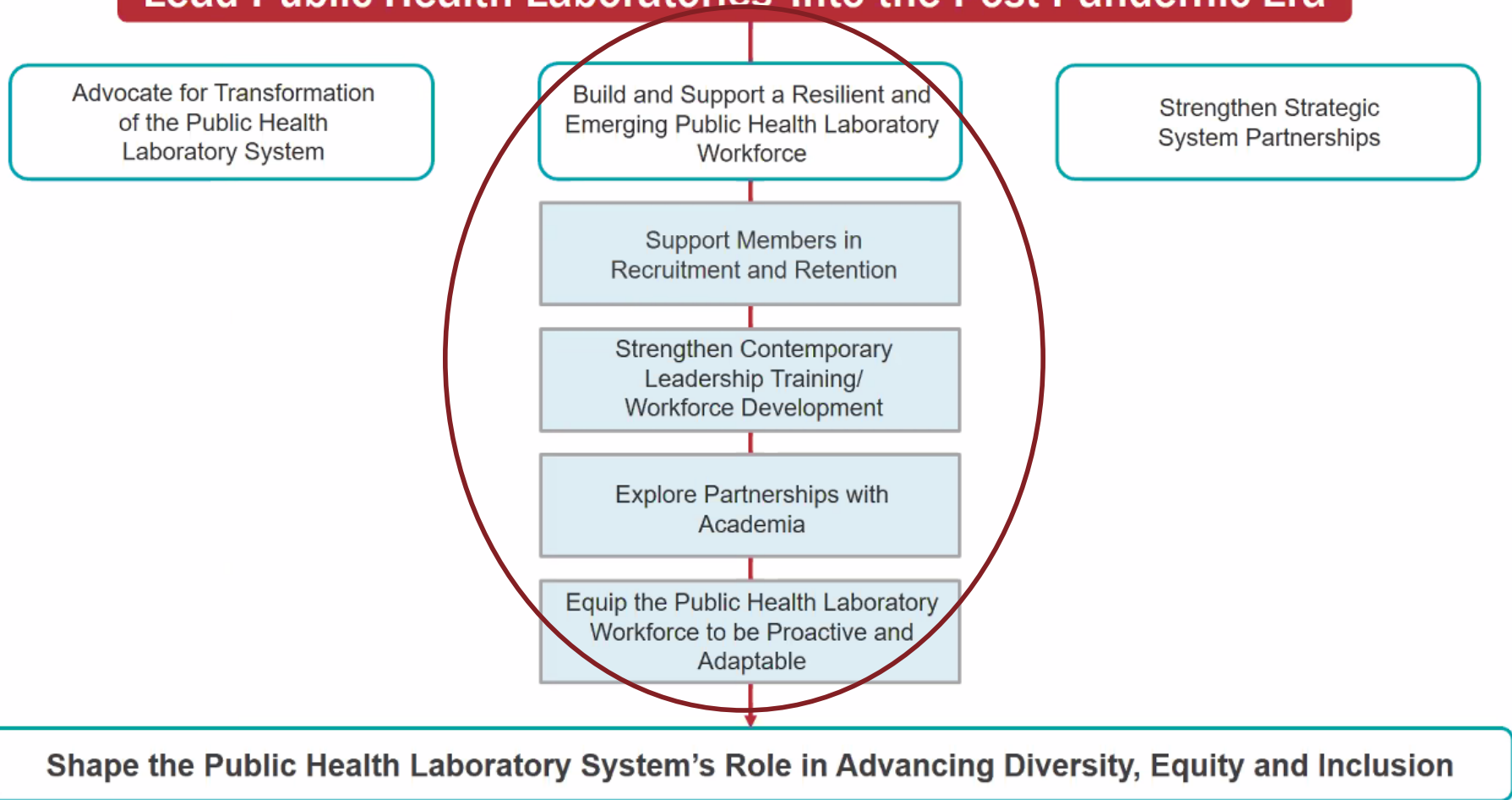


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APHL's role in developing the public health workforce

STRATEGIC MAP | 2021-2023

Lead Public Health Laboratories Into the Post-Pandemic Era



APHL's role in developing the public health workforce

STRATEGIC MAP | 2021-2023

Lead Public Health Laboratories Into the Post-Pandemic Era

Emerging Leader Program (ELP)

- Develops future lab leaders
- 12-month leadership development program

Training and Continuing Education

- Hands-on Training Workshops
- Webinars
- Resources on Best Practices

Build and Support a Resilient and Emerging Public Health Laboratory Workforce

Support Members in Recruitment and Retention

Strengthen Contemporary Leadership Training/ Workforce Development

Explore Partnerships with Academia

Equip the Public Health Laboratory Workforce to be Proactive and Adaptable

National Assessments

- Analyze trends and issues affecting the public health lab (PHL) workforce.
- [Focus on Public Health Laboratories: A Workforce Survey Report \(May 2018\)](#)

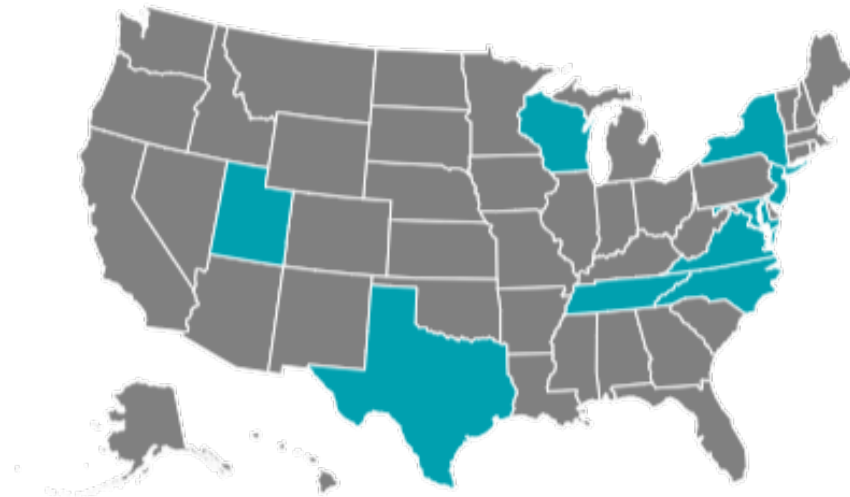
Promotion of Public Health Lab Science Careers

Fellowships

Shape the Public Health Laboratory System's Role in Advancing Diversity, Equity and Inclusion

NBS Workforce Development Success

- Fellowship Programs
 - Ronald H. Laessig Memorial Newborn Screening Fellowship (started in 2011)
 - Newborn Screening Bioinformatics and Data Analytics Fellowship (started in 2019)



States who have participated as host sites for NBS fellowships

Previous Ronald H. Laessig Memorial NBS Fellows:

- Wisconsin NBS Program Co-Director
- New Jersey NBS Program Manager

NBS Workforce Development Success

- Training Workshops (held annually)
 - Molecular Training Workshop for laboratorians
 - Tandem Mass Spectrometry
 - Workshop for laboratorians
 - Workshop for follow-up staff
- Mentorship
 - NBS Follow-up Learning EXchange (FLEX) Program: Encourages peer-to-peer connection of follow-up staff to help address areas of opportunity and challenge.
 - Informal lab-to-lab collaboration

APHL Newborn Screening (NBS) Workforce Taskforce

- Created in late 2019
- Taskforce focus areas include recruitment and retention, succession planning, and responding to impacts of COVID-19 on NBS laboratory and follow-up staff.



Challenges in PH & NBS Workforce

- Recruitment
 - Noncompetitive salaries
 - Hiring freezes
 - Complex scientific and technical competencies
 - No specific training path for NBS lab and follow-up
- Retention
 - Personal liability
 - Lack of career paths/promotional opportunities
 - Insufficient number of job classifications and pay grade levels

Risks to Newborn Screening

- Low Morale Exacerbates Challenges
- Increasing Need for Complex Skillset
- Competing Priorities
 - Routine Screening
 - Disorder Expansion
 - Continuous Quality Improvement

ADDRESSING PUBLIC HEALTH WORKFORCE NEEDS



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Opportunities

- Funding
 - APHL recently received a supplemental award from CDC whereby \$27 million will potentially be allocated toward public health laboratory workforce development
 - Increased funding for Public Health Workforce with an emphasis on fellowship and training programs



Workforce Needs

- PH workforce incentives for hiring and retention
- Messaging on importance of NBS workforce
- Coordinated approach across HHS divisions and NBS stakeholders for training efforts
- Expanded training opportunities
 - NBS-related high-complexity testing
 - Follow-up
 - Informatics
- Dedicated staff for the future growth



Considerations for Future Resources

- Comprehensive survey of current staffing in NBS programs
- Guidelines on Minimum Staffing Considerations for Lab and Follow-up staff
- Routine assessments of NBS program staffing/workforce and expertise

Acknowledgements

APHL NBS Workforce Taskforce

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