

# Strengthen the Capacity of the EMA's Public Health Workforce

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# Learning Objectives

- Recap the Redesign Capacity Assessment Tool (RCAT).
- Outline how Capacity Building Assistance (CBA) and training needs are identified and implemented.
- Overview the Effi Barry Training Institute.
- Outline how CBA needs are supported.
- List ways evidence of CBA and training is provided.
- List broad CBA and training areas.
- Describe the capacity building assistance and training activities/methods.
- Discuss how to get the most out of capacity building and training.

# Redesign Capacity Assessment Tool (RCAT)

- Objectively assesses the strengths and areas for improvement
- Occurs annually in October of the grant year to assess sub-recipient capacity between March – September
- Is a Condition of Award that facilitates PO monitoring
- Helps provide tailored CBA and training to facilitate capacity growth, development, and sustainability to improve health outcomes

# Identifying and Implementing CBA

## HAHSTA Ryan White Program Officers

- Develop sub-recipient CBA work plans based on most recent RCAT scores
- Review work plans with sub-recipients
- Review work plans with HealthHIV
- Convene meetings with sub-recipients and HealthHIV (virtually, in-person, or via telephone) to confirm needs and intended scopes of CBA
- Serve as sub-recipient's primary point of contact and engages HealthHIV to collaboratively help complete CBA activities and deliverables according to determined timelines in established work plans

# Supporting CBA

**Effi Barry**  
**Training Institute**

- Provides FREE services through DC Health HAHSTA and HealthHIV
- Strengthens the capacity of the EMA's HIV prevention and care workforce to optimally plan, implement, and sustain high-impact HIV prevention (HIP) and HIV care interventions and strategies
- Supports infrastructure and systems development to enhance service quality and improve health outcomes

# HealthHIV Performance Improvement Coach

- Assigned to each organization
- Works with Ryan White Program Officers to provide coaching, advice, and support
- Recommends best/model practices, tools, and methodologies to improve organizational outcomes
- Finds answers and solutions to advance public health practice

## HealthHIV Performance Improvement Coach (continued)

- Provides monthly CBA and Training Summary report for each sub-recipient to HAHSTA
- Works directly with sub-recipients on tailored trainings
- Identifies and recommends additional CBA and training needs
- Issues sub-recipients an annual evaluation of CBA and training.

# Evidence of CBA and Training

- Receive FREE continuing medical education/continuing education (MD/DO, NP, PA, PharmD, Nursing, Social Worker, & CPH)
- Get certificate of completion for participating in activities
- Access on-line learning locker where all your certificates and training participation is tracked (coming soon)

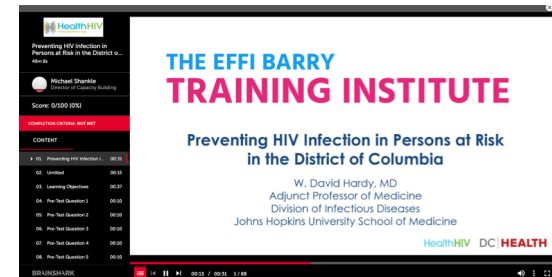


# Broad CBA Categories

- Organizational Infrastructure
  - Strategic Plan Development
  - Designing an effective marketing strategy
- Fiscal Management
  - Reporting program of income
  - Segregation of funding
  - Ryan White as Payer of Last Resort
  - Time and effort reporting
  - Invoicing
- Program Management
  - Sustainability
  - Succession planning
  - Achieving targets
  - Protocols & Guidance
- Data Collection, Reporting, and Use
  - Reporting submission
  - Integration and strategic use of EMR/HER
  - Data Literacy and Analysis
- Quality Management
  - Quality Improvement
  - Infrastructure
  - Performance measures
  - Customer Involvement in Quality Improvement

# Tailored Capacity Building and Training

- Individual consultation
- Group-level trainings
- eLearning modules
- Webinars
- Resources
- Podcasts
- Boot camps
- Community forums
- Health and wellness fairs



[EffiBarryInstitute.org](http://EffiBarryInstitute.org)

# Getting the most out of CBA and Training

- Be open to change
- Get your leadership on board
- Be patient at the beginning
- Do your homework
- Strive to meet milestones
- Communicate your expectations
- Be responsive
- Dedicate a team to work with the CBA provider
- Think ahead
- Work together

# Questions?

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