



State and Partner Report 2006*

State: Vermont

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Projects/Issues Addressed This Year:

1. Recruitment and Retention of PHNs and PHN Supervisors – developed a professional display board for conferences and job fairs
2. Collaboration with the Vt Office of Nursing Workforce, Research and Planning to conduct a survey of PHNs state wide and the development of a proactive recruitment plan.
3. PHN mentoring Program – through a HRSA grant to the Vermont Nurse internship Program we (VDH) developed a comprehensive orientation/educational program for new PHNs. This is designed on Carrie Lunberg's competency based COPA model, the ANA PH standards and the Public Health essential services and core competencies. It this focuses on what Public Health is. It is interactive in having staff learn what the work of public health is. We have also have adapted the curriculum for one hour presentations at staff meetings and lastly the content will be adapted to the competencies of new PHN Supervisors.
4. Other major projects - Emergency Preparedness, Refugee Health and Coordinated School Health and the rewriting of the SIDS program.
5. Educating current PHN Supervisors in the 12 District Offices on the challenges of supervision/management in a very complex time for Public Health.

Projects/Issues Pending:

The above to varying degrees. Hiring into vacant positions.

Issues and Special Concerns for Public Health Nursing:

1. the aging workforce
2. recruitment strategies of qualified staff and supervisors
3. defining what population based public health nursing really is and being able to communicate to staff, partners, legislators and the public what nurses 'do' in the population based model.
4. salary constraints



*Reports must be sent electronically to Justina Novak (justina.novak@doh.wa.gov) by April 15, 2006 in order to be included in packets. If your form is not received by then, you need to bring 50 copies of your report to the meeting.