

What is it?

A New Type of Training Program in Massachusetts

MA PHIT is an innovative, cost-effective training model which builds upon the assets of local public health professionals. Easily replicable for other communities, MA PHIT utilizes a team approach to develop and deliver training across the Commonwealth.

Planning Team representatives are from academia, governmental agencies, and professional associations including:

- Boston University School of Public Health, which houses the HRSA-funded Public Health Training Center (New England Alliance for Public Health Workforce Development)
- Local boards of health and health departments across MA
- Food and Drug Administration
- MA Departments of Public and Environmental Health
- MA Health Officers Association (MHOA), MA Environmental Health Association (MEHA), and MA Association of Public Health Nurses (MAPHN).



Who is it for?

Target Audience

Public health professionals from municipal and state agencies charged with enforcement of health and environmental regulations in MA

- Health Inspectors
- Public Health Nurses
- Sanitarians or Environmental Health Specialists
- Local Health Agents, Directors, or Commissioners
- Compliance Officers



Housing Inspectors in action, during final audit house assessment: (L) Completing their Worksheets (which include demonstrating proper use of equipment and self-assessing inspection results) and (R) inspecting the dwelling

Workforce competency

The primary goal of MA PHIT is to increase the capacity of the public health workforce to comprehensively and uniformly enforce the MA State Sanitary and Environmental Codes....with minimal agency expenditures and reasonable trainee fees.

Elements of all MA PHIT programs include: Prerequisite online modules; Classroom training (lecture and case-based activities with instructor notes); Pre/post-tests; Field trainer preparation; Supervised field inspections; Final assessment of trainee competency; Program evaluation; and Quality improvement plans

Progress, to date

MA PHIT Housing Certificate Program

By May 2012, the **Housing Certificate Program** (initiated in 2009) will have engaged six cohorts with over 200 trainees in classroom training. To date, 86 trainees have completed their field training and 63 have successfully completed the entire program and received certificates.

MA PHIT Food Certificate Program

The **Food Certificate Program** was piloted in 2011. Twenty trainees enrolled in, and 19 successfully completed, the classroom component. To date, six have begun their field training and standardization, with an anticipated completion date in 2012. The next class is planned to begin in late 2012. *Note:* due to field trainer resource limitations, not all classroom trainees are eligible for field training.

MA PHIT Wastewater Certificate Program

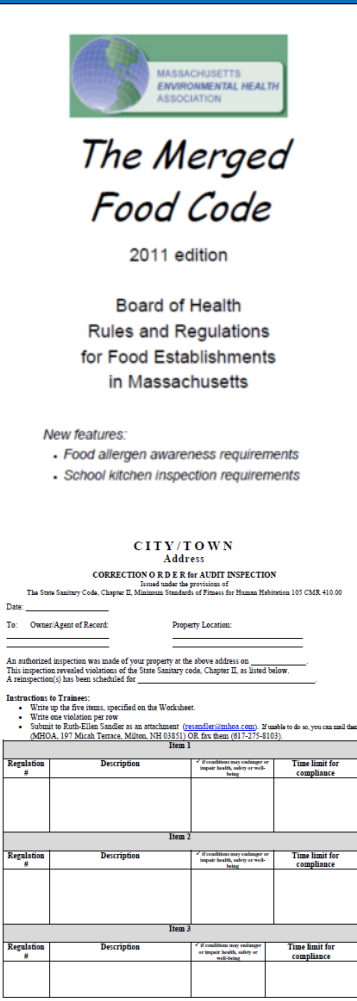
In development. Classroom training will be piloted in October 2012.

Additional Program Areas that require development

Indoor Ice Rinks, Recreational Camps for Children, Swimming Pools, Tanning Facilities.

MA PHIT Learning Objectives

Increase trainee knowledge of the MA State Sanitary and Environmental Codes



Ensure trainee ability to identify and properly document violations and correction orders

Ensure capacity to assess and improve the program's reach and quality



MA PHIT differs from traditional approaches in that it:

- Uses federal, state, and local practitioners to donate time and work as part of a team
- Uses professional associations to contribute to the programs
- Requires completion of prerequisites
- Identifies and trains state and local health professionals to act as Field Trainers
- Has a 'final exam' that is hands-on and graded
- Creates a uniform, standardized training curriculum which transcends that of any one instructor or trainer
- Is adaptable and replicable

Moving forward

Competency-based, standardized training that includes field experiences and problem-based learning is **essential** to workforce preparation.

To sustain and grow the MA PHIT program over time, we will:

- Leverage training grant resources to support the development of new programs in the series
- Continue to evaluate all elements and programs and actively engage the planning teams in quality improvement methods
- Charge trainees a reasonable fee for expenses related to the training and offer contact hours and Certificates of Completion
- Rely on donated space for classroom and field training and donated time for classroom and field instruction