

Strategies and Model Practices for Hiring and Retaining the Best PHL Workforce Talent

Preconference Workshop, APHL 2024
May 6, 2024 • 8:00–11:30 am CDT
Baird Center • Milwaukee, WI

May 6–9, 2024 Milwaukee, WI
APHLTM 2024
where laboratory science and public health meet

Course Number: **588-849-24**
Registration fee: **\$149 per person**
Register at: www.aphl.org/AC
Registration closes April 26, 2024

DESCRIPTION

Hiring and maintaining top talent is a challenge public health laboratories face. From posting the position to ensuring the candidate adds to the vision of the laboratory, this workshop will provide tips and tools for posting job positions, interviewing top applicants, and selecting the most qualified applicant. Model practices for employee retention will be covered. Tools for developing and providing professional onboarding of new employees will be discussed followed by ideas for retaining employees in this competitive job market. Activities include reviewing job posting examples; development of interview questions with roleplay practice; sharing of developed on-boarding tools; and an introduction to the value of periodic stay interviews.

OBJECTIVES

At the end of the workshop, the participant will be able to:

- Prepare job postings designed to reach qualified and diverse applicant pools
- Develop strategies to manage interviews to elicit insightful responses from applicants
- Describe examples of on-boarding practices that provide professional first impressions for new staff
- Discuss the advantages for defining career pathways providing professional development strategies for staff and conducting stay interviews

AUDIENCE

This awareness-level workshop is for laboratory directors, assistant laboratory directors, human resource managers and those who supervise or on-board employees.

SPEAKERS

Carrie Anglewicz, MS • Michigan Department of Health and Human Services, Bureau of Laboratories

Kelsey Bailey, HR Business Partner • Wisconsin State Laboratory of Hygiene, University of Wisconsin-Madison, School of Medicine and Public Health

Christine Bean, PhD, MBA, MLS(ASCP) • Association of Public Health Laboratories

Erin Bowles, BS, MLS(ASCP) • Wisconsin State Laboratory of Hygiene, Communicable Disease Division University of Wisconsin-Madison, School of Medicine and Public Health

Leah D. Gillis, MS, PhD, HCLD(ABB) • University of South Florida College of Public Health

Nancy McLean, MILR • Wisconsin State Laboratory of Hygiene, University of Wisconsin-Madison, School of Medicine, and Public Health

Kathleen Street, MS, PMP • Association of Public Health Laboratories

Teresa M. Wolfe, PhD, MLS (ASCP) • Centers for Disease Control and Prevention (CDC)

AGENDA, COMPETENCIES AND CONTINUING EDUCATION ►

PROPOSED AGENDA TOPICS

8:00 am	APHL Welcome
8:10 am	Introductions and Ice Breaker: Identifying participant needs and interests
8:20 am	Exploring nonverbal behaviors and perceived messages
8:40 am	Analysis of self and adapting to others and using intentionality when communicating
9:30 am	Break
9:45 am	Application of concepts through scenario and role-play
11:00 am	Discussion and reflection on experience from scenario and role-play exercises
11:15 am	Next Steps: Goal setting for creating better communicative experiences
11:30 am	Adjournment

COMPETENCIES ACHIEVED

Communication is a public health laboratory workforce competency domain and is a requirement of many grants. The Expanding Laboratory Capacity, Public Health Emergency Preparedness and Biomonitoring cooperative agreements all require recipients to communicate and build relationships with public health laboratory system partners, and effective communication is critical for a successful program and grant outcome. This workshop will build these skills and develop the public health laboratorian workforce.

Completion of this workshop will result in learning gained by the participant in the Management and Leadership (MLD) and Communication (COM) domains:

- COM 1.02. Oral communication. Beginner – Identifies key messages for oral communication. Competent – Applies language and tone in oral communications tailored to target audience.
- MLD 5.02. Communication. Beginner – Employs active communication skills. Competent – Communicates information and feedback to colleagues and management staff.
- MLD 5.12. Advocacy. Beginner – Educates external stakeholders on the mission, vision and activities of the laboratory. Competent – Collaborates with external stakeholders.

MMWR Competency Guidelines for Public Health Laboratory Professionals

CONTINUING EDUCATION CREDIT

The Association of Public Health Laboratories (APHL) is approved as a provider of continuing education programs in the clinical laboratory sciences by the ASCLS P.A.C.E.® Participants may claim 3.0 contact hours of P.A.C.E.® credit after attending this workshop.

APHL is an approved provider of Certified in Public Health (CPH) Recertification Credits through the National Board of Public Health Examiners (NBPHE). Attendees have the opportunity to earn up to 3.0 hours of credit by attending the entire workshop. APHL will not issue certificates of attendance.

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