

training areas such as systems thinking, communicating persuasively, change management, information and analytics, problem solving, and working with diverse population were recently identified as priorities, indicating a shift in workforce needs.”³¹ The breadth of MCH workforce training needs is as wide as the MCH community itself. The MCH Navigator, through its online portal and training programs, addresses *every* topical training need identified in Table 1.

Table 1: Summary of Need Assessments				
	2015 State TA Requests to MCHB ³²	2014 PH WINS Survey ³³	2008 State Title V Survey ³⁴	2007 State Public Health Survey ³⁵
Training Barriers				
Lack of Capacity to Train	•	•	•	
Cost/Insufficient Funds	•	•	•	•
Workforce Downsized	•	•	•	•
Aging Workforce/Retirement/Attrition	•	•	•	•
Insufficient Agency Support		•	•	•
Time Away from Work		•	•	•
Travel Restrictions/Geographic Access			•	
IT Knowledge	•	•	•	
Lack of Advancement Opportunities			•	•
Training Modality Needs				
Personal Learning	•	•	•	•
Formal Training in Field	•		•	•
Online Learning	•	•	•	•
Multiple Modalities of Training	•		•	
Already Existing Information	•	•	•	
Easily Accessible Training	•	•	•	•
Ability to Continue Daily On-Site Work	•	•	•	•
Topical Training Needs				
Systems Thinking	§	§	§	§
Public Health/MCH Knowledge Base	•	•		•
Change Management	•		•	§
Evaluation	§	§		•
Communication		§	•	§
Evidence-Based Public Health	§	§	§	
Critical Thinking/Informatics/Analytics		•		§
Cultural Competency	•			•
Family Engagement	•	•		
Financial Management	•		•	
Leadership Development		•		•
Management Skills	•			•
Social Determinants	•		§	
Working with Diverse Populations		•		•
KEY: • = indicated as a need; § = indicated as a critical need (for topic trainings)				

These data indicate that there is an “urgent need to equip the people currently working in state MCH programs and those who will be entering public health ... with the knowledge and skills necessary to continue in their effective stewardship of the MCH population.”³⁶ The Trust for America’s Health summarizes the need succinctly: “As employers, the federal, state, and local