

# **Future Workforce Initiatives: Challenges and Successes**

## **Division of Consolidated Laboratory Services (DCLS) Workforce Outreach Programs**

*Crystal Barrett MAED/T, MLS(ASCP)<sup>cm</sup>*

Laboratory Training Coordinator

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# Objectives

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- Discuss how to get started with future workforce initiatives
- Identify your laboratory workforce needs
- Locate possible partners and funding sources
- Utilize available public health workforce development, recruitment resources and strategies

# How we got started

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- About DCLS
- Why did we want to do more outreach?
- What are our priorities?
- What are our goals?



# Getting “Buy-In”

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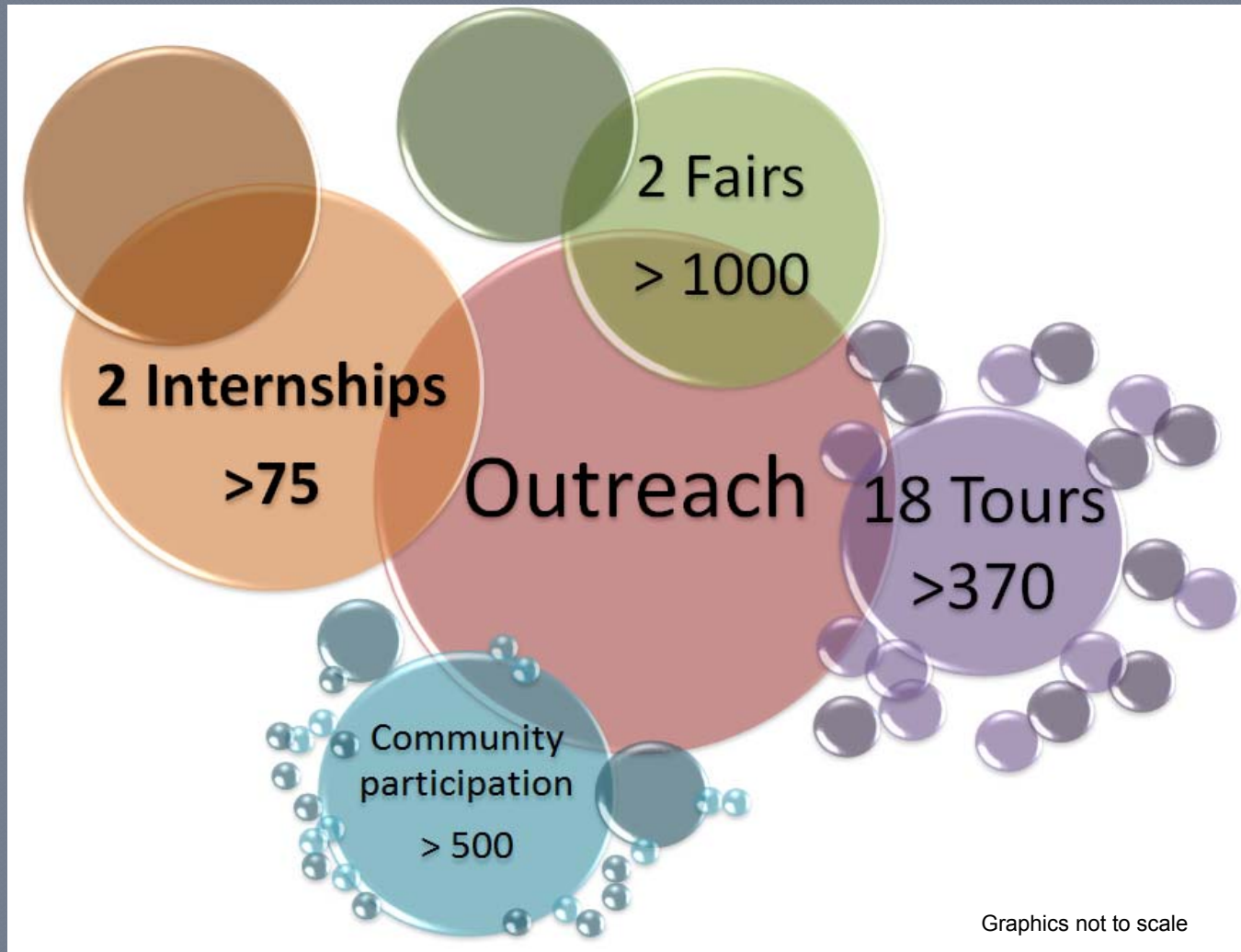
- Who are our stakeholders?
- What are the business needs?
- What are the workforce needs?
- Location, community, internal employees
- Make it simple and strategic
- Need a project champion, coordinator

# Starting Small

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- What was already being done?
- “Grass-roots” efforts at schools, communities
- Small steps that everyone can support
  - tours
  - community engagement
  - social media
  - fairs and events
  - mentoring, shadowing

# Biggest Wins 2016: Return on Investment



Graphics not to scale

# Group Collaborations



# Lessons Learned

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- Get management support/buy-in
- Recruit volunteers
- Set expectations
- Start small, build slowly - scalable
- Streamline processes, get creative
- Don't lose steam
- Give recognition for efforts
- Revisit successes

# Partners and Resources

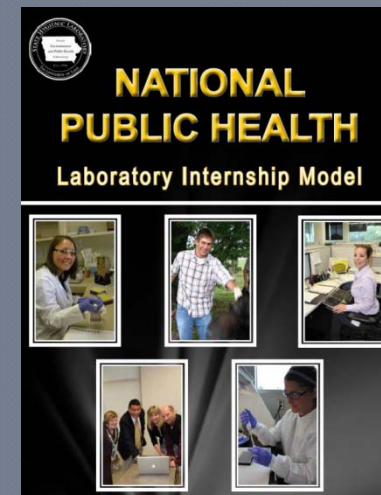
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- Succeeding with limited internal resources
  - Biotech Park
  - PTA, Scouts, Tech Centers, personal contacts
  - MLT/CLS schools
  - VirginiaBio Foundation [www.vabiofoundation.org/](http://www.vabiofoundation.org/)
  - STEM Connector <http://stemconnector.org/>
  - STEM Education Coalition Toolkit  
<http://www.stemedcoalition.org/policy-forum/state-advocacy-resources/>

# Resources: Public health workforce development and recruitment

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- ◉ National Public Health Laboratory Internship Model
- ◉ ASM Fellowship
- ◉ EID/CDC Fellowships
- ◉ APHL:



[https://www.aphl.org/professional\\_development/Pages/lab-science-careers.aspx](https://www.aphl.org/professional_development/Pages/lab-science-careers.aspx)

# Other STEM Resources

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- ◉ STEM (science, technology, engineering, math) teachers across the country also are receiving resources, support, training, and development through programs like
  - [Investing in Innovation \(i3\)](#)
  - [Teacher Incentive Fund](#)
  - [Math and Science Partnerships program](#)
  - [Teachers for a Competitive Tomorrow](#)
  - [Teacher Quality Partnerships program](#)

# Other STEM Resources

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## ◉ STEM contacts

- <https://www.grants.gov/>
- [https://www.doleta.gov/usworkforce/PDF/career\\_pathways\\_toolkit.pdf](https://www.doleta.gov/usworkforce/PDF/career_pathways_toolkit.pdf)
- <http://www.clasp.org/resources-and-publications/funding-career-pathways-a-federal-funding-toolkit-for-state-and-localregional-career-pathway-partnerships>
- <https://www.uschamberfoundation.org/sites/default/files/Managing%20the%20Talent%20Pipeline.pdf>



*Crystal E. Barrett MAED/T, MLS(ASCP)<sup>cm</sup>*

Laboratory Training Coordinator

Commonwealth of Virginia

Division of Consolidated Laboratory Services

600 North 5th Street, Rm. 139

Richmond, VA 23219

Phone: (804) 648-4480 ext.128

Email: [crystal.barrett@dgs.virginia.gov](mailto:crystal.barrett@dgs.virginia.gov)