



Centers for Disease Control and Prevention  
CDC 24/7: Saving Lives, Protecting People™



## Public Health Surveillance and Data

[Public Health Surveillance and Data Home](#)

# Developing a State-of-the-Art Workforce

The public health workforce is our first line of defense against outbreaks and other health threats.



With this priority, we're increasing the ability to use next-generation skills for actionable public health insights.

**Recruitment:** We are working to attract a diverse, qualified public health science workforce.

**Training:** We are continuing to build the skills of the current and future workforce through team-based programs and career entry fellowships.

**Forecasting Future Needs:** We are modernizing and expanding the use of public health workforce data.

**State and Local Support:** We are supporting our state and local partners to build a public health workforce that represents the communities in which they work.

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## Projects and activities

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*Explore a few of the many projects and activities that are developing a state-of-the-art workforce.*


### Support for jurisdictions

DMI is developing a public health workforce with the latest skills in data science and informatics to build world class data systems.

- [Building the Public Health Workforce](#) offers resources for jurisdictions that support public health workforce development.

### Developing state-of-the-art skills

With the development of modern tools comes the need to help people learn how to use them.

- [Data Science Upskilling](#) (DSU) is CDC's team-based, project-driven program that takes a unique "learning by doing" approach to supporting DMI.
- [Data Science Team Training](#)  (DSTT) is the Council of State and Territorial Epidemiologists' on-the-job training program to promote data science upskilling at state, territorial, local, and tribal public health agencies.
- CDC's Data Academy is a one-stop training source to helps users of all experience levels learn about the agency's [enterprise data analytics and visualization](#) tools.

Learn more about how DMI is developing [state-of-the-art skills](#).

### Recruiting diverse, world-class talent

DMI is growing CDC's data science capacity to make sure we're ready for the future.

- [Subject Matter Expert-Quality Assessment](#) (SME-QA) is an innovative strategy being used by federal agencies to recruit the right talent as fast as possible.

Learn more about how DMI is [recruiting diverse, world-class talent](#).

### Preparing for the future

Protecting our nation's health requires a public health workforce prepared to meet emerging and future challenges.

- [Public Health Workforce Development](#) provides a collection of resources from CDC and CDC partners to support efforts to develop, train, and sustain a strong public health workforce.
- [Future of Work Initiative](#) is identifying new research solutions, practical approaches, and partnership opportunities to address the future of work for the nation.

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## Developing a state-of-the-art workforce: By the numbers

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By the end of 2022, CDC staff had completed 3,700 training hours in CDC's new cloud-based, on-demand Data Academy — **an 83% increase in training** over the previous year.



CDC's team-based Data Science Upskilling program began its first cohort with **79 unique learners on 18 teams**.



The first cohort of [Data Science Team Training](#) represented **20 teams and 93 learners** from a mix of state, tribal, local, and territorial health departments.



In the first test of the [SME-QA hiring](#) process at CDC, **600 applications** were received in record time, and the qualified candidates were shared with hiring managers across the agency.

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Source: [Centers for Disease Control and Prevention, Office of Public Health Data, Surveillance, and Technology](#)