

Michigan Local Public Health Mentoring Proposal (Pilot)

April 2018

A model is proposed that would take advantage of existing alliances, namely MALPH Forums or other regional affiliations.

Current MALPH Forums

Nurse Administrators

Michigan Association of Local Environmental Health Administrators

Health Education and Promotion

Management Information Systems

Public Health Administrators (finance)

Public Health Physicians (MAPPP)

Current Regional Affiliations

Upper Peninsula (15 Counties)

Northern Michigan Public Health Alliance (31 Counties)

Southeast Michigan Health Association (7 Counties)

Michigan Thumb Public Health Alliance (4 Counties)

Southwest Michigan (10 Counties)

MEHA (statewide and some regional)

Process (Pilot)

The Northern Michigan Public Health Alliance (or another regional group) will be approached (April 2018) to pilot the program (summer 2018).

The initial cohort should be no more than **10 mentees**, and fitting the definition of “New Local Public Health Leaders”. If the pilot works, and resources to manage the program are secured, the pilot could be expanded statewide in FY2019.

Process Overall

Eventually, each Region, Forum or other affiliation would determine the level of assistance desired to provide mentorship opportunities for their constituent local health leaders.

MALPH staff would be available to provide logistical support similar to the **Quality of Life** model currently operated by the MDNR, MDARD, and MDEQ. This support would include the following:

Descriptive resources on mentoring

Training/Orientation for mentors and mentees

An application system for mentors and mentees

A system to match mentors and mentees

An evaluation system

Forums and/or Regions could choose to operate their own Mentorship Program, or take advantage of some or all of the resources available from MALPH. The program could also have the option for public health leaders to contact MALPH directly for assistance.

Pros

Will provide flexibility, as Forums/Regions can take advantage of none or all of the resources available from MALPH.

Builds on existing alliances.

With an organized application system, a mentor with the desired skill set can be assigned to the mentee. For instance, MALPH could make arrangements for a one time interaction for specific issues (like TB Outbreak Management).

Cons

Resources will be needed for staff support at MALPH.

Providing different levels of assistance to different Forums/Regions may become unwieldy.

Not all local health departments participate in MALPH Forums; existing Regions do not cover all local health departments.