



# DOMAIN Cross-Cutting and Systems Building

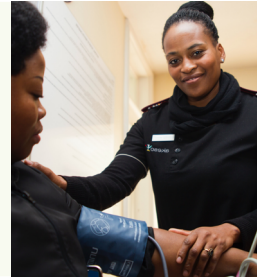
**Priority Six:** Professionals have the knowledge, skills, and comfort to address the needs of maternal and child health populations.

The Kansas MCH program is committed to building effective, integrated, high-quality systems of care for the populations it serves. System-building priorities for the program will focus extensively on workforce development with an emphasis on approaches to services and care that are trauma-informed, integrate the social determinants of health, and address the holistic (behavioral health and physical health) needs of clients and their families.

## What will success look like?

### Increased knowledge/skill levels of...

- mental health, trauma-informed care, and cultural competency for MCH staff.
- competent, well-trained MCH professionals with necessary experience, knowledge, and skills are accessible to MCH populations across the state to assist in meeting their health needs.



## Brightspots

Kansas MCH staff feel supported and engaged in their work (based on responses to the national Public Health Workforce Interests and Needs Survey).

**91%**

“I feel completely involved in my work.”<sup>1</sup>

**90%**

“I am satisfied that I have the opportunities to apply my talents and expertise.”<sup>1</sup>

**85%**

“My supervisor and I have a good working relationship.”<sup>1</sup>

The MCH program is committed to enhancing the availability of care.

## Challenges



Shortages of health professionals to serve MCH populations<sup>2</sup> exist in the areas of:

- Obstetrics & gynecology
- Pediatricians (general & specialists)
- Mental health & substance abuse treatment professionals
- Dental professionals

The MCH workforce does not reflect the racial and ethnic diversity of MCH clients.<sup>2</sup>

**13%**  
Hispanic  
staff

**+30%**  
Hispanic  
clients

**40%** of MCH workforce is “graying” (age 50 or older).<sup>2</sup>

## Spotlight on Disparity



MCH providers assessment score for cultural competency were much lower for skills than for knowledge.<sup>3</sup>

<sup>1</sup> Public Health Workforce Interests and Needs Survey, 2017 Findings. Association of State and Territorial Health Officials and the de Beaumont Foundation.

<sup>2</sup> Kansas MCH Needs Assessment (data collected Fall 2019 – Spring 2020 by the Kansas University Center for Public Partnerships and Research)

<sup>3</sup> MCH Navigator Kansas Workforce Snapshot (based on 2017-2019 self-assessment results). National Center for Education in Maternal and Child Health, Georgetown University.