

Massachusetts HUB Inspector Training Playbook and Training Hub Strategic Plan (2026–2027).

Barnstable County Public Health Training Hub

1. Purpose

The Barnstable County Public Health Training Hub exists to strengthen the knowledge, skills, and professional capacity of the local public health workforce by coordinating, developing, and delivering accessible, high-quality training opportunities. The Hub serves environmental health professionals, public health staff, Boards of Health, and municipal partners throughout Barnstable County and the surrounding service region. Through collaboration, workforce development, and continuous learning, the Hub supports consistent implementation of public health best practices while promoting regulatory compliance, professional excellence, and healthier communities.

2. Vision

To be recognized as the leading regional resource for public health workforce development by creating an engaged, knowledgeable, and resilient environmental health workforce capable of meeting the evolving needs of the communities we serve.

3. Mission

The Barnstable County Public Health Training Hub provides innovative, evidence-based education, technical assistance, and professional development opportunities that strengthen local public health practice, foster collaboration among municipalities, and improve the health and safety of residents throughout the region.

4. Core Values

Collaboration

We believe the strongest public health systems are built through partnerships across municipalities, state agencies, educational institutions, and community organizations.

Excellence

We are committed to providing accurate, engaging, and high-quality educational experiences grounded in current public health science and best practices.

Accessibility

Training opportunities should be available to all communities regardless of geography, organizational size, or available resources.

Professional Growth

Learning is continuous. We support workforce development at every stage of an employee's career.

Innovation

We embrace new teaching methods, technology, and creative solutions that improve learning and workforce performance.

Integrity

We provide trustworthy, objective, and evidence-based education while maintaining professionalism and accountability.

Service

Every training we provide ultimately contributes to healthier and safer communities.

5. Service Area

The Training Hub supports public health professionals within:

- Barnstable County (all Cape Cod municipalities)
- Martha's Vineyard
- Nantucket
- Kingston
- Middleborough
- Halifax
- Bridgewater (East/West)
- Carver
- Plymouth
- Plympton
- Raynham
- Wareham
- Bourne
- Duxbury
- Additional participating municipalities as assigned through the regional public health network

Primary audiences include:

- Health Inspectors
- Public Health Nurses
- Health Directors
- Boards of Health
- Administrative Public Health Staff
- Emergency Preparedness Coordinators
- Regional partners
- State agency partners
- New public health employees

6. Strategic Goals (2026–2027)

Goal 1

Develop a sustainable regional training program that provides consistent, high-quality professional development opportunities.

Goal 2

Increase access to training through a combination of in-person, virtual, and hybrid learning.

Goal 3

Strengthening environmental health competency across the region through standardized training and continuing education.

Goal 4

Develop and maintain a comprehensive library of instructional resources, policies, templates, and educational materials.

Goal 5

Support recruitment, onboarding, and professional growth of new public health professionals.

Goal 6

Promote collaboration and knowledge sharing among municipalities.

Goal 7

Use evaluation data to continuously improve educational programming.

7. Primary Responsibilities of the Training Hub

Workforce Development

- Conduct training needs assessments
- Coordinate annual training schedules
- Deliver instructor-led training
- Facilitate workshops
- Coordinate guest speakers
- Maintain continuing education opportunities

Curriculum Development

- Develop lesson plans
- Create presentations
- Design participant workbooks
- Developing online learning resources
- Update materials to reflect regulatory changes

Program Coordination

- Schedule training events
- Coordinate instructors
- Reserve training locations
- Manage registrations
- Track attendance
- Issue **certificates**

Evaluation

- Measure participant satisfaction

- Assess learning outcomes
- Track participation
- Prepare annual reports
- Recommend program improvements

Partnership Development

Collaborate with:

- Massachusetts Department of Public Health
- Local Boards of Health
- Regional Health Networks
- Academic institutions
- Professional organizations
- Subject matter experts

8. Success Measures

The Training Hub will evaluate success by monitoring:

- Number of training courses delivered
- Attendance
- Geographic participation
- Participant satisfaction
- Knowledge gained
- Workforce competency improvements
- Partnerships established
- New curriculum developed
- Instructor development
- Grant objectives achieved

9. First-Year Priorities

Because this is a newly established position, Year One will focus on building the foundation of the program.

Priority areas include:

1. Build relationships with regional stakeholders.
2. Completely required professional development (including Tier III Food & Housing).
3. Conduct a regional training needs assessment.
4. Develop standardized instructor resources and templates.
5. Create an annual training calendar.
6. Build a centralized digital resource library.
7. Establish processes for registration, evaluation, and reporting.
8. Deliver initial training sessions while expanding instructional capacity.
9. Develop long-term strategic goals for the Hub.