BPH PROFESSIONAL DEVELOPMENT FORUM: EMPLOYEE WORKFORCE STORY

Instructions

The purpose of this story is to highlight one example of how the BPH workforce ladder was used by a BPH employee – our former Acting Commissioner, Joyce Spiroff. As you leave the Forum today, please take this with you and consider the questions below. We welcome your feedback and thoughts on how the Bureau has changed and what we can do better moving forward.

BPH Employee Story: Joyce Spiroff

Joyce began her career with the Department of Health and Human Resources (DHHR) after her high school graduation, at the age of 17. Joyce took the Civil Service test in her senior year of high school and was notified of a Typist I opening with the Bureau for Public Health’s Special Children’s Clinic at West Virginia University in Morgantown. Joyce was hired for this position at the rate of $350 per month and was paid one time per month back in 1974.

Joyce married and moved to Charleston in 1978, transferring to the Bureau’s Women, Infants and Children Program (WIC). Joyce worked for WIC from 1978 to 1988 and it was doing this time that she learned about DHHR’s educational leave and tuition reimbursement. Joyce began her undergraduate work in 1980 at West Virginia State University and graduated with a Bachelor’s degree in Business Management in 1987. During her tenure with the WIC Program Joyce was able to work full time and attend classes each semester. This was not an easy task to complete while working full time; however, with DHHR’s financial assistance and educational leave policy, Joyce was able to accomplish her Bachelor’s degree in nearly eight years with very little out of pocket cost.

Joyce attributes her success in DHHR to her persistence in obtaining her education and working tirelessly for the Department that helps others in our great State. Joyce retired in October 2013 as Deputy Commissioner for the Bureau for Public Health (last two months she served as Acting Commissioner) with 38 years of experience as a public servant.

Food for Thought

1. How has the public health workforce changed since Joyce started her career at BPH?
2. How can we proactively recruit competent, empowered staff for BPH?
3. What obstacles have you faced in your professional development?
4. In what ways does your office/division support professional development?