Core Competencies for Public Health Professionals: Town Hall Meeting

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Council on Linkages Between Academia and Public Health Practice

and

Public Health Foundation

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Presenter Disclosures

Ron Bialek, MPP and Kathleen Amos, MLIS

The following personal financial relationships with commercial interests relevant to this presentation existed during the past 12 months:

No relationships to disclose

Overview

> Core Competencies for Public Health Professionals

> Feedback and revision process

> YOUR FEEDBACK!!!!!!!

Council on Linkages Between Academia and Public Health Practice

> To improve public health practice, education, and research by:

  > Fostering, coordinating, and monitoring links among academia and the public health and healthcare community;

  > Developing and advancing innovative strategies to build and strengthen public health infrastructure; and

  > Creating a process for continuing public health education throughout one's career.

Funded by
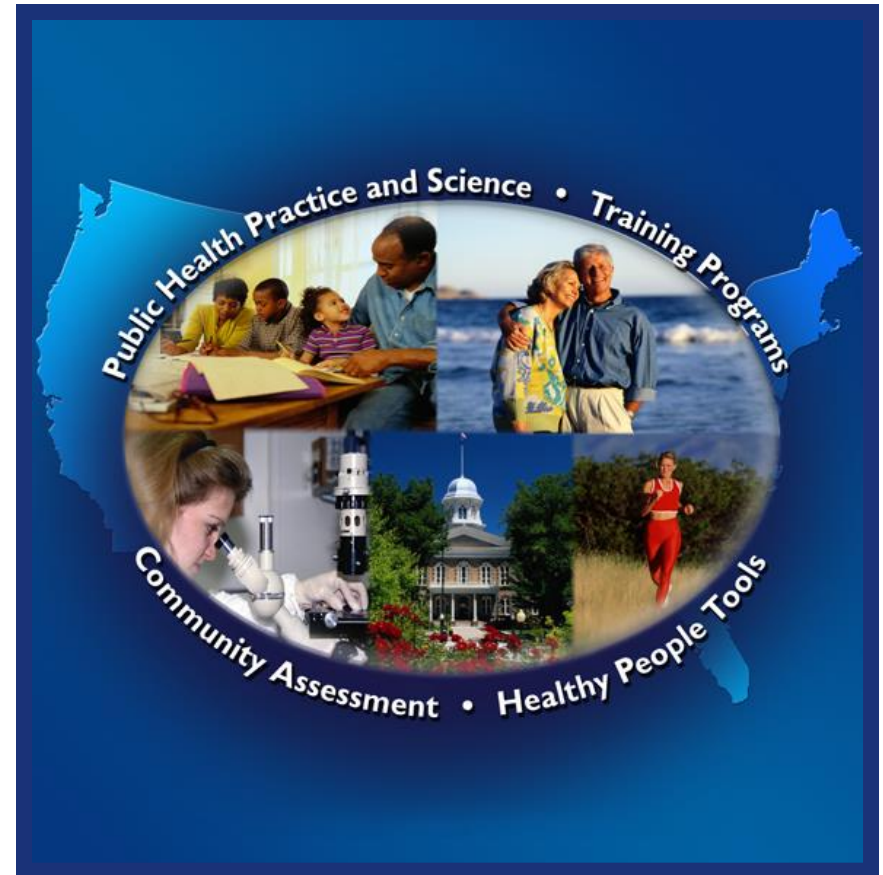**Centers for Disease Control and Prevention**

Staffed by
Public Health Foundation

> **20 National Public Health Organizations:**
  > American Association of Colleges of Nursing
  > American College of Preventive Medicine
  > American Public Health Association
  > Association for Prevention Teaching and Research
  > Association of Accredited Public Health Programs
  > Association of Public Health Laboratories
  > Association of Schools and Programs of Public Health
  > Association of State and Territorial Health Officials
  > Association of University Programs in Health Administration
  > Centers for Disease Control and Prevention
  > Community-Campus Partnerships for Health
  > Health Resources and Services Administration
  > National Association of County and City Health Officials
  > National Association of Local Boards of Health
  > National Environmental Health Association
  > National Library of Medicine
  > National Network of Public Health Institutes
  > National Public Health Leadership Development Network
  > Quad Council of Public Health Nursing Organizations
  > Society for Public Health Education

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PHF Mission:

We improve the public's health by strengthening the quality and performance of public health practice

www.phf.org

Healthy Practices
Healthy People
Healthy Places

Core Competencies for Public Health Professionals

> Are a set of skills desirable for the broad practice of public health

> Reflect characteristics that staff of public health organizations may want to possess as they work to protect and promote health in the community

> Are designed to **serve as a starting point** for academic and practice organizations to understand, assess, and meet training and workforce needs

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Core Competencies for Public Health Professionals

> 8 Domains:
>> Analytical/Assessment Skills
>> Policy Development/Program Planning Skills
>> Communication Skills
>> Cultural Competency Skills
>> Community Dimensions of Practice Skills
>> Public Health Sciences Skills
>> Financial Planning and Management Skills
>> Leadership and Systems Thinking Skills

> 3 Tiers:
>> Tier 1 – Entry Level
>> Tier 2 – Project Management/Supervisory Level
>> Tier 3 – Senior Management/Executive Level

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Who Uses the Core Competencies?

> >60% of State Health Departments (ASTHO, 2010)

> ~30% of Local Health Departments (NACCHO, 2010)

> >90% of Academic Public Health Programs (Council on Linkages, 2006)

> Core Competencies are also used by:
>   > CDC
>   > HRSA's Public Health Training Centers
>   > TRAIN affiliates
>   > Healthy People 2020
>   > Public Health Accreditation Board
>   > Others……..

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Uses of the Core Competencies

> Job descriptions

> Performance objectives

> Performance reviews and evaluations

> Workforce competency/needs assessments

> Workforce development plans

> Training plans

> Course review and development

> Discipline-specific competencies

> Preparing for accreditation - PHAB Standards and Measures Domain 8

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History of the Core Competencies

About the Core Competencies

› Original set adopted by the Council on Linkages in April 2001
  › Specified skill levels
  › Difficult to measure—intentional
  › Decision to revisit every 3 years
  › Widespread use
  › Demonstrated benefits and validity

› Workgroup formed in September 2007 to begin refining and updating the Core Competencies

› Public comment period in 2009 on draft set of revised Core Competencies

› Council on Linkages adopted revised Core Competencies in May 2010
  › Three tiers
  › More measurable
  › Turned focus to tool development

ges
and
▯▯ Public Health Practice

Council on Linkages Initiates Review Process

> **March 2013:** Council on Linkages votes to initiate review process

> **March 2013:** Public comment period initiated

> **July 2013:** Core Competencies webpage and feedback form launched

> **Sept 2013:** Council on Linkages votes to initiate revision process, based on initial feedback

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Feedback Strategies

> Online feedback form

> Email

> Newsletters

> Meetings and conferences – exhibits and presentations

> Facebook and Twitter

> Blog posts

> Town hall meeting – APHA 2013

> Virtual town hall meetings

> Outreach to Council on Linkages member organizations and others

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Next Steps

> **December 2013:** Comment period closes

> **May 2014:** Core Competencies Workgroup develops recommendations for consideration by the Council on Linkages

> **June 2014:** Revised Core Competencies to be adopted by Council on Linkages

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We Need to Hear from YOU!!!

> Initial feedback on index cards

> Group discussion

> Additional feedback on index cards near end of Town Hall Meeting

> Additional feedback after the Town Hall Meeting
www.phf.org/competenciesreview

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Discussion Questions

> How are you using the Core Competencies in your work?

> What challenges have you experienced in using the Core Competencies?

> What changes are occurring in the practice of public health that should be considered in the revision process?

> Are there specific competencies, or categories of competencies, that are missing from the Core Competencies?

> What would help you or your organization better use the Core Competencies?

> What changes would you NOT like to see?

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We Still Need to Hear from YOU!!!

❯ Please provide additional feedback on index cards

❯ Provide feedback after the Town Hall Meeting
www.phf.org/competenciesreview

❯ Stay Informed
   ❯ Council on Linkages Monthly Updates - kamos@phf.org
   ❯ PHF E-News -
   www.phf.org/AboutUs/Pages/Email_Newsletters.aspx

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Thank You!

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