

**SCPHTC**  
 South Carolina Public Health Training Center

**Competency Cross-Walking: Taking the First Step Toward Providing Comprehensive Competency-Based Education for the Public Health Workforce in South Carolina**

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**Learning Objectives**

- Discuss the process the South Carolina Public Health Training Center used in cross-walking public health discipline area competencies with Council on Linkages Core Competencies for Public Health Professionals.
- Describe the engagement of stakeholders.
- List the public health discipline area competencies cross-walked to Council on Linkages Core Competencies for Public Health Professionals.
- Discuss the cross-walk process outcomes.

**Introduction**

- South Carolina Public Health Workforce
- Council on Linkages Core Competencies for Public Health Professionals
- SC Public Health Workforce Assessment

**Background**

- 2003 South Carolina Public Health Workforce Assessment Results
- Current Status of SC Public Health Workforce
- Using the Public Health Competencies to Assess the Current Workforce

**Methodology**

1. Identification of public health disciplines competencies
2. Obtain copies of competencies SC DHEC disciplines' use
3. Initial cross-walking of competencies with discipline competencies
4. Schedule competency vetting training with discipline SMEs
5. Schedule dates to vet discipline competencies
6. Public health disciplines' SMEs vet competencies
7. Review vetted documents & then create cross-walked matrix

**Stakeholder Engagement**

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    graph TD
      Who[Who] --> Why[Why]
      Why --> How[How]
    
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## SC Public Health Disciplines

- Community Health
- Emergency Preparedness
- Environmental Health
- Epidemiology
- Health Education
- Informatics
- Nursing
- Nutrition
- Social Work
- Performance Management/Quality Improvement

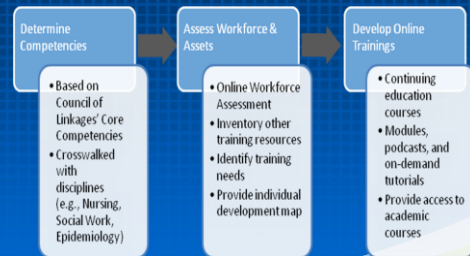
## Competency Sources

Discipline	Source	Date
Applied Epidemiology	Centers for Disease Control and Prevention / Council of State and Territorial Epidemiologists (CDC/CSTE)	February 2008
Community Health	DHEC's Community Health Workers come from each of the disciplines within this list and use their discipline's competencies	
Emergency Preparation	Columbia University School of Nursing	April 2001
Environmental Health	CDC	January 7, 2010
Health Education	NCHEC	2010
Informatics	CDC, The University of Washington School of Public Health and Community Medicine (UW SPHCM)	September 2009
Nursing	American Nurses Association Scope and Standards	2007
Nutrition	American Dietetic Association - Registration Dietitian & University of Minnesota	
Performance Management/Quality Improvement	No standard nationwide competencies identified	
Social Work	UNC's School of Public Health and the NC State Health Department	May 2005

## Discussion

- Cross-walk Outcomes
  - New tier for administrative support
  - Identification of SC needed skills for each discipline
- Lessons Learned
- Where to Now?

## Training Development Process



## Outcome

### SC Public Health Workforce



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With \$3.25 million in funding from a five-year Health Resources and Administration Services (HRSA) grant, the Arnold School established the SCPHITC, which offers numerous programs and resources (e.g., continuing education, job matching, networking communities, etc.) via the Center's portal, MySPH. Under the direction of Drs. Gregory Hand and Lillian Smith, PHITC builds on the work of the South Carolina Public Health Consortium, a program administered by the Arnold School and the Department of Health and Environmental Control (DHEC). Please visit <http://my.sph.sc.edu> or contact us at [scphitc@arnold.sph.sc.edu](mailto:scphitc@arnold.sph.sc.edu) for more information.