Core Competencies for Public Health Professionals: Town Hall Meeting

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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.

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

Funded by
Centers for Disease Control and Prevention

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Public Health Foundation
PHF Mission:
We improve the public’s health by strengthening the quality and performance of public health practice

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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
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
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……..
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
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
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
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
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
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
**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?
We Still Need to Hear from YOU!!!

Please provide additional feedback on index cards.

Provide feedback after the Town Hall Meeting.

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Thank You!