New Tools for Using the 2014 Core Competencies for Public Health Professionals

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

No relationships to disclose
Overview

What are the Core Competencies for Public Health Professionals and how are they being used?

How have they changed?

Is there anyone out there who can help with their use?!?!
PHF Mission:
We improve the public’s health by strengthening the quality and performance of public health practice

- Staff Council on Linkages

www.phf.org
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

Staffed by
Public Health Foundation
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 practice and academic organizations to understand, assess, and meet training and workforce development 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 – Front Line Staff/Entry Level
- Tier 2 – Program Management/Supervisory Level
- Tier 3 – Senior Management/Executive Level
Who Uses the Core Competencies?

- ~60% of State Health Departments (ASTHO, 2014)
- ~26% of Local Health Departments (NACCHO, 2013)
- >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
2014 Core Competencies for Public Health Professionals

- Extensive review and revision process: March 2013-June 2014
- Engagement of Council on Linkages member organizations, Core Competencies Workgroup members, other professionals and organizations
- Adopted unanimously: June 26, 2014
- 3rd version released
What’s New for 2014?

- Clarified and simplified individual competencies
- Reduced jargon
- Added new concepts – health reform, accreditation – and more examples
- Expanded on concepts
- Reordered individual competencies
- Assured each competency is only one concept

What’s not?

- 8 domains
- Competencies were not moved from one domain to another
Resources and Tools to Support Use

- Crosswalk of 2014 and 2010 Core Competencies
- Crosswalk of 2014 Core Competencies and Essential Public Health Services
- Self-assessment instruments
- Job descriptions
- Workforce development plans
- FAQs
- Examples of use
Crosswalk of the 2014 and 2010 Core Competencies

Illustrates the relationships between individual competencies in the two versions

<table>
<thead>
<tr>
<th>Analytical/Assessment Skills</th>
<th>2014</th>
<th>2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>1A1. Describes factors affecting the health of a community (e.g., equity, income, education, environment)</td>
<td></td>
<td>1A2. Describes the characteristics of a population-based health problem (e.g., equity, social determinants, environment)</td>
</tr>
<tr>
<td>1A2. Identifies quantitative and qualitative data and information (e.g., vital statistics, electronic health records, transportation patterns, unemployment rates, community input, health equity impact assessments) that can be used for assessing the health of a community</td>
<td></td>
<td>1A5. Identifies sources of public health data and information</td>
</tr>
<tr>
<td>1A3. Applies ethical principles in accessing, collecting, analyzing, using, maintaining, and disseminating data and information</td>
<td></td>
<td>1A8. Adheres to ethical principles in the collection, maintenance, use, and dissemination of data and information</td>
</tr>
<tr>
<td>1A4. Uses information technology in accessing, collecting, analyzing, using, maintaining, and disseminating data and information</td>
<td></td>
<td>1A11. Uses information technology to collect, store, and retrieve data</td>
</tr>
<tr>
<td>1A5. Selects valid and reliable data</td>
<td></td>
<td>1A6. Recognizes the integrity and comparability of data</td>
</tr>
</tbody>
</table>
## Crosswalk of the Core Competencies and the Essential Public Health Services

Illustrates the relationships between individual competencies and Essential Public Health Services

<table>
<thead>
<tr>
<th>Analytical/Assessment Skills</th>
<th>Essential Public Health Services</th>
</tr>
</thead>
<tbody>
<tr>
<td>1A4. Uses information technology in accessing, collecting, analyzing, using, maintaining, and disseminating data and information</td>
<td>X</td>
</tr>
<tr>
<td>1A5. Selects valid and reliable data</td>
<td>X</td>
</tr>
<tr>
<td>1A6. Selects comparable data (e.g., data being age-adjusted to the same year, data variables across datasets having similar definitions)</td>
<td>X</td>
</tr>
<tr>
<td>1A7. Identifies gaps in data</td>
<td>X</td>
</tr>
<tr>
<td>1A8. Collects valid and reliable quantitative and qualitative data</td>
<td>X</td>
</tr>
<tr>
<td>1A9. Describes public health applications of quantitative and qualitative data</td>
<td>X</td>
</tr>
<tr>
<td>1A10. Uses quantitative and qualitative data</td>
<td>X</td>
</tr>
</tbody>
</table>
Competency Self-Assessments

- Tools to help assess gaps in skills and knowledge related to the Core Competencies and identify training needs
- Available for each tier of the Core Competencies
- Provide an overall score of competence within each of the 8 Core Competencies domains
## Competency Self-Assessments: Scoring

### Cultural Competency Skills

<table>
<thead>
<tr>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
</tr>
</thead>
<tbody>
<tr>
<td>None</td>
<td>Aware</td>
<td>Knowledgeable</td>
<td>Proficient</td>
</tr>
</tbody>
</table>

### Your Results

Enter the average total from each domain in the corresponding row below.

<table>
<thead>
<tr>
<th>Domain</th>
<th>Average Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Analytical/Assessment Skills</td>
<td>0.0</td>
</tr>
<tr>
<td>Policy Development/Program Planning Skills</td>
<td>0.0</td>
</tr>
<tr>
<td>Communication Skills</td>
<td>0.0</td>
</tr>
<tr>
<td>Cultural Competency Skills</td>
<td>0.0</td>
</tr>
<tr>
<td>Community Dimensions of Practice Skills</td>
<td>0.0</td>
</tr>
<tr>
<td>Public Health Sciences Skills</td>
<td>0.0</td>
</tr>
<tr>
<td>Financial Planning and Management Skills</td>
<td>0.0</td>
</tr>
<tr>
<td>Leadership and Systems Thinking Skills</td>
<td>0.0</td>
</tr>
</tbody>
</table>

### Interpreting Your Results

Based on the averages you have for each domain in the "Your Results" section above, you are now ready to identify the strengths in your practice and the areas that you would like to improve or strengthen.

For example, if you have scored a "1" in any domain, you will want to consider focusing your time and energy toward achieving the competencies in that domain, followed by domains in which you scored a "2," with a lower priority given to domains in which you scored a "3" or higher.

Once you have identified your priorities, you can use this information to guide you in developing a learning plan with one or more personal professional goals for the next year, in engaging in a discussion with your supervisor, mentor, or coach, and in choosing learning opportunities that will help you reach your goals and meet the requirements for continuing competence in your occupation or discipline.
Job Descriptions

Sample job descriptions that incorporate the Core Competencies as key qualifications

**JOB DESCRIPTION
HEALTH COMMISSIONER**

**ROLE OVERVIEW:**
An appointed public official who serves as the Health Commissioner of the General Health District in Mahoning County, Ohio, and chief executive officer of the Mahoning County District Board of Health. The Health Commissioner is a term of office and may be renewed.

**TASKS ASSOCIATED WITH FUNCTIONS, COMPETENCIES AND SKILLS**

- Assures that the Board of Health conducts organizational strategic planning and monitors progress toward strategic goals.
- Assures that Board of Health and other staff receive appropriate and timely training.

**COMPETENCIES AND SKILLS:** The Health Commissioner possesses skill levels in these priority Core Competencies for Public Health Professionals appropriate for the senior management level.

**Analytical/Assessment Skills**
- Reviews health status assessments of populations and their related determinants of health conducted by the Board of Health and other organizations.
- Expands access to public health data and information for the Board of Health, staff and public.
- Ensures the application of ethical principles in the collection, maintenance, use, and dissemination of data and information.
- Integrates the findings from quantitative and qualitative data into organizational operations.
Sample workforce development plans that incorporate the Core Competencies

**Core Competencies**

The Department will adopt the Core Competencies for Public Health Professionals (“Core Competencies”) developed by the Council on Linkages Between Academia and Public Health Practice (Council on Linkages) to meet the needs of the Department. Core Competencies are a set of skills for the broad practice of public health, reflecting the characteristics that staff of public health organizations should possess as they work to protect and promote health in the community. The Core Competencies will serve as a framework for the Department to understand, assess, and meet the training and workforce needs of its employees. The Core Competencies are divided into the following key dimensions of public health practice:

**Mandatory Training**

The table below lists training required by the agency and/or by state or federal mandate:

<table>
<thead>
<tr>
<th>Training</th>
<th>Who</th>
<th>Competency Addressed</th>
<th>Frequency</th>
</tr>
</thead>
<tbody>
<tr>
<td>HIPAA (Health Insurance Portability and Accountability Act)</td>
<td>All staff, Interns</td>
<td>Policy development/program planning skills, Communication</td>
<td>Annually</td>
</tr>
</tbody>
</table>
FAQs

Popular questions and answers about the Core Competencies

Questions relate to:

- Development and revision
- Usage
- Education
- Accreditation standards
- Other competency sets
- Resources and tools
- Getting involved

Core Competencies Frequently Asked Questions

The Core Competencies for Public Health Professionals (Core Competencies) are a consensus set of foundational skills for the broad practice of public health developed by the Council on Linkages Between Academia and Public Health Practice (Council on Linkages). The Council on Linkages supports public health and healthcare professionals and organizations in using the Core Competencies by developing resources and tools and responding to questions and requests for guidance. This set of Frequently Asked Questions captures common questions received from the public health community. Don't see your question on the list? Council on Linkages staff would be happy to help. Please send your question to competencies@phf.org.

Development and Revision of the Core Competencies

- Who developed the Core Competencies?
- How often are the Core Competencies revised? Why?
- Are there definitions for each Core Competencies domain?

Using the Core Competencies

- Who can use the Core Competencies?
- Who is using the Core Competencies?
- How are the Core Competencies being used?
- Can I change the wording of individual competencies?
- Do I have to use all of the competencies when assessing my organization’s workforce?
- Can competencies from more than one tier apply to my job?
- Do the Core Competencies apply to administrative and support staff? Which tier?
- How do I determine which tier to use when developing job descriptions?
- How do I get permission to use the Core Competencies in my document?
Examples of Core Competencies Use

Examples of how the Core Competencies are integrated into workforce development activities

Highlight the work of health departments, academic institutions, federal agencies, and national associations

Submissions are welcome!
What’s Next for Resources and Tools?

- Competency checklist for course providers

- “Short list” of Core Competencies for use with assessments, job descriptions, etc.

- Domain descriptions
Additional Resources

➢ More information: www.phf.org/corecompetencies

➢ Resources and tools: www.phf.org/corecompetenciestools

➢ Stay informed: *Council on Linkages Update* – email Janelle Nichols, jnichols@phf.org

➢ Email questions: Kathleen Amos, kamos@phf.org
Thank You!

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