

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

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Presenter Disclosures

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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?!?!?

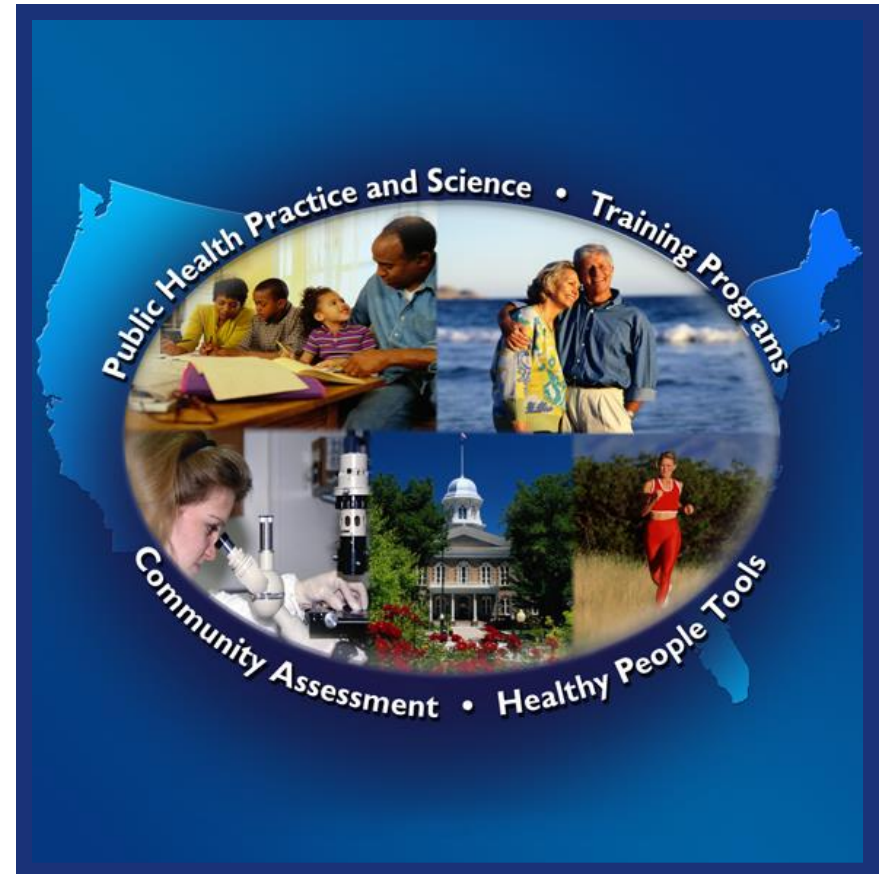
Public Health Foundation

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



Healthy Practices
Healthy People
Healthy Places

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

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 **The Council on Linkages
Between Academia and
Public Health Practice**

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

Analytical/Assessment Skills	
2014	2010
1A1. Describes factors affecting the health of a community (e.g., equity, income, education, environment)	1A2. Describes the characteristics of a population-based health problem (e.g., equity, social determinants, environment)
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	1A5. Identifies sources of public health data and information
1A3. Applies ethical principles in accessing, collecting, analyzing, using, maintaining, and disseminating data and information	1A8. Adheres to ethical principles in the collection, maintenance, use, and dissemination of data and information
1A4. Uses information technology in accessing, collecting, analyzing, using, maintaining, and disseminating data and information	1A11. Uses information technology to collect, store, and retrieve data
1A5. Selects valid and reliable data	1A6. Recognizes the integrity and comparability of data

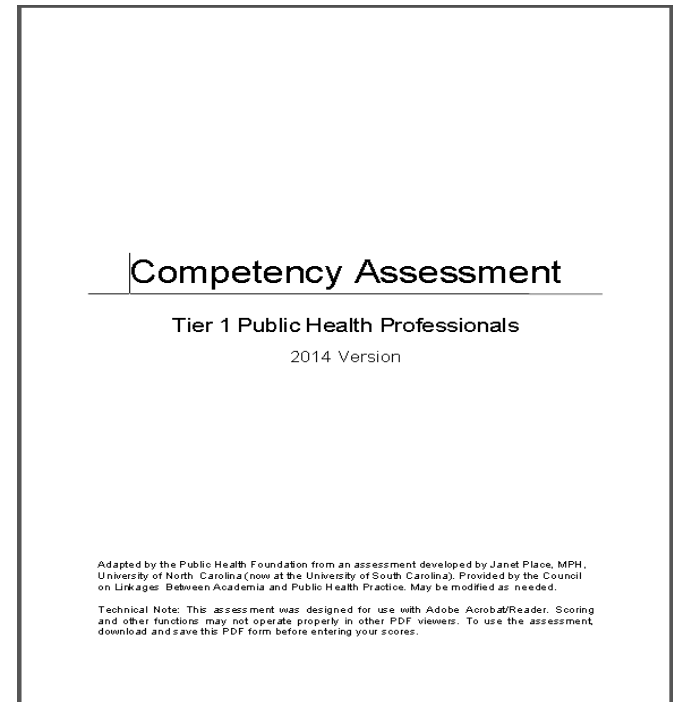
Crosswalk of the Core Competencies and the Essential Public Health Services

- Illustrates the relationships between individual competencies and Essential Public Health Services

Analytical/Assessment Skills	Essential Public Health Services									
	1 Monitor	2 Diagnose & Investigate	3 Educate	4 Partner	5 Policies	6 Enforce	7 Link People	8 Competent Workforce	9 Evaluation	10 Research
1A4. Uses information technology in accessing, collecting, analyzing, using, maintaining, and disseminating data and information	X	X	X							
1A5. Selects valid and reliable data	X	X							X	X
1A6. Selects comparable data (e.g., data being age-adjusted to the same year, data variables across datasets having similar definitions)	X	X							X	X
1A7. Identifies gaps in data	X	X							X	X
1A8. Collects valid and reliable quantitative and qualitative data	X	X							X	X
1A9. Describes public health applications of quantitative and qualitative data	X	X							X	X
1A10. Uses quantitative and qualitative data	X	X							X	X

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

- 1 = None I am unaware or have very little knowledge of the skill
 2 = Aware I have heard of, but have limited knowledge or ability to apply the skill
 3 = Knowledgeable I am comfortable with my knowledge or ability to apply the skill
 4 = Proficient I am very comfortable, am an expert, or could teach this skill to others

To what degree are you able to effectively...

1	Describe the concept of diversity as it applies to individuals and populations (e.g., language, culture, values, socioeconomic status, geography, education, race, gender, age, ethnicity, sexual orientation, profession, religious affiliation, mental and physical abilities, historical experiences)	-	<input type="button" value="v"/>
2	Describe the diversity of individuals and populations in a community	-	<input type="button" value="v"/>
3	Describe the ways diversity may influence policies, programs, services, and the health of a community	-	<input type="button" value="v"/>
4	Recognize the contribution of diverse perspectives in developing, implementing, and evaluating policies, programs, and services that affect the health of a community	-	<input type="button" value="v"/>
5	Address the diversity of individuals and populations when implementing policies, programs, and services that affect the health of a community	-	<input type="button" value="v"/>
6	Describe the effects of policies, programs, and services on different populations in a community	-	<input type="button" value="v"/>
7	Describe the value of a diverse public health workforce	-	<input type="button" value="v"/>
Total Score (Add all scores and enter total here)		0.0	
Average Total (Divide the "Total Score" by 7 and enter the result here and into the corresponding row of the "Your Results" section)		0.0	

Your Results

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

Domain	Average Total
Analytical/Assessment Skills	0.0
Policy Development/Program Planning Skills	0.0
Communication Skills	0.0
Cultural Competency Skills	0.0
Community Dimensions of Practice Skills	0.0
Public Health Sciences Skills	0.0
Financial Planning and Management Skills	0.0
Leadership and Systems Thinking Skills	0.0

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's term of office is for a period of four years, 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 the Board of Health has adequate resources to carry out its functions and responsibilities

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

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

Workforce Development Plans

- Sample workforce development plans that incorporate the Core Competencies



WORKFORCE DEVELOPMENT PLAN

COMPETENCIES & EDUCATION REQUIREMENTS

Core Competencies

The Department will adapt 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

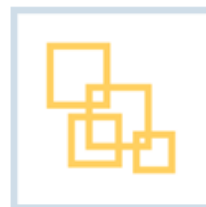
The table below lists training required by the agency and/or by state or federal mandate:

Training	Who	Competency Addressed	Frequency
HIPPA (Health Insurance Portability and Accountability Act)	All staff, Interns	Policy development/program planning skills; Communication	Annually

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!

Examples of Core Competencies Use



Public health organizations and professionals are using the Core Competencies for Public Health Professionals (Core Competencies) to better understand, assess, and meet their education, training, and other workforce development needs. To help organizations and individuals use the Core Competencies, the Council on Linkages Between Academia and Public Health Practice (Council on Linkages) collects examples of how the Core Competencies are being

incorporated into workforce development activities. Examples of Core Competencies use are provided below.

The Council on Linkages welcomes examples illustrating use of the Core Competencies in all areas of public health. As you read through these examples, please consider what examples you have that can be shared with the broader community of Core Competencies users. Examples can be sent to competencies@phf.org.

Assessments

- Workforce Assessment Final Report – The Montana Public Health and Human Services' Public Health and Safety Division conducted an assessment using a modified version of the Core Competencies to measure the competency of its workforce and determine training and educational priorities for its employees. The findings of this assessment are summarized in this report.
- Workforce Competency Framework – The Los Angeles County Department of Public Health (CA) developed a workforce competency framework based on the eight domains of the Core Competencies.
- Workforce Needs Assessment – The Livingston County Department of Health (NY) used quality improvement tools to conduct a workforce needs assessment using the Core Competencies' eight domains.
- Workforce Training Needs Assessment – The Center for Public Health Practice at The Ohio State University developed a survey to assess workforce training needs of public health professionals at state and local health departments. The effort is summarized in this slide set from the Center.

Discipline-Specific Competencies

- Competencies for Public Health Informaticians – The Competencies for Public Health Informaticians are a unique set of competencies for professionals working in public health informatics. Developed by the Centers for Disease Control and Prevention, in partnership with the Association of Schools of Public Health and the University of Washington's Center for Public Health Informatics, these competencies were created within the context of the Core Competencies by adding an additional domain.
- Core Competencies for Performance Improvement Managers – Developed by the



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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