

Core Competencies for Public Health Professionals – Background and Tools

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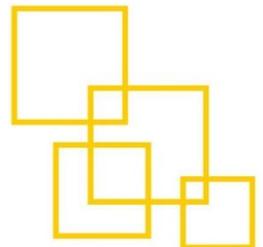
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The Core Competencies for Public Health Professionals

- 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 organizations to understand, assess and meet training and workforce needs



Council on Linkages Between Academia and Public Health Practice

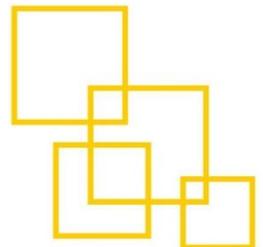
- The overall objective of the Council is to improve the relevance of public health education to practice and to promote education throughout one's career
- Grew out of the Public Health Faculty/Agency Forum
- 19 national organizations

- American College of Preventive Medicine
- American Public Health Association
- Association of Public Health Laboratories
- Association of Schools of Public Health
- Association of State and Territorial Health Officials
- Association of University Programs in Health Administration
- Association for Prevention Teaching and Research
- Centers for Disease Control and Prevention
- Community-Campus Partnerships for Health
- Council of Accredited Masters of Public Health Programs
- 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



The Core Competencies

- 8 domain framework – e.g., Policy Development/Program Planning, Financial Planning and Management
- Designed for Tier 1, Tier 2 and Tier 3 public health professionals
- Follow rules for competency development:
 - One verb per statement
 - No internal modifiers
 - Each competency statement placed in one domain



Does Anyone Really Care?!?!

➤ **State Health Departments (SHDs)**

- ASTHO reported in 2009 that more than half of the SHDs were using the Core Competencies

➤ **Local Health Departments (LHDs)**

- NACCHO's 2008 profile study noted that over 30% of LHDs are using the Core Competencies

➤ **Academe**

- Results of a 2006 COL survey showed that over 90% of academic public health programs use the Core Competencies

➤ **Federal Agencies**

- Centers for Disease Control and Prevention – developing discipline-specific competencies and guiding training
- Health Resources and Services Administration – needs assessments and training programs offered by Public Health Training Centers

➤ **Learning Management Systems for Public Health**

The Core Competencies are helping organizations

Develop

- Job descriptions
- Workforce competency assessments
- Discipline-specific competencies
- Training plans
- Workforce development plans
- Performance objectives
- Continuing education programs

Conduct

- Curricula review and development
- Performance reviews/evaluations

Future Uses

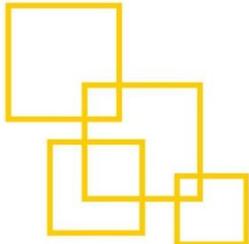
➤ Accreditation

- Core Competencies are incorporated into the Public Health Accreditation Board (PHAB) Standards

➤ Healthy People 2020 Objectives

- **PHI-1:** *Increase the proportion of Federal, Tribal, State, and local public health agencies that incorporate Core Competencies for Public Health Professionals into job descriptions and performance evaluations.*
- **PHI-2:** *(Developmental) Increase the proportion of Tribal, State, and local public health personnel who receive continuing education consistent with the Core Competencies for Public Health Professionals.*
- **PHI-3:** *Increase the proportion of Council on Education for Public Health (CEPH) accredited schools of public health, CEPH accredited academic programs, and schools of nursing (with a public health or community health component) that integrate Core Competencies for Public Health Professionals into curricula.*

Core Competencies tools being developed



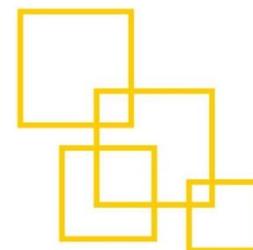
Core Competencies tools

- Purpose – to help practitioners meet their *workforce development needs*

- Tools under development
 - Domain definitions
 - Competencies to Practice Toolkit
 - Tools
 - Self assessment
 - QI techniques
 - Examples
 - Job descriptions
 - Workforce development plan
 - Examples of how one can demonstrate competence
 - Develop more “e.g.s” to help practitioners understand what individual competencies mean
 - Scenario-based assessment tool

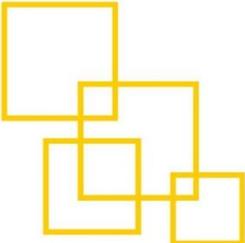


www.phf.org/programs/corecompetencies



Example of how one can demonstrate competence

Communication Skills		
Tier 1	Tier 2	Tier 3
<p>3A5. Participates in the development of demographic, statistical, programmatic and scientific presentations</p> <p>➤ Given a data printout and draft manuscript by a program director, the professional is asked to reformat the material into a draft poster presentation for use at a public health conference.</p>	<p>3B5. Presents demographic, statistical, programmatic, and scientific information for use by professional and lay audiences</p> <p>➤ During Public Health Week all program managers are expected to do outreach into the community on their work. The professional is asked to translate population-based scientific data into a presentation to 8th graders.</p>	<p>3C5. Interprets demographic, statistical, programmatic, and scientific information for use by professional and lay audiences</p> <p>➤ The state senate subcommittee on health and community well-being is holding a hearing on the importance of public health in the state. The public health profession is asked to prepare a five minute presentation on the rationale for population-based health.</p>



Examples of Competencies Users

- Minnesota Department of Health - recommended that Community Health Services Administrators meet the Tier 3 Core Competencies for Public Health Professionals
- Los Angeles County Department of Public Health – established public health workforce competency framework
- Livingston County (NY) Department of Health – assessed workforce needs and improved performance appraisals
- Olmstead County (MN) Public Health Services – updated Performance Appraisal System
- Wisconsin Department of Health Services – developing scenario-based assessment
- Kentucky Department for Public Health – develop competency-based training



Thank You!

