Using the Core Competencies for Public Health Professionals to Address Workforce Development Needs

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Public Health Foundation

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Presenter Disclosures

Kathleen Amos, MLIS

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

No relationships to disclose

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Overview

▷ What are the Core Competencies for Public Health Professionals?

▷ How are these competencies used in workforce development?

▷ What resources and tools are available to support competency-based workforce development?
PHF Mission:
We improve public health and population health practice to support healthier communities

- Staff Council on Linkages

www.phf.org

Experts in Quality Improvement, Performance Management, and Workforce Development
Core Competencies for Public Health Professionals

- Consensus 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

- Designed to serve as a starting point for practice and academic organizations working to understand, assess, and meet training and other workforce development needs
## Core Competencies for Public Health Professionals

<table>
<thead>
<tr>
<th>Tier 1</th>
<th>Tier 2</th>
<th>Tier 3</th>
</tr>
</thead>
<tbody>
<tr>
<td>1A1. Describes factors affecting the health of a community (e.g., equity, income, education, environment)</td>
<td>1B1. Describes factors affecting the health of a community (e.g., equity, income, education, environment)</td>
<td>1C1. Describes factors affecting the health of a community (e.g., equity, income, education, 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>1B2. Determines quantitative and qualitative data and information (e.g., vital statistics, electronic health records, transportation patterns, unemployment rates, community input, health equity impact assessments) needed for assessing the health of a community</td>
<td>1C2. Determines quantitative and qualitative data and information (e.g., vital statistics, electronic health records, transportation patterns, unemployment rates, community input, health equity impact assessments) needed for assessing the health of a community</td>
</tr>
<tr>
<td>1A3. Applies ethical principles in accessing, collecting, analyzing, using, maintaining, and disseminating data and information</td>
<td>1B3. Applies ethical principles in accessing, collecting, analyzing, using, maintaining, and disseminating data and information</td>
<td>1C3. Ensures ethical principles are applied in accessing, collecting, analyzing, using, maintaining, and disseminating data and information</td>
</tr>
<tr>
<td>1A4. Uses information technology in accessing, collecting, analyzing, using, maintaining, and disseminating data and information</td>
<td>1B4. Uses information technology in accessing, collecting, analyzing, using, maintaining, and disseminating data and information</td>
<td>1C4. Uses information technology in accessing, collecting, analyzing, using, maintaining, and disseminating data and information</td>
</tr>
<tr>
<td>1A5. Selects valid and reliable data</td>
<td>1B5. Analyzes the validity and reliability of data</td>
<td>1C5. Evaluates the validity and reliability of data</td>
</tr>
</tbody>
</table>

[www.phf.org/corecompetencies](http://www.phf.org/corecompetencies)
## Modified Version of the Core Competencies

**Domain 1: Analytical/Assessment Skills**

**Data collection**
- Collect quantitative and qualitative data and information on community health needs
- Collect quantitative and qualitative data and information on community assets

**Data analysis**
- Determine validity, reliability, and comparability of data
- Analyze quantitative and qualitative data
- Interpret quantitative and qualitative data

**Community health assessment**
- Assess community health status
- Develop community health assessment

**Evidence-based decision making**
- Make evidence-based decisions
- Advocate for the use of evidence

**Ethical use of data**
- Apply ethical principles in the use of data and information

**Information technology**
- Apply information technology in the use of data and information

**Domain 2: Policy Development/Program Planning Skills**

**Community health improvement planning**
- Use community health assessment in developing community health improvement plan

**Strategic planning**
- Contribute to development of strategic plan
- Implement strategic plan

**Policy, program, and service development**
- Develop goals and objectives
- Monitor trends
- Develop and recommend options

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[www.phf.org/modifiedcorecompetencies](http://www.phf.org/modifiedcorecompetencies)
Using the Core Competencies

Used in developing:
- Job descriptions
- Performance objectives
- Workforce competency/needs assessments
- Training to build skills and competence
- Workforce development plans to ensure a skilled workforce
- Discipline-specific competency sets

Used by:
- ~80% of state health departments
- 45% of local health departments
- ~90% of academic public health-focused programs
Putting the Core Competencies for Public Health Professionals into Practice

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 support organizations and individuals in using 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.

The Council on Linkages welcomes examples illustrating use of the Core Competencies in all areas of public health. Share your story today! Examples can be sent to competencies@phf.org.
Sharing Stories

Current categories:
- Assessments
- Discipline-specific competencies
- Job descriptions
- Learning management networks
- Professional development
- Workforce development plans

What categories would you like to see?
Do you have a story to share?
Let us know!
Send suggestions and stories to competencies@phf.org
# Resource: Competency Assessments

## Competency Assessment

**Tier 1 Public Health Professionals**  
2014 Version

Adapted by the Public Health Foundation from an assessment developed by Janet Place, MPH, University of South Carolina. Provided by the Council on Linkages Between Academia and Public Health Practice. May be modified as needed.

Technical Note: This assessment was designed for use with Adobe Acrobat/Reader. Scoring and other functions may not operate properly in other PDF viewers. To use the assessment, download and save the PDF form before entering your scores.

### 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...

<table>
<thead>
<tr>
<th></th>
<th>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)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>-</td>
</tr>
<tr>
<td>2</td>
<td>Describe the diversity of individuals and populations in a community</td>
</tr>
<tr>
<td>3</td>
<td>Describe the ways diversity may influence policies, programs, services, and the health of a community</td>
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<tr>
<td>4</td>
<td>Recognize the contribution of diverse perspectives in developing, implementing, and evaluating policies, programs, and services that affect the health of a community</td>
</tr>
<tr>
<td>5</td>
<td>Address the diversity of individuals and populations when implementing policies, programs, and services that affect the health of a community</td>
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<tr>
<td>6</td>
<td>Describe the effects of policies, programs, and services on different populations in a community</td>
</tr>
<tr>
<td>7</td>
<td>Describe the value of a diverse public health workforce</td>
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**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

[www.phf.org/competencyassessments]
Resource: Prioritizing Competencies for Job Descriptions

The Council on Linkages Between Academia and Public Health Practice

Determining Essential Core Competencies for Public Health Jobs: A Prioritization Process
June 9, 2017

Public health organizations can be more effective when the competencies of their staffs match the types of activities they do in their jobs. It is important that job descriptions include necessary competencies, in terms of both skills and knowledge, for success in a position. To best remain accredited by the Public Health Accreditation Board, health departments must ensure that job descriptions include competencies. This is a good practice for all organizations as it supports successful recruitment, hiring, and professional development.

Core Competencies for Public Health Professionals

The Core Competencies for Public Health Professionals (a consensus set of skills for the broad field of public health, as defined by the 10 Essential Public Health Services, offer health departments and other public health organizations a starting point for workforce development activities. Developed by the Council on Linkages Between Academia and Public Health Practice, the Core Competencies reflect foundational skills desirable for professionals entering the practice, education, and research of public health. Widely applicable to the variety of jobs found within the public health field, the Core Competencies can be used for identifying competencies to be included in competency-based job descriptions.

Purpose of This Tool

For any position, critical Core Competencies will vary depending on the responsibilities.

Competency Selection Worksheet

Domain 1: Analytical/Assessment Skills

[Insert organization’s question for participants]

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www.phf.org/determiningPHjobcompetencies
Resource: Sample Job Descriptions

**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 the principal executive manager and is responsible for the overall planning, administration, and management of the Health District. The position is subject to the terms and conditions of employment as provided in the resolution of the Board of Commissioners and may be renewable.

**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 conducts programmatic strategic planning and monitors progress toward programmatic goals.

**COMPETENCIES AND SKILLS:**
- the Health Commissioner possesses skill levels in these priority areas.
- 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.

[www.phf.org/competencyjobdescriptions](http://www.phf.org/competencyjobdescriptions)
Resource: Training

**TRAIN Learning Network**

TRAIN is a national learning network that provides quality training opportunities for professionals who protect and improve the public's health.

- [www.phf.org/train](http://www.phf.org/train)
- [www.train.org](http://www.train.org)
Resource: Training Plans

www.phf.org/train or www.train.org
Resource: Sample Workforce Development Plans

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:

<table>
<thead>
<tr>
<th>Training</th>
<th>Who</th>
<th>Competency Addressed</th>
<th>Frequency</th>
</tr>
</thead>
<tbody>
<tr>
<td>HIPPA (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>

www.phf.org/competencywdplans
Resource: Technical Assistance

Distance:
Kathleen Amos
kamos@phf.org
202-218-4418

On-Site:
Ron Bialek
rbialek@phf.org
202-218-4420

www.phf.org/piservices
Stay in the Know

➢ Webpage: www.phf.org/corecompetencies

➢ Newsletters:
  ➢ Council on Linkages Update – www.phf.org/councilupdate
  ➢ PHF E-News – www.phf.org/e-news
  ➢ Public Health Learning – www.phf.org/publichealthlearning

➢ Core Competencies Workgroup
  ➢ To join, contact Kathleen Amos, kamos@phf.org

➢ Let us know what you think!
  ➢ Contact Kathleen Amos, kamos@phf.org
Public Health Foundation
Improving Public Health and Population Health Practice to Support Healthier Communities

➤ Core Competencies for Public Health Professionals: www.phf.org/corecompetencies

➤ Modified Core Competencies: www.phf.org/modifiedcorecompetencies

➤ Core Competencies Tools: www.phf.org/corecompetenciestools

➤ Council on Linkages: www.phf.org/councilonlinkages

➤ TRAIN Learning Network: www.train.org

➤ On-Site Assistance from PHF Experts: www.phf.org/piservices

Want to know more?
Contact Kathleen Amos at kamos@phf.org.
Thank You!

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www.phf.org