Core Competencies for Public Health Professionals: The New Look in Public Health Practice

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July 29, 2002
Competency Development:
Council on Linkages Between Academia and Public Health Practice

- Overview of Council
- Competency Development Process
- Public Comment
- Lessons Learned
The overall objective of the Council is to improve the relevance of public health education to practice.

Grew out of the Public Health Faculty / Agency Forum.

15 NATIONAL MEMBER ORGANIZATIONS
- American Association of Health Plans
- American College of Preventive Medicine
- American Public Health Association
- Association of Schools of Public Health
- Association of State and Territorial Health Officials
- Association of Teachers of Preventive Medicine
- 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
- QUAD Council of Public Health Nursing Organizations
- Society for Public Health Education

Funded by HRSA and Staffed by PHF
Competency Development: The Process

- Crosswalked existing literature
- Circulated to Council on Linkages
- Crosswalked 10 Essential Public Health Services
- Draft completed
- Public comment period
- List refined
- Adopted by Council on Linkages
- Released May 1, 2001
Who Provided Comments?

Core Competencies for Public Health Professionals

- Admin/Mng
- Nurse
- Fac/Trainer
- Other
- Physician
- Health Edu
- Epi
- Env Health

Nov. 30, 2000
Nov. 9, 2000
Who Provided Comments?

Core Competencies for Public Health Professionals

HRSA’s Public Health Training Centers

Nov. 30, 2000
Nov. 9, 2000

Academic
State
Local
Healthcare
Federal
Non-Profit
Community
Other
Ntl Assoc.
HRSA’s Public Health Training Centers

Who Provided Comments?
Core Competencies for Public Health Professionals

- Nov. 30, 2000
- Nov. 9, 2000
HRSA’s Public Health Training Centers

Who Provided Comments?
Core Competencies for Public Health Professionals

Entry Level  | Mid Level  | Senior Level /Manager

Nov. 30, 2000  | Nov. 9, 2000

[Graph showing data for different levels and dates]
Now Introducing:
Core Competencies for Public Health Professionals

Eight skill domains
• Analytic/Assessment
• Basic Public Health Sciences
• Cultural Competency
• Communication
• Community Dimensions of Practice
• Financial Planning and Management
• Leadership and Systems Thinking
• Policy Development/Program Planning

Potential Uses
• Curriculum review and development
• Workforce training needs assessment
• Discipline-specific competency development
• Performance measurement
• Hiring and personnel systems
Monitor health status to identify community health problems

Community Dimensions of Practice Skills

- Develops, implements, and evaluates a community public health assessment

Basic Public Health Sciences Skills

- Defines, assesses, and understands the health status of populations, determinants of health and illness, factors contributing to health promotion and disease prevention, and factors influencing the use of health services
- Applies the basic public health sciences including behavioral and social sciences, biostatistics, epidemiology, environmental public health, and prevention of chronic and infectious diseases and injuries
### Core Competencies With Skill Levels

#### Domain #1: Analytic Assessment Skill

<table>
<thead>
<tr>
<th>Specific Competencies</th>
<th>Front Line Staff</th>
<th>Senior Level Staff</th>
<th>Supervisory and Management Staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>Defines a problem</td>
<td>Knowledgeable to proficient</td>
<td>Proficient</td>
<td>Proficient</td>
</tr>
<tr>
<td>Determines appropriate uses and limitations of both quantitative and qualitative data</td>
<td>Aware to knowledgeable</td>
<td>Proficient</td>
<td>Proficient</td>
</tr>
<tr>
<td>Selects and defines variables relevant to defined public health problems</td>
<td>Aware to knowledgeable</td>
<td>Proficient</td>
<td>Proficient</td>
</tr>
<tr>
<td>Identifies relevant and appropriate data and</td>
<td>Knowledgeable</td>
<td>Proficient</td>
<td>Proficient</td>
</tr>
</tbody>
</table>

[http://www.trainingfinder.org/competencies/list.htm](http://www.trainingfinder.org/competencies/list.htm)
Competency Development:
Core Competencies for Public Health Professionals

- Builds on a decade of work
- Reviewed by over 1,000 public health professionals during a public comment period
- Endorsed by Council, April 2001
- Online
  - View and print in HTML and PDF
  - Submit and view examples of uses
  - Provide user feedback

www.trainingfinder.org/competencies/
Lessons Learned:
Core Competencies for Public Health Professionals

- Seek input and be responsive
- Set a date and stick to it
- Present the FAQs
- Demonstrate use
- Implement dissemination plan
- Have tools in hand
- When feasible, make measurable
- Money can’t buy you love
Gaining strategic commitment from others
- Lots of meetings
- Temptation to recreate the wheel

Board members and staff are essential spokespersons

Tools are tough but important

Temptation to change is real and constant

Provide finality and flexibility

Meet local needs

Watch your language!
HRSA’s Public Health Training Centers

Examples of Current Users:
Core Competencies for Public Health Professionals

- CDC Workforce Strategic Plan
- HRSA Public Health Training Centers
- CDC Centers for Public Health Preparedness
- UIC-SPH/Illinois Public Health Preparedness Center
- Utah Department of Health
- Georgia Department of Health
- Connecticut Department of Public Health
- TrainingFinder.org
- Public Health Nursing Forum
- Wisconsin Department of Health and Human Services
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Examples of Potential Users:
Core Competencies for Health Care Workers in Public Health

• Health professions training programs
  • Advisory Committee on Training in Primary Care Medicine and Dentistry
  • Association of American Medical Colleges
• Primary care associations and offices
• Area Health Education Centers
• National Health Service Corps
On the Horizon: Core Competencies

- Document and share examples of use
- Actively seek user feedback
- Disseminate and facilitate use through Council member organizations
- Develop tools to assist users
- Provide off-site technical assistance
- Assist in other competency development efforts
Competency-based Learning

- Competencies
  - core
  - discipline

- Curriculum Toolkit

- Curriculum Development

- Learner Feedback

- List on TrainingFinder.org

- Course Development
Core Vs. Discipline Specific

- Over 45 Sets of Core and Discipline specific competencies
  - [http://www.trainingfinder.org/competencies/sources.htm](http://www.trainingfinder.org/competencies/sources.htm)
- Augmentation not duplication
- Organizational vs. Individual
  - Core Competencies for Public Health Professionals
  - Core Competency Handbook
- MPH Competencies
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Draft Competencies to Curriculum Toolkit

- Competency Basics
  - Describes competency
  - Taxonomy
  - Provides Examples

- Competency-based Curriculum
  - Moving from Individual competencies to curriculum

Toolkit available online at:
<www.mailman.hs.columbia.edu/CPHP/cdc/Competencies_tool_kit.htm>

Developed by: Competencies & Curriculum Workgroup, Chairperson: Dr. Kristine Gebbie
Public Health Workforce Development Annual Meeting, September 12-13, 2001, Athens, Georgia
From Competencies to Curriculum

- Specify the audience
- Develop learning objectives
- Evaluate time availability of the learner
- Determine how learning will be measured
- Determine levels of expectations
- Determine content and availability
- Match teaching methods to audience
- Develop curricula
- Evaluate the learner

= a formula for success

Steps derived from the Competencies & Curriculum Toolkit
HRSA’s Public Health Training Centers

Framework for Training

- Distance learning clearinghouse
- Course subject categories based on Essential Services (functional) & Healthy People 2010 (topical)

Examples

**Essential Services**
- Diagnose and investigate health problems and hazards
- Mobilize community partnerships
- Assure a competent workforce
- Evaluate effectiveness, accessibility, and quality

**Course Categories**
- Investigation/Inspection skills
- Partnerships
- Workforce training issues
- Evaluation/Quality improvement
National Public Health Performance Standards Program

To improve the practice of public health by providing leadership in research, development, and implementation of science-based performance standards.

- Built on 10 EPHS
- Focus on system capacity not health departments
- Accreditation may become a reality
- Be prepared
Is this the new Look?

You Decide?

Using these and other fundamentals of Public Health Practice won’t get you……
Anyone that tells you all this is just theory is full of......