University of Texas Health Sciences Center
School of Public Health

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

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Washington, DC

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Competency Development:
Council on Linkages Between Academia and Public Health Practice

- **Overview of Council**

- **Competency Development Process**

- **Public Comment**

- **Lessons Learned**

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**

- **Grew out of the Public Health Faculty / Agency Forum**

Funded by HRSA and Staffed by PHF

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

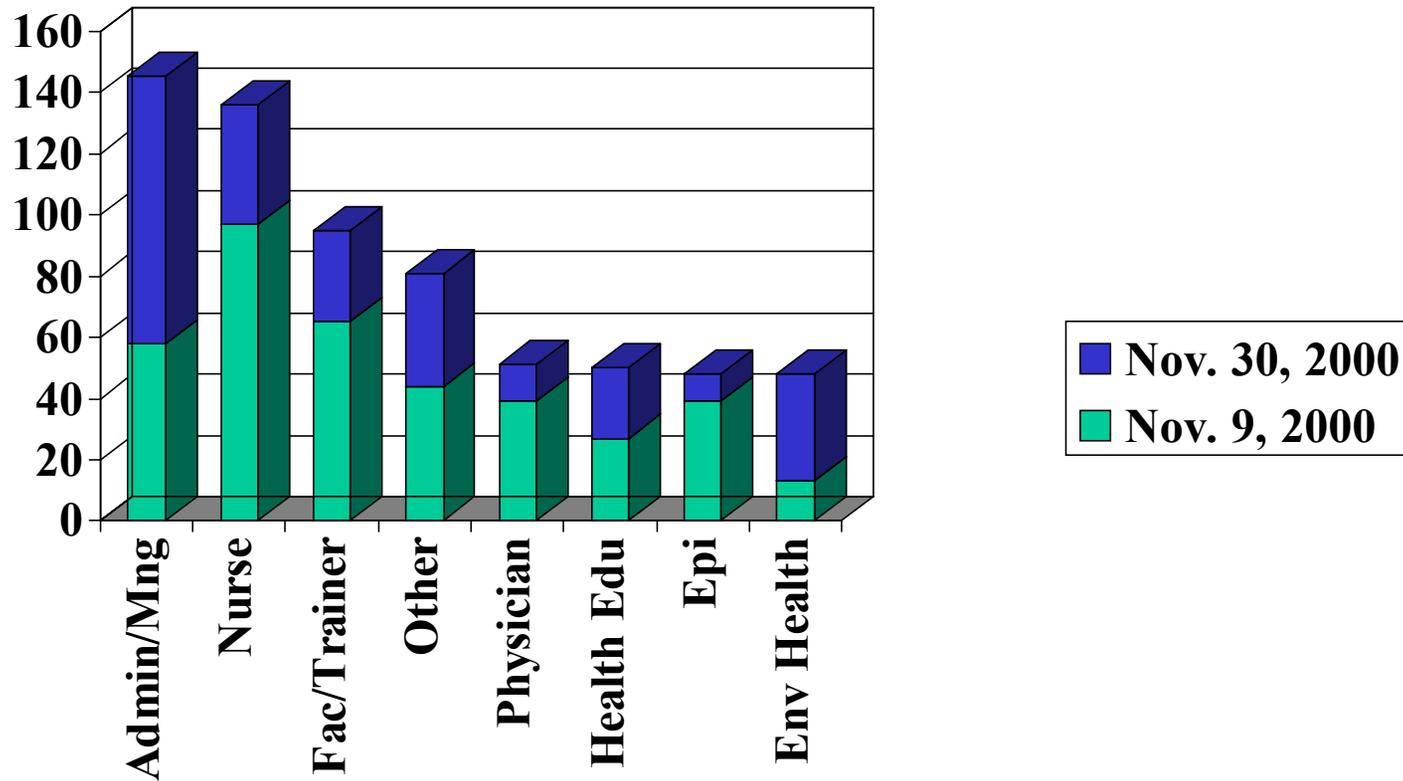# *Competency Development:*
The Process

- **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**
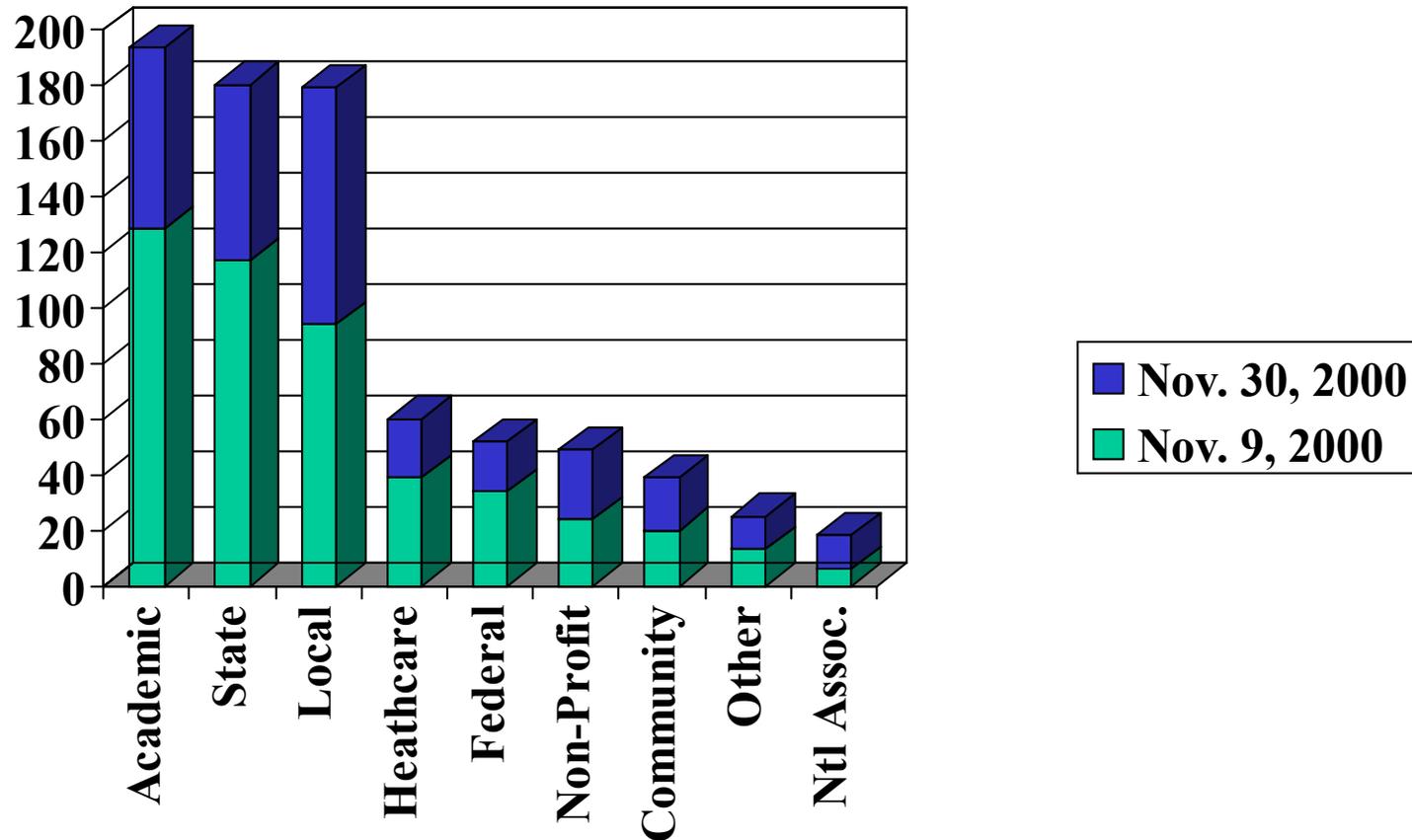- **Released May 1, 2001**

Who Provided Comments?
Core Competencies for Public Health Professionals

Legend:
- Nov. 30, 2000
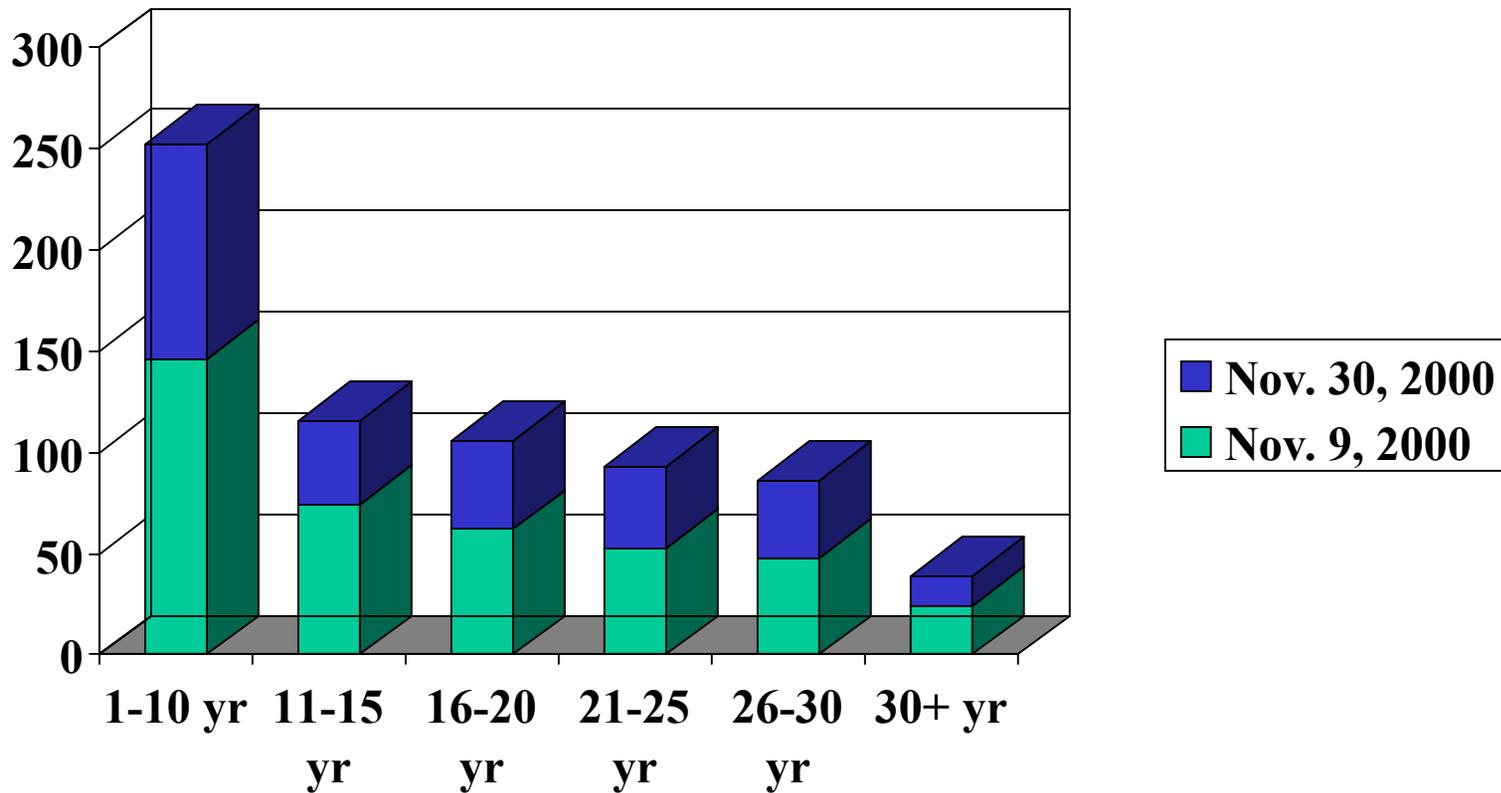- Nov. 9, 2000

Categories: Admin/Mng, Nurse, Fac/Trainer, Other, Physician, Health Edu, Epi, Env Health

Who Provided Comments?
Core Competencies for
Public Health Professionals

Legend:
- Nov. 30, 2000
- Nov. 9, 2000

Categories (x-axis): Academic, State, Local, Heathcare, Federal, Non-Profit, Community, Other, Ntl Assoc.

y-axis: 0 to 200

Who Provided Comments?
Core Competencies for Public Health Professionals

Legend:
- Nov. 30, 2000
- Nov. 9, 2000

Categories: 1-10 yr, 11-15 yr, 16-20 yr, 21-25 yr, 26-30 yr, 30+ yr

Who Provided Comments?
Core Competencies for
Public Health Professionals

Legend:
- Nov. 30, 2000
- Nov. 9, 2000

Categories: Entry Level, Mid Level, Senior Level /Manager

Y-axis: 0, 50, 100, 150, 200, 250, 300, 350, 400, 450
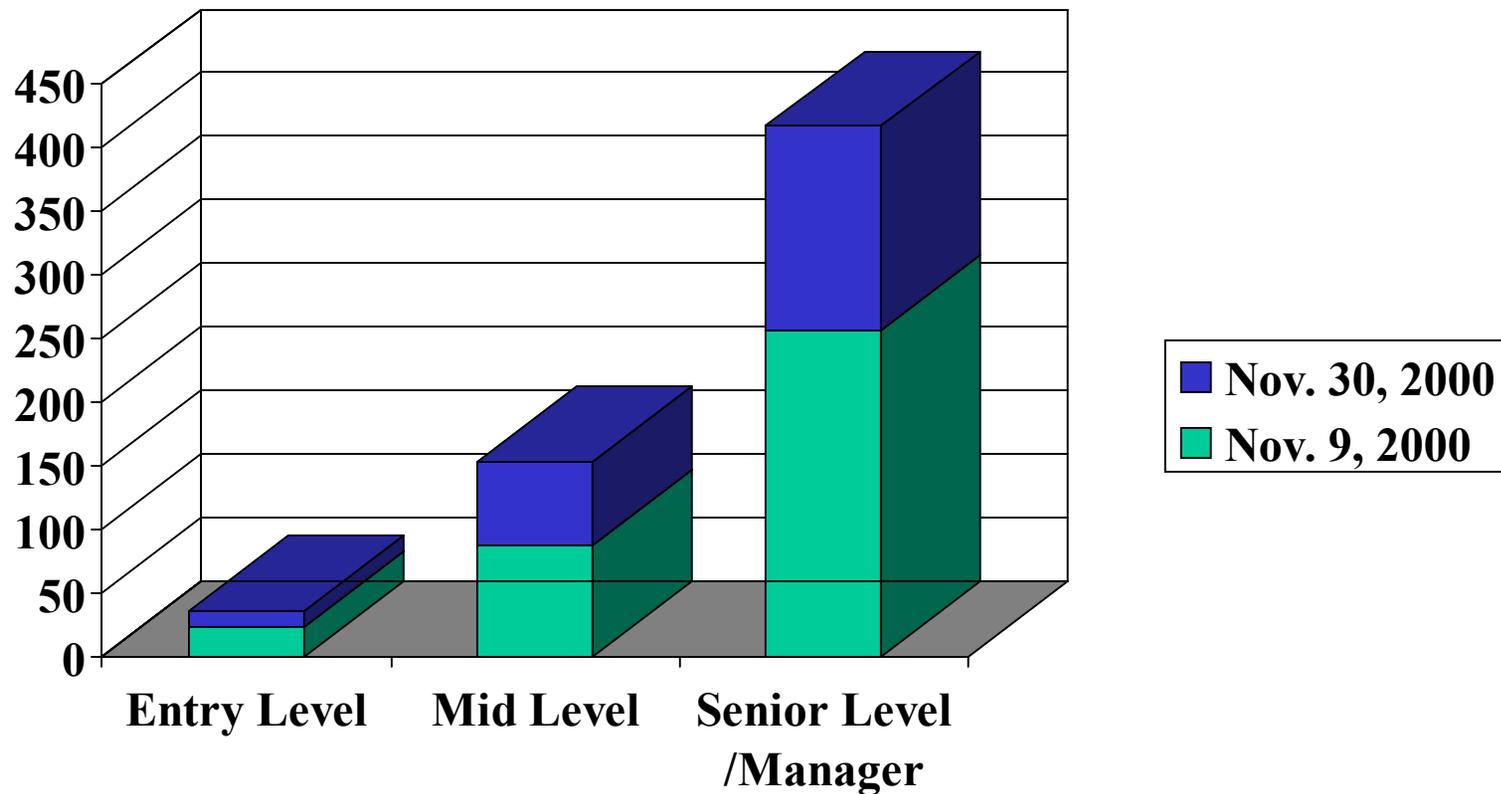
Now Introducing:
Core Competencies for Public Health Professionals

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

Competency Development:
The Crosswalk - Essential Service #1

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

Competencies Project

COUNCIL ON LINKAGES

Core Competencies With Skill Levels

Domain #1: Analytic Assessment Skill

Specific Competencies	Front Line Staff	Senior Level Staff	Supervisory and Management Staff
Defines a problems	Knowledgeable to proficient	Proficient	Proficient
Determines appropriate uses and limitations of both quantitative and qualitative data	Aware to knowledgeable	Proficient	Proficient
Selects and defines variables relevant to defined public health problems	Aware to knowledgeable	Proficient	Proficient
Identifies relevant and appropriate data and	Knowledgeable	Proficient	Proficient

http://www.trainingfinder.org/competencies/list.htm

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**

Current and Future Challenges:
Core Competencies for Public Health Professionals

- **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!**

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**

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
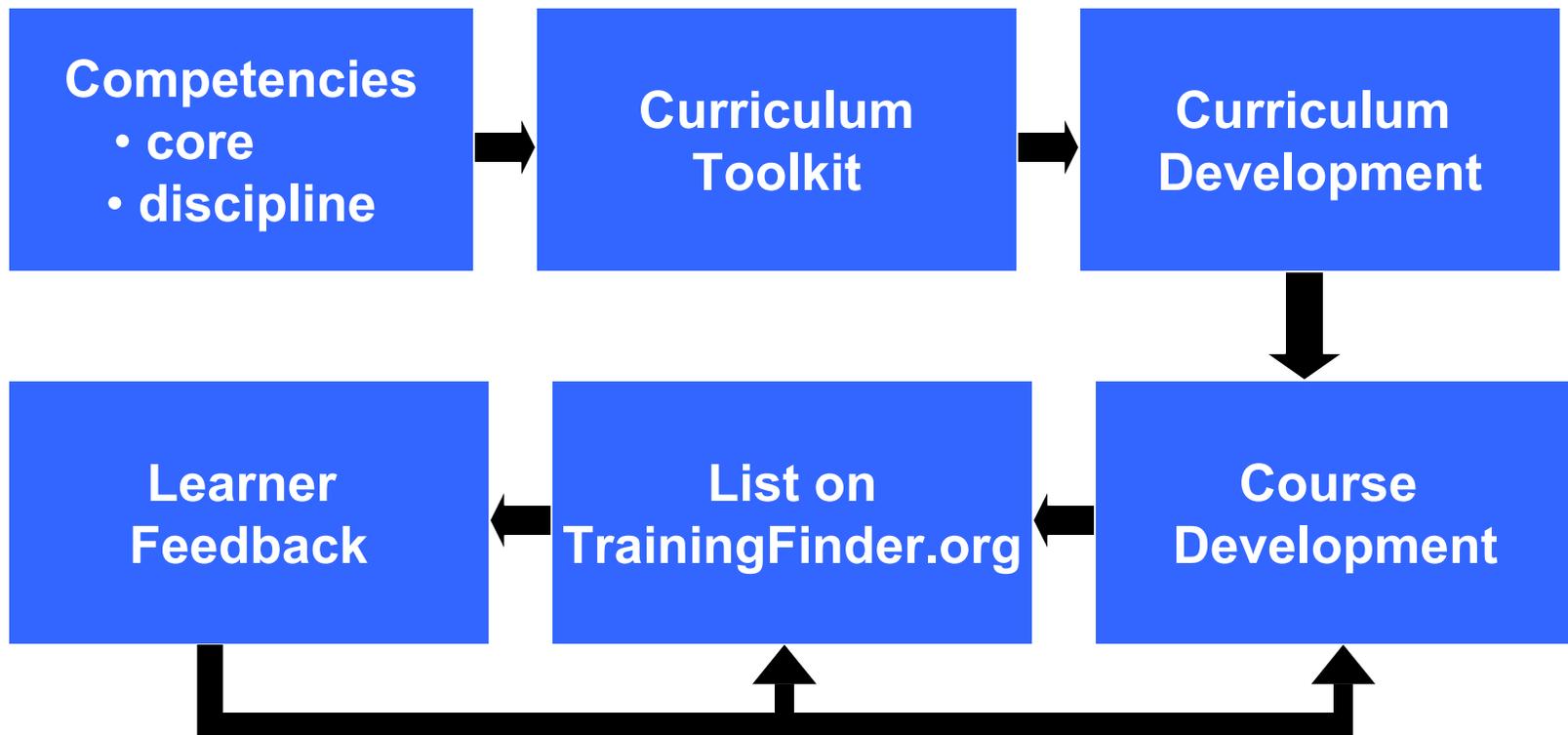- National Health Service Corps

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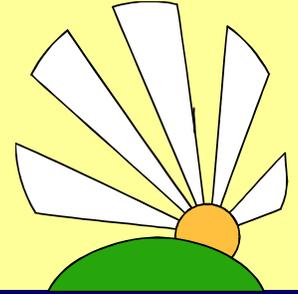
- Document and share examples of use
- Actively seek user feedback
- Disseminate and facilitate use through Council member organizations
- Develop tools to assist users
- Provide off-site technical assistance
- Assist in other competency development efforts
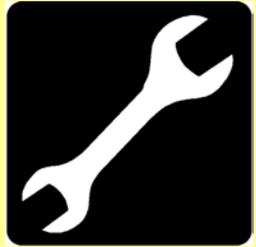
Competency-based
Learning

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**
- **Augmentation not duplication**
- **Organizational vs. Individual**
  - **Core Competencies for Public Health Professionals**
  - **Core Competency Handbook**
- **MPH Competencies**

Emergency
Preparedness

Photo: FEMA
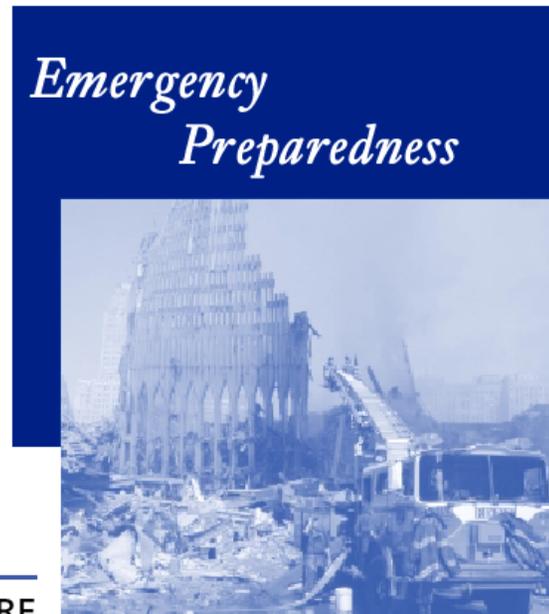
CORE COMPETENCIES FOR ALL PUBLIC HEALTH WORKERS

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>

Mailman School of Public Health
Columbia University

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

Framework for Training

Training **Finder.** org

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

Examples

Essential Services	Course Categories
• Diagnose and investigate health problems and hazards	• Investigation/Inspection skills
• Mobilize community partnerships	• Partnerships
• Assure a competent workforce	• Workforce training issues
• Evaluate effectiveness, accessibility, and quality	• 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.
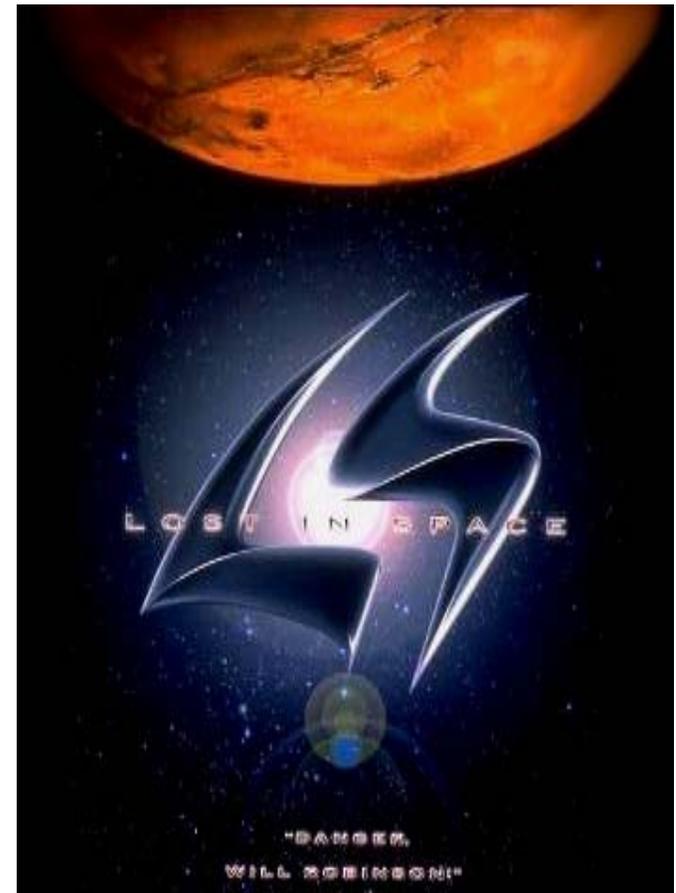
- **Built on 10 EPHS**
- **Focus on system capacity not health departments**
- **Accreditation may become a reality**
- **Be prepared**

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……