Introducing the 2021 Core Competencies for Public Health Professionals

Open Forum: Next Generation
January 27, 2022

HELLO!

Kathleen Amos   **Ron Bialek**
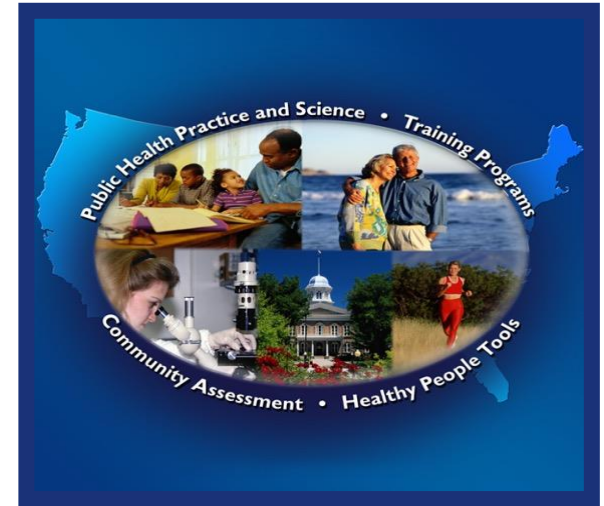
Public Health Foundation

Public Health Foundation

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

Council on Linkages Between Academia and Public Health Practice

Poll: Where Do You Work?

- State health department
- Tribal health department
- Local health department
- Territorial health department

- Federal agency
- Academic institution
- Non-profit organization
- Other

Poll: Do You Use the Core Competencies for Public Health Professionals?

- Yes

- No

- I have in the past, but not currently

- I'm not sure

- What are the Core Competencies for Public Health Professionals?

Core Competencies for Public Health Professionals

> Consensus set of foundational or crosscutting knowledge and skills for public health professionals
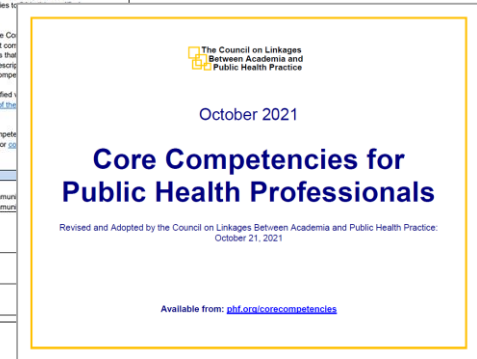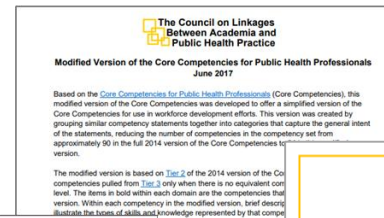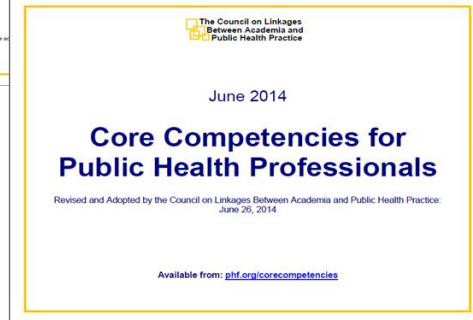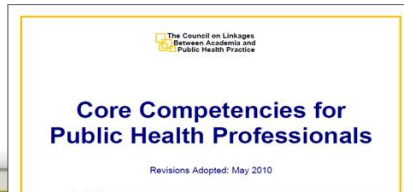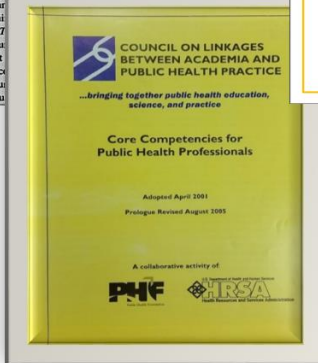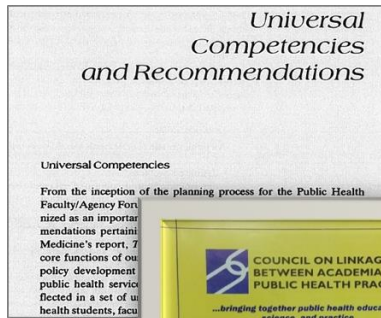
Core Competencies Use

Used by:

- ~80% of state health departments
- ~60% of tribal health organizations
- ~45% of local health departments
- ~25% of territorial health departments
- ~90% of academic public health-focused programs

Used in developing:

- Job descriptions
- Performance objectives
- Workforce competency/needs assessments
- Education and training
- Workforce development plans
- Discipline-specific competency sets

National Initiatives

Healthy People 2030

- Public Health Infrastructure Objectives: Increase the proportion of state/local/tribal/territorial public health agencies that use Core Competencies for Public Health Professionals in continuing education for personnel

Accreditation

- PHAB Domain 8/Standard 8.2: Ensure a competent workforce through the assessment of staff competencies, the provision of individual training and professional development, and the provision of a supportive work environment
- CEPH: Core Competencies were used in developing foundational competencies for accreditation criteria

TRAIN Learning Network

- Course providers can select competencies aligned with their courses and learners can search by competencies to build their knowledge and skills

10 Essential Public Health Services

How Did We Get Here?

1991 • Universal Competencies Developed

2001 • Core Competencies Released

2010 • Core Competencies Revised

2014 • Core Competencies Revised

2017 • Modified Core Competencies Released

2021 • Core Competencies Revised

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The Council on Linkages
Between Academia and
Public Health Practice

2020-2021 Revision Process

October-March: Open Comment Period

April-June: Draft Revisions

June-August: Open Comment Period

August-October: Finalize Revisions

October: Adopt Revised Competencies

Feedback to Inform Revisions

- Two open comment periods
  - October 2020-March 2021
  - June-August 2021
- Feedback mechanisms
  - Email
  - Online – website and comment box
  - Social media
  - 22 virtual town hall and other meetings
- More than 1,500 engagements with the revision process
- More than 120 resources

We Heard…

- Improve harmonization among efforts that impact the workforce and workforce development
- Add/expand content in a variety of topic areas
- Make it easier to use the Core Competencies

Increasing Harmonization

- Aligned concepts and wording with:
  - 10 Essential Public Health Services
  - Public Health 3.0
  - PHAB Standards and Measures
  - CEPH Accreditation Criteria
  - CPH Domain Areas
  - Strategic Skills for the Governmental Public Health Workforce
  - Other competency and skill sets
- Will link to resources to supplement content in the Core Competencies

Adding and Expanding Content

⌐ Added or revamped content focused on:

  ➢ Health equity

  ➢ Management and finance

  ➢ Environmental health and justice

  ➢ Emergency preparedness and response

  ➢ Policy and advocacy

  ➢ Communication

Making the Core Competencies Easier to Use

- Reorganized into a new structure and simplified
  - Competency statements for all public health professionals
  - Reduced jargon and unnecessary/overly complicated wording
  - Reduced competency statements from 92 to 56
  - Retained 8 domains and 3 tiers
- Added subcompetencies
- Updated examples (e.g.s)
- Will link to resources to supplement content in the Core Competencies
- Improving online viewing

Revisions: Domains

2014 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

2021 Domains

- Data Analytics and Assessment Skills
- Policy Development and Program Planning Skills
- Communication Skills
- Health Equity Skills
- Community Partnership Skills
- Public Health Sciences Skills
- Management and Finance Skills
- Leadership and Systems Thinking Skills

Revisions: Tiers

2014 Tiers

- Tier 1: Front Line Staff/Entry Level
- Tier 2: Program Management/ Supervisory Level
- Tier 3: Senior Management/ Executive Level

2021 Tiers

- Tier 1: Front Line and Program Support Responsibilities
- Tier 2: Program Management and Supervisory Responsibilities
- Tier 3: Senior Management and Executive Leadership Responsibilities

Revisions: Competency Statements

Domain 1: Data Analytics and Assessment Skills	
1.1.	Describes factors that affect the health of a community
1.2.	Accesses existing quantitative and qualitative data
1.3.	Collects quantitative and qualitative data
1.4.	Analyzes quantitative and qualitative data
1.5.	Manages quantitative and qualitative data
1.6.	Uses quantitative and qualitative data
1.7.	Applies public health informatics in using data, information, and knowledge
1.8.	Assesses community health status
Domain 2: Policy Development and Program Planning Skills	
2.1.	Develops policies, programs, and services
2.2.	Implements policies, programs, and services
2.3.	Evaluates policies, programs, services, and organizational performance
2.4.	Improves policies, programs, services, and organizational performance

Revisions: Competency Statements with Tiers, Subcompetencies, and Examples

Domain 1: Data Analytics and Assessment Skills		
1.1. **Describes factors that affect the health of a community** (e.g., income, education, laws, environment, climate change, resilience, homelessness, food security, access to healthcare, racial equity, distribution of resources and power, social and community engagement, changing demographics)		
Tier 1 Subcompetencies:	*Tier 2 Subcompetencies:*	*Tier 3 Subcompetencies:*
T1: 1.1.1. Identifies factors affecting the health of a community	T2: 1.1.1. Identifies factors affecting the health of a community	T3: 1.1.1. Identifies factors affecting the health of a community
T1: 1.1.2. Describes factors affecting the health of a community	T2: 1.1.2. Describes factors affecting the health of a community	T3: 1.1.2. Describes factors affecting the health of a community
1.2. **Accesses existing quantitative and qualitative data** (e.g., community input, big data, vital statistics, electronic health records, transportation patterns, employment statistics, environmental monitoring, health equity impact assessments, revenue and expenditures)		
Tier 1 Subcompetencies:	*Tier 2 Subcompetencies:*	*Tier 3 Subcompetencies:*
T1: 1.2.1. Identifies data needs (e.g., sub-county, real-time, trends, race and ethnicity, social determinants of health, surrounding jurisdictions, comparable jurisdictions for comparative purposes)	T2: 1.2.1. Determines data needs (e.g., sub-county, real-time, trends, race and ethnicity, social determinants of health, surrounding jurisdictions, comparable jurisdictions for comparative purposes)	T3: 1.2.1. Determines data needs (e.g., sub-county, real-time, trends, race and ethnicity, social determinants of health, surrounding jurisdictions, comparable jurisdictions for comparative purposes)
T1: 1.2.2. Identifies sources of existing data (e.g., what is available, what is accessible, how to access)	T2: 1.2.2. Determines sources of existing data (e.g., what is available, what is accessible, how to access)	T3: 1.2.2. Determines sources of existing data (e.g., what is available, what is accessible, how to access)
T1: 1.2.3. Analyzes the quality of existing data (e.g., accuracy, bias, completeness, validity, reliability, integrity, credibility, source, relevance, timeliness, applicability, generalizability)	T2: 1.2.3. Analyzes the quality of existing data (e.g., accuracy, bias, completeness, validity, reliability, integrity, credibility, source, relevance, timeliness, applicability, generalizability)	T3: 1.2.3. Evaluates the quality of existing data (e.g., accuracy, bias, completeness, validity, reliability, integrity, credibility, source, relevance, timeliness, applicability, generalizability)

Support for Implementation

- Developing resources and tools to help with transition
    - Crosswalk of 2021 and 2014 Core Competencies

- Updating existing resources and tools
    - Competency assessments

- Developing new resources and tools

- Providing training and technical assistance

Poll: What Resources and Tools Would Help You Use the Core Competencies?

- Brief video or slides introducing the 2021 Core Competencies

- Crosswalk of the Core Competencies and 10 EPHS

- Crosswalk of the Core Competencies and Strategic Skills

- Guidance for using the Core Competencies with PHWINS data

- Competency assessments

- Tailored lists of priority Core Competencies for different jobs

- Examples of how organizations are using the Core Competencies

- Other

Questions and Discussion

Stay in the Know

- Online: 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
- Questions?
  - Kathleen Amos, kamos@phf.org

Core Competencies Resources

- Council on Linkages: www.phf.org/councilonlinkages
  Collaborative of national organizations supporting public health workforce development

- Core Competencies: www.phf.org/corecompetencies
  Consensus set of foundational knowledge and skills for the broad practice of public health

- Core Competencies Tools: www.phf.org/corecompetenciestools
  Collection of tools to support use of the Core Competencies

- Examples of Core Competencies Use: www.phf.org/corecompetenciesexamples
  Collection of examples of how organizations are using the Core Competencies

Want to know more?

Contact Kathleen Amos at kamos@phf.org.

THANK YOU!

Any Questions?

Kathleen Amos   Ron Bialek
kamos@phf.org   rbialek@phf.org

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