Core Competencies Workgroup Virtual Meeting

May 17, 2021

Welcome to Our Zoom Meeting!

- ⌐ Audio:
  - ► Computer or phone
  - ► Please keep your audio on mute when you are not speaking
- ⌐ Feel free to use the Chat box to share comments or questions
- ⌐ We are recording this meeting

Agenda

- Welcome and Overview of Agenda
- Overview of Subgroup Recommendations
  - Cultural Competency/Health Equity/Racism/Social Justice Subgroup
  - Environmental Health/Climate Change/Sustainability Subgroup
  - Emergency Preparedness/Management/Response Subgroup
  - Policy/Advocacy/Lobbying Subgroup
- First Draft of Revised Core Competencies
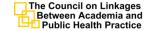- Next Steps

Council on Linkages

To improve the performance of individuals and organizations within public health by:

➢ Fostering, coordinating, and monitoring collaboration among the academic, public health practice, and healthcare communities

➢ Promoting public health education and training for health professionals throughout their careers

➢ Developing and advancing innovative strategies to build and strengthen public health infrastructure

21 National Public Health Organizations:

➢ American Association of Colleges of Nursing
➢ American College of Preventive Medicine
➢ American Public Health Association
➢ Association for Prevention Teaching and Research
➢ Association of Accredited Public Health Programs
➢ Association of Public Health Laboratories
➢ Association of Schools and Programs of Public Health
➢ Association of State and Territorial Health Officials
➢ Association of University Programs in Health Administration
➢ Centers for Disease Control and Prevention
➢ Community-Campus Partnerships for Health
➢ Council of Public Health Nursing Organizations
➢ Council on Education for Public 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
➢ National Library of Medicine
➢ National Network of Public Health Institutes
➢ Society for Public Health Education
➢ Veterans Health Administration

Staffed by the Public Health Foundation

PH²F
Public Health Foundation

The Council on Linkages
Between Academia and
Public Health Practice

Core Competencies Workgroup

- Supports Council on Linkages activities related to the Core Competencies for Public Health Professionals
- Instrumental in developing and refining the Core Competencies
- Charge:
  - Periodically reviewing and revising the Core Competencies to ensure these competencies continue to reflect the skills needed to provide the 10 Essential Public Health Services
  - Creating resources to facilitate use of the Core Competencies

Overview of Subgroup Recommendations

Subgroups

- Cultural Competency/Health Equity/Racism/Social Justice
- Environmental Health/Climate Change/Sustainability
- Emergency Preparedness/Management/Response
- Policy/Advocacy/Lobbying

Cultural Competency/Health Equity/Racism/ Social Justice Subgroup

⌐ Renamed domain "Health Equity Skills"

⌐ Revised, but developed new competencies

⌐ Includes the following:

➢ Historical context/basis for inequities

➢ Continuous self-reflection

➢ Collaboration of diverse groups

➢ Concepts such as social determinants, bias

➢ Progression of describing to assessing to applying and fostering

Environmental Health/Climate Change/ Sustainability Subgroup

- ⌐ Add competency such as: Describe the critical role of environmental health as part of public health (e.g. climate change, One Health, Globalization, Sustainability, Environmental justice, healthcare and Hazard Mitigation).

- ⌐ Add "and safety" everywhere it says "health of the community"

Environmental Health/Climate Change/ Sustainability Subgroup

⌐ Add specific EH examples as they apply

- ➤ Hazard mitigation

- ➤ Climate data

- ➤ Determinants (environmental)

- ➤ Partnering: Environmental organizations and agencies

- ➤ Environmental justice

Emergency Preparedness/Management/ Response Subgroup

- Reviewed themes from collected comments
- Added language such as "emergency response," "risk communications" and "resilience" to relevant competencies
- Realized lack of informatics/data science— suggesting a new domain

Policy/Advocacy/Lobbying Subgroup

2B1. Ensures state/Tribal/community health improvement planning uses community health assessments and other information related to the health of a community (e.g., ==stakeholder and community input,== current data and trends; proposed federal, state, and local legislation; commitments from organizations to take action)
2B2. Develops program goals and objectives ==and performance indicators==
2B8. Recommends policies, programs, and services for implementation. (==e.g,. cost vs. benefit, equity, technical feasibility, politics, replicability.==
2B10. Analyzes policies, programs, and services external to the organization that affect the health of the community (e.g., zoning, transportation routes)

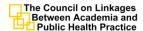# First Draft of Revised Core Competencies

Draft Revisions: Clarity

- Pulling competencies together
- Splitting competencies apart
- More clearly stating what is meant by a competency

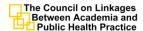| Implements strategies for continuous quality improvement | → | Uses quality improvement methods and tools to improve policies, programs, and services (e.g., identifying opportunities to apply QI, building a culture of quality, integrating QI into daily work, sustaining gains) |

Draft Revisions: Currency

- Changing Domain 5 to "Community Partnership Skills"
- Updating examples

> Establishes relationships to improve health in a community (e.g., partnerships with organizations serving the same population, health care institutions, academic institutions, policy makers, businesses, financial institutions, housing authorities, public transit, customers/clients, and others)

Draft Revisions: Currency

┐ Adding concepts to fill in gaps

Manages teams for the purpose of achieving program and organizational goals (e.g., recognizing when to lead and when to follow)

Collaborates with individuals and organizations in implementing a vision for a healthy community

Draft Revisions: Currency

❏ Adding concepts to reflect the current environment

Advocates for the infrastructure to collect and analyze data (e.g., surveillance systems, laboratory systems, data systems to analyze, use, transmit data)

Builds public confidence and trust in public health professionals and messages (e.g., demonstrating empathy, validating fears and concerns, framing messages for different audiences, addressing misinformation and disinformation)

❏ Adding concepts to continue to advance the field
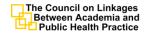
Creates opportunities for innovation

Draft Revisions: Structure

Domain 1
Competency 1
Competency 2
Competency 3
Competency 4

Domain 1		
Competency 1		
Tier 1	Tier 2	Tier 3
Subcompetency 1	Subcompetency 1	Subcompetency 1
Subcompetency 2	Subcompetency 2	Subcompetency 2
Subcompetency 3	Subcompetency 3	Subcompetency 3
Competency 2		
Tier 1	Tier 2	Tier 3
Subcompetency 1	Subcompetency 1	Subcompetency 1
Subcompetency 2	Subcompetency 2	Subcompetency 2
Subcompetency 3	Subcompetency 3	Subcompetency 3

Next Steps

Revision Timeline

⌐ April-May: Draft revised competencies

⌐ June-July: Open comment period

  ▷ Feedback on draft revisions

⌐ August-October: Finalize revised competencies

⌐ October: Release revised competencies

Thank You!

More Info:
www.phf.org/competenciesrevision

Questions: Kathleen Amos at
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