CPHNO Virtual Town Hall Meeting: Core Competencies for Public Health Professionals
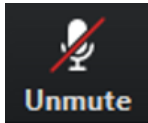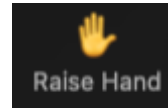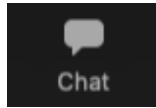
PH F
Public Health Foundation

The Council on Linkages Between Academia and Public Health Practice

January 21, 2021

Welcome to Our Town Hall Meeting!

Unmute

All participants are muted.

Chat | **Raise Hand**

Please use the Chat box and "Raise Hand" button to ask questions and share comments.
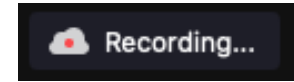
Recording...

This meeting is being recorded.

PHF Public Health Foundation

The Council on Linkages Between Academia and Public Health Practice

HELLO!

Kathleen Amos   **Abdullah Tauqeer**

Public Health Foundation

Meeting Overview

- Core Competencies for Public Health Professionals

- Revision process

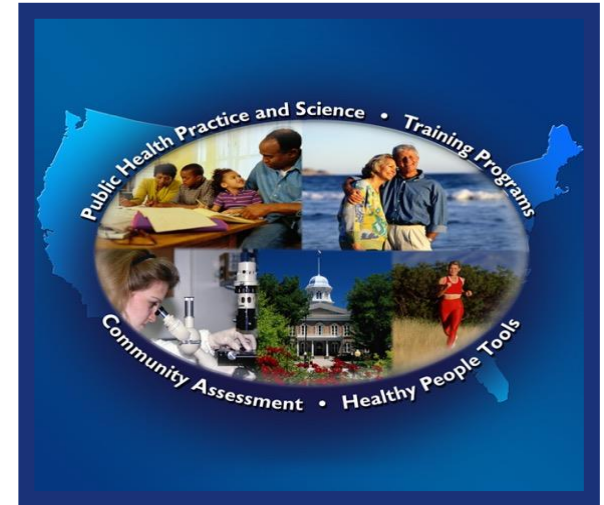- Your feedback!

- Next steps

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

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

8 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

3 Tiers:

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

Core Competencies for Public Health Professionals

Analytical/Assessment Skills		
Tier 1	**Tier 2**	**Tier 3**
1A1. Describes factors affecting the health of a community (e.g., equity, income, education, environment)	1B1. Describes factors affecting the health of a community (e.g., equity, income, education, environment)	1C1. Describes factors affecting the health of a community (e.g., equity, income, education, environment)
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	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	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
1A3. Applies ethical principles in accessing, collecting, analyzing, using, maintaining, and disseminating data and information	1B3. Applies ethical principles in accessing, collecting, analyzing, using, maintaining, and disseminating data and information	1C3. Ensures ethical principles are applied in accessing, collecting, analyzing, using, maintaining, and disseminating data and information
1A4. Uses information technology in accessing, collecting, analyzing, using, maintaining, and disseminating data and information	1B4. Uses information technology in accessing, collecting, analyzing, using, maintaining, and disseminating data and information	1C4. Uses information technology in accessing, collecting, analyzing, using, maintaining, and disseminating data and information
1A5. Selects valid and reliable data	1B5. Analyzes the validity and reliability of data	1C5. Evaluates the validity and reliability of data

How Did We Get Here?

1991
- Universal Competencies Developed

2001
- Core Competencies Released

2010
- Core Competencies Revised

2014
- Core Competencies Revised – Current Version

2017
- Modified Core Competencies Released

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
- Training to build skills and competence
- Workforce development plans to ensure a skilled workforce
- 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

10 Essential Public Health Services

Where Are We Now?

- **October 2020:** Council on Linkages initiates revision process

- **October 2020-February 2021:** Open comment period
  - Feedback to inform revisions
  - Virtual town hall meetings
    - October: APHA Annual Meeting
    - December: Open Forum for Quality Improvement and Innovation; PHF
    - January: Core Competencies Workgroup; CPHNO; NALBOH; AAPHP; ASPPH; TRAIN Affiliate Consortium
    - February: ASTHO; NACCHO; PHF

What Are We Hearing and Thinking?

- Ensure alignment with the revised Essential Public Health Services

- Ensure reflection of skills needed for Public Health 3.0

- Better incorporate social determinants of health, health equity, and social justice

- Better address administrative and management skills

- Consider the impact of COVID-19 – are there skills we should have had that are not well represented?

- Provide additional guidance as to how the Core Competencies should be interpreted and used

What Do You Think?

What Happens Next?

October 2020-February 2021: Open comment period
- Feedback to inform revisions
- Research/literature review

March-May 2021: Draft competencies

May-July 2021: Open comment period
- Feedback on draft revisions

August-October 2021: Finalize competencies

October 2021: Release revised competencies

We Still Need to Hear from YOU!

➤ Continue to provide feedback after this meeting:

  ➤ Email Kathleen at kamos@phf.org

  ➤ Submit comments [online](#)

  ➤ Join us for future [virtual town hall meetings](#)

➤ Share information with colleagues: www.phf.org/competenciesrevision

➤ Join the Core Competencies Workgroup:

  ➤ Email Kathleen at kamos@phf.org

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Between Academia and
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Stay in the Know

- Online: www.phf.org/competenciesrevision

- 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 skills for the broad practice of public health

⌐ Modified Core Competencies: www.phf.org/modifiedcorecompetencies
Shortened version of the Core Competencies

⌐ 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?

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