

Core Competencies for Public Health Professionals

Feedback Data

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Council on Linkages Meeting
June 11, 2009

Comments Received

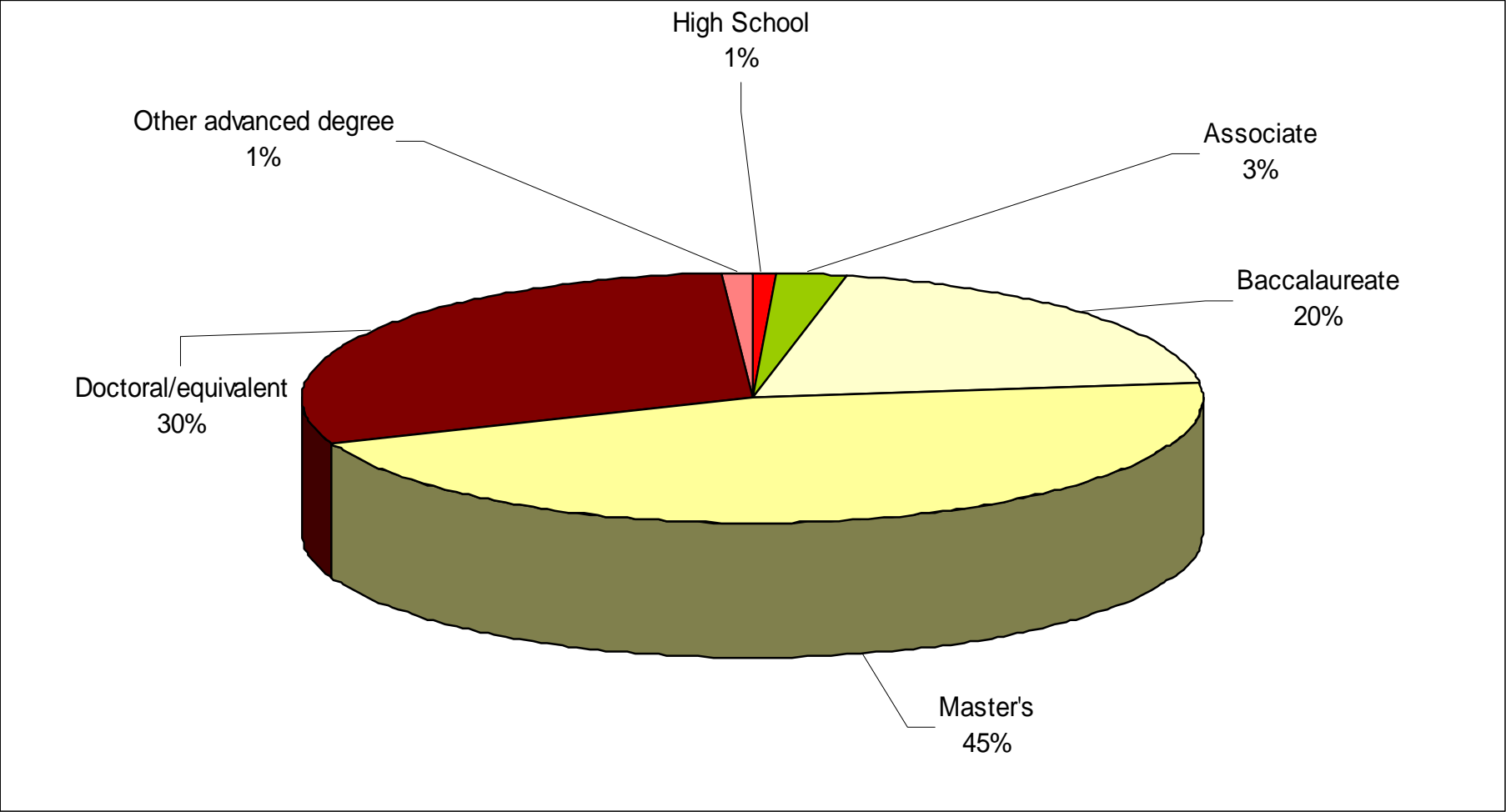
- o Over 1,000 comments received (over 600 individuals)
 - Council on Linkages website
 - Town hall meetings (APHA, ASTHO-NACCHO, NALBOH)
 - Email messages
 - Letters



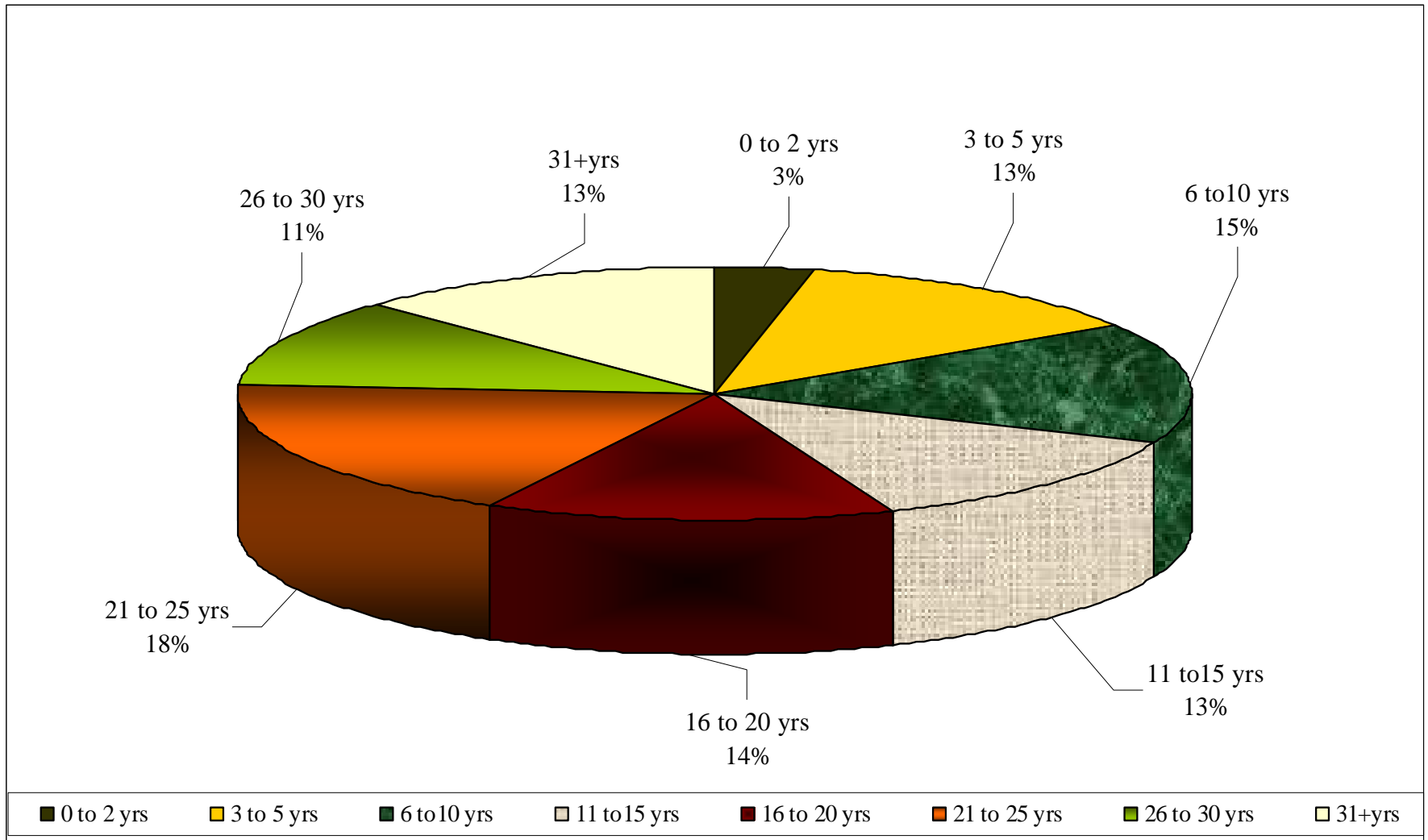
Demographics of Respondents



Who Provided Comments? (Education Level)



Who Provided Comments? (Years in Public Health)



Who provided comments? (Work Setting)

- o 58% of Respondents were Governmental Employees
 - 26% Local Government
 - 20% State Government
 - 12% Federal Government
 - <1% Territorial
 - <1% Tribal
- o 23% Academic Institution
- o 12% Other (Multiple Work Settings)
- o 3% Nonprofit
- o 3% Healthcare Services
- o 1% Private Industry



Who provided comments? (Professional Role)

Administrator/Director/Manager	34%
Faculty/Educator	18%
Nurse	17%
Other	15%
Health Educator	14%
Environmental Health Specialist	9%
Public Health Service Provider (non-clinical)	9%
Epidemiologist/Biostatistician/Statistician	8%

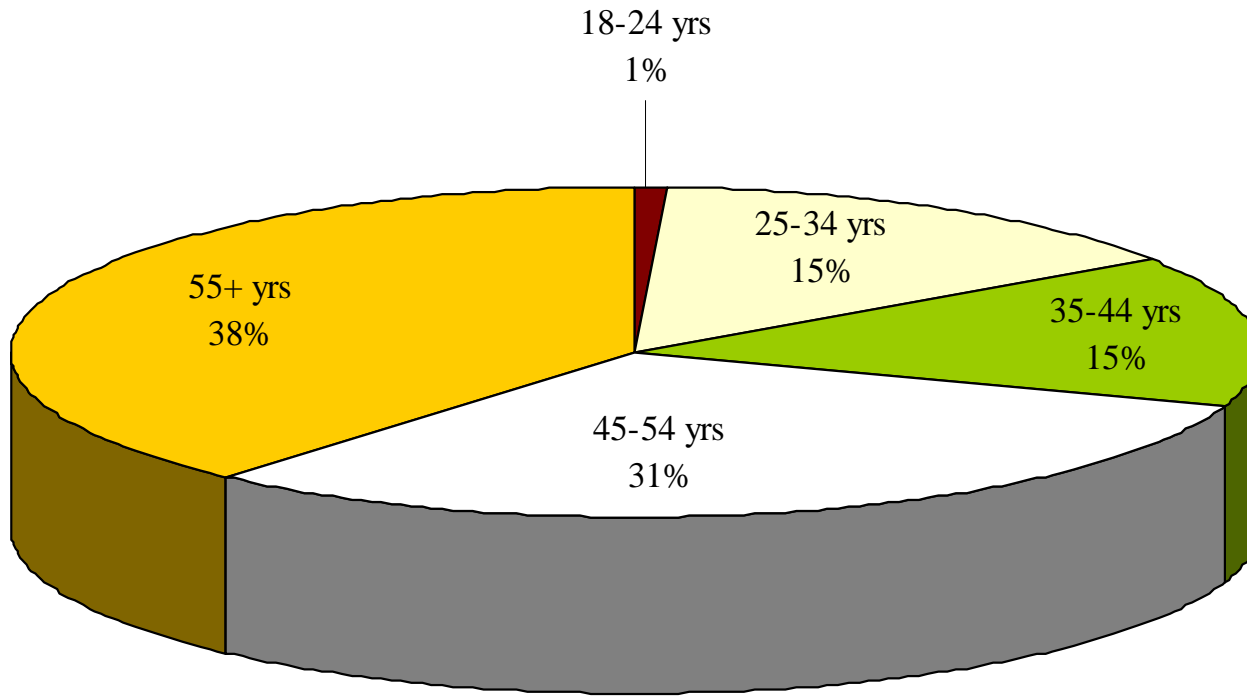
NOTE: Total is > 100% due to people selecting multiple professional roles

Who provided comments? (Professional Role)

Physician	7%
Allied Health Professional	5%
Informatician	3%
Emergency Responder	2%
Administrative Support Staff	2%
Computer Specialist	1%
Laboratory Professional	1%

NOTE: Total is > 100% due to people selecting multiple professional roles

Who provided comments? (Age)



■ 18-24 yrs

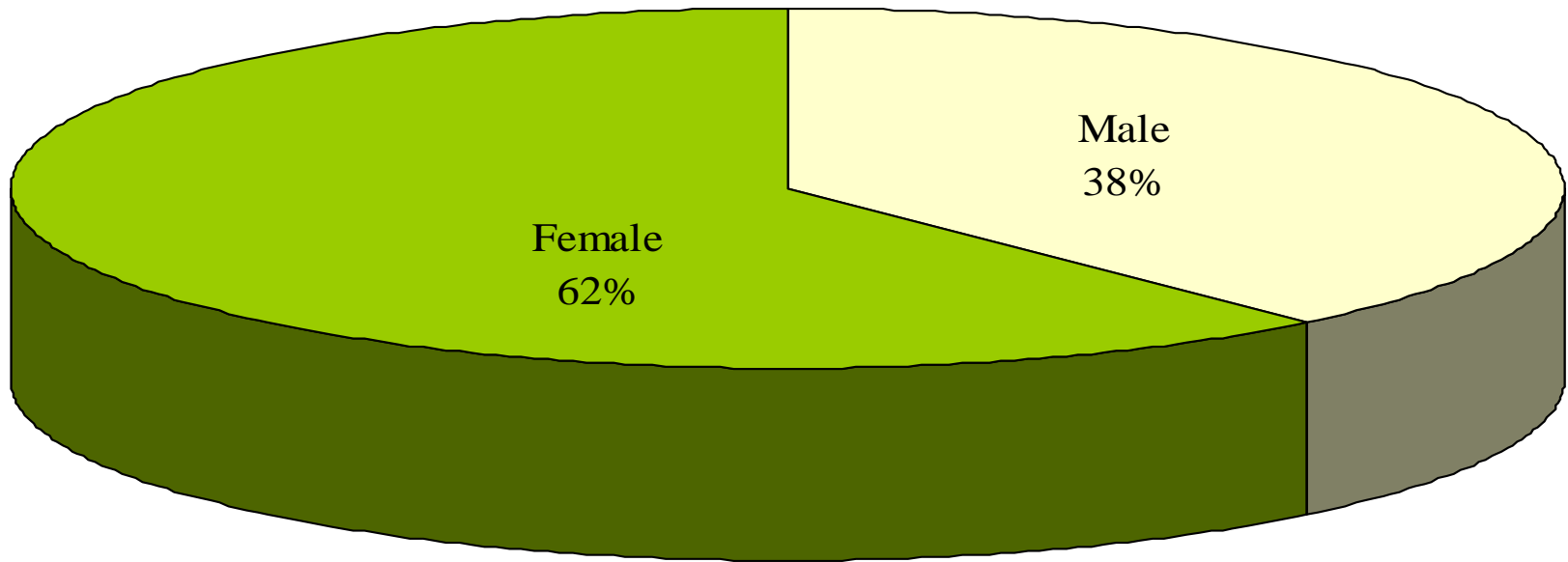
□ 25-34 yrs

■ 35-44 yrs

□ 45-54 yrs

■ 55+ yrs

Who Provided Comments? (Gender)



□ Male

■ Female

Who Provided Comments? (Race and Ethnicity)

White	77%
Black/African American	10%
Asian	6%
No Data	6%
Hispanic/Latino	5%
American Indian	2%
Alaskan Native	1%
Native Hawaiian/Other Pacific Islander	1%

NOTE: Total is > 100% due to people selecting more than 1 race or ethnicity

Comment Review Process

o Commenced by staff

- January and February 2009
- Each comment placed in a category
 - Wording
 - Easy Changes
 - Bigger Questions
 - Does not need addressing
 - General Comments



o Core Competencies Revised

- The public health community spoke—we listened

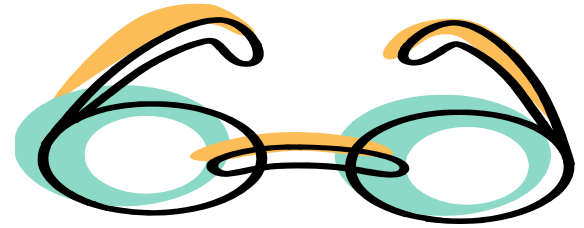
o Rules for Competency Development

- One verb per statement
- No internal modifiers
- Each competency statement placed in one domain

Competency Review Process

- o Revision of Core Competencies reviewed by Dr. Kathy Miner
 - March 2009

- o Core Competencies Workgroup review
 - Workgroup discussion April 6, 2009
 - Extensive workgroup input
 - Several revisions of draft sent by email
 - (April and May 2009)



Summary of Feedback

o Suggestions/Comments

- Use of community input when developing policies
- Health disparities
- Health equity
- Social determinants of health
- Ethics
- Continuous Quality Improvement (CQI)
- List the basic public health sciences
- Ability to assess health literacy of population served
- Personal development opportunities for ALL public health workers



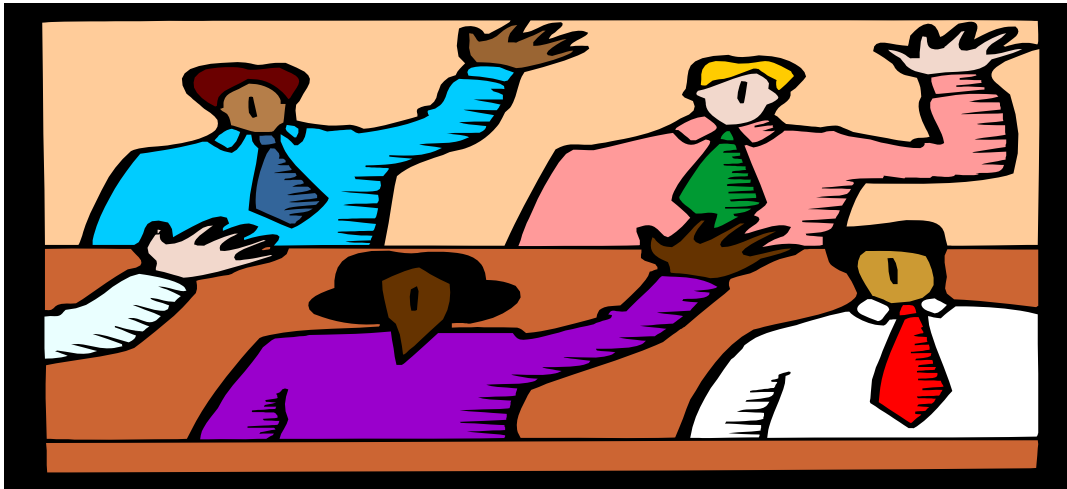
Summary of Feedback

- o Combine or delete some competencies
- o Simplify language (e.g. Interprets v. Triangulates)
- o Meaning of some competencies unclear
- o Organizational requirement v. Competency
- o Develop tools to help with use e.g.
 - Define each domain
 - Add examples that help people better understand how one demonstrates individual competencies
 - Providing guidance for creating job descriptions



Where we are today...

- o Version # 16 of revised Core Competencies
- o Council on Linkages Members to **VOTE!**



Questions/Comments



Thank You!

