

Council on Linkages Between Academia and Public Health Practice

**Virtual Meeting
October 20, 2020**

Welcome to Our GoToMeeting!

- Audio:
 - Computer audio
 - Phone call (please enter your Audio PIN found in the Audio panel)
 - Please keep your audio on mute when you are not speaking
- Feel free to use the “Questions” box to share comments or questions
- We are recording for notetaking purposes

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

22 National Public Health Organizations:

- American Association of Colleges of Nursing
- American College of Preventive Medicine
- American Public Health Association
- Association for Community Health Improvement
- 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

Agenda

- Introductions
- Updates on Council Initiatives: What Has Happened Over the Past Two Years?
 - Academic Health Department Learning Community
 - Competencies Initiatives
 - Core Competencies for Public Health Professionals
 - Competencies for Performance Improvement Professionals in Public Health
 - Competencies for Population Health Professionals
- Updating and Revising the Core Competencies for Public Health Professionals
- Other Business and Next Steps

Introductions

Council Member Organizations

Updates on Council Initiatives: What Has Happened Over the Past Two Years?

Kathleen Amos, MLIS, Council Assistant Director

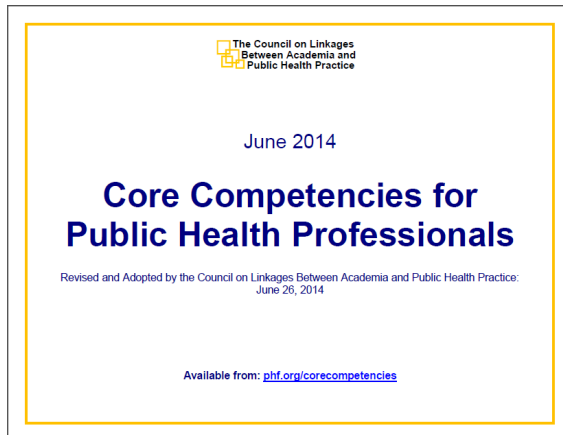
Council on Linkages

- More than 25 years of consensus development to strengthen the public health system
- Guided by *Strategic Directions*
 - 4 objectives
 - Foster collaborations between academia and practice within the field of public health and between public health and healthcare professionals and organizations
 - Enhance public health practice-oriented education and training
 - Support the development of a diverse, highly skilled, and motivated public health workforce with the competence and tools to succeed
 - Promote and strengthen the evidence base for public health practice

Current Priorities



➤ Academic Health Department Learning Community



➤ Core Competencies for Public Health Professionals

Academic Health Department Learning Community

Helping AHD Partnerships Grow



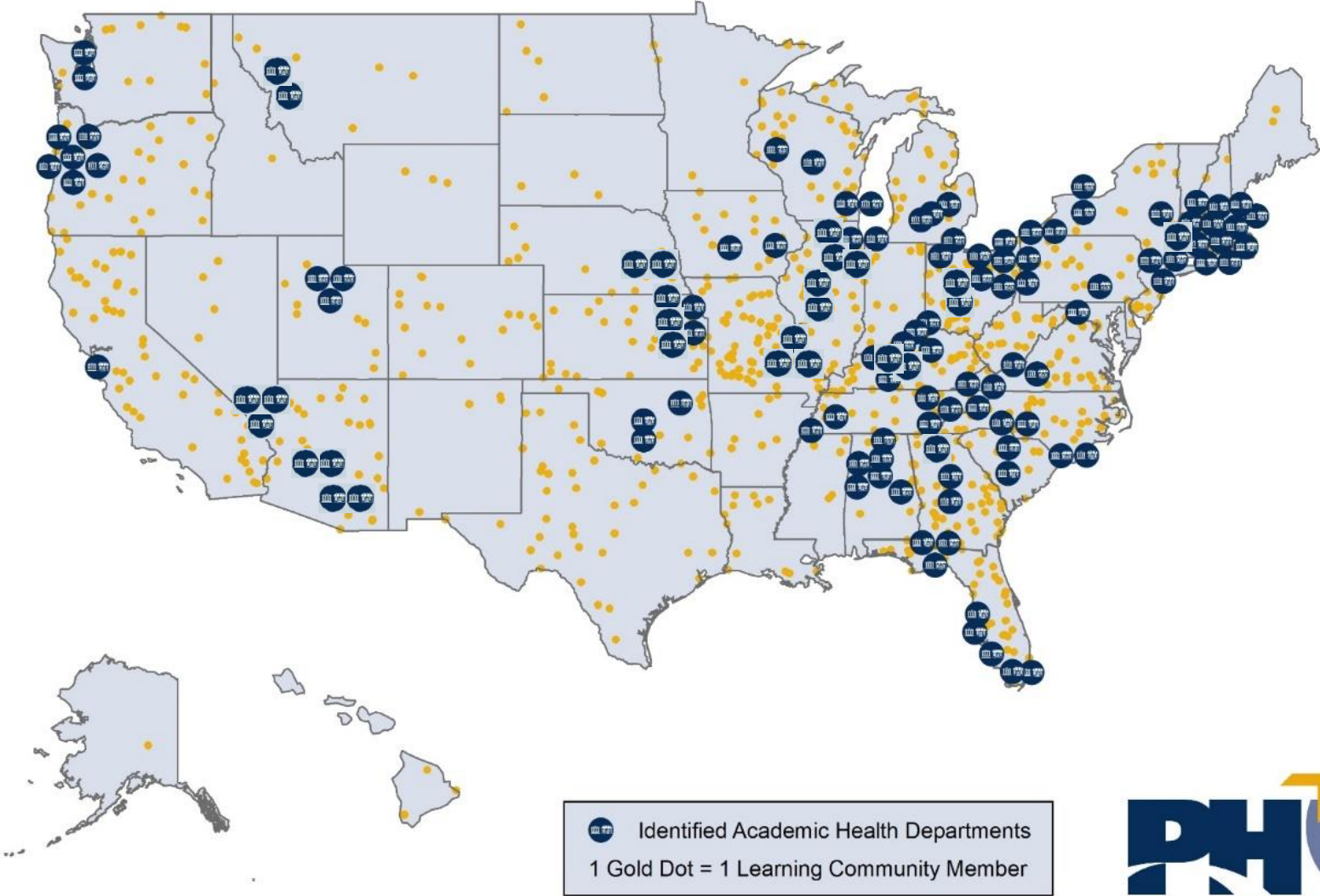
AHD Learning Community is almost 10 years old!

- ~1,100 members
- ~70 AHD partnerships

Variety of Activities:

- Examples and stories of AHD partnerships
- Webinars by and about AHD partnerships
- Partnership agreements
- Listserv
- Technical assistance

Academic Health Department (AHD) Partnerships and AHD Learning Community Members



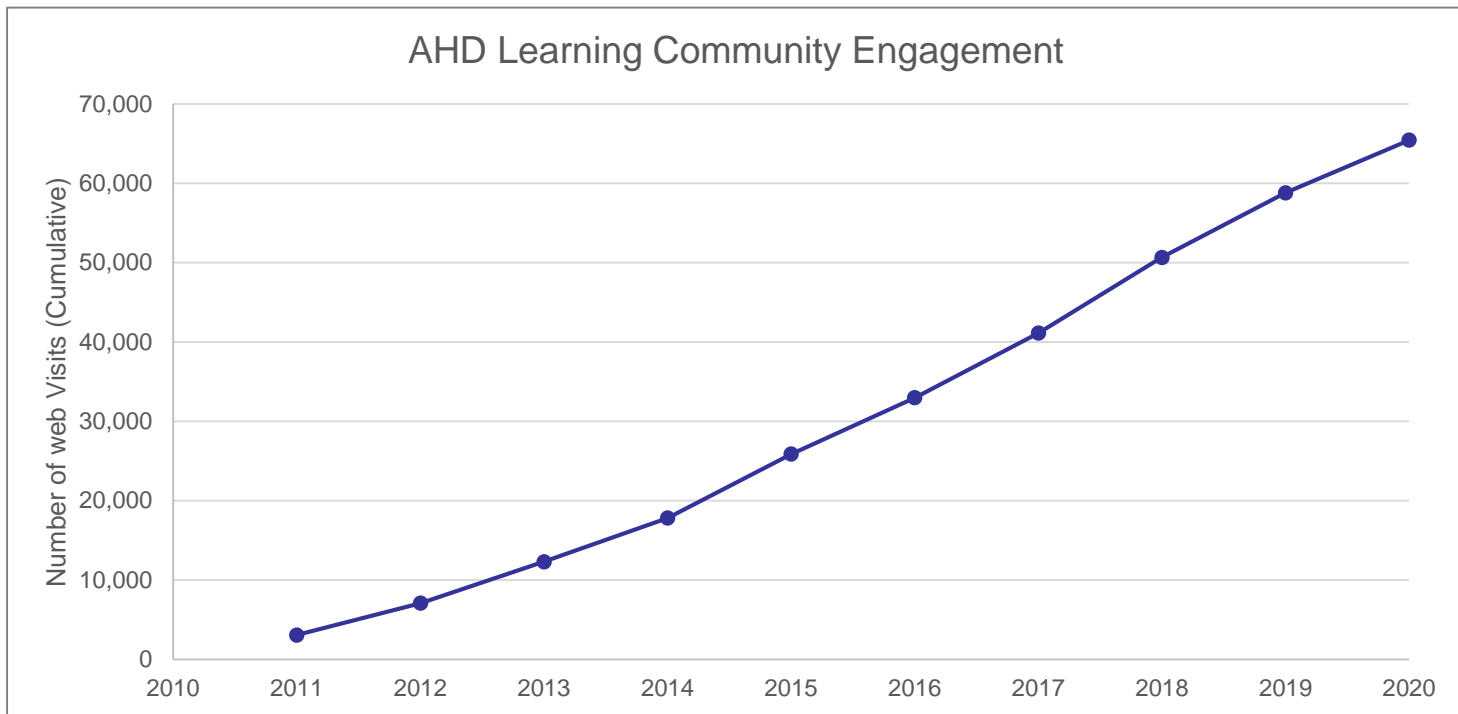
AHD Learning Community Engagement

➤ 2019-2020:

➤ ~15,000 online visits

➤ Since 2011:

➤ >65,000 online visits



AHD Partnership Resources

➤ AHD Webinar Series

- [Utilizing Academic Partnerships to Enhance Capacity in Small Health Departments](#) (January 2019)
- [Innovating a Teaching Health Department](#) (September 2019)
- Partners for Public Health: Pima County Health Department and the University of Arizona (December 2020)

➤ Ask the AHD Expert Column

- [Increasing Engagement within an AHD Partnership](#) (February 2019)

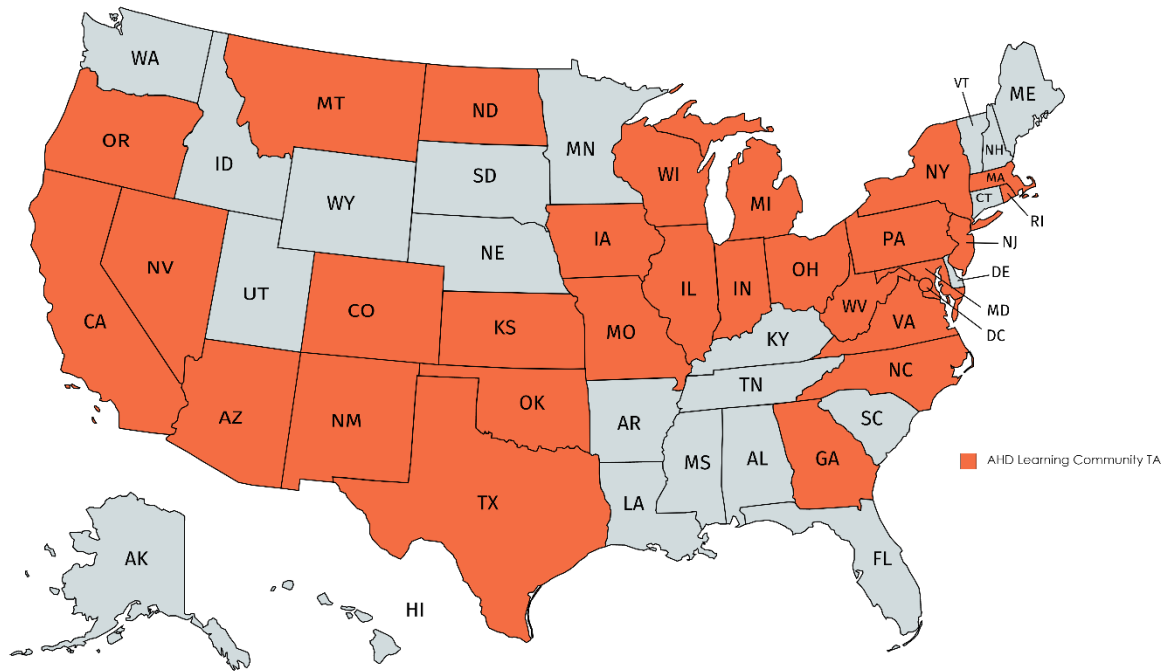
AHD Partnership Resources

- Regional and National Events:
 - [2019 American Public Health Association \(APHA\) Annual Meeting](#) (November 2019)
 - [Western Regional Academic Health Department Summit](#) (December 2019)
 - PHF Webinar: [Cross-Sector Collaboration: Making Partnerships Work for Your Community](#) (April 2020)
 - [2020 National Association of County and City Health Officials \(NACCHO\) 360](#) (July 2020)
 - [2020 APHA Annual Meeting](#) (October 2020)

- [New research published in *AJPH*](#) highlighting the importance of academic-practice partnerships for impacting evidence-based public health

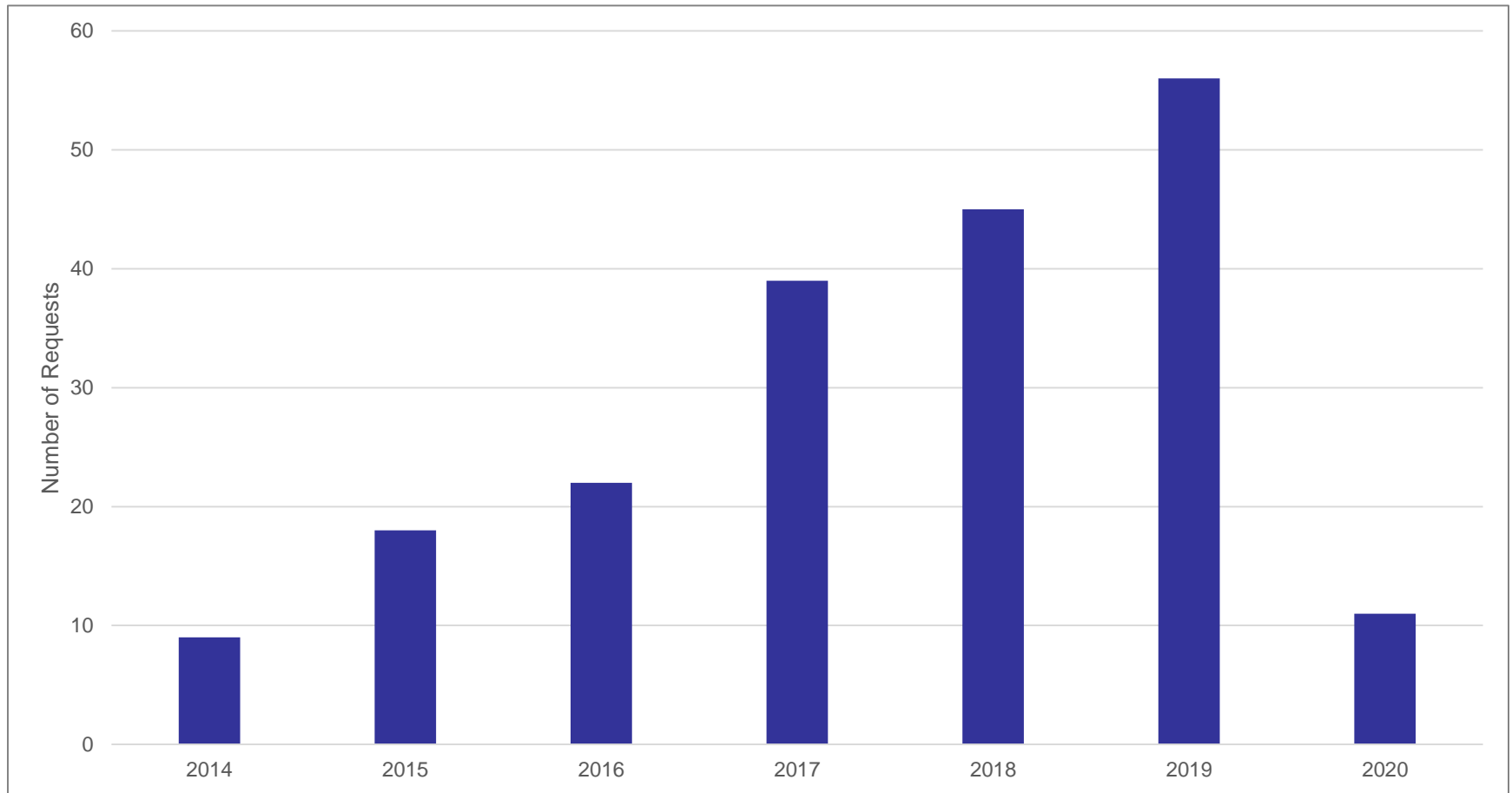
AHD Learning Community TA (2019-2020)

- 67 technical assistance requests, serving organizations in 28 states and DC



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AHD Learning Community TA



Competencies Initiatives

- Core Competencies for Public Health Professionals
- Competencies for Performance Improvement Professionals in Public Health
- Competencies for Population Health Professionals

Core Competencies for Public Health Professionals

Universal Competencies and Recommendations

Universal Competencies

From the inception of the planning process for the Public Health Faculty/Agency Forum, the report was recognized as an important document. The recommendations pertaining to public health service delivery reflected in a set of universal health students, faculty,



COUNCIL ON LINKAGES
BETWEEN ACADEMIA AND
PUBLIC HEALTH PRACTICE

*...bringing together public health education,
science, and practice*

Core Competencies for Public Health Professionals

Adopted April 2001

Prologue Revised August 2005

A collaborative activity of:



Core Competencies for Public Health Professionals

Revisions Adopted: May 2010

Available from:

A collaborative activity of:



June 2014

Core Competencies for Public Health Professionals

Revised and Adopted by the Council on Linkages Between Academia and Public Health Practice:
June 26, 2014

Available from: phf.org/corecompetencies

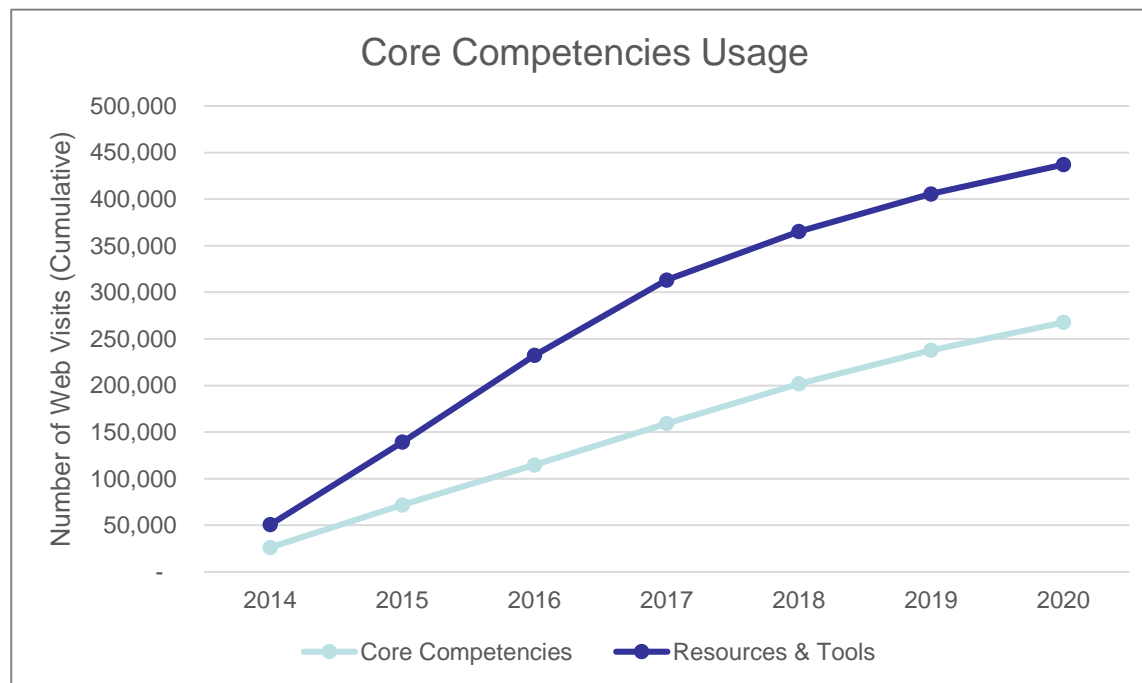
Core Competencies Usage

➤ 2019-2020:

- >65,000 online visits
- >70,000 online visits to resources and tools

➤ Since 2014 release:

- ~267,000 online visits
- ~437,000 online visits to resources and tools



Core Competencies Resources

➤ New Releases:

- [Competency assessment](#) based on the [modified version of the Core Competencies](#)
- Redesigned and expanded collection of [examples of how organizations use the Core Competencies](#)
 - Stories and examples always welcome (kamos@phf.org)!

➤ Most popular resources and tools:

- [Domain descriptions](#)
- [Competency assessments](#)
- Collection of [examples of how organizations use the Core Competencies](#)
- Collection of [job descriptions](#)
- Collection of [workforce development plans](#)

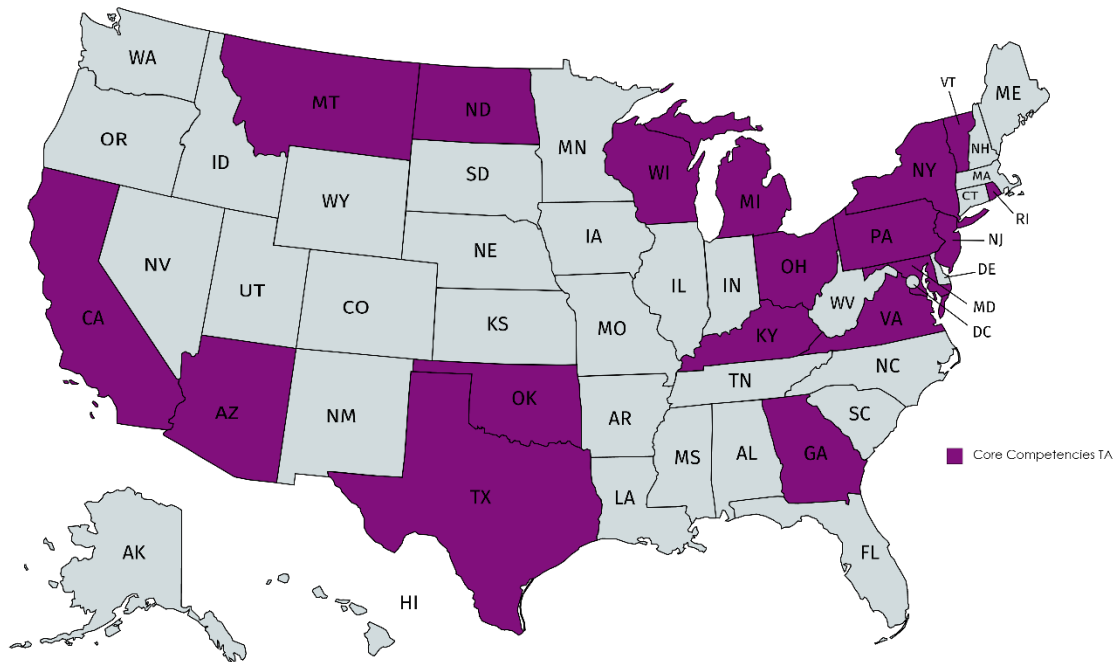
Core Competencies Resources

➤ Regional and National Events:

- [2019 Open Forum for Quality Improvement and Innovation](#) (March 2019)
- [2019 Georgia Public Health Association Annual Meeting](#) (May 2019)
- [2019 Public Health Improvement Training](#) (June 2019)
- [NACCHO Annual 2019](#) (July 2019)
- [2020 APHA Annual Meeting](#) (October 2020)
- 2020 Open Forum for Quality Improvement and Innovation (December 2020)

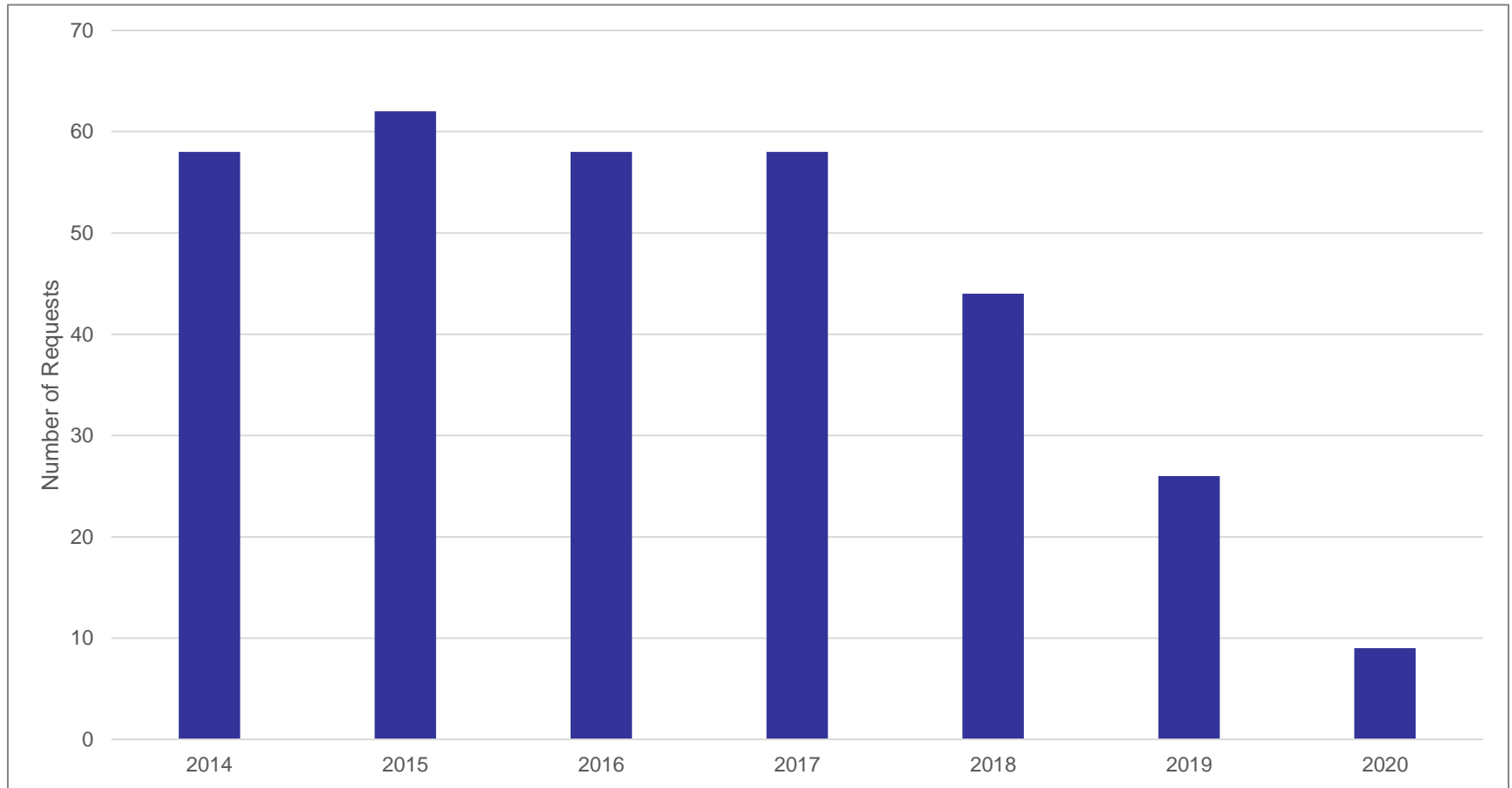
Core Competencies TA (2019-2020)

- 35 technical assistance requests, serving organizations in 18 states, Iran, Hong Kong, Switzerland, and Australia



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Core Competencies TA



Competencies for Performance Improvement Professionals in Public Health

Competencies for Performance Improvement Professionals in Public Health

June 1, 2018

The Competencies for Performance Improvement Professionals in Public Health (PI Competencies) are a set of skills desirable for performance improvement (PI) professionals working in public health. Based on the Core Competencies for Public Health Professionals (Core Competencies) and the Core Competencies for Performance Improvement Professionals (Core PI Competencies), these competencies were developed for performance improvement professionals with responsibilities related to the areas of quality improvement, performance management, accreditation readiness, or community health improvement.

The PI Competencies describe areas of responsibility for performance improvement professionals. These competencies do not describe specific job responsibilities as those are determined by places of work or distinct jobs or positions within public health departments. Competencies may be more or less relevant to specific job responsibilities. Individual competencies in the areas most relevant to your work.

Connection with the Core Competencies

The PI Competencies align with the Core Competencies for Public Health Professionals working in public health departments. The PI Competencies describe the skills of PI professionals in public health settings. PI-related skills address

Competencies for Performance Improvement Professionals in Public Health

Analytical/Assessment Skills

1. Demonstrates how data and information are used to improve individual, program, and organizational performance (e.g., selection and use of valid and reliable quantitative and qualitative data, data-driven decision making, data management, performance measurement)
2. Uses evidence (e.g., literature, best practices, model/promising/emerging practices) in determining how to evaluate and improve performance

Policy Development/Program Planning Skills

3. Describes how quality improvement, performance management, and workforce development are used to improve individual, program, and organizational performance
4. Coordinates development and implementation of an organization-wide quality improvement plan
5. Coordinates development and implementation of an organization-wide workforce development plan
6. Applies quality improvement, performance management, and workforce development frameworks, methods, tools, and models to improve individual, program, and organizational performance
7. Evaluates the effectiveness and quality of the organization's quality improvement, performance management, and workforce development plans and practices
8. Integrates quality improvement methods into organizational policies, plans, programs, and services
9. Aligns quality improvement plan and performance management system with other organization and community plans (e.g., strategic plan, community health improvement plan, workforce development plan, communication plan, all hazards emergency operations plan)

Community Dimensions of Practice Skills

10. Describes how quality improvement, performance management, and workforce development

Competencies for Population Health Professionals

Competencies for Population Health Professionals March 20, 2019

The Competencies for Population Health Professionals (Population Health Competencies) are a set of skills desirable for population health professionals. Based on the [Core Competencies for Public Health Professionals](#) (Core Competencies), the Population Health Competencies are primarily designed for hospital, health system, and community health professionals engaged in assessment of population health, improvement of population health programs, and related to community health needs assessment and implementation of community-based interventions.

The Population Health Competencies describe the skills and knowledge that population health professionals should possess to perform their job effectively. These competencies are performed by population health professionals in various settings and employment. As the field of population health continues to grow, the Population Health Competencies may be modified to reflect the needs of professionals based on their specific job responsibilities. Population health professionals are encouraged to focus on developing their skills to their jobs.

Use of the Population Health Competencies
The Population Health Competencies align with the skills for public health professionals, and can be used to inform health and healthcare. The Population Health Competencies can inform health workforce development efforts, including training plans, academic curricula, job descriptions, and other resources to support the activities and goals of the organization.

Development of the Population Health Competencies
Development of the Population Health Competencies

Competencies for Population Health Professionals

Community Engagement

- Describes the historical and current conditions that are affecting health in a community (e.g., racism, historical trauma, power dynamics, natural disasters, poverty, housing)
- Identifies relationships that are affecting health in a community (e.g., relationships among hospitals, health departments, community health centers, primary care providers, schools, community-based organizations, and other types of organizations)
- Identifies factors influencing relationships (e.g., power dynamics, trust, local politics, competition) that are affecting health in a community
- Establishes relationships to improve health in a community (e.g., with organizations serving the same population, academic institutions, policy makers, customers/clients, and others)
- Maintains relationships that improve health in a community
- Creates opportunities for individuals and organizations to collaborate to improve health in a community (e.g., coalition building, facilitating collaboration)
- Collaborates with organizations for maximizing use of community assets and resources (e.g., Boys & Girls Clubs, public libraries, hospitals, businesses, faith-based organizations, academic institutions, federal grants, fellowship programs)
- Participates in partnerships to improve health in a community
- Gathers information in collaboration with community members for assessing community health needs and developing, implementing, evaluating, and improving policies, programs, and services
- Uses information in collaboration with community members for assessing community health needs and developing, implementing, evaluating, and improving policies, programs, and services
- Communicates with the public and professionals (e.g., translating complex topics, using social media, storytelling, active listening, engaging in discussion)

Community Health Assessment

- Describes factors affecting the health of a community (e.g., inequity, income, education, environment, demographic trends, legislation)

Updating and Revising the Core Competencies for Public Health Professionals

Bill Keck, MD, MPH, Council Chair

Liza Corso, MPA, CDC Council Representative

Brief History

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

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 health equity and social justice
- Better address 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 Happens Next?

- October 2020: Initiate revision process
- October 2020-January 2021: Open comment period
 - Feedback to inform revisions
 - Virtual town hall meetings
 - APHA Annual Meeting (October)
 - PHF (November)
 - Open Forum for Quality Improvement and Innovation (December)
 - Council member organizations?
- February-May 2021: Draft competencies
- May-July 2021: Open comment period
 - Feedback on draft revisions
- August-October 2021: Finalize competencies
- October 2021: Release revised competencies

Other Business and Next Steps

Thank You!

Questions: Kathleen Amos at kamos@phf.org