Council on Linkages Between Academia and Public Health Practice

Virtual Meeting

October 12, 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

The Council on Linkages Between Academia and Public Health Practice

Council on Linkages

Mission:

> 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

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Council on Linkages

Staff:

Agenda

- **Welcome, Overview of Agenda, and Introduction of New Organization and Representatives**
  - Council of Public Health Nursing Organizations: Lori Edwards
  - Veterans Health Administration: Nancy Harada
  - Public Health Accreditation Board: Rex Archer
- **Approval of Minutes from May 25, 2021 Meeting**
  - **Action Item:** Vote on Approval of Minutes
- **Council Membership Vote – Veterans Health Administration**
  - **Action Item:** Vote on Membership Status
- **Academic Health Department Learning Community**
- **Revising the Core Competencies for Public Health Professionals**
  - Proposed Revisions to the Core Competencies
  - Dissemination Plans
  - Resources and Tools for Implementation
- **Rebuilding the Public Health Workforce**
- **Other Business and Next Steps**

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Introduction of New Organization and Representatives

Council of Public Health Nursing Organizations: Lori Edwards, DrPH, MPH, BSN, RN, CNS-PCH, BC

Veterans Health Administration: Nancy Harada, PhD, PT

Public Health Accreditation Board: Rex Archer, MD, MPH

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Approval of Minutes from May 25, 2021 Meeting

> **Action Item:** Vote on Approval of Minutes

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Council Membership Vote – Veterans Health Administration

> **Action Item:** Vote on Membership Status

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Academic Health Department Learning Community

Bill Keck, MD, MPH, Council Chair

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Helping AHD Partnerships Grow

> >1,100 members

Variety of Activities:

> Examples and stories of AHD partnerships

> Webinars by and about AHD partnerships

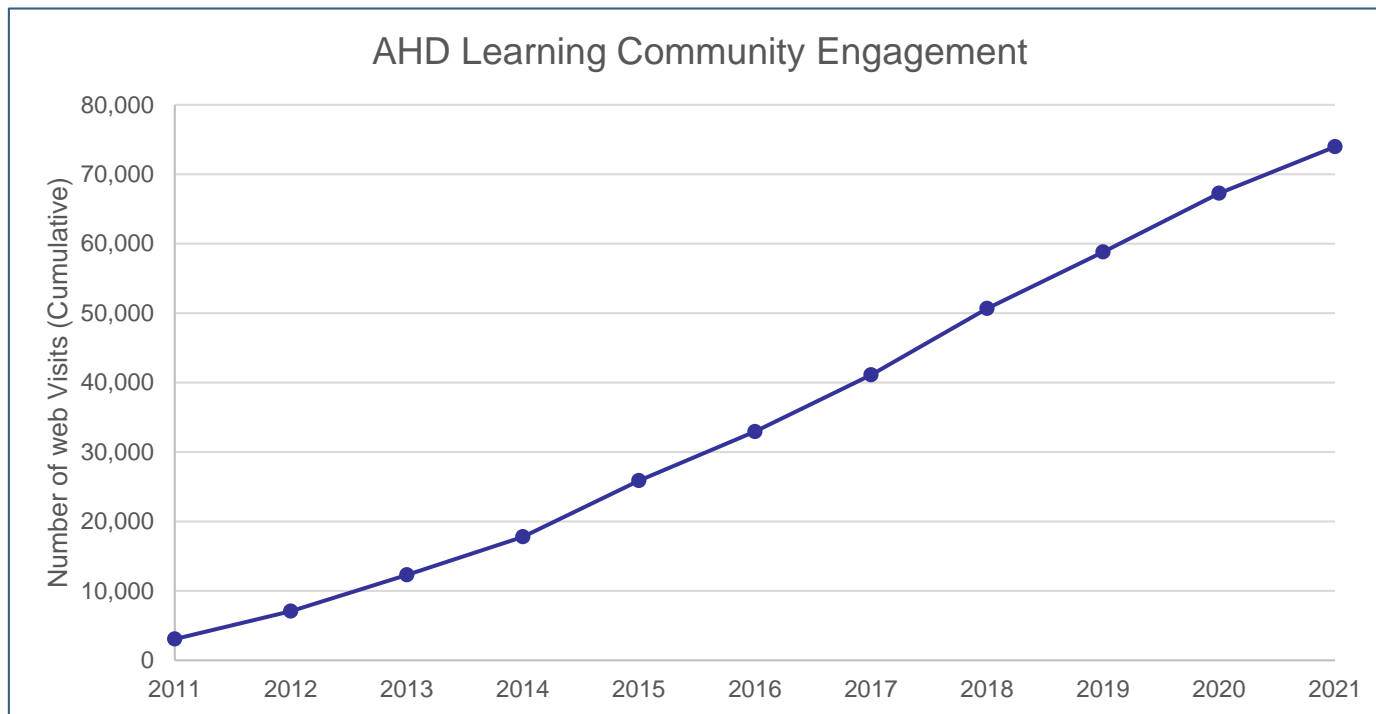> Partnership agreements

> Listserv

> Technical assistance

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AHD Learning Community Engagement

> **2021:**
>> >6,500 online visits

> **Since 2011:**
>> ~74,000 online visits

AHD Learning Community Engagement

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AHD Learning Community TA (2021)

> 24 technical assistance requests, serving organizations in 10 states and DC

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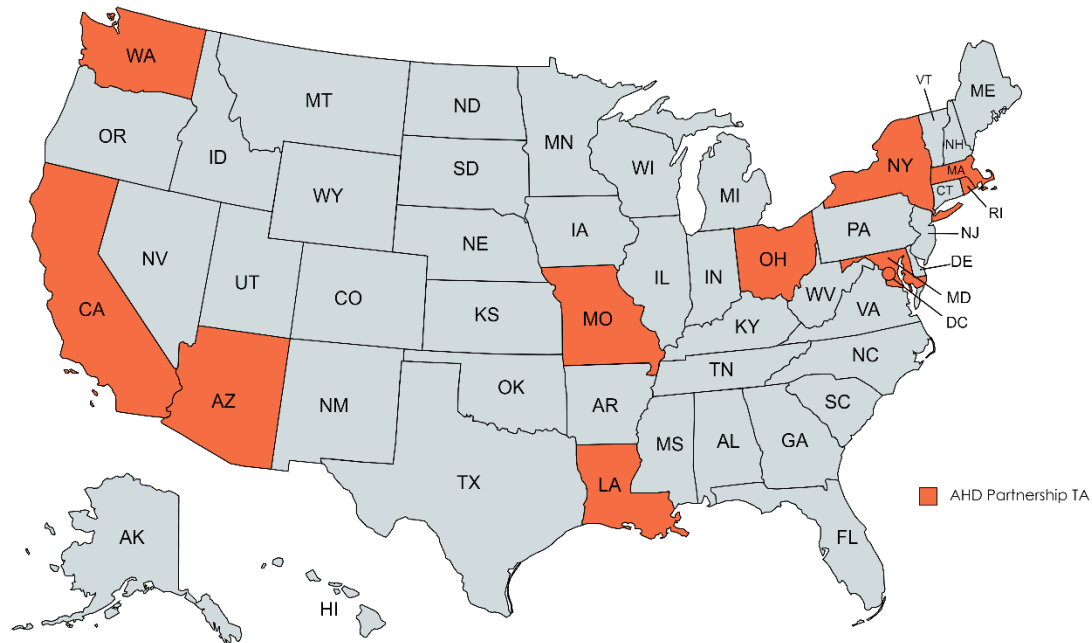
AHD Partnership Resources

> CDC CSTLTS Field Notes:
  > *Partners in Arizona Help Prepare Future Workforce Through Model Internship Program* (July 2021)

> Archived AHD Webinars:
  > *Partners for Public Health: Pima County Health Department and the University of Arizona* (December 2020)
  > *A Student Perspective: Growing Academic Health Department Partnerships through Student Internship Programs* (May 2021)

> Draft PHAB Standards and Measures Version 2022
  > Share your feedback by November 5th!

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Annual Meetings and Conferences – AHD Sessions

> **June 2021:**
>> [Public Health Improvement Training](#)
>> [NACCHO 360 Conference](#)

> **October 2021:**
>> [Region VII Academic Health Department Conference](#)
>>> *Sustainability and Funding for Partnerships to Advance Public Health Practice and Systems Change* – October 15th from 11:30am-12:30pm CDT
>> [APHA Annual Meeting](#)
>>> *[Envisioning and Building the Public Health Workforce of the Future: The Critical Role of Partnerships](#)* (Session 3096.0) – October 25th from 2-3:30pm MDT

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Revising the Core Competencies for Public Health Professionals

Bill Keck, MD, MPH, Council Chair

Amy Lee, MD, MPH, MBA, Core Competencies Workgroup Co-Chair

Janet Place, MPH, Core Competencies Workgroup Co-Chair

Kathleen Amos, MLIS, Council Assistant Director

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Core Competencies for Public Health Professionals

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

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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

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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**

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Core Competencies Usage

> 2021:
>> >26,000 online visits
>> >29,000 online visits to resources and tools

> Since 2014 release:
>> ~300,000 online visits
>> ~475,000 online visits to resources and tools

Core Competencies Usage

Core Competencies · Resources & Tools

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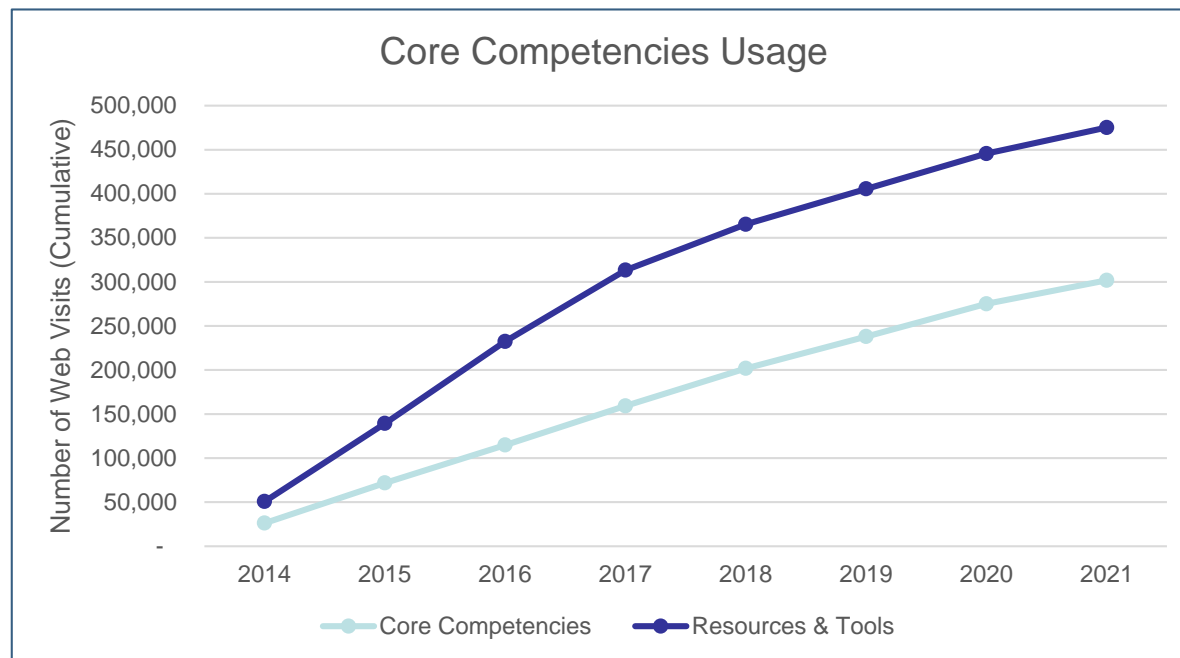
Core Competencies TA (2021)

> 30 technical assistance requests, serving organizations in 17 states, DC, Guam, Japan, and Saudi Arabia
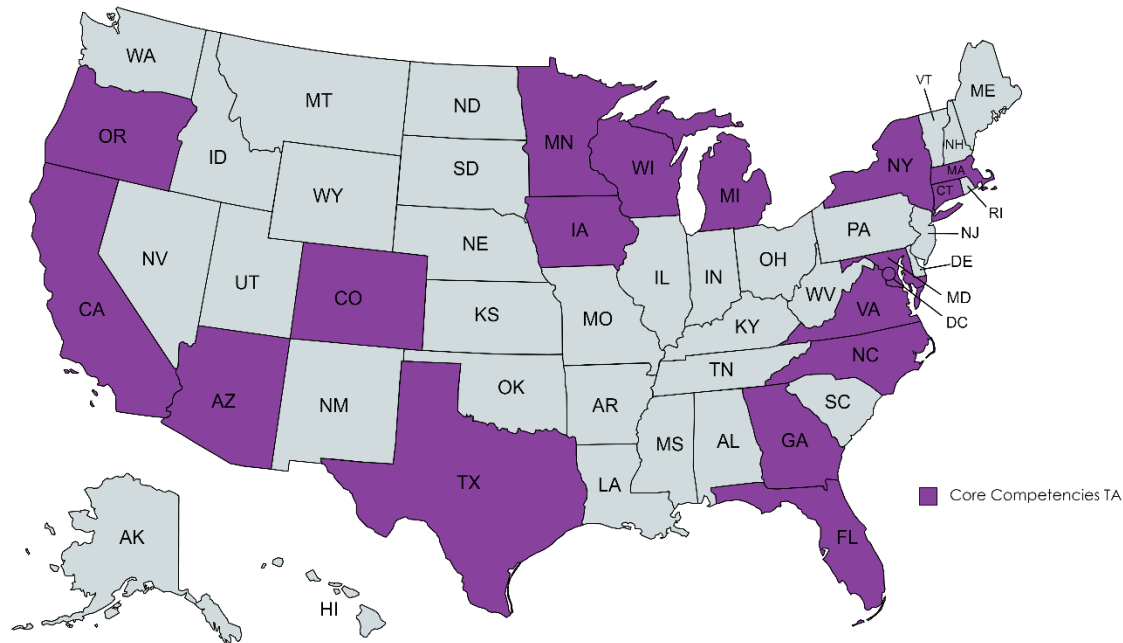
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Core Competencies Workgroup

> Supports Council on Linkages activities related to the Core Competencies, including:

> > Review and revision of the Core Competencies to ensure these competencies continue to reflect the skills needed to provide the 10 Essential Public Health Services

> > Creation of resources to facilitate use of the Core Competencies

> More than 110 members from practice, academic, and other organizations across the country

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Core Competencies Revisions

1991 • Universal Competencies Developed

2001 • Core Competencies Released

2010 • Core Competencies Revised

2014 • Core Competencies Revised – Current Version

2017 • Modified Core Competencies Released

2020 • Core Competencies Revision Initiated

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2020-2021 Revision Process

October-March: Open Comment Period

April-June: Draft Revisions

June-August: Open Comment Period

August-October: Finalize Revisions

October: Release Revised Competencies

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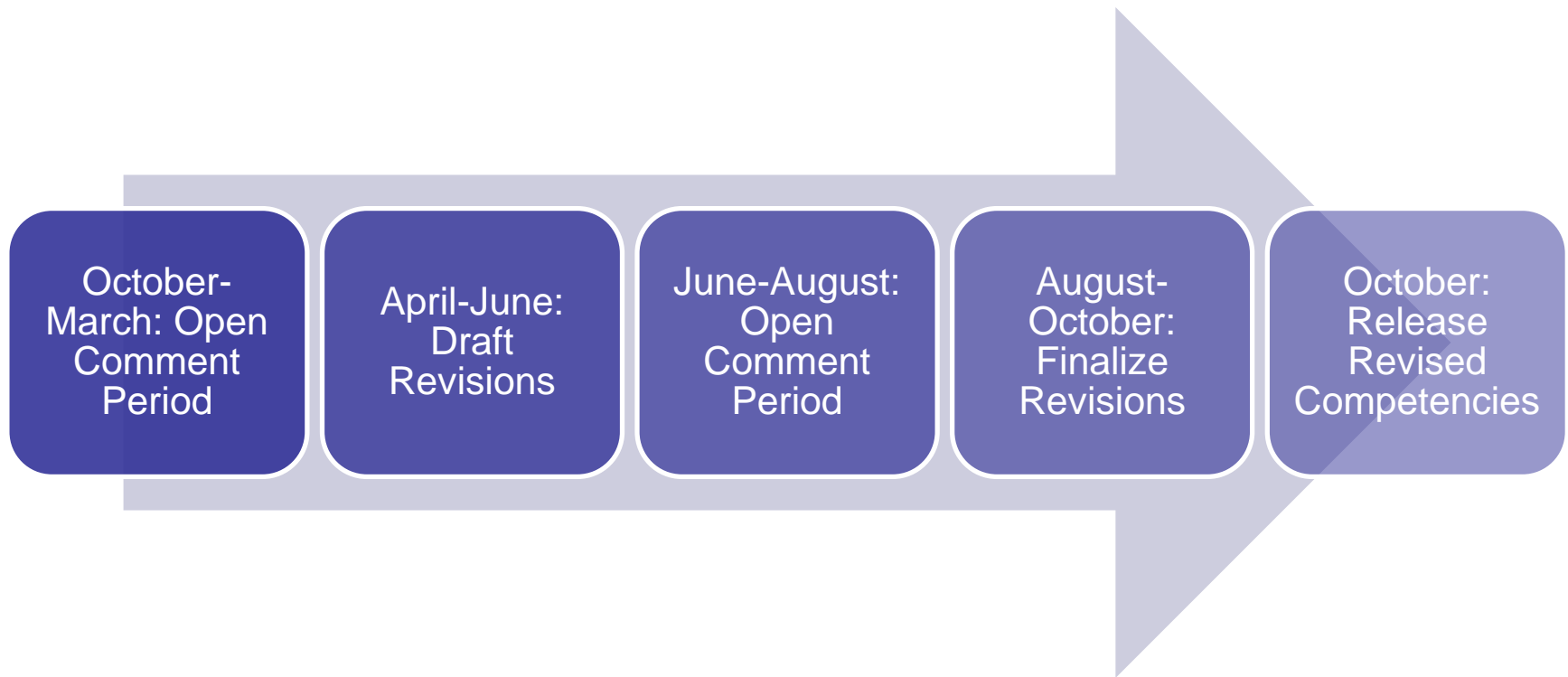
Feedback to Inform Revisions

> **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**

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We Heard…

> Create better harmonization between 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

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Increasing Harmonization

> Aligned concepts and wording with:
> > 10 Essential Public Health Services
> > 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

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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

> Exploring options for online viewing

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Proposed 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

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Proposed 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

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Proposed Revisions: Competency Statements

Data Analytics and Assessment Skills Domain
Describes factors that affect the health of a community
Accesses existing quantitative and qualitative data
Collects quantitative and qualitative data
Analyzes quantitative and qualitative data
Manages quantitative and qualitative data
Uses quantitative and qualitative data
Applies public health informatics in using data, information, and knowledge
Assesses community health status
Policy Development and Program Planning Skills Domain
Develops policies, programs, and services
Implements policies, programs, and services
Evaluates policies, programs, services, and organizational performance
Improves policies, programs, services, and organizational performance
Influences policies, programs, and services external to the organization
Engages in organizational strategic planning

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Proposed Revisions: Competency Statements with Tiers, Subcompetencies, and Examples

Data Analytics and Assessment Skills Domain		
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:*
Identifies factors affecting the health of a community	Identifies factors affecting the health of a community	Identifies factors affecting the health of a community
Describes factors affecting the health of a community	Describes factors affecting the health of a community	Describes factors affecting the health of a community
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:*
Identifies data needs (e.g., sub-county, real-time, trends, race and ethnicity, social determinants of health, surrounding jurisdictions, comparable jurisdictions for comparative purposes)	Determines data needs (e.g., sub-county, real-time, trends, race and ethnicity, social determinants of health, surrounding jurisdictions, comparable jurisdictions for comparative purposes)	Determines data needs (e.g., sub-county, real-time, trends, race and ethnicity, social determinants of health, surrounding jurisdictions, comparable jurisdictions for comparative purposes)
Identifies sources of existing data (e.g., what is available, what is accessible, how to access)	Determines sources of existing data (e.g., what is available, what is accessible, how to access)	Determines sources of existing data (e.g., what is available, what is accessible, how to access)
Analyzes the quality of existing data (e.g., accuracy, bias, completeness, validity, reliability, integrity, credibility, source, relevance, timeliness, applicability, generalizability)	Analyzes the quality of existing data (e.g., accuracy, bias, completeness, validity, reliability, integrity, credibility, source, relevance, timeliness, applicability, generalizability)	Evaluates the quality of existing data (e.g., accuracy, bias, completeness, validity, reliability, integrity, credibility, source, relevance, timeliness, applicability, generalizability)

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Questions and Discussion

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Vote on Adoption

> Email with proposed revisions and voting instructions was sent Wednesday, October 6th

> Please send votes to Kathleen at kamos@phf.org by Wednesday, October 20th

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Dissemination Plans

> Website

> Direct emails

> Newsletters

> Social media

> Webinars

> Meetings and conferences

> Other ideas? – drop a note in the chat!

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Resources and Tools for Implementation

> Develop resources and tools to help with transition to the new version of the Core Competencies

> Update existing resources and tools to support use of the Core Competencies

> Develop new resources and tools to support use of the Core Competencies

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Upcoming Events

> ## 2021 Public Health Learning Forum

>> *Guiding Workforce Development: The Core Competencies for Public Health Professionals* – October 18th from 4-5pm EDT

>> *Continuing the Conversation: Guiding the Workforce Development Discussion* – October 18th from 5-6pm EDT

> ## APHA Annual Meeting

>> *Introducing the 2021 Core Competencies for Public Health Professionals: Crosscutting Skills for a High-Performing Workforce* (Session 3001.0) – October 25th from 10:30am-12pm MDT

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Rebuilding the Public Health Workforce

Ron Bialek, MPP, Council Director

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Rebuilding the Public Health Workforce

- Considerable new federal funding to support governmental public health infrastructure
  - Includes funding to support training
- Opportunities for health departments to enhance and rebuild their public health workforce
- Challenges include rapidly recruiting and hiring staff, providing training, and navigating funding streams
- Efforts to assist:
  - de Beaumont Foundation's National Consortium for Public Health Workforce Development
  - APHA's Alliance for Disease Prevention and Response
  - Bipartisan Policy Center – Public Health Forward: Modernizing the U.S. Public Health System

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Updates on Current Initiatives

> HRSA: Alexandra Shabelski, MPA

> CDC: Liza Corso, MPA
>   Michelle Carvalho, MPH, MCHES

> ASTHO: Amber Williams, MS

> NACCHO: Terry Brandenburg, MBA, MPH, CPH

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Other Business and Next Steps

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Thank You!

Questions: Kathleen Amos at kamos@phf.org

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