

# NALBOH Town Hall – COVID-19 – Core Competencies for Public Health Professionals



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# HELLO!

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# Meeting Overview

- Core Competencies for Public Health Professionals
- Revision process
- Your feedback!
- Next steps

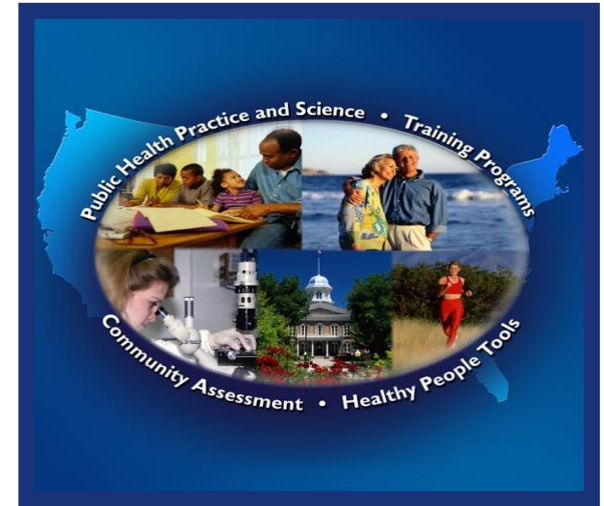
# Public Health Foundation

## *Mission:*

**We improve public health and population health practice to support healthier communities**

- ❖ **Staff Council on Linkages**

**[www.phf.org](http://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:

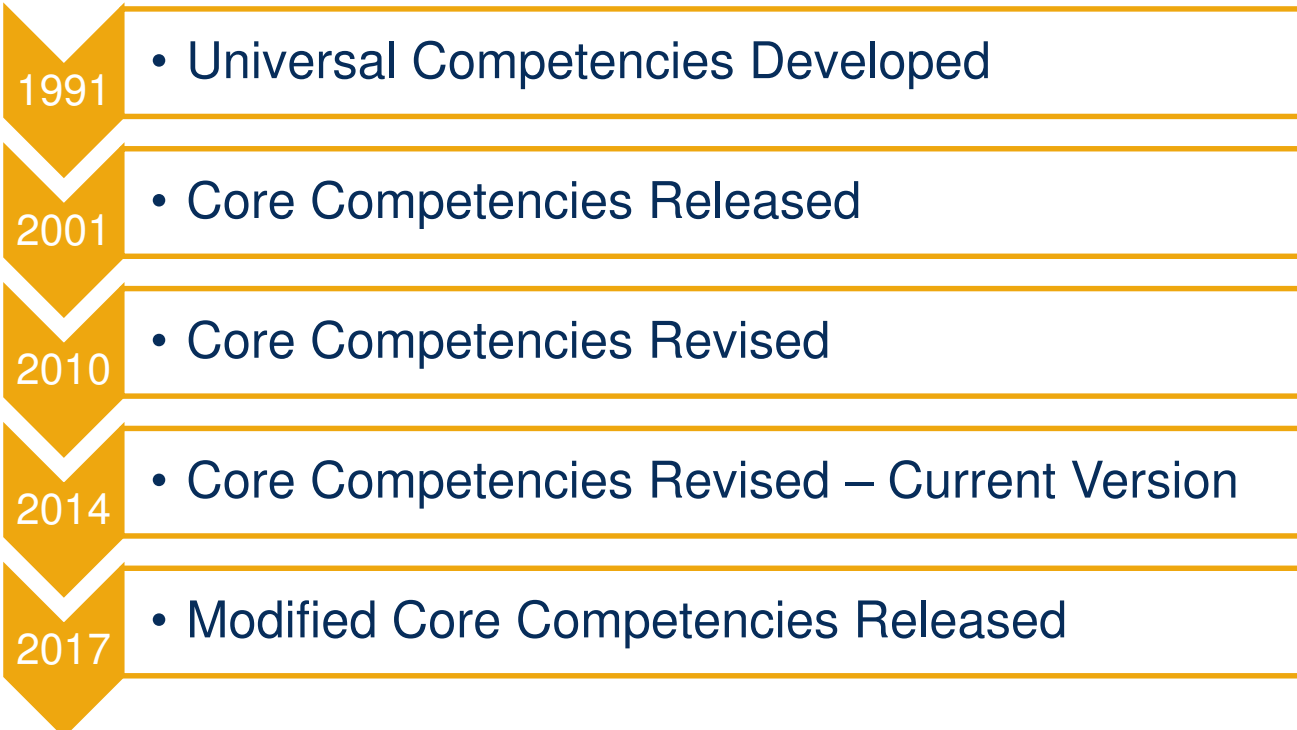
- ▷ Tier 1 – Front Line Staff/Entry Level
- ▷ Tier 2 – Program Management/Supervisory Level
- ▷ Tier 3 – Senior Management/Executive Level

# 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

[www.phf.org/corecompetencies](http://www.phf.org/corecompetencies)

# How Did We Get Here?



# 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?**



 **The Council on Linkages  
Between Academia and  
Public Health Practice**

The logo for The Council on Linkages Between Academia and Public Health Practice consists of three overlapping yellow squares of varying sizes and orientations, creating a geometric pattern to the left of the text.

# 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](mailto:kamos@phf.org)
  - ▷ Submit comments [online](#)
  - ▷ Join us for future [virtual town hall meetings](#)
- Share information with colleagues: [www.phf.org/competenciesrevision](http://www.phf.org/competenciesrevision)
- Join the Core Competencies Workgroup:
  - ▷ Email Kathleen at [kamos@phf.org](mailto:kamos@phf.org)



# Stay in the Know

- Online: [www.phf.org/competenciesrevision](http://www.phf.org/competenciesrevision)
- Newsletters:
  - Council on Linkages Update – [www.phf.org/councilupdate](http://www.phf.org/councilupdate)
  - PHF E-News – [www.phf.org/e-news](http://www.phf.org/e-news)
  - Public Health Learning – [www.phf.org/publichealthlearning](http://www.phf.org/publichealthlearning)
- Questions?
  - Kathleen Amos, [kamos@phf.org](mailto:kamos@phf.org)

# Core Competencies Resources

- 7 Council on Linkages: [www.phf.org/councilonlinkages](http://www.phf.org/councilonlinkages)  
Collaborative of national organizations supporting public health workforce development
- 7 Core Competencies: [www.phf.org/corecompetencies](http://www.phf.org/corecompetencies)  
Consensus set of foundational skills for the broad practice of public health
- 7 Modified Core Competencies: [www.phf.org/modifiedcorecompetencies](http://www.phf.org/modifiedcorecompetencies)  
Shortened version of the Core Competencies
- 7 Core Competencies Tools: [www.phf.org/corecompetenciestools](http://www.phf.org/corecompetenciestools)  
Collection of tools to support use of the Core Competencies
- 7 Examples of Core Competencies Use: [www.phf.org/corecompetenciesexamples](http://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](mailto:kamos@phf.org).



# THANK YOU!

**Any Questions?**

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