ASPPH Virtual Town Hall Meeting: Core Competencies for Public Health Professionals

January 26, 2021
Welcome to Our Town Hall Meeting!

All participants are muted.

Please use the Chat box and “Raise Hand” button to ask questions and share comments.

This meeting is being recorded.
HELLO!

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Public Health Foundation

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Meeting Overview

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

<table>
<thead>
<tr>
<th>Tier 1</th>
<th>Tier 2</th>
<th>Tier 3</th>
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</thead>
<tbody>
<tr>
<td>1A1. Describes factors affecting the health of a community (e.g., equity, income, education, environment)</td>
<td>1B1. Describes factors affecting the health of a community (e.g., equity, income, education, environment)</td>
<td>1C1. Describes factors affecting the health of a community (e.g., equity, income, education, environment)</td>
</tr>
<tr>
<td>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</td>
<td>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</td>
<td>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</td>
</tr>
<tr>
<td>1A3. Applies ethical principles in accessing, collecting, analyzing, using, maintaining, and disseminating data and information</td>
<td>1B3. Applies ethical principles in accessing, collecting, analyzing, using, maintaining, and disseminating data and information</td>
<td>1C3. Ensures ethical principles are applied in accessing, collecting, analyzing, using, maintaining, and disseminating data and information</td>
</tr>
<tr>
<td>1A4. Uses information technology in accessing, collecting, analyzing, using, maintaining, and disseminating data and information</td>
<td>1B4. Uses information technology in accessing, collecting, analyzing, using, maintaining, and disseminating data and information</td>
<td>1C4. Uses information technology in accessing, collecting, analyzing, using, maintaining, and disseminating data and information</td>
</tr>
<tr>
<td>1A5. Selects valid and reliable data</td>
<td>1B5. Analyzes the validity and reliability of data</td>
<td>1C5. Evaluates the validity and reliability of data</td>
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[www.phf.org/corecompetencies](http://www.phf.org/corecompetencies)
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:

- ~90% of academic public health-focused programs
- ~80% of state health departments
- ~60% of tribal health organizations
- ~45% of local health departments
- ~25% of territorial health departments

Used in developing:

- Competency/needs assessments
- Education and training
- Workforce development plans
- Job descriptions
- Performance objectives
- Discipline-specific competency sets
National Initiatives

Accreditation

- CEPH: Core Competencies were used in developing foundational competencies for accreditation criteria
- 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

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

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
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
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
Stay in the Know

Online: www.phf.org/competenciesrevision

Newsletters:

- 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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