

Core Competencies Workgroup

**Virtual Meeting
November 12, 2020**

Welcome to Our Zoom Meeting!

- Audio:
 - Computer audio
 - Phone call
 - 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 for Workgroup use

Agenda

- Welcome and Overview of Agenda
- Update on Core Competencies Use
- Planning for Core Competencies Revision Process
- Next Steps

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:

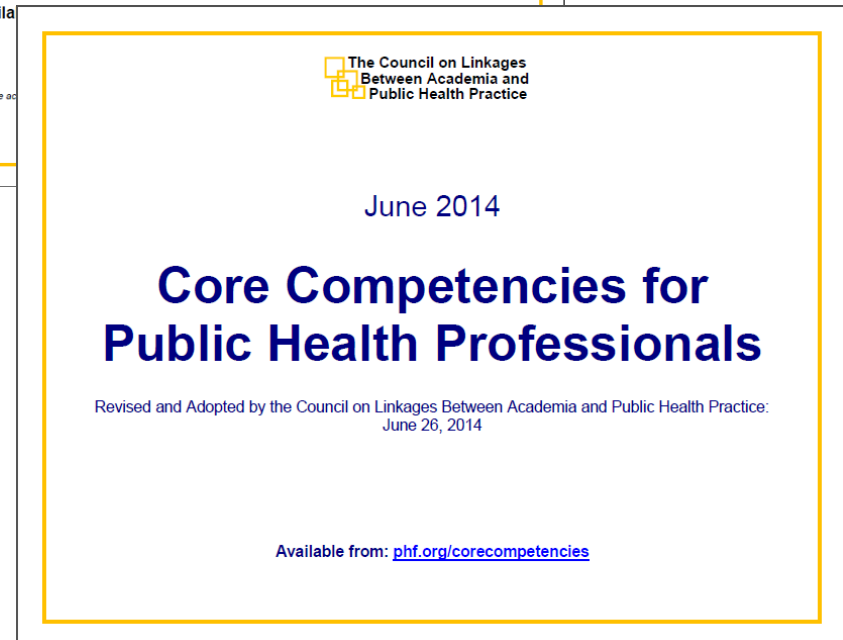
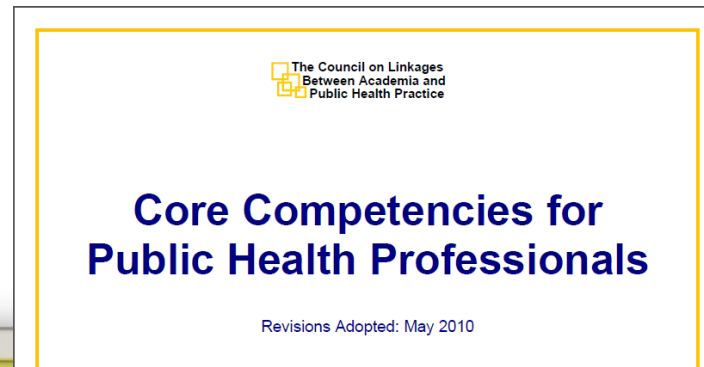
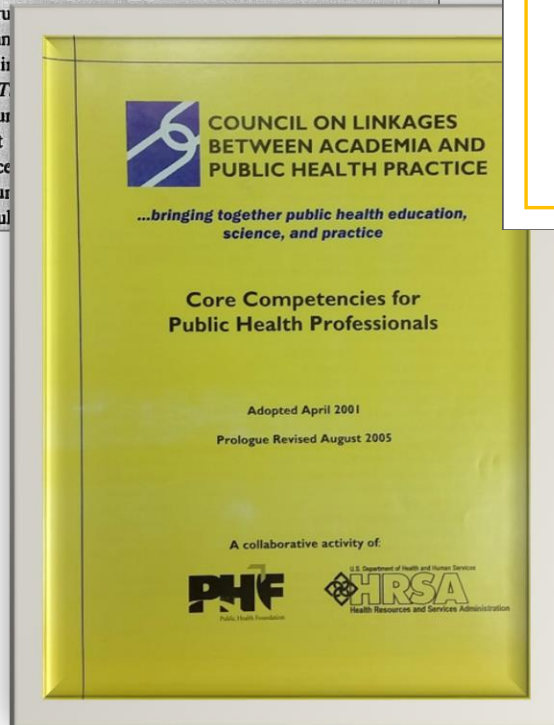
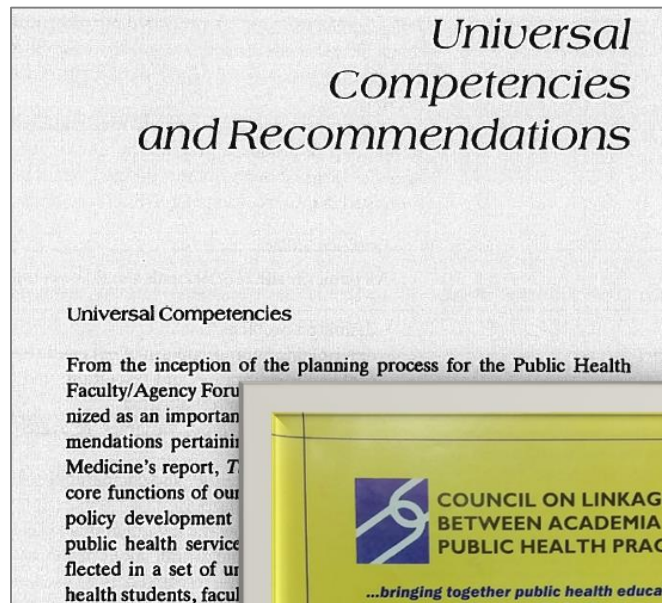
- American Association of Colleges of Nursing
- American College of Preventive Medicine
- American Public Health Association
- Association for Community Health Improvement
- Association for Prevention Teaching and Research
- Association of Accredited Public Health Programs
- Association of Public Health 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

Core Competencies Workgroup

- Supports Council on Linkages activities related to the Core Competencies for Public Health Professionals
- Instrumental in developing and refining the Core Competencies
- Charge:
 - Periodically reviewing and revising the Core Competencies to ensure these competencies continue to reflect the skills needed to provide the 10 Essential Public Health Services
 - Creating resources to facilitate use of the Core Competencies

Update on Core Competencies Use

Core Competencies for Public Health Professionals



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

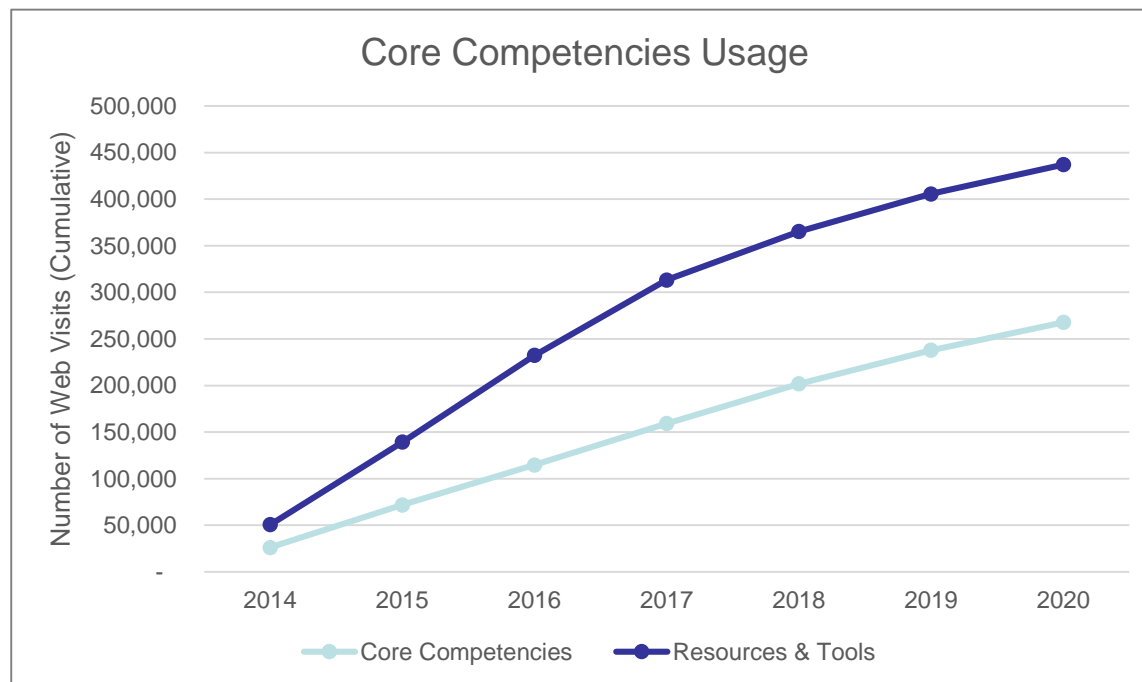
Core Competencies Usage

➤ 2019-2020:

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

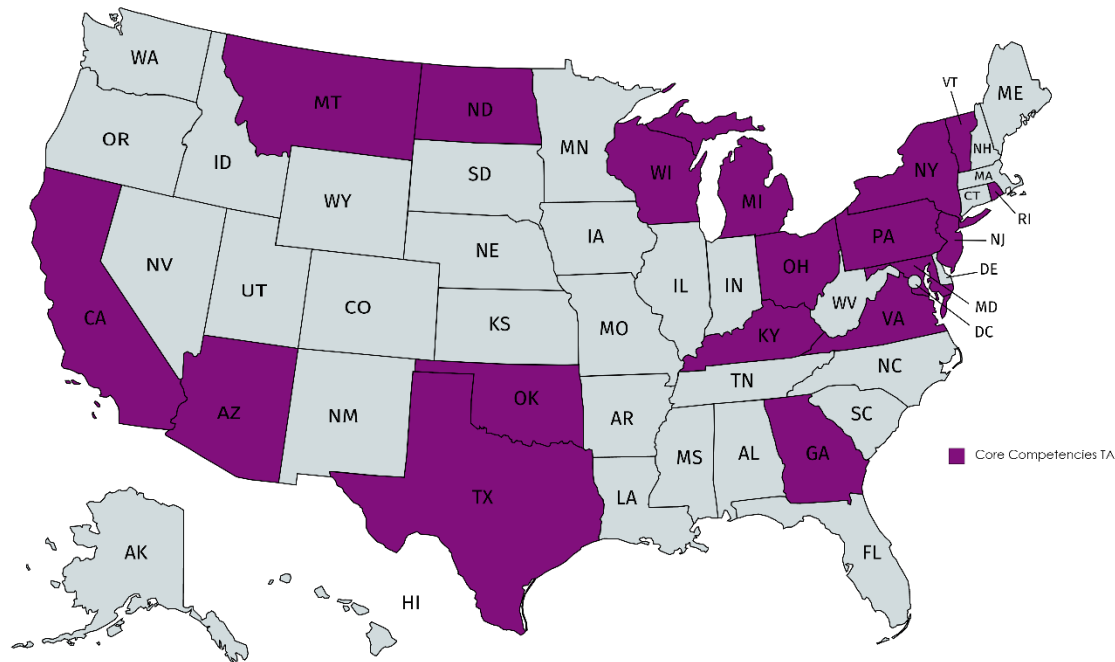
➤ Since 2014 release:

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



Core Competencies TA (2019-2020)

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



Created with mapchart.net

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

Planning for Core Competencies Revision Process

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

2020

- Core Competencies Revision Process Initiated

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 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

Revision Process

- October 2020: Initiate revision process
- October 2020-January 2021: Open comment period
 - Feedback to inform revisions
 - Resource/literature review
- 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

- *Potential Workgroup meetings: February, April, August, September 2021*

Open Comment Period – Feedback Mechanisms

- Email – competencies@phf.org
- Website – www.phf.org
- Virtual town hall meetings
 - APHA Annual Meeting (October 27th)
 - Open Forum for Quality Improvement and Innovation (December 2nd)
 - PHF (December)
 - Others?

Open Comment Period – Outreach Mechanisms

- Emails and calls
- PHF/Council on Linkages website
- Newsletters – PHF, Council on Linkages, partners, phPIN
- Meetings and conferences – APHA Annual Meeting, Open Forum for Quality Improvement and Innovation
- TRAIN Learning Network
- Social media – Facebook, Twitter
- Other ideas?

How You Can Help

- Continue to share your feedback:
 - Suggestions for the process – outreach mechanisms, groups to engage, etc.
 - Feedback on the Core Competencies
- Spread the word: www.phf.org/competenciesrevision
- Invite others to join the Core Competencies Workgroup

Next Steps

Thank You!

More Info: www.phf.org/competenciesrevision

Questions: Kathleen Amos at kamos@phf.org