Core Competencies Workgroup Report

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Council on Linkages Meeting

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Overview

> The Core Competencies Workgroup is working on two sets of activities:

>> Tools for Core Competencies use
>> Core Competencies review process

Core Competencies Workgroup

> Guides all Core Competencies activities

> Approximately 50 members

> Wide representation from practice and academia

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Core Competencies Tools

- > Job descriptions
  - > 17 new job descriptions uploaded to Council website
  - > 20 total job descriptions available
- > "E.g.s"
  - > New examples to clarify language within individual competencies have been developed
  - > New e.g.s. in all of the eight domains
- > Examples of attainment
  - > Draft document has been updated
  - > New examples provided in "Financial Planning and Management" and "Leadership and Systems Thinking" domains
- > Workforce development plans
  - > 5 workforce development plans that incorporate the Core Competencies have been collected

Core Competencies Review Process Overview

> Timeline

> Feedback strategies

> Groups being engaged

> Initial feedback

> Next steps

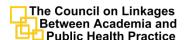**The Council on Linkages Between Academia and Public Health Practice**

Review Process Timeline

> 2001   Core Competencies initially developed

> 2010 May   Core Competencies revised

> 2013 Mar   Council voted to begin review process

> 2013 Mar   Public comment period initiated

> 2013 Jul   Core Competencies review process webpage and feedback form launched

> 2013 Sep   Council discusses review process and potential need for revision

> 2013 Dec   Comment period closes

> 2014 Jun   Core Competencies revisions released, if Council votes to proceed with revisions

Feedback Strategies

› Review process includes collecting feedback
  › through an online feedback form, currently available on the Council website
  › via email
  › at meetings and conferences
  › by Facebook and Twitter
  › through blog posts
  › at a town hall meeting on the Core Competencies at the American Public Health Association Annual Meeting
    › scheduled for Tuesday, November 5, 2013, from 8:30–10:00 am (Session 4013.0).
› Virtual town hall meetings are under consideration
› Council members and Core Competencies Workgroup members encouraged to reach out to their networks

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Groups Being Engaged

> All Council on Linkages member organizations

> Public Health Training Centers (PHTCs)

> Public Health Practice Coordinators Council of the Association of Schools and Programs of Public Health

> Association of State and Territorial Health Officials' Human Resources Directors

> Robert Wood Johnson Foundation

> de Beaumont Foundation

> Public Health Foundation Board of Directors

> TRAIN community

> Public Health Accreditation Board

> National Indian Health Board

> Performance Improvement Managers Network, part of the Centers for Disease Control and Prevention's National Public Health Improvement Initiative

> Various communities of practice through phConnect

Initial Feedback

> ## On the Core Competencies themselves
>> Simplify some of the language of individual competencies
>> Keep the eight domains
>> Create an additional tier to come before the current Tier 1 as Tier 1 may not be well suited for administrative and clerical staff (if a new tier is developed, it will be released on a different timeline from other revisions)
>> Limit revisions because the Core Competencies already address changing roles of public health professionals that may be due to health reform, budget cuts, technology, and other factors
>> Crosswalk the Core Competencies with the Foundational Capabilities in the Institute of Medicine report, *For the Public's Health: Investing in a Healthier Future*, and the Trust for America's Health report, *A Healthier America 2013: Strategies to Move from Sick Care to Health Care in Four Years*
>> Ensure that the Communication Skills domain addresses clear and culturally and linguistically appropriate communication

Initial Feedback

> On ways to promote use of the Core Competencies
>> Add more examples of what is meant by each competency
>> Develop more examples of how to measure competencies

> On others to include in the Core Competencies feedback process
>> The private sector (some PHTCs have agreed to reach out to the private sector using their existing relationships)
>> Emerging public health professional groups, such as community health workers

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Next Steps

> ## Workgroup will

>> Develop and recommend potential revisions for consideration by the Council

>> Continue to develop and expand examples of attainment and e.g.s

>> Collect more job descriptions and workforce development plans and post them online

Discussion

> **Tools to assist with Core Competencies use**
>> What suggestions do you have for further dissemination of existing tools?
>> Are there other tools that the Core Competencies Workgroup should consider developing?

> **Review process**
>> What can Council member organizations do?
>> What other organizations might we engage?

> **Feedback on the Core Competencies**
>> What reactions do you have to the feedback received to date?
>> What additional feedback would you like to provide to the Core Competencies Workgroup?

> **Action item**
>> Vote to authorize the Core Competencies Workgroup to proceed with developing revisions.

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