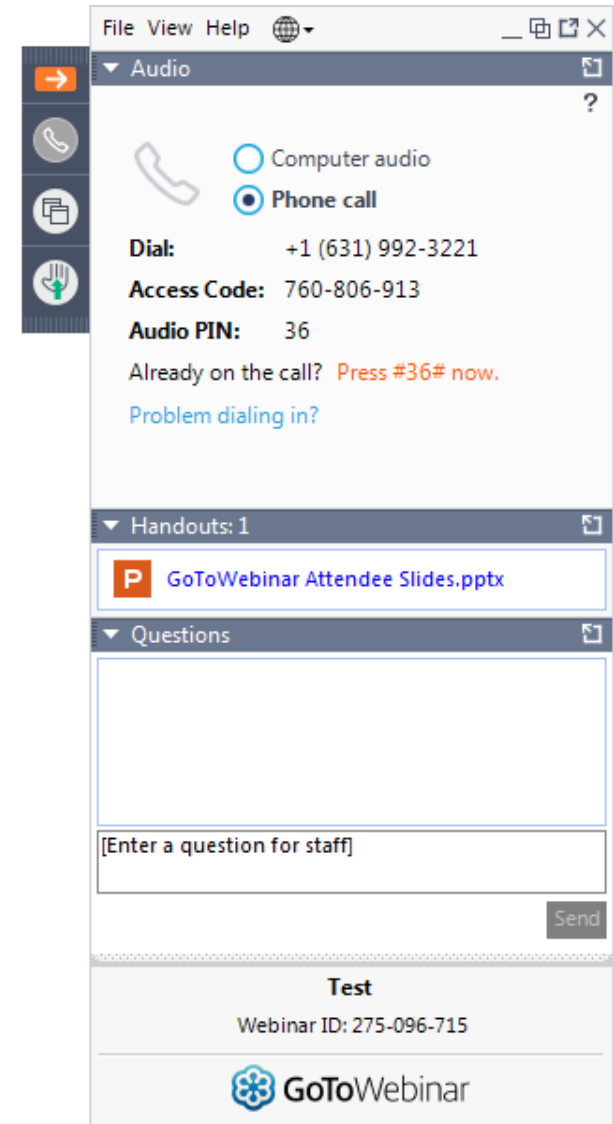


# **Council on Linkages Between Academia and Public Health Practice Meeting**

**July 17, 2017**

# Housekeeping Items

- Council members and designees are unmuted; all other attendees are muted. If you are using your phone, please choose the “Phone call” option and enter your Audio PIN (found in the “Audio” panel). If you are using a mic, please choose the “Computer audio” option.
- Please use the “Raise Hand” feature to indicate that you’d like to be unmuted.
- Meeting materials and slides are available in the “Handouts” section
- Feel free to use the “Questions” box to communicate with staff during the meeting.



# Council on Linkages Between Academia and Public Health Practice

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

**Funded by**  
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## 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 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
- National Public Health Leadership Development Network
- Quad Council of Public Health Nursing Organizations
- Society for Public Health Education

# Agenda

- Approval of Minutes from April 11, 2017 Meeting
  - **Action Item:** Vote on Approval of Minutes
- CDC Update
- TFAH: Support for the Governmental Public Health Workforce
- ACPM: Consensus Statement –Preventive Medicine Physician Licensure
- APHL: Public Health Laboratory Competencies
- Quad Council Coalition: Quad Council Public Health Nursing Core Competencies
- Core Competencies for Public Health Professionals
  - New Tool: Determining Essential Core Competencies for Public Health Jobs
  - Demonstrating Impact
- Academic Health Department Learning Community
  - Staged Model of AHD Development
  - Demonstrating Impact
- Other Business and Next Steps
  - Upcoming Chair Election

# **Approval of Minutes from April 11, 2017 Meeting**

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

# CDC Update

## ➤ Speakers:

- Bobbie Erlwein, MPH, Chief, Health Department and Systems Development Branch, Division of Public Health Performance Improvement, Office for State, Tribal, Local and Territorial Support (OSTLTS)
- Kate Glynn, DVM, MPVM, Associate Director for Science, Division of Scientific Education and Professional Development, Center for Surveillance, Epidemiology, and Laboratory Services (CSELS)

# **Trust for America's Health: Support for the Governmental Public Health Workforce**

- Speaker: John Auerbach, MBA, President and CEO

# Support for the Governmental Health Workforce

John Auerbach  
President and CEO  
July 17, 2017



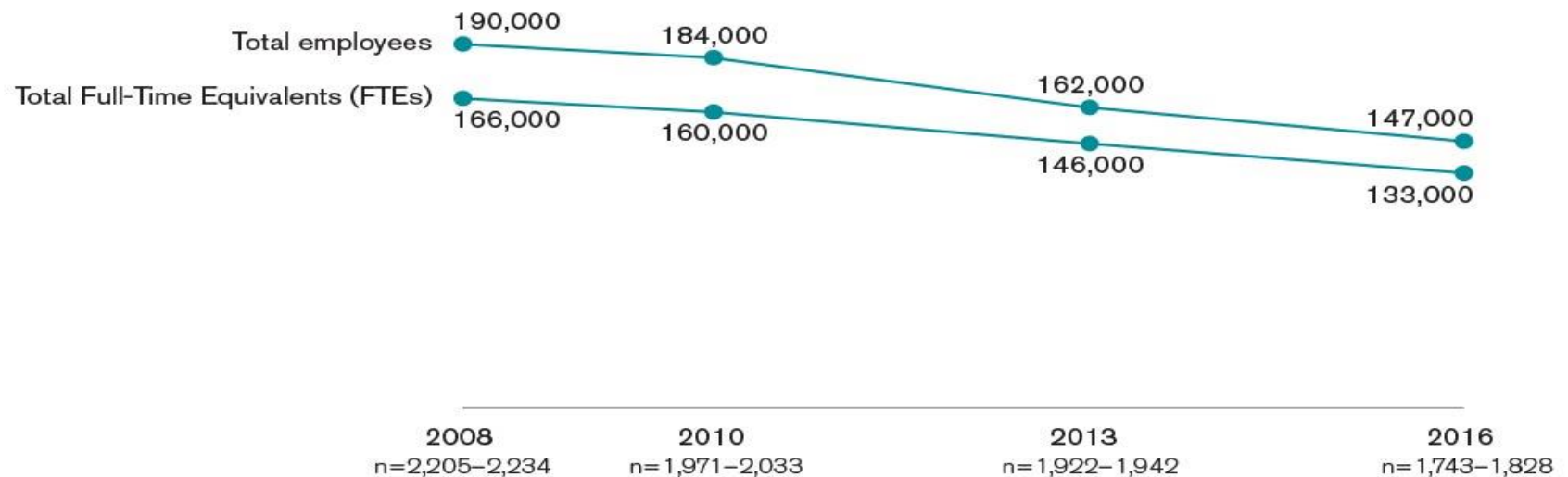


# The workforce is shrinking – due to funding

## **Recession cuts remain/50,000 fewer jobs** (source: NACCHO)

- 24 states decreased PH budgets in 2015-16
- CDC budget down \$500 M since 2010

### Estimated size of LHD workforce over time

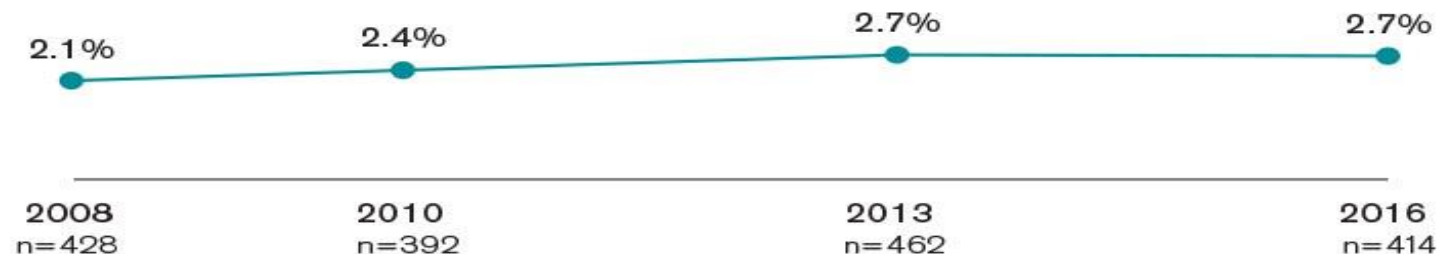


Source: National Association of County and City Health Officials (NACCHO) 2016 National Profile of Local Health Departments

# The workforce is aging

- ❑ The average PH worker is 47 years old—7 years older than US workforce.
- ❑ PH WINS Results Point to Imminent Public Health Workforce Exit —38% *plan to leave the public health workforce by 2020, either to retire or to pursue positions in other sectors.*
- ❑ Of those planning to leave, 25 percent plan to retire

## Percentage of total workforce retired over time



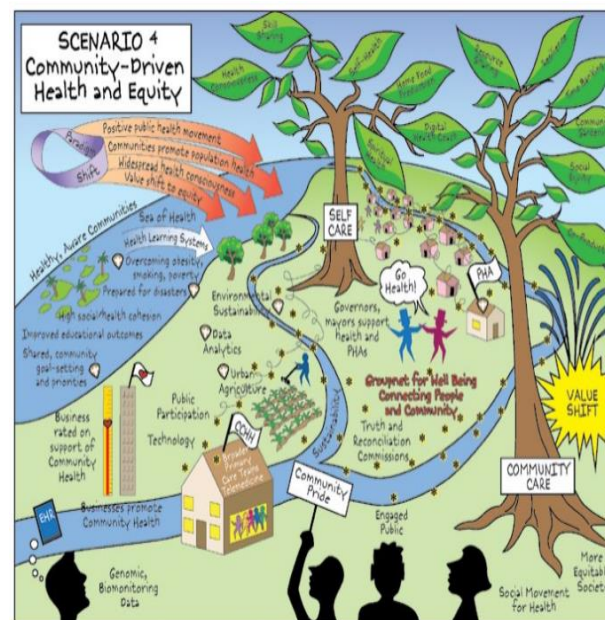
Based on numbers of employees who retired in the previous year.

Source: National Association of County and City Health Officials (NACCHO) 2016 National Profile of Local Health Departments

# The work is complicated & changing

## *Chief Health Strategist*

- ❑ Less direct care more policy
- ❑ Changing demographics/needs
- ❑ New data sources
- ❑ Focus on linkage to health care/insurance
- ❑ Focus on work with other sectors
- ❑ Equity/SDOH are priorities



# Foundational Capabilities



- School-Based Programs to Increase Physical Activity
- School-Based Violence Prevention
- Safe Routes to School
- Motorcycle Injury Prevention
- Tobacco Control Interventions
- Access to Clean Syringes
- Pricing Strategies for Alcohol Products
- Multi-Component Worksite Obesity Prevention

Counseling  
and Education

Clinical Interventions

Long Lasting  
Protective Interventions



## Changing the Context

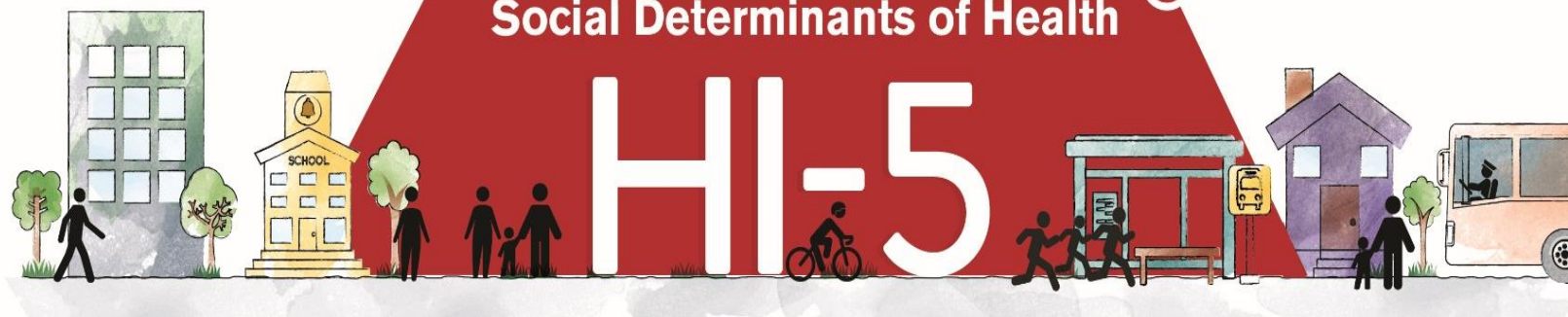
Making the healthy choice the easy choice

- Early Childhood Education
- Clean Diesel Bus Fleets
- Public Transportation System
- Home Improvement Loans and Grants
- Earned Income Tax Credits
- Water Fluoridation



Social Determinants of Health

# HI-5



HEALTH **IMPACT** IN 5 YEARS

# Composition of the workforce is changing

## Estimated size of select occupations over time

Number of Full-Time Equivalents (FTEs)

Registered nurses



Year	n
2008	n=1,992
2010	n=1,855
2013	n=1,704
2016	n=1,611

Environmental health workers



Year	n
2008	n=1,925
2010	n=1,802
2013	n=1,573
2016	n=1,645

Behavioral health staff



Year	n
2008	n=1,831
2010	n=1,766
2013	n=1,388
2016	n=1,804

Health educators



Year	n
2008	n=1,899
2010	n=1,754
2013	n=1,441
2016	n=1,652

# The future is uncertain

---

- President's budget cuts CDC by 17%
- Prevention Fund cuts CDC by 12%
- Almost half of states cut their public health budgets in 2015
- Ten years ago we couldn't have predicted:
  - H1N1
  - Ebola
  - Zika



# Changing causes of death

## *Not matched by funding*

### Causes of Death 1900

1. Pneumonia and influenza
2. Tuberculosis
3. Diarrhea, enteritis
4. Diseases of the heart
5. Intracranial lesions
6. Nephritis/kidney disease
7. All accidents
8. Cancer and other tumors
9. Senility
10. Diphtheria

### Causes of death 2011

1. Diseases of heart
2. Cancer
3. Chronic lower respiratory
4. Cerebrovascular diseases
5. Accidents
6. Alzheimer's disease
7. Diabetes mellitus
8. Influenza and pneumonia
9. Nephritis/kidney disease
10. Intentional self-harm



# Action is needed

## *Fight for PH Workforce - Innovative Approaches*

- **Support for funding** –
  - Defend the Prevention Fund and CDC budget
- **Support for training** –
  - Use de Beaumont's administrative training
  - Revisit of public health school curricula
  - Create opportunities for mental well-being
- **Support for bringing in new people** –
  - CDC's Public Health Associate Program
  - Increase workforce diversity - 7% Latino vs. 17% of population

# **American College of Preventive Medicine: Consensus Statement – Preventive Medicine Physician Licensure**

➤ Speaker: Mike Barry, CAE, Executive Director

# **Association of Public Health Laboratories: Public Health Laboratory Competencies**

- Speaker: Cathy Johnson, MA, MT(ASCP),  
Director, Education and Training

# PH Laboratory Competencies

## *Integrating Competencies into Laboratory Workforce Practices*

*Catherine M Johnson, MA, MT(ASCP)  
Director, Education and Training  
APHL*

## Competency Guidelines for Public Health Laboratory Professionals

CDC and the Association of Public Health Laboratories



U.S. Department of Health and Human Services  
Centers for Disease Control and Prevention

Project started  
August 2012

Published  
May 15, 2015

Available on line at  
[http://www.cdc.gov/mmwr/  
pdf/other/su6401.pdf](http://www.cdc.gov/mmwr/pdf/other/su6401.pdf)

# Competency Guidelines for PHL Professionals

15 Domains

122 Competencies

519 Subcompetencies

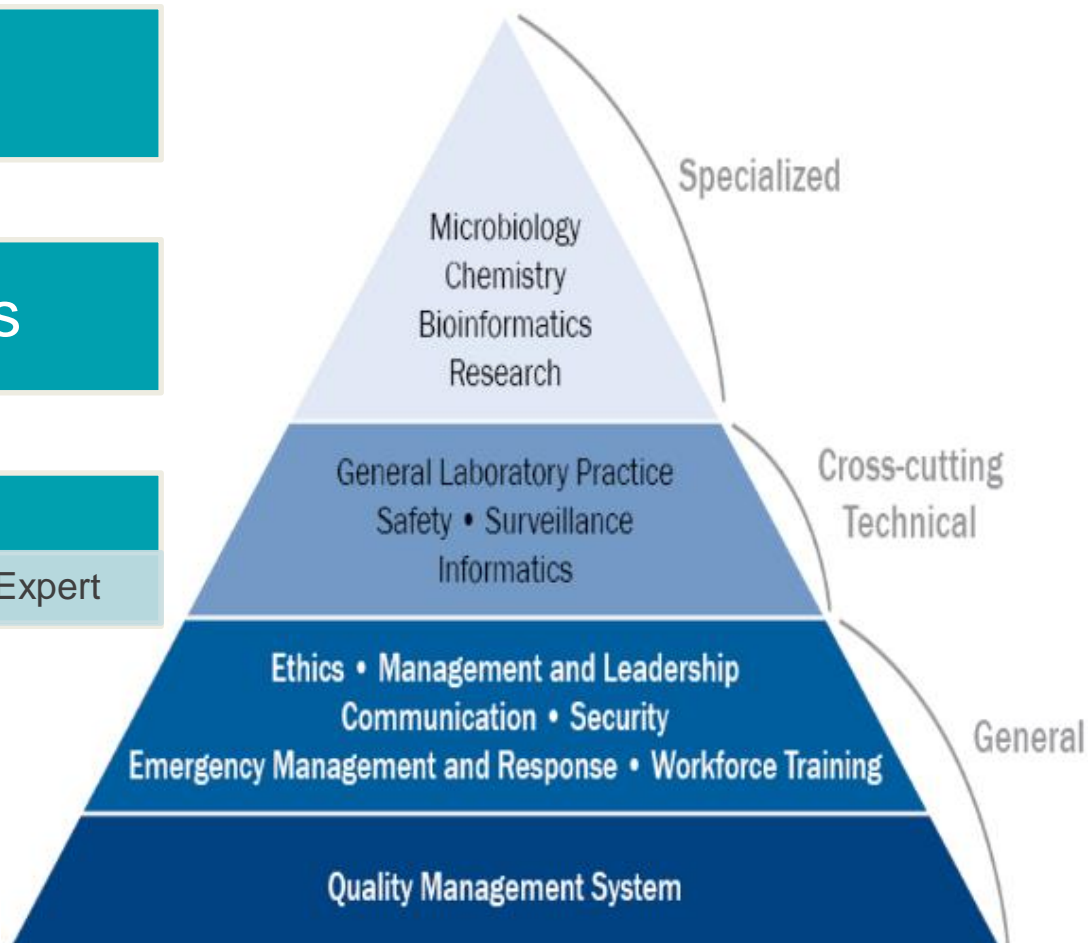
Tier Statements

Beginner

Competent

Proficient

Expert



# Implementation Efforts

- ❑ NH competency-based training needs assessment



- ❑ IA's leadership program

- ❑ Milwaukee PHL competency-based PDs, career ladder; annual staff evaluation to create employee development plans



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Laboratory Leadership Service (LLS)



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# Implementation Efforts

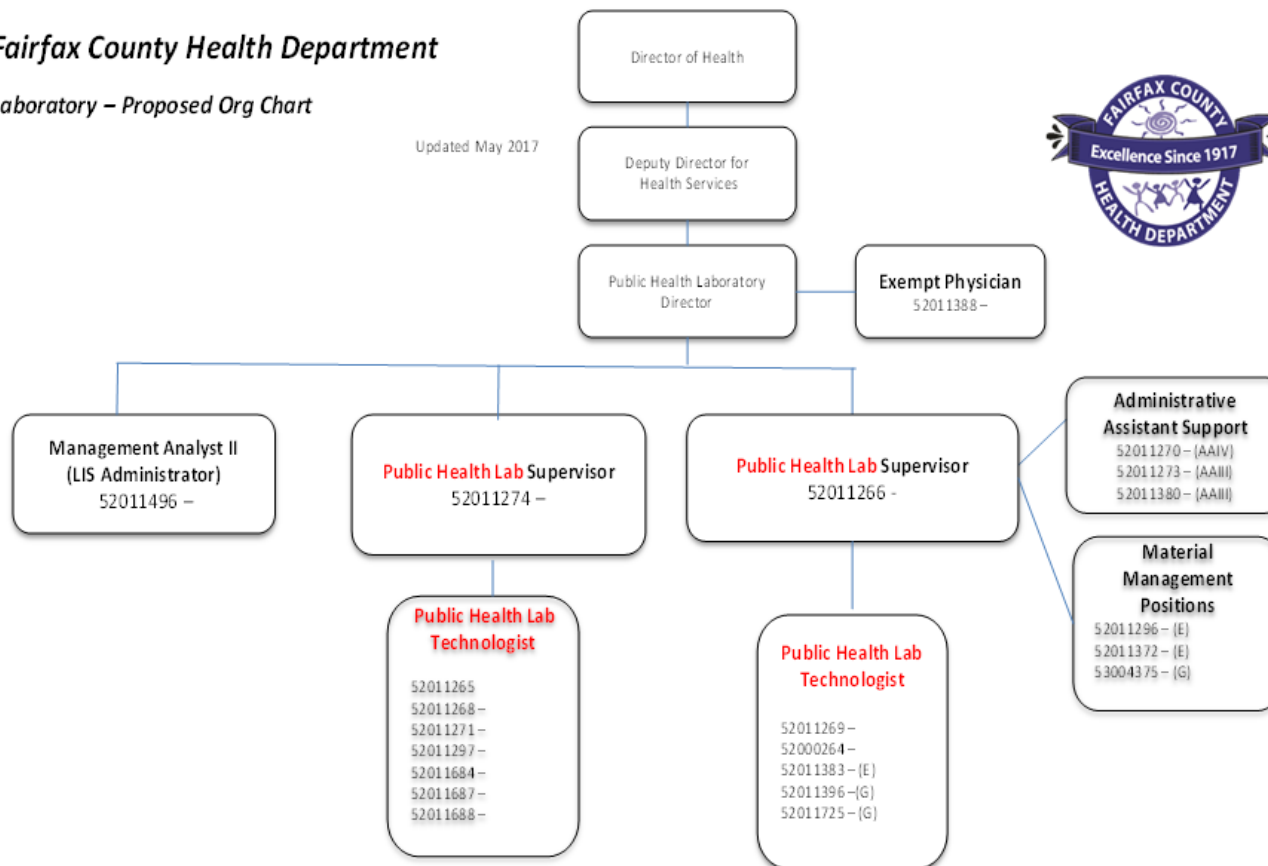


## *Fairfax County Health Department* Fairfax, Virginia

### *Fairfax County Health Department*

#### *Laboratory – Proposed Org Chart*

Updated May 2017







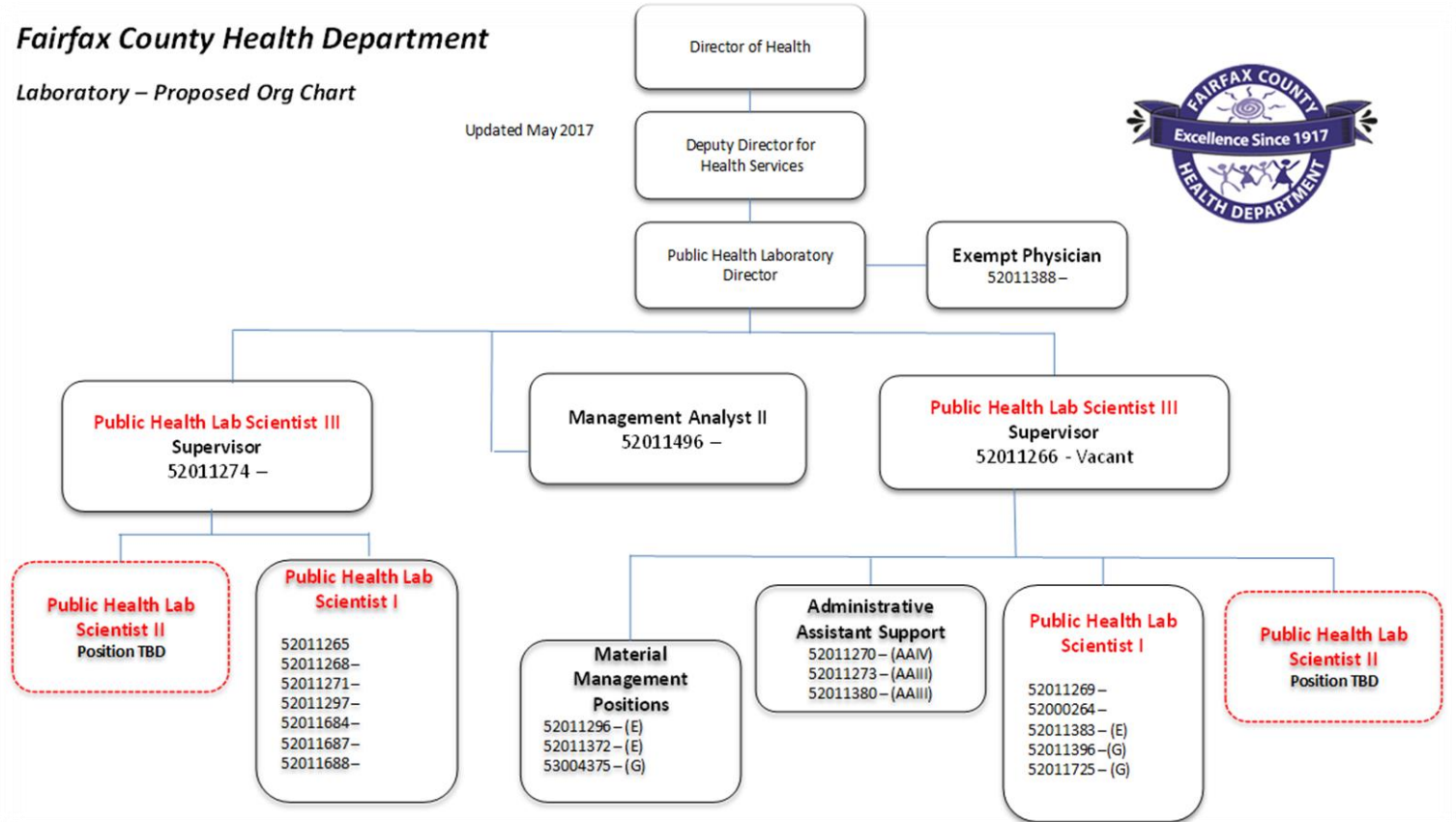
# Fairfax County Health Department

## Fairfax, Virginia

### Fairfax County Health Department

#### Laboratory – Proposed Org Chart

Updated May 2017



# DrPH in Public Health Laboratory Science and Practice

To address a chronic shortage of individuals qualified to serve as CLIA laboratory directors in the public health sector, the Association of Public Health Laboratories (APHL) has partnered with the University of South Florida (USF), College of Public Health (Tampa, Florida) to establish a new degree track for their already existing DrPH program.

This new track is entitled “DrPH in Public Health Laboratory Science and Practice”. It offers a curriculum for future public health laboratory leaders who desire to become nationally certified CLIA laboratory directors.



# Laboratory Competency Implementation Tool Box

**Informational resources**

**Assessment & Training Needs  
Database**

**Position Description and  
Career Ladder tool**

**Career ladder examples**

**Sample position  
descriptions**

**Road map to implementation**



# Information, Tools, Resources



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APHL | PROFESSIONAL DEVELOPMENT | PUBLIC HEALTH LABORATORY COMPETENCIES

## Public Health Laboratory Competencies

National Center for Public  
Health Lab Leadership

Emerging Leader Program

Resources Developed by  
APHL Emerging Leaders

Public Health Laboratory  
Competencies

The Public Health Laboratory Competencies outline the knowledge, skills and abilities necessary for public health laboratory professionals to deliver core services efficiently and effectively. Part of a two-year project co-sponsored by CDC and APHL, competencies for 15 domain areas were developed by a diverse group of over 170 experts representing state and local public health laboratories, clinical laboratories, academic institutions, laboratory professional organizations, CDC and APHL.

The complete version of the Public Health Laboratory Competencies document was published on May 15, 2015, in [CDC's Morbidity and Mortality Weekly Report \(MMWR\)](#). For a summary of the core competencies and implementation examples, read the [Core Competencies Companion Document](#).

+ Why Competencies?

+ PHL Competencies Model

+ Competencies Implementation



### Resources



The PHL Competencies  
Guidelines document  
(PDF)



Order Paper copies of  
the PHL Competencies  
Guidelines

### Competency Tools

Toolbox Access

[https://www.aphl.org/professional\\_development/Pages/Competencies.aspx](https://www.aphl.org/professional_development/Pages/Competencies.aspx)



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## Laboratory Competency Implementation Toolbox

National Center for Public  
Health Lab Leadership

Emerging Leader Program

Resources Developed by  
APHL Emerging Leaders

Public Health Laboratory  
Competencies

APHL members have developed resources, tools and examples to assist laboratories in their efforts to implement behavior-based laboratory competencies, and incorporate them into their workplace processes. Click below to access the Laboratory Competency Implementation Toolbox.

+ Informational Tools and Resources

+ Position Description Tools and Resources

+ Career Ladder Tools and Resources

+ Workforce Assessment and Training Needs Tools and Resources

+ Forum Tools and Resources



# Laboratory Competency Implementation Toolbox

National Center for Public  
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## – Informational Tools and Resources

Competencies are a tool for quality improvement in staff recruitment, retention, performance, and management. Multiple national professional organizations have endorsed competency development and implementation as a means of strengthening their respective workforces. Competencies improve the workforce in a number of ways, including providing a framework for developing education and training programs, identifying worker roles and job responsibilities, and assessing individual performance and organizational capacity.

The Centers for Disease Control and Prevention and APHL published [Competency Guidelines for Public Health Laboratory Professionals](#) in a May 2015 Morbidity and Mortality Weekly Report (MMWR) supplement issue. These behavior-based guidelines have broad applicability and are intended to form the foundation of competency-based approaches to strengthen the laboratory workforce. They outline the knowledge, skills and abilities necessary for laboratory professionals to deliver laboratory services efficiently and effectively.

The following resources have been developed to aid in making the decision to implement behavior-based competencies into your workplace, and in gaining the support of management, staff and human resource colleagues.

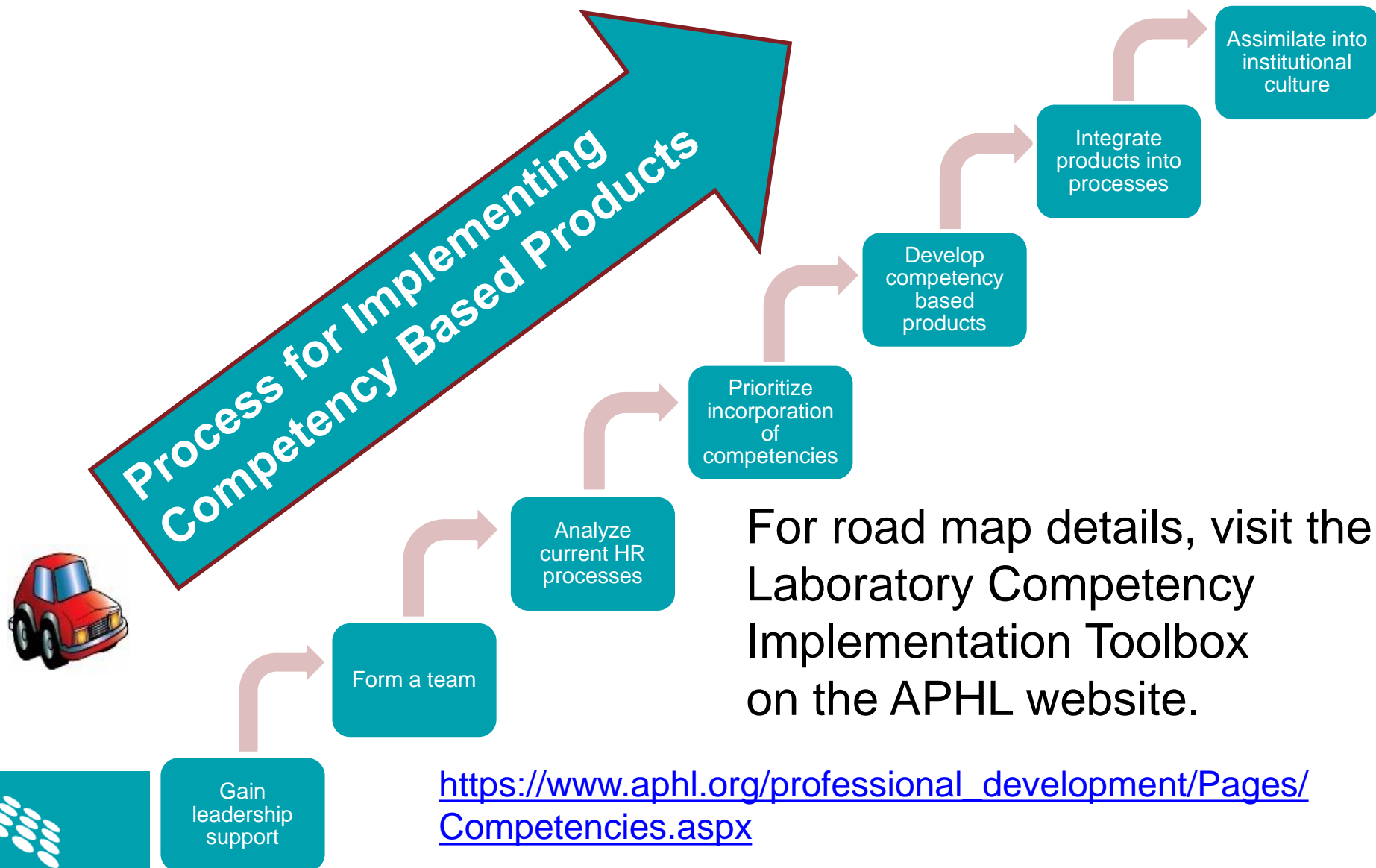
The Informational Tools and Resources Section of the toolbox contains the following resources:

1. A [pamphlet](#) describing the difference between regulatory competency assessment and behavior-based competencies, and how incorporating behavior-based competencies into your laboratory can help meet the challenges that laboratories face in recruitment and retention
2. An informational Powerpoint presentation in two versions:
  - [Powerpoint with voiceover](#)
  - Powerpoint with written script ([view on web](#) or [download to your computer](#))
3. A [pamphlet](#) containing a Road Map to Implementation, including a checklist
4. A Powerpoint presentation that focuses on implementation, in two versions:
  - [Powerpoint with voiceover](#)
  - Powerpoint with written script ([view on web](#) or [download to your computer](#))

## + Position Description Tools and Resources

## + Career Ladder Tools and Resources

# Where do I get started? Use a Road Map



# Resource Links

Competency Guidelines for Public Health Laboratory  
Professionals, MMWR / May 15, 2015 / Vol. 64 / No. 1,

<http://www.cdc.gov/mmwr/pdf/other/su6401.pdf>

[https://www.aphl.org/professional\\_development/Pages/Competencies.aspx](https://www.aphl.org/professional_development/Pages/Competencies.aspx)

Email: [PHLCompetencies@aphl.org](mailto:PHLCompetencies@aphl.org)





# **Quad Council Coalition of Public Health Nursing Organizations: Quad Council Public Health Nursing Core Competencies**

## **> Speakers:**

- > Susan Little, MSN, RN, APHN-BC, CPHQ, Regional Nurse Consultant, Public Health Nursing and Professional Development, University of North Carolina Division of Public Health**
- > Lisa Campbell, DNP, RN, PHNA-BC, Associate Professor, Texas Tech Health Sciences University School of Nursing**

# Core Competencies for Public Health Professionals

- New Tool: Determining Essential Core Competencies for Public Health Jobs
- Demonstrating Impact
- Speakers: Amy Lee, MD, MPH, MBA, and Janet Place, MPH, Core Competencies Workgroup Co-Chairs

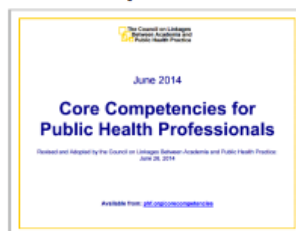
# New Tool: Determining Essential Core Competencies for Public Health Jobs



## Determining Essential Core Competencies for Public Health Jobs: A Prioritization Process June 9, 2017

Public health organizations can be more effective when the competencies of their staff match the types of activities they do in their jobs. It is important that job descriptions include the competencies, in terms of both skills and knowledge, for success in a position. To become and remain accredited by the [Public Health Accreditation Board](#), health departments must provide job descriptions that include competencies. This is a good practice for all organizations and supports successful recruitment, hiring, and professional development.

### Core Competencies for Public Health Professionals



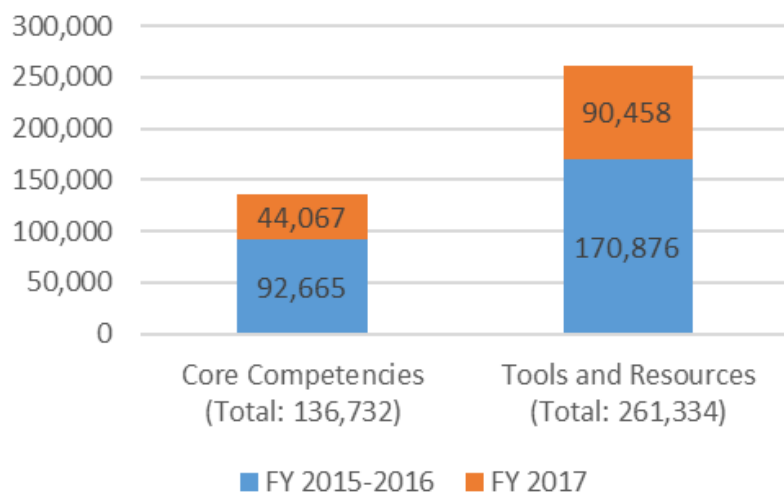
The [Core Competencies for Public Health Professionals](#) (Core Competencies), a consensus set of skills for the broad practice of public health, as defined by the 10 Essential Public Health Services, offer health departments and other public health organizations a starting point for workforce development activities. Developed by the [Council on Linkages Between Academia and Public Health Practice](#), the Core Competencies reflect foundational skills desirable for professionals engaging in the practice, education, and research of public health. Widely applicable to the variety of jobs found within the public health field, the Core Competencies can be used for identifying competencies to be included in [competency-based job descriptions](#).

### Purpose of This Tool

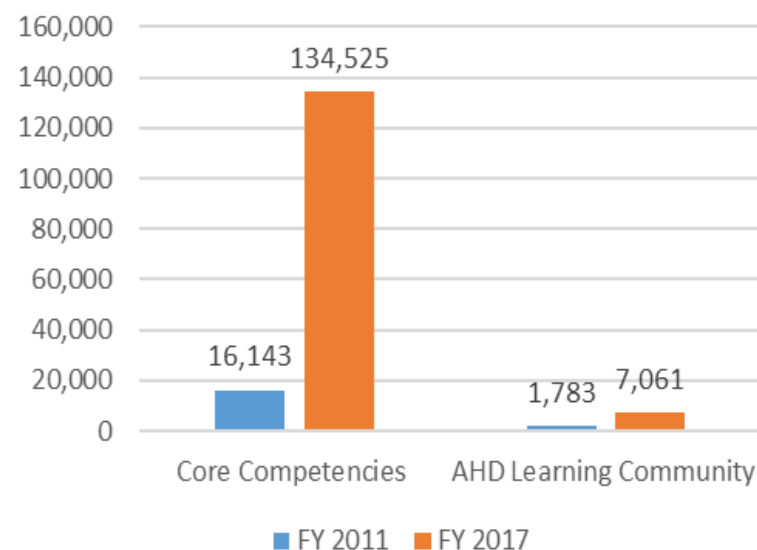
For any position, critical Core Competencies will vary depending on the responsibilities and

# Demonstrating Impact

Website Visits to 2014 Core Competencies and Related Tools and Resources: Overall vs. FY 2017

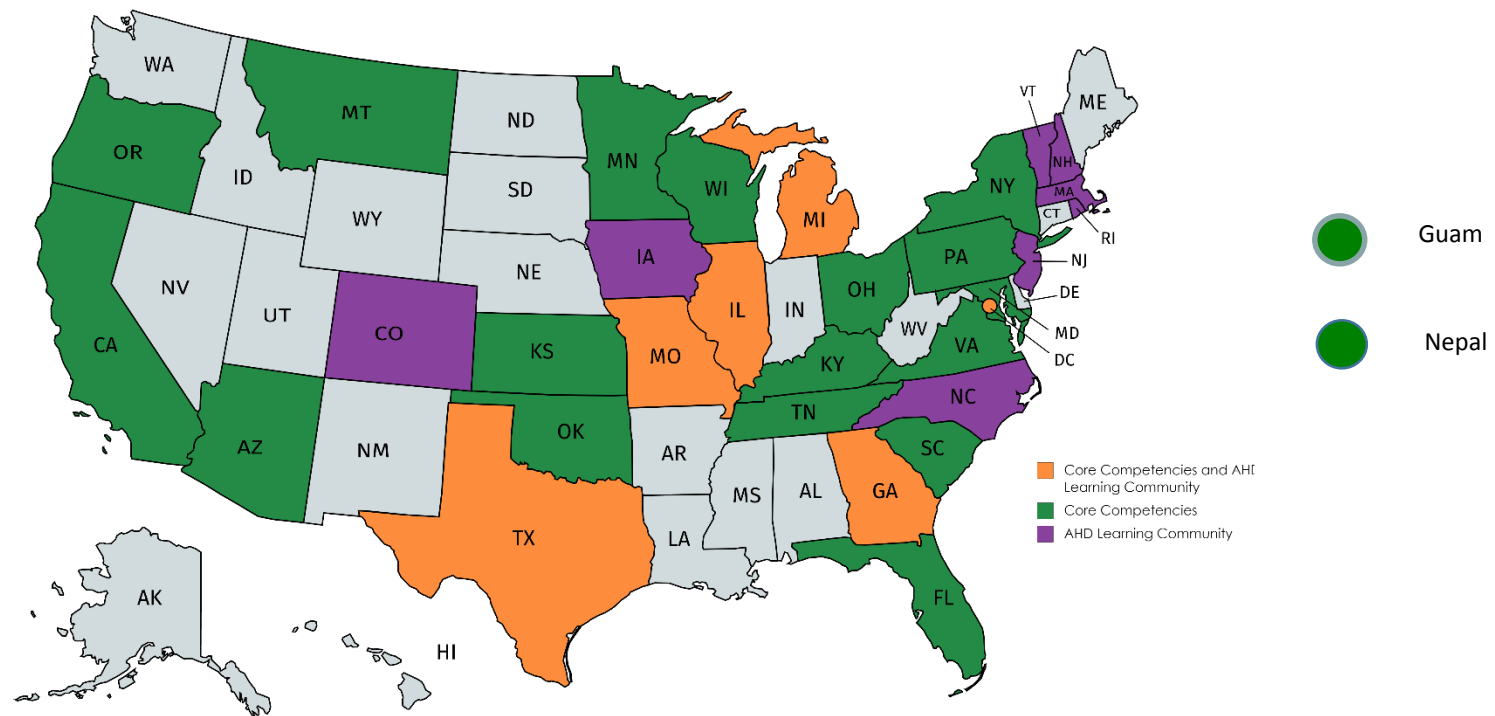


Website Visits to Core Competencies and AHD Learning Community Tools and Resources



# Demonstrating Impact

## Geographic Distribution of Technical Assistance: FY 2017

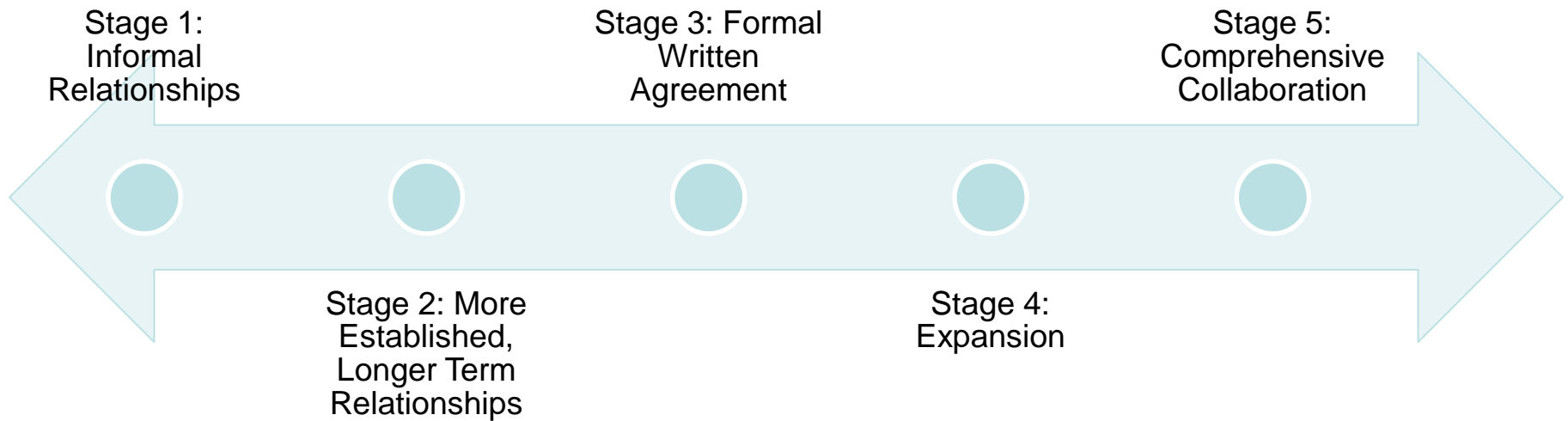


Created with mapchart.net

# Academic Health Department Learning Community

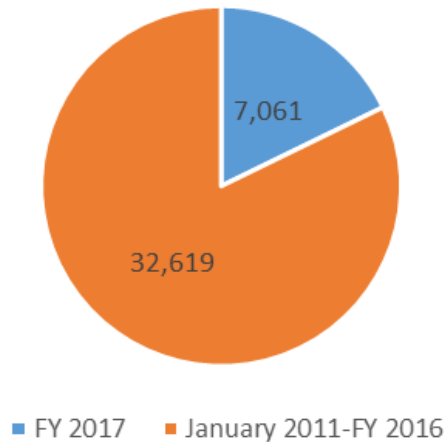
- Staged Model of AHD Development
- Demonstrating Impact
  
- Speaker: Bill Keck, MD, MPH, AHD Learning Community Chair

# Staged Model of AHD Development

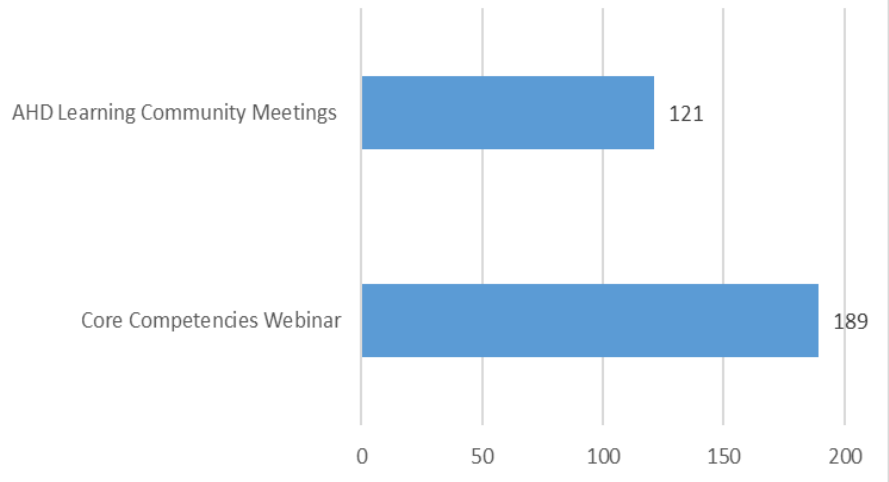


# Demonstrating Impact

Website Visits to AHD Learning Community and Related Tools and Resources: Overall vs. FY 2017

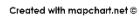


Webinar and Meeting Attendees: FY 2017





## Geographic Distribution of Technical Assistance: FY 2017



## **Other Business and Next Steps**

- Council Chair Election