

Notes from Accreditation Webinar #1

1. PHAB (Public Health Accreditation Board)

Presenter: Robin Wilcox, Chief Program Officer

- a. Accreditation is an assessment of public health departments performance against standards set by PHAB. Through this accreditation process, health departments will increase their quality improvement.
- b. These standards are based off of the 10 Essential Public Health Services and are developed and revised as the field of public health moves forward.
- c. Accreditation standards and measures are like a roadmap and used to identify strengths and weaknesses.

2. KY and Accreditation Part 1

Presenter: Dr. William Hacker, Former Commissioner for the KY Department of Public Health

- a. Accreditation improves the outcome of services provided by health departments. Requires a thorough review of operations, staff training, and workforce development.
- b. Justifies using public funds to support public health.
- c. Provides documentation that health departments are reaching national standards and goals.

3. KY and Accreditation Part 2

Presenter: C. Janie Cambron, Performance Improvement Manager at the KY Department of Health

- a. KY is using TRAIN to fulfill the documentation requirements for PHAB Accreditation Measure 8.2.1. This measure states that:
 - i. Health departments must have a workforce development plan that includes both: A) Nationally adopted core competencies; and B) Curricula and training schedules.
 - ii. TRAIN is the one-stop shop for the public health workforce to obtain training that is linked to the Council on Linkages competency standards.
 - iii. TRAIN is also great for staff that is in charge of collecting evidence or documentation for accreditation to have all the training done within the state and local public health departments in one location.

- b. The self-assessment survey enables KY to annually assess the training needs of existing and new employees, determining strengths and weaknesses.

4. Council on Linkages Between Academia and Public Health Practice – Core Competencies

Presenter: Ron Bialek, President of the Public Health Foundation

- a. The Core Competencies for Public Health Professionals (Core Competencies) are a set of skills desirable for the broad practice of public health.
 - i. They reflect characteristics staff of public health organizations may want to possess as they work to protect and promote health in the community.
 - ii. They serve as a starting point for organizations to understand, assess, and meet their training and workforce needs.
 - iii. They represent the consolidation and consideration of thousands of comments, refinement and revision from 2001 through to 2009, and consensus-building between nineteen organizations brought together under the Council on Linkages.
- b. Why should health departments use the Core Competencies?
 - i. They improve performance in the public health workforce, have a basis in expert opinion, and have been validated in at least one study.
 - ii. They are incorporated in Healthy People 2020 objectives focusing on improving continuing education for public health professionals, developing job descriptions in public health, and revising public health academic curriculums.
 - iii. They are reflected in Domain 8 of the Public Health Accreditation Board standards, specifically in the development of a workforce development plan in order to promote core competencies in staff.
- c. 3 tiers of competency levels make it easier to see which competencies are used by health department staff at all levels (entry level, mid management, executive level). The competencies can be used in gap analysis, job descriptions, and workforce development. They are currently in use by over 60% of state health departments, about 30% of local health departments, and 90% of academic (public health) schools and programs.
- d. TRAIN can be an invaluable asset to the state health department in accreditation efforts – data for the workforce development plan related to Core Competencies as well as

training in the state, and by giving local health departments administrative rights to TRAIN, this can meet on of the state's TA requirements for local health departments.

5. Council on Linkages Between Academia and Public Health Practice – Self-Assessment

Presenter: Janet Place, Director of the Southeast Public Health Training Center

- a. Public health professionals can take a self-assessment and pass it on to their supervisor.
 - i. Their supervisor can delegate priorities for training needs.
 - ii. Additionally, agencies can take the self-assessment to determine gaps and develop training priorities.