

# Los Angeles County – Department of Public Health Public Health Workforce Competency Framework

## Purpose

To establish a common set of competencies for the Department of Public Health (DPH) workforce to support the Department's mission to protect health, prevent disease, and promote health and well-being. The DPH Workforce Competency Framework will serve as a foundation to guide all planning efforts to promote workforce development.

## Background

- **Eight Domains:** The DPH Workforce Competency Framework is based on the eight-domain framework developed by the Council on Linkages Between Academia and Public Health Practice, as follows: 1] Analytics/Assessment, 2] Policy Development/Program Planning, 3] Communication, 4] Cultural Competency, 5] Community Dimensions of Practice, 6] Public Health Sciences, 7] Management, and 8] Leadership and Systems Thinking. The Framework considered the revised Linkages Council framework released in 2008.
- **Customization for LA County DPH:** The original set of competencies proposed by the Council on Linkages was adapted and revised for optimal relevance and application within DPH. Numerous other sources were reviewed for improved language or to identify additional competencies for inclusion within the Framework. This resulted in a highly customized and comprehensive set of competencies applicable to LA County DPH.
- **All DPH Employees:** Recognizing that DPH has 4000 employees serving in various functions and classifications, the Framework addresses the roles and development needs of all employees.
- **Target Practice Levels:** The Framework identifies three target practice levels (TPL): 1] all employees, 2] supervisors, and 3] managers. The base TPL levels serve as a minimum expectation for all DPH employees. Soon, discipline administrative units within the Quality Improvement Division will review and update target practice levels for employee classifications within their respective disciplines, expanding the list of competencies applicable to specific classes of workers. For example, Public Health Investigation (PHI) will add columns to the TPLs for items in their discipline: 1] PHI Trainee, 2] PHI, 3] Supervising PHI, 4] PHI Manager, and 5] Chief PHI and set the TPLs accordingly.

## Utility

- The Framework will be utilized to identify training / organizational development needs and to aid in prioritization of work for the Office of Organizational Development and Training and the discipline-specific programs within the Quality Improvement Division (i.e., Nursing Administration, PHI Administration, Health Education Administration, Physician Administration).
- The Framework will provide a mechanism for better coordination between programs in the use of limited training and development resources.
- The Framework will serve as the basis for a self-assessment tool that can be used by individual employees.

## How will the Framework help you?

- **For Employees:** The Framework provides a mechanism by which you can identify professional growth opportunities for yourself to support achievement of your professional goals within the Department of Public Health.
- **For Supervisors:** The Framework provides a mechanism by which you can identify professional growth opportunities for employees and facilitate their advancement within DPH.