West Virginia Public Health Workforce Survey

March 2012
Overview

• Purpose of the West Virginia Public Health Workforce Survey

• What is the basis of the Workforce Survey?

• Use of Core Competencies in the United States

• What you need to do to participate
Purpose of the West Virginia Public Health Workforce Survey

• Who is involved?

• Why is it important?

• How will it be administered?

• How will the results be used?
Who is involved?

- Centers for Disease Control Funding
  - Strengthening Public Health Infrastructure for Improved Health Outcomes
  - For more information about the funding go to: http://www.cdc.gov/stltpublichealth/nphii/index.html

- Collaboration between
  - WV Bureau for Public Health
  - West Virginia Association of Local Health Departments
  - Southeast Public Health Training Center, North Carolina Institute for Public Health, UNC Gillings School of Global Public Health

- Supported by the West Virginia Public Health Workforce Workgroup

- Survey participants
  - All Bureau for Public Health employees
  - 6 local health departments will be included in the Bureau for Public Health rollout as a pilot
Why is it important?

• Strengthen current public health workforce and improve recruitment strategies

• Assist in the development of accurate job descriptions

• Understand, assess, and meet education, training, and workforce needs

• Develop training and technical assistance programs

• Support the establishment of an appropriate classification system for public health workers
How will it be administered?

• UNC will email survey announcement with link to on-line survey
  – Individual results will be kept confidential

• Estimated time to complete is 20 to 30 minutes

• Survey tool includes:
  – Demographic questions
  – Participant selects appropriate tier
  – Competency questions within each of the eight domains
How will the results be used?

- Workforce survey data will be summarized as follows:
  - Bureau for Public Health Office Level Reports
  - Local Health Department Reports

- Aggregate level data may be shared and used by various DHHR agencies, Legislative entities and educational institutions in support of efforts to improve the quality of Public Health service delivery in West Virginia.

- Results will be used to document the current workforce and support efforts to increase and enhance the workforce of the future.
What is the Basis of the Survey?

• Core Competencies for Public Health Professionals
  – Definition of a Competency
  – Description of a Competency
  – Examples of Using the Core Competencies
  – Structure of the Competencies
Core Competencies for Public Health Professionals

Definition of a Competency

• Action-oriented

• Delineates essential knowledge, skills, and abilities

• Describable and observable
Core Competencies for Public Health Professionals

Description of Core Competencies

• Set of skills desirable for the broad practice of public health

• Developed by Council on Linkages Between Academia and Public Health Practice in 2001

• Builds upon the Ten Essential Public Health Services

• Utilizes Three Tiers to Describe Levels of Experience and Responsibilities

• Utilizes Eight Domains to Describe Categories of Public Health Practice
Core Competencies for Public Health Professionals

Examples of Using the Core Competencies

• Conduct workforce needs assessments

• Develop discipline-specific competencies

• Review curricula

• Refine personnel systems
Core Competencies for Public Health Professionals

Structure of the Core Competencies

• 3 Tiers Reflecting Various Career Stages

• Tier 1 – Non-Management Level
  ➢ Carries out non-management day-to-day tasks of the public health organization

• Tier 2 – Management Level
  ➢ Responsible for program management and/or supervisory functions

• Tier 3 – Leadership Level
  ➢ Senior managers or leaders with responsibility for program functions and organizational strategy and vision
Core Competencies for Public Health Professionals

Structure of the Core Competencies

- *Eight Domains of Core Competencies*
  1. Analytic/Assessment Skills
  2. Policy Development and Program Planning Skills
  3. Communication Skills
  4. Cultural Competency Skills
  5. Community Dimensions of Practice Skills
  6. Public Health Science Skills
  7. Financial Planning and Management Skills
  8. Leadership and Systems Thinking Skills
Use of Core Competencies in the United States

- Utah State Health Department
- Georgetown University School of Nursing and Health Studies and Arlington, Virginia Department of Human Services
- University of Illinois – Chicago School of Public Health
- Local Health Department in Michigan
Use of Core Competencies in the United States

Utah: Workforce Needs Assessment

• Developed questionnaire for supervisory and managerial staff

• Able to determine which areas program managers had high levels of proficiency and where training needs were the greatest
Use of Core Competencies in the United States

Virginia: Discipline-Specific Competencies

• Core competencies incorporated into public health nursing text

✓ Used as core text at many undergraduate schools of nursing

✓ Used as supplemental text at graduate schools of nursing
Use of Core Competencies in the United States

Illinois: Curriculum Review and Development

• Framework for designing multiple online training programs
  • All 68-core competencies addressed in training series

• “Public Health 101” and “Bioterrorism Preparedness 101”

• Series of 45 courses regarding cross cutting public health skills for public health professionals
Use of Core Competencies in the United States

Michigan: Personnel System Refinement

• Competencies defined for each position when beginning process of recruitment and hiring

• Enhanced county hiring process to better meet needs of public health department
What you need to do to participate

1. An email will be sent with a link to all Bureau for Public Health Employees and the six local health department pilot agencies from Liz Mahanna, UNC.

2. Set aside 20 to 30 minutes to complete the survey.

If you have questions please contact:

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