Implementation and Evaluation of Public Health Core Competency Trainings in a Local Health Department
Objectives

- Discuss need for core competency training
- Discuss development and implementation of Public Health (PH) Core Competency Workshops
- Share lessons learned
Why Core Competency Training?

- Doesn’t eliminate importance of workplace learning
- Starting Point
- Reflect characteristics of importance
- Skills desirable for broad practice of Public Health
Public Health Core Competencies

The Council on Linkages Between Academia and Public Health Practice

8 Domains
- Analytical/Assessment Skills
- Policy Development/Program Planning Skills
- Communication Skills
- Cultural Competency Skills
- Community Dimensions of Practice Skills
- Public Health Science Skills
- Financial Planning and Management Skills
- Leadership and Systems Thinking Skills

3 Tiers
- Tier 1 – Front Line Staff/Entry Level
- Tier 2 – Program Management/Supervisory Level
- Tier 3 – Senior Management/Executive Level
Background

- National level survey
  - Goal to influence future investments in public health workforce development
  - Identify trends in workforce attitudes and climate
  - Identify training needs and skill gaps

PH WINS 2017 Summary Report:
Tarrant County Public Health Department
258 respondents | 69% response rate
Background

TOP SKILL GAPS AND TRAINING OPPORTUNITIES IDENTIFIED

Supervisors and Managers
- Systems and Strategic Thinking
- Budget and Financial Management
- Develop a Vision for a Healthy Community

Non-supervisors
- Systems and Strategic Thinking
- Budget and Financial Management
- Develop a Vision for a Healthy Community

Executives
- Budget and Financial Management
- Change Management
- Systems and and Strategic Thinking
Background

• Recommendations
  – Included need to invest in training for existing staff
    - Consider personal growth/interest as motivator
    - Covered time for training
    - In-person opportunities

• In 2019, worked with Workforce Development staff on how to address skill gaps
  – Decided to offer in-person workshops
Background

• Utilized previously developed workshop series
  – “Public Health Competencies Training Series”

<table>
<thead>
<tr>
<th>TRACK: PROGRAM PLANNING &amp; ASSESSMENT</th>
</tr>
</thead>
<tbody>
<tr>
<td>A Roadmap for Success: Using Logic Models in Program Planning</td>
</tr>
<tr>
<td>A Painless/Practical Approach to Program Evaluation (Part 1)</td>
</tr>
<tr>
<td>A Painless/Practical Approach to Program Evaluation (Part 2)</td>
</tr>
<tr>
<td>Crafting for Quality: A Primer on Survey Development</td>
</tr>
<tr>
<td>A Primer on Crafting Quality Focus Group Questions</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>TRACK: COMMUNITY PRACTICE</th>
</tr>
</thead>
<tbody>
<tr>
<td>An Introduction to Community Based Participatory Research</td>
</tr>
<tr>
<td>Strategies/Tools for Coalition Building: Reaching the ‘Unusual Suspects’</td>
</tr>
<tr>
<td>Painting the Picture: Using data visualization to communicate program results</td>
</tr>
</tbody>
</table>
Why this Series?

- Topics related to skill gaps
- Designed by local health department staff as part of Academic Health Department
- Prior workshops yielded high satisfaction amongst participants
- Participation increased knowledge and confidence in public health competency areas covered in the program
Background

• 3-month follow-up, 90% of participants reported applying new knowledge and skills in their primary job duties.

• Article regarding series findings published
Workshop Selection

Systems & Strategic Thinking

- Logic Models
- Program Evaluation

Develop a Vision for a Healthy Community

- Survey Development
- Focus Group Development

TARRANT COUNTY PUBLIC HEALTH
Connection to PH Core Competencies

PHWINS Skill Gap – Systems and Strategic Thinking

Logic Model and Program Evaluation Workshops

PROGRAM PLANNING SKILLS

- Explains the importance of evaluations for improving policies, programs and services
- Gathers information for evaluating or ensures the evaluation of policies, programs and services
- Develops program goals and objectives
- Implements strategies for continuous quality improvement
- Applies public health sciences in the administration and management of programs
Connection to PH Core Competencies

PHWIN Skill Gap – Develop a Vision for a Healthy Community

Focus Groups/Survey Development

**ASSESSMENT/ANALYTICAL SKILLS**
Collection of valid and reliable quantitative and qualitative data

**COMMUNITY DIMENSIONS OF PRACTICE SKILLS**
Uses community input for developing, implementing, evaluating and improving policies, programs and services
Implementation

• Offered 4 workshops
• Promoted by internal Workforce Development staff
• Participants asked to register in advance
  – Some workshops included pre-work
• Open all staff
• Pre and post assessments given
Implementation

The Learning Pyramid*

- Passive Teaching Methods
  - Lecture: 5%
  - Reading: 10%
  - Audio-Visual: 20%
  - Demonstration: 30%

- Participatory Teaching Methods
  - Group Discussion: 50%
  - Practice: 75%
  - Teaching Others: 90%

*Adapted from National Training Laboratories. Bethel, Maine
Results

• 41 staff attended (frontline, management and senior management)

• Workshops attended by staff external to TCPH
  – Ex. Information Technology, Purchasing, Community Services

• Management staff attended most frequently

• Program Evaluation and Focus Group most attended
Results

- 70% increase in confidence in creating surveys
- 60% increase in ability to describe purpose of program evaluations
- 80% increase in knowledge and ability to develop a logic model
- 83% of attendees plan to use techniques/knowledge learned
Lessons Learned

- Participants gained the most through practical application
- Extend some workshops
  - Average length 1 – 1.5 hrs.
- Attendance driven by motivation
- Connection to PH Core Competencies appreciated
Future Plans

- Continue & expand workshop offerings
- Conduct all staff skill assessment
- Expand use of online training system
J’Vonnah Maryman, PhD, MPH
Associate Director of Family Services
jlmmaryman@tarrantcounty.com

Special thanks to:
Ahrein Johnson, UNTHSC MPH Student
Dr. Kyrah Brown,
Sedgwick County Health Department,
Enny Munoz, TCPH Workforce Development