

Workforce Development and Competency Assessments

MidAmerica Center for Public Health Practice at the
University of Illinois at Chicago School of Public Health



Overview

- What are we asking you to do?
- Why are we asking you to do it?
- Why is it important to you and the organization?
- How will you do it?



What are we asking you to do?

1. This skill is not important for performing my current job
2. This skill is slightly important for performing my current job.
3. This skill is moderately important for performing my current job.
4. This skill is very important for performing my current job.

For the Confidence to complete items, rate your confidence on the 1-4 scale where:

1. None/Very little (I am unaware, or have very little knowledge of the item)
2. Aware (I have heard of it; limited knowledge and/or ability to apply the skill)
3. Knowledgeable (I am comfortable with knowledge or ability to apply the skill)
4. Proficient (I am comfortable, an expert; could teach this to others)

Check N/A if you feel this competency does not apply to your current responsibilities.

Analytical and Assessment Skills

1.1 Identify the health status of populations and their related determinants of health and illness

1.1.1 Importance to job*

1 2 3 4 N/A

1.1.2 Confidence to complete*

1 2 3 4 N/A

1.2 Describe the characteristics of a population-based health problem

1.2.1 Importance to job*

1 2 3 4 N/A

1.2.2 Confidence to complete*

1 2 3 4 N/A

1.3 Use variables that measure public health conditions

1.3.1 Importance to job*

1 2 3 4 N/A

1.3.2 Confidence to complete*

1 2 3 4 N/A

1.4 Use methods and instruments for collecting valid and reliable qualitative and quantitative data

1.4.1 Importance to job*

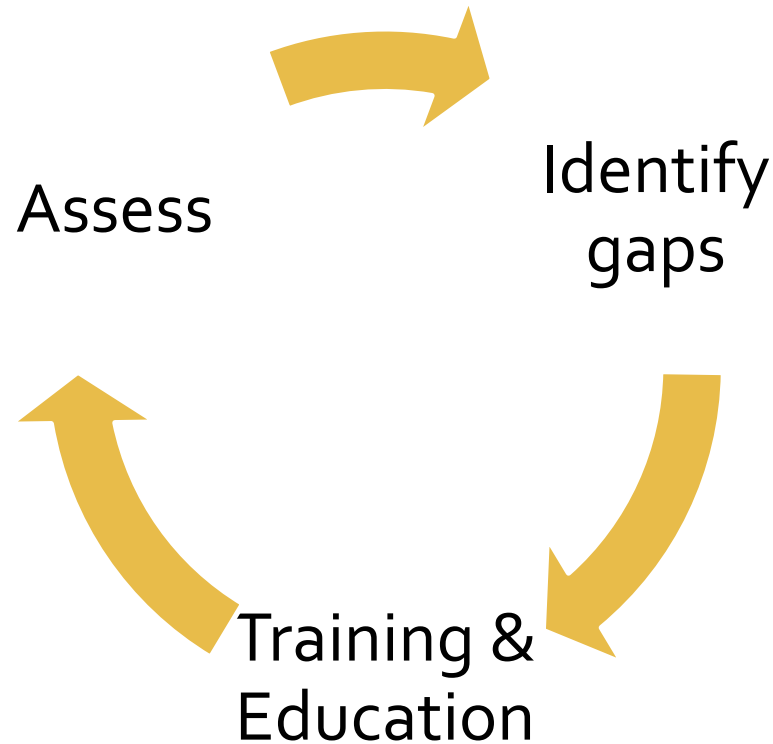
1 2 3 4 N/A

1.4.2 Confidence to complete*

1 2 3 4 N/A



Workforce Development



Council on Linkages Competency Sets

- The Core Competencies offers a starting point for public health professionals and organizations working to better understand and meet workforce development needs
- Competencies are applied skills and knowledge that enable people to perform work



Three Tiers of Employees

- Tier 1: those who carry out the day-to-day tasks of public health organizations and are not in management positions
- Tier 2: those with program management or supervisory responsibilities
- Tier 3: those at the senior/management level or leaders of public health organizations



Why is this important to you?



Why are we asking you to do it?

Public Health Accreditation Board (PHAB):

National public health department accreditation consists of:

- adoption of a set of standards
- a process to measure health department performance against those standards
- recognition for those departments that meet the standards



PHAB Accreditation

- Advances quality and performance within public health departments
- Is a means for a department to:
 - identify performance improvement opportunities
 - improve management
 - develop leadership
 - improve relationships with the community



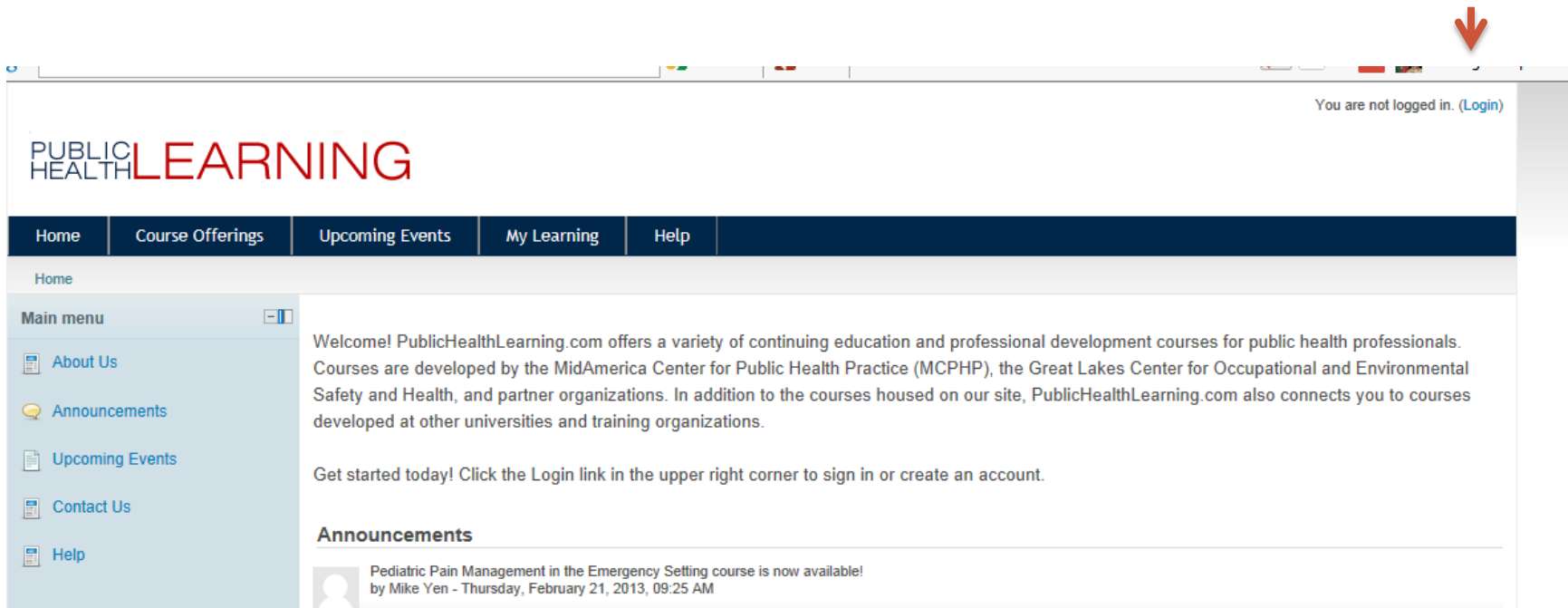
Domain 8 of Accreditation

Focuses on the need for health departments to maintain a trained and competent workforce to perform public health duties.

- Standard 8.1: Encourage the Development of a Sufficient Number of Qualified Public Health Workers
- Standard 8.2: Assess staff competencies and address gaps by enabling organizational and individual training and development opportunities



How to complete the assessment?



The screenshot shows the homepage of PublicHealthLearning.com. At the top right, it says "You are not logged in. (Login)". The main navigation bar includes "Home", "Course Offerings", "Upcoming Events", "My Learning", and "Help". A left sidebar contains a "Main menu" with links for "About Us", "Announcements", "Upcoming Events", "Contact Us", and "Help". The main content area features a welcome message, a "Get started today!" prompt, and an "Announcements" section with a recent post about "Pediatric Pain Management in the Emergency Setting course". A red arrow points to the "Login" link in the top right corner.

Go to www.publichealthlearning.com

1. Click on the Login link in the upper right hand corner.
2. Use the username and login provided to you.



- When prompted, enter your pre-assigned password and then choose a new password that is at least 8 characters long, has at least 1 lower case letter and at least 1 upper case letter. Enter in your new password twice and then click on “save changes.”

PUBLIC HEALTH LEARNING

Home

Course Offerings

Upcoming Events

My Learning

Help

Home ► My profile settings ► Change password ► [redacted] ► Change password

You must change your password to proceed.

Change password

Username

[redacted]

The password must have at least 8 characters, at least 1 digit(s), at least 1 lower case letter(s), at least 1 upper case letter(s)

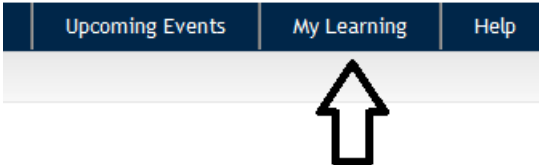
Current password*

New password*

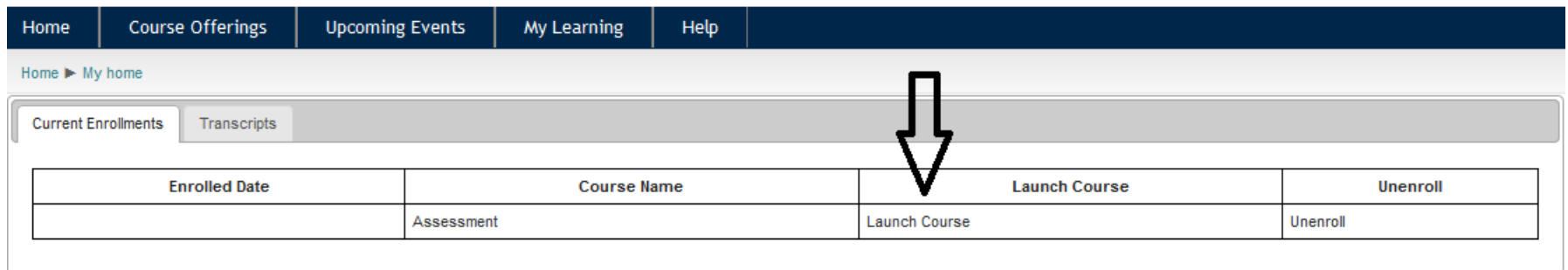
New password (again)*

Save changes



- Once your password has been changed successfully, you will be logged in to the PublicHealthLearning.com website.
- Click on “My Learning” to continue. 
- On the “My Learning” page, click on “Launch Course” to launch enter the assessment page.

PUBLIC HEALTH LEARNING



Enrolled Date	Course Name	Launch Course	Unenroll
	Assessment	Launch Course	Unenroll



- On the course page, read the information given and click on the link to the assessment.
- On the assessment page, click on “Answer the questions...” to get started.
- While taking the assessment, click on “Next page” to advance. You will not be able to move on to the next page unless all questions have been answered on the current page.

- To answer questions in the assessment, click on the appropriate radio button under each listed question.
- Once you have reached the end, click on continue to finish the assessment.

Submitted answers
Your answers have been saved. Thank you.

Submitted answers

Continue

Tier 1 Assessment

Mode: User's name will be logged and shown with answers

(*)Answers are required to starred questions.

Tier 1 Competencies

Tier 1 – Entry Level. Tier 1 competencies apply to public health professionals who carry out the day-to-day responsibilities of these professionals may include basic data collection and analysis, fieldwork, program

For the importance to job items, rate the importance of the competency on the 1-4 scale where:

1. This skill is not important for performing my current job
2. This skill is slightly important for performing my current job.
3. This skill is moderately important for performing my current job.
4. This skill is very important for performing my current job.

For the Confidence to complete items, rate your confidence on the 1-4 scale where:

1. None/Very little (I am unaware, or have very little knowledge of the item)
2. Aware (I have heard of it; limited knowledge and/or ability to apply the skill)
3. Knowledgeable (I am comfortable with knowledge or ability to apply the skill)
4. Proficient (I am comfortable, an expert; could teach this to others)

Check N/A if you feel this competency does not apply to your current responsibilities.

Analytical and Assessment Skills

1.1 Identify the health status of populations and their related determinants of health and illness (e.g., factors and use of health services).

1.1.1 Importance to job*

1 2 3 4 N/A

1.1.2 Confidence to complete*

1 2 3 4 N/A

1.2 Describe the characteristics of a population-based health problem (e.g. equity, social determinants)

1.2.1 Importance to job*

1 2 3 4 N/A



Timeline & Next Steps

- Assessments will be available April 8, 2013 through May 1, 2013.
- Results will be reviewed by May 15, 2013.
- Results will be shared with the organization and you by June 15, 2013.



Contact Information

Guddi Kapadia

guddi@uic.edu

312-355-1144

