

ESSENTIAL SERVICE #8: Assure a competent public health and personal health care workforce

KS-TRAIN courses: <http://ks.train.org>. You must create an account in order to enroll in a course.

Community Tool Box (CTB) <http://ctb.ku.edu/> These are tool kits with valuable resource information for increasing competency.

The Kansas Core Public Health Program

<http://www.waldcenter.org/cph/index.html> is a year long program that covers topics related to all Public Health Essential Services.

These **tier 2 core competencies** are for the "mid tier" public health professional. A mid tier public health professional is an individual with an MPH (or related degree) and at least 5 years experience working in the public health field, or an individual without an MPH but at least 10 years experience working in the public health field. The guidance on tiers 1 through 3 can be found at: <http://www.phf.org/link/CCs-matrix.pdf>.

TRAINING FOR ESSENTIAL SERVICE

[Orientation to Public Health](#)

[Kansas Core Public Health Program](#)

Indicators for Essential Service #8

Assist in educating, training, licensing, monitoring, or evaluating public and personal health care workers to guarantee skills necessary to fulfill daily responsibilities of meeting health needs.

Assist staff in developing goals and evaluate responsibilities

TRAINING FOR COMPETENCIES

Analytic/Assessment Skills

[Introduction to Assessment](#)

1 Assesses the health status of populations and their related determinants of health and illness

2 Describes the characteristics of a population-based health problem

4 Uses methods and instruments for collecting valid and reliable quantitative and qualitative data

12 Utilizes data to address scientific, political, ethical, and social public health issues

Policy Development/Program Planning Skills

1 Analyzes information relevant to specific public health policy issues

2 Articulates policy options

3 Determines the feasibility and expected outcomes of policy options

4	Articulates the implications of policy options
7	Develops a plan to implement policy and programs
8	Incorporates policy into organizational plans, structures, and programs
9	Develops mechanisms to monitor and evaluate programs for their effectiveness and quality
10	Incorporates public health informatics practices
11	Develops strategies for continuous quality improvement
Communication Skills	

[Improving Interpersonal Communication and Relationships](#)

<u>CTB Developing Facilitation Skills</u>	
1	Assesses the health literacy of populations served
2	Communicates in writing and orally, in person, and through electronic means, with linguistic and cultural proficiency
3	Solicits input from individuals and organizations
4	Utilizes a variety of approaches to disseminate public health information
6	Applies communication strategies in interactions with individuals and groups
Cultural Competency Skills	

[Cultural Competency Module I](#)

<u>Cultural Competency Module II</u>	
<u>CTB Toolkit: Enhancing Cultural Competence</u>	
1	Assesses the health literacy of populations served
3	Solicits input from individuals and organizations
4	Utilizes a variety of approaches to disseminate public health information
5	Describes the need for a diverse public health workforce
6	Applies communication strategies in interactions with individuals and groups
Community Dimensions of Practice Skills	

[Community Partnerships and Perspectives - Intermediate Level](#)

1	Assesses community linkages and relationships among multiple factors (or determinants) affecting health
7	Describes the role of governmental and non-governmental organizations in the delivery of community health services
10	Promotes public health policies, programs, and resources
Basic Public Health Sciences Skills	
Orientation to the Essentials of Public Health: Intermediate Level	
E is for EPI, Session I, Part 1: Epidemiology in the Context of Public Health	
E is for EPI, Session IV, Part I: Surveillance	
Environmental Health Online, An Introduction to Environmental Health	
1	Describes the scientific foundation of the field of public health
2	Identifies prominent events in the history of the public health profession
3	Relates public health science skills to the Core Public Health functions and Ten Essential Services of Public Health
4	Applies the basic public health sciences to public health policies and programs
6	Retrieves scientific evidence from a variety of text and electronic sources
7	Determines the laws, regulations, policies and procedures for the ethical conduct of research
9	Contributes to building the scientific base of public health
Financial Planning and Management Skills	
Public Health Financial Management	
CTB Toolkit, Writing a Grant Application For Funding	
3	Develops partnerships with agencies within the federal, state, and local levels of government that have authority over public health situations or with specific issues, such as emergency events
4	Implements the judicial and operational procedures of the governing body and/or administrative unit that oversees the operations of the public health organization
5	Develops a programmatic budget
6	Manages programs within current and forecasted budget constraints
7	Develops strategies for determining budget priorities
8	Evaluates program performance

9	Uses evaluation results to improve performance
10	Prepares proposals for funding from external sources
11	Applies basic human relations skills to the management of organizations, motivation of personnel, and resolution of conflicts
12	Applies public health informatics skills to improve program and business operations
Leadership and Systems Thinking Skills	
Kansas Public Health Leadership Institute(KPHLI)	
CTB Toolkit, Developing Strategic and Action Plans	
CTB Toolkit, Building Leadership	
1	Incorporates ethical standards of practice as the basis of all interactions with organizations, communities, and individuals
2	Incorporates systems thinking into public health practice
3	Participates with stakeholders in identifying key values and a shared vision as guiding principles for community action
4	Identifies internal and external problems that may affect the delivery of essential public health services
5	Promotes individual, team and organization learning opportunities
6	Establishes mentoring, peer advising, coaching or other personal development opportunities for the public health workforce

RESOURCES FOR ESSENTIAL SERVICE #8

Assure a competent public health and personal health care workforce

1. **American Public Health Association** <http://www.apha.org/>
2. **Emergency Preparedness for County Health Officers** <http://www.waldcenter.org/epkcho.html> This web page collects state and national resources, web-based trainings, and information that can be used by Kansas's county health officers to learn about emergency preparedness and increase preparedness within their counties.
3. **KS-TRAIN** <http://ks.train.org> Learning Management System used by over 29,000 Kansas Public Health Professionals, and partners, and 22 other States, serviced through the Public Health Foundation to register, deliver, and track training.
4. **Kansas WALD Center** <http://www.waldcenter.org/> **The Kansas Public Health Workforce and Leadership Development (WALD) Center** is a multi-partner, web-based public health education, training, and research center. The WALD Center makes use of technology to foster social capital and increase workforce capacity among Kansas's public health workers.
5. **Kansas Core Public Health Program (CPH)** <http://www.waldcenter.org/cph/index.html> CPH is a comprehensive one-year training program in public health for working public health professionals.
6. **Kansas Public Health Leadership Institute (KPHLI)** <http://www.waldcenter.org/kphli/index.html> KPHLI is a year-long leadership training program for workers in public health and allied fields. The program's curriculum is based upon the Institute of Medicine's Ecological Model and includes specific modules based on competencies developed by the National Public Health Leadership Development Network.
7. The **Master of Public Health** degree program at the University of Kansas has campuses in both Kansas City and Wichita. <http://mph.kumc.edu/> It is ranked as the sixth best community health graduate degree in the nation by U.S. News & World Report. The KU-MPH degree program is accredited by the [Council on Education for Public Health](#) (CEPH) and is a 42 credit hour generalist degree.
8. **K-State Master of Public Health degree program.** <http://www.k-state.edu/mphealth/about.htm> A total of 42 semester hours is required to complete this degree offered through the [Public Health](#) graduate program. The program is a professional degree that requires a core of public health courses (14 credit hours), a field experience or master's thesis (6 credit hours), and an area of emphasis determined by the student's program committee (22 credit hours). An area of emphasis may be selected from food safety and biosecurity, infectious diseases/zoonoses, public health human nutrition, or public health

physical activity.

9. **K-State Certificate in Core Public Health Concepts** <http://www.k-state.edu/mphealth/core.htm> is a 14 or 16 credit hour program designed to provide broad-based additional knowledge and skills in public health. Each student in this program completes the 14 or 16 credit hour “core” public health curriculum.
10. **KU Workgroup for Community Health and Development** http://communityhealth.ku.edu/about_us/about_us.shtml
11. **Kansas Department of Health and Environment** <http://www.kdheks.gov/>
12. **Kansas Public Health Association** <http://www.kpha.us/>
13. **One Health Kansas** <http://www.onehealthkansas.ksu.edu/> One Health Kansas educates present and future public health professionals. Pathways to Public Health is an innovative, integrated approach to the recruitment and retention of students historically underrepresented in the food and agricultural sciences workforce.