

Public Health Core Competencies in BC Project Self Assessment Competency tool for Community Capacity-Building

Introduction:

The overall aim of the Public Health Association of BC's (PHABC) Project on Core Competencies in Public Health is to contribute to ensuring that the public health workforce in BC has the appropriate competencies for the delivery of public health core programs. This project is funded by the BC Ministry of Health and the Public Health Agency of Canada and has an advisory committee with representatives from PHABC, the two funding agencies, the health authorities and the academic sector.

In Phase 1 of this project, the core competencies identified in the *Core Competencies for Public Health in Canada: Release 1.0* (<http://www.phac-aspc.gc.ca/ccph-cesp/pdfs/zcard-eng.pdf>) were assessed and found to be relevant to implementing the core public health programs in BC. In addition, the consultation process identified a number of core competencies for public health that could be enhanced as well a number of competency gaps where training is needed. For example, *Community Capacity building* was identified as a competency area for which there is a training need. (See Phase 1 Report http://www.phabc.org/files/headlines/Final_Report_Core_and_Technical_Competencies_08.pdf)

As part of Phase 2, PHABC is implementing a pilot project to develop and test a collaborative process for identifying and responding to the educational and training needs of staff and managers currently employed in the public health sector in BC. The tools and processes being developed are intended to enhance understanding of the existing skills and training needs of current staff in the public health core competency areas, and can be assessed at a regional level or province-wide. The focus is on professional development for current staff rather than entry to practice.

The assessment tool is intended to measure an employee's self assessed understanding of skill level and gaps in specific competency areas for the purpose of identifying and developing a training/education response to meet professional development needs. This tool has been developed to be tested in one competency area – *Community Capacity-building* - with the intent that it be adapted for broader use in other competency areas. Please enter the security code you received by email to begin the survey.

Continue

Public Health Core Competencies in BC Project
Self Assessment Competency tool for Community Capacity-Building

Instructions:

The survey will take approximately 15 minutes to complete. There is no time limit on the survey, providing you don't close or navigate away from this window, your responses will remain intact.

Please assess your own personal skill set when completing this survey, complete each of the questions below and click submit at the bottom of the page. Information for this pilot will be reported without personal identifiers to ensure confidentiality.

Definition of Community –Community can refer to a group of individuals with a common interest or in a common setting, a population group, or a geographic area.

Definition of Community Capacity-building: There are numerous definitions of community capacity-building that are all slightly different but the main elements are very similar. The common features have been incorporated into the following definition which will be used for the purpose of this project. Community capacity-building is being viewed within the context of the evolving public health sector and the increased emphasis on population health and the social determinants of health.

Community capacity-building as a competency in public health is defined as:

The ability to enhance the skills, abilities, resources, and commitment of communities and their members to care for each other, nurture unique talents and leadership, and act on challenges and opportunities the community faces. As a result, individuals and groups increase their ability to impact their health and the health of their communities in a positive and sustainable manner.

Self Assessment Competency tool for Community Capacity-Building

Part A: Question 1 - Skills Statements for the competency area of: Community Capacity-Building

For each of the thirteen competency skill statements below, please answer all three questions (tick one box per question).

1. Understand the concepts of community capacity-building and able to apply these to practice.

How do you rate your skills in this competency area?

(What are your strengths and assets; what skill level do you have?)

- It's a strength of mine and I could mentor others
- It's a strength of mine- I am very comfortable but not at a level to mentor others
- I have a working knowledge (I am capable - able to apply this skill)
- I am aware of this skill, understand it, but do not feel I am capable of applying it
- I am aware of this skill, but not sure what it means
- I don't know about this - - can't say how skilled I am with it.

In your current position, how necessary is this skill?

(Do you need this skill to achieve desired outcomes?)

- Very necessary
- Necessary
- Not necessary
- Don't Know

Do you need professional development in this skill for your current position?

(Do you feel this is a training gap?)

- Yes
- No
- Don't Know

2. Able to establish effective working relationships with diverse individuals, organizations and groups.

How do you rate your skills in this competency area?

(What are your strengths and assets; what skill level do you have?)

- It's a strength of mine and I could mentor others
- It's a strength of mine- I am very comfortable but not at a level to mentor others
- I have a working knowledge (I am capable - able to apply this skill)
- I am aware of this skill, understand it, but do not feel I am capable of applying it
- I am aware of this skill, but not sure what it means
- I don't know about this - - can't say how skilled I am with it.

In your current position, how necessary is this skill?

(Do you need this skill to achieve desired outcomes?)

- Very necessary
- Necessary
- Not necessary
- Don't Know

Do you need professional development in this skill for your current position?

(Do you feel this is a training gap?)

- Yes
- No
- Don't Know

3. Able to influence others, foster leadership and mobilize a community to action.

How do you rate your skills in this competency area?

(What are your strengths and assets; what skill level do you have?)

- It's a strength of mine and I could mentor others
- It's a strength of mine- I am very comfortable but not at a level to mentor others
- I have a working knowledge (I am capable - able to apply this skill)
- I am aware of this skill, understand it, but do not feel I am capable of applying it
- I am aware of this skill, but not sure what it means
- I don't know about this - - can't say how skilled I am with it.

In your current position, how necessary is this skill?

(Do you need this skill to achieve desired outcomes?)

- Very necessary
- Necessary
- Not necessary

Don't Know

Do you need professional development in this skill for your current position?

(Do you feel this is a training gap?)

Yes

No

Don't Know

4. Able to apply a population health and social determinants of health approach to improve the health and well being of communities.

How do you rate your skills in this competency area?

(What are your strengths and assets; what skill level do you have?)

It's a strength of mine and I could mentor others

It's a strength of mine- I am very comfortable but not at a level to mentor others

I have a working knowledge (I am capable - able to apply this skill)

I am aware of this skill, understand it, but do not feel I am capable of applying it

I am aware of this skill, but not sure what it means

I don't know about this - - can't say how skilled I am with it.

In your current position, how necessary is this skill?

(Do you need this skill to achieve desired outcomes?)

Very necessary

Necessary

Not necessary

Don't Know

Do you need professional development in this skill for your current position?

(Do you feel this is a training gap?)

Yes

No

Don't Know

5. Able to apply at least two of the following:

- group facilitation
- consultation techniques
- community engagement processes.

How do you rate your skills in this competency area?

(What are your strengths and assets; what skill level do you have?)

It's a strength of mine and I could mentor others

- It's a strength of mine- I am very comfortable but not at a level to mentor others
- I have a working knowledge (I am capable - able to apply this skill)
- I am aware of this skill, understand it, but do not feel I am capable of applying it
- I am aware of this skill, but not sure what it means
- I don't know about this - - can't say how skilled I am with it.

In your current position, how necessary is this skill?

(Do you need this skill to achieve desired outcomes?)

- Very necessary
- Necessary
- Not necessary
- Don't Know

Do you need professional development in this skill for your current position?

(Do you feel this is a training gap?)

- Yes
- No
- Don't Know

6. Able to engage communities to advocate for healthy public policies and services to promote the health of the community.

How do you rate your skills in this competency area?

(What are your strengths and assets; what skill level do you have?)

- It's a strength of mine and I could mentor others
- It's a strength of mine- I am very comfortable but not at a level to mentor others
- I have a working knowledge (I am capable - able to apply this skill)
- I am aware of this skill, understand it, but do not feel I am capable of applying it
- I am aware of this skill, but not sure what it means
- I don't know about this - - can't say how skilled I am with it.

In your current position, how necessary is this skill?

(Do you need this skill to achieve desired outcomes?)

- Very necessary
- Necessary
- Not necessary
- Don't Know

Do you need professional development in this skill for your current position?

(Do you feel this is a training gap?)

- Yes

- No
- Don't Know

7. Able to interpret, translate and transfer knowledge to enhance its usefulness to communities.

How do you rate your skills in this competency area?

(What are your strengths and assets; what skill level do you have?)

- It's a strength of mine and I could mentor others
- It's a strength of mine- I am very comfortable but not at a level to mentor others
- I have a working knowledge (I am capable - able to apply this skill)
- I am aware of this skill, understand it, but do not feel I am capable of applying it
- I am aware of this skill, but not sure what it means
- I don't know about this - - can't say how skilled I am with it.

In your current position, how necessary is this skill?

(Do you need this skill to achieve desired outcomes?)

- Very necessary
- Necessary
- Not necessary
- Don't Know

Do you need professional development in this skill for your current position?

(Do you feel this is a training gap?)

- Yes
- No
- Don't Know

8. Able to assist in issues management, problem-solving and conflict resolution within a community context.

How do you rate your skills in this competency area?

(What are your strengths and assets; what skill level do you have?)

- It's a strength of mine and I could mentor others
- It's a strength of mine- I am very comfortable but not at a level to mentor others
- I have a working knowledge (I am capable - able to apply this skill)
- I am aware of this skill, understand it, but do not feel I am capable of applying it
- I am aware of this skill, but not sure what it means
- I don't know about this - - can't say how skilled I am with it.

In your current position, how necessary is this skill?

(Do you need this skill to achieve desired outcomes?)

- Very necessary

- Necessary
- Not necessary
- Don't Know

Do you need professional development in this skill for your current position?
(Do you feel this is a training gap?)

- Yes
- No
- Don't Know

9. Able to understand and apply at least one of the following:

- **participatory action research**
- **community asset mapping**
- **participatory evaluation.**

How do you rate your skills in this competency area?
(What are your strengths and assets; what skill level do you have?)

- It's a strength of mine and I could mentor others
- It's a strength of mine- I am very comfortable but not at a level to mentor others
- I have a working knowledge (I am capable - able to apply this skill)
- I am aware of this skill, understand it, but do not feel I am capable of applying it
- I am aware of this skill, but not sure what it means
- I don't know about this - - can't say how skilled I am with it.

In your current position, how necessary is this skill?
(Do you need this skill to achieve desired outcomes?)

- Very necessary
- Necessary
- Not necessary
- Don't Know

Do you need professional development in this skill for your current position?
(Do you feel this is a training gap?)

- Yes
- No
- Don't Know

10. Able to take into account diverse values and cultures when working with communities.

How do you rate your skills in this competency area?
(What are your strengths and assets; what skill level do you have?)

- It's a strength of mine and I could mentor others
- It's a strength of mine- I am very comfortable but not at a level to mentor others
- I have a working knowledge (I am capable - able to apply this skill)
- I am aware of this skill, understand it, but do not feel I am capable of applying it
- I am aware of this skill, but not sure what it means
- I don't know about this - - can't say how skilled I am with it.

In your current position, how necessary is this skill?
(Do you need this skill to achieve desired outcomes?)

- Very necessary
- Necessary
- Not necessary
- Don't Know

Do you need professional development in this skill for your current position?
(Do you feel this is a training gap?)

- Yes
- No
- Don't Know

11. Able to broker and leverage opportunities to help communities sustain their efforts.

How do you rate your skills in this competency area?
(What are your strengths and assets; what skill level do you have?)

- It's a strength of mine and I could mentor others
- It's a strength of mine- I am very comfortable but not at a level to mentor others
- I have a working knowledge (I am capable - able to apply this skill)
- I am aware of this skill, understand it, but do not feel I am capable of applying it
- I am aware of this skill, but not sure what it means
- I don't know about this - - can't say how skilled I am with it.

In your current position, how necessary is this skill?
(Do you need this skill to achieve desired outcomes?)

- Very necessary
- Necessary
- Not necessary
- Don't Know

Do you need professional development in this skill for your current position?
(Do you feel this is a training gap?)

- Yes

- No
- Don't Know

12. Able to develop two or more of the following:

- **strategic plans**
- **grant proposals**
- **project proposals**
- **briefs**
- **option papers**
- **requests for proposals**

How do you rate your skills in this competency area?
(What are your strengths and assets; what skill level do you have?)

- It's a strength of mine and I could mentor others
- It's a strength of mine- I am very comfortable but not at a level to mentor others
- I have a working knowledge (I am capable - able to apply this skill)
- I am aware of this skill, understand it, but do not feel I am capable of applying it
- I am aware of this skill, but not sure what it means
- I don't know about this - - can't say how skilled I am with it.

In your current position, how necessary is this skill?
(Do you need this skill to achieve desired outcomes?)

- Very necessary
- Necessary
- Not necessary
- Don't Know

Do you need professional development in this skill for your current position?
(Do you feel this is a training gap?)

- Yes
- No
- Don't Know

13. Able to foster innovation and support new approaches.

How do you rate your skills in this competency area?
(What are your strengths and assets; what skill level do you have?)

- It's a strength of mine and I could mentor others
- It's a strength of mine- I am very comfortable but not at a level to mentor others
- I have a working knowledge (I am capable - able to apply this skill)

- I am aware of this skill, understand it, but do not feel I am capable of applying it
- I am aware of this skill, but not sure what it means
- I don't know about this - - can't say how skilled I am with it.

In your current position, how necessary is this skill?
(Do you need this skill to achieve desired outcomes?)

- Very necessary
- Necessary
- Not necessary
- Don't Know

Do you need professional development in this skill for your current position?
(Do you feel this is a training gap?)

- Yes
- No
- Don't Know

Part A: Question 2a:

With regard to the 13 competency statements (skill areas) identified above, which are your highest priority from a professional development perspective? Rank up to 5 skills with 1 being the highest priority and 5 being the lowest priority.

- | | | |
|---|---|---|
| <input checked="" type="radio"/> No Rank
<input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5 | <input type="radio"/> 1 <input type="radio"/> 2 | Understand the concepts of community capacity-building and able to apply these to practice. |
| <input checked="" type="radio"/> No Rank
<input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5 | <input type="radio"/> 1 <input type="radio"/> 2 | Able to establish effective working relationships with diverse individuals, organizations and groups. |
| <input checked="" type="radio"/> No Rank
<input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5 | <input type="radio"/> 1 <input type="radio"/> 2 | Able to influence others, foster leadership and mobilize a community to action. |
| <input checked="" type="radio"/> No Rank
<input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5 | <input type="radio"/> 1 <input type="radio"/> 2 | Able to apply a population health and social determinants of health approach to improve the health and well being of communities. |
| <input checked="" type="radio"/> No Rank
<input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5 | <input type="radio"/> 1 <input type="radio"/> 2 | Able to apply at least two of the following: group facilitation, consultation techniques community engagement processes. |
| <input checked="" type="radio"/> No Rank
<input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5 | <input type="radio"/> 1 <input type="radio"/> 2 | Able to engage communities to advocate for healthy public policies and services to promote the health of the community. |
| <input checked="" type="radio"/> No Rank
<input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5 | <input type="radio"/> 1 <input type="radio"/> 2 | Able to interpret, translate and transfer knowledge to enhance its usefulness to communities. |

- No Rank 1 2 3 4 5 5
 Able to assist in issues management, problem-solving and conflict resolution within a community context.
- No Rank 1 2 3 4 5
 Able to under-stand and apply at least one of the following: participatory action research community asset mapping participatory evaluation.
- No Rank 1 2 3 4 5
 Able to take into account diverse values and cultures when working with communities.
- No Rank 1 2 3 4 5
 Able to broker and leverage opportunities to help communities sustain their efforts.
- No Rank 1 2 3 4 5
 Able to develop two or more of the following: strategic plans grant proposals project proposals briefs option papers requests for proposals
- No Rank 1 2 3 4 5
 Able to foster innovation and support new approaches.

2b. Are there any other **COMMUNITY CAPACITY –BUILDING** skill areas, not mentioned above, you would rank as one of your top five that you need professional development in?

Yes No If yes, please specify skill area:

Part B: Please respond to these overall questions for the competency area COMMUNITY CAPACITY - BUILDING.

1a. Overall, how often do you use **COMMUNITY CAPACITY –BUILDING** to carry out the core public health functions (or deliver the core public health programs) you are responsible for in your organization?

Regularly Fairly Often Sometimes Rarely Never

1b. Do you feel you should have the opportunity to use your **COMMUNITY CAPACITY –BUILDING** skills more often in your work?

Yes No Not Sure If yes, what are the limiting factors?:

2. Please provide a practice example, from your own personal experience, of how you apply the skill set for **COMMUNITY CAPACITY –BUILDING** to carry out the work you are responsible for in your organization?

3. In your opinion, does your organization value **COMMUNITY CAPACITY –BUILDING**?

- Yes No Don't Know

4a. Does your organization support your COMMUNITY CAPACITY-BUILDING efforts?

- Yes No Don't Know

4b. If yes, please specify the supports you receive. Please check all that apply and give examples:

Available Organizational Supports for Community Capacity-Building: Please give an example:

Financial (e.g., budget allocation) (Example)

Technology (e.g., telephone/video conferencing, etc.) (Example)

Administrative (e.g., organizing meetings, etc.) (Example)

Physical space (Example)

Supportive organizational policies, procedures, framework, etc. (Example)

Supportive organizational culture (e.g., norms, values, etc.) (Example)

Supportive management and leadership (Example)

Existing positive relationships and partnerships with relevant groups (Example)

Included in performance review plans, if applicable (Example)

Mentoring opportunities (Example)

Access to other experts in this competency area (Example)

Training and education opportunities (Example)

Others: Specify (Example)

4c. Do you have any other comments about your organization's support for **COMMUNITY CAPACITY –BUILDING**?

5. Was **COMMUNITY CAPACITY –BUILDING** included as part of your formal professional training?

Yes No Not Sure

6. Have you attended any continuing education in this competency area?

Yes No N/A

**If yes, please specify
Type(s)**

Institutions/organizations who delivered the continuing education?

Approximately when you took this continuing education?

7. Has a need for professional development in this competency area been identified in your current performance review plan?

Yes No N/A

8. Considering your future career goals, is professional development in **COMMUNITY CAPACITY-BUILDING** important to you?

Yes No Don't Know

Comments

9. What training delivery option do you prefer? Please select one:

- Classroom
- Classroom with web-based materials
- Fully on-line – self-directed
- Fully on-line – interactive, webinar
- Mentoring in the workplace
- Practice-based training in the community
- Combination (e.g. classroom/on-line, workplace) learning
- No preference
- Other - Please specify:

10. With regard to length of time of a training program, what would you prefer? Please select one:

- Week-end daytime workshop
- One or two-day workday sessions
- Once a week in the evenings over a period of time (e.g. three or four months)
- Once a month during the day over a period of time (e.g. four-six months)
- Year long course
- No preference
- Other - Please specify:

11. What is important to you for your professional development? Recognizing that the professional development provided would include three components: knowledge, skill development and practical/experiential learning - What would you prefer? Please select one

- An in-service workshop
- Stand alone training in this competency area
- Training in this competency area that can be applied to a certificate or diploma
- Training in this competency that is part of a masters degree in Public Health or other related field

- No preference
- Other - Please specify:

12a. Does your organization provide or do you feel it should provide the following professional development supports for employees?

Professional Development Supports	Provides	We don't provide	We don't provide but should	Don't Know
Give time off during work hours to take training	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Pay 100% of their tuition upon completion of the training	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Pay a portion of the tuition	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Recognize courses in performance plans, if applicable	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Recognize achievement in some tangible way e.g., special assignment, salary, promotion, etc. as determined by workplace agreements	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Offer workshop on site free of charge	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Support development and participation in communities of practice	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other possible approaches – Please specify:	<input style="width: 250px; height: 20px;" type="text"/>			

12b. Do you have any additional comments regarding appropriate approaches for your employer to support your professional development?

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PART C: PERSONAL INFORMATION Please specify:

13. Your Public Health Discipline, if applicable:

14. Which best describes your role? Please select one:

- Front-line staff
- Manager/supervisor
- Practice support leader/ educator
- Program consultant
- Coordinator
- Other - Please specify:

Please review your answers and click submit.
Your survey information will be entered into our database!
