BC Core Competencies Project

**Foundations**
- Project partnership between the Public Health Association of BC, the Public Health Agency of Canada and the BC Ministry of Health Services. Advisory and Steering Committees comprised of a variety of stakeholders (Health Authority, BC Academic Council, Ministry, University and Research Representation).

**Funding**
- Provided jointly by the Public Health Agency of Canada and the BC Ministry of Health Services.

**Primary Project Goal**
- To ensure that the public health workforce in British Columbia has a developed and proficient level of skills, knowledge and attitudes in order to support the implementation of the BC Ministry of Health Framework for Core Functions in an appropriate, timely and effective manner.

**Primary Project Objectives**
1. To identify and define the core and technical competencies for and learning needs of the public health workforce in British Columbia.
2. To identify and develop the tools, resources and processes necessary to support core and technical competency development for the public health workforce in BC.

**Needs Assessment**
- Literature review, environmental scan and extensive interviews completed. PHAC’s Core Competencies for Public Health in Canada Release 1.0 were affirmed as relevant in BC and additional competencies were identified as crucial: Community capacity building, competency-embedded, inter-professional collaboration, applying new technology, knowledge exchange, health literacy and health ethics.
- Core competencies were charted in affiliation with the BC Framework for Core Functions in Public Health. Discipline-specific competencies also explored.
- Key public health education and training needs identified, including community capacity building, leadership and mentorship as priority areas for action.

**Tools & Resource Development**
- Self-assessment tool developed to assist individual practitioners in assessing their competencies, supports and educational needs related to the core competency of community capacity building.
- Employee self-assessment tool developed to assist individual managers in assessing staff / organizational competencies, supports and training needs.
- Both self-assessment tools were purposefully developed to be modifiable for other competencies. Current tool modification in process: Leadership for All.
- Tools were piloted online with VCH, adjusted and implemented in Interior Health. Training needs for community capacity building competencies were confirmed.

**Education & Training Development**
- PHABC 2010 Summer School: Supporting Community Change from a Population Health Perspective. Educational response developed to meet community capacity building training needs. Video-conferencing allowed for participation from multiple sites.
- Development of a 2011 summer school is currently in progress.

**Evaluation & Communication**
- Mid-term evaluation of project conducted via key informant interviews with various stakeholders invested in the project.
- Project affirmed as being successful, “heading edge” and appropriate to BC needs.
- Call for increased communication about the project to sustain interest, engage broader stakeholder input from the education sector.
- A logic model and evaluation framework were developed for continuous monitoring and assessment of this project.

**Future Directions**
- Increasing communication regarding project achievements and connections with other public health core competency work.
- Expanding engagement in project, particularly from the education sector.
- Continued assessment of public health workforce training needs and development of appropriate educational and training responses.

**Context and Connections Matrix**

**Supporting Work**
- BC Ministry of Health Services: Core Public Health Functions for BC Strategic planning for a comprehensive public health system for BC. Focus on setting clear public health guidelines and expectations to improve performance.
- Core Functions Framework: Core Public Health Programs, Core Public Health Strategies and Core Public Health Capacity.

**Public Health Canada: Core Competencies for Public Health in Canada, Release 1.0 (2007).**
- 62 initially proposed competency skills refined to a list of 36 core competency statements.

**Canadian Public Health Association: Core Competencies for Public Health in Canada, Release 1.0 (2007).**
- Literature review, environmental scan and extensive interviews completed.
- Core competencies defined as the essential skills, knowledge and attitudes required for effective training and work within public health. Necessity for competency definitions and development emphasized. Consultation regarding core competencies occurs across Canada.

**Ontario Public Health Association:** Core Competencies Program Self Assessment Tool
- Contains a reflection section, competency relevance and rating section and learning plan section where competency priorities and action plans are self-created.

**Ontario Public Health Association:** Performance Management Toolkit
- Online access to competency self-assessments, performance management planning and evaluation tools and a competency management guide for employers, consultants/specialists and managers.

**Public Health Research, Education and Development Program: Enhancing your Practice - Workshop Reach and Teach Kits**
- Tools to support public health staff working with public health students.

**Canadian Public Health Association:** QMplus Program Assessment Measure Quality improvement instruments and questionnaires for management and staff.

**LEADS Framework and Resources**

**Ontario Public Health Association:** Core Competencies Program Main Page
- Overview of the development of Release 1.0. Provision of competency statements, glossary terms, next steps, professional development tools and a list of related work.
- Key communications materials include: Release 1.0 Manual, summary reference card and core competency logic model.

**Ontario Public Health Association:** Core Competencies Program and Initiatives Currently in Place
- Increased core competency information, tools and document sharing.

**Ontario Public Health Association:** Core Competencies Program: Toronto Symposium 2010
- Overview of core competency program planning and evaluation tools available through this site.

**Ontario Public Health Association:** Core Competencies Program: CPHA Conference in 2007
- Canadian Public Health Association Conference in 2007 allowed for the launch of PHAC’s Release 1.0
- Subsequent CPHA publications have been made to advocate for public health infrastructure, core competency use and public health renewal.

- Focus on recruiting, training and maintaining highly skilled health care professionals to provide appropriate, timely and effective health care in Canada.
- Key strategy priorities include: More health care professionals, using human resource skills effectively; creating healthy, supportive, learning workplaces and more effective human resource planning and forecasting.

**Réseau de compétences pour la prévention du vieillissement (RCPV) and Réseau de compétences en prevision de la santé (RCPs) in Canada:**
- Development tools for needs, competency and system based public health human resource planning produced.
- Core competencies defined as the essential skills, knowledge and attitudes required for effective training and work within public health.

- Building block framework for needs, competency and system based public health human resource planning produced.
- Core competencies defined as the essential skills, knowledge and attitudes required for effective training and work within public health.

**National Specialty Society for Community Medicine**
- Training tools for community medicine and public health physicians.

**IMPACT BC**
- Learning Community Webpage - Focus on Quality Improvement.

**Canadian Public Health Association:** Short Term Outcomes
- Defined the public health workforce for planning purposes.
- Gather data on the public health workforce.
- Identify core public health services.
- Identify core public health competencies.
- Identify function specific public health competencies.

**Mid Term Outcomes**
- Develop worker competency assessment tools and incentives.
- Align education programs to reflect competencies and inter-professional practice.
- Develop organizational competency management tools and initiatives.
- Map the competencies of each discipline against the core and function specific competencies.

**Long Term Outcomes**
- Develop structures to support inter-professional education (space, time, instructors).
- Develop recruitment / retention strategies to attract required competencies.
- Deploy workforce in inter-professional models based on competencies.
- Identify best practices in inter-professional deployment, retirement, and retention.
- Develop accreditation standards and quality control measures.