



# CONTEXT AND CONNECTIONS MATRIX

## BC Core Competencies Project

### BC CORE COMPETENCIES PROJECT

### SUPPORTING WORK

#### 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 diverse mixture 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 enforcement, 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.

**KEY OUTPUTS: Phase 1 Final Report and Technical Report**

#### TOOLS & RESOURCE DEVELOPMENT

- Employee 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.
- Employer 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.

**KEY OUTPUTS: Self-assessment tools, pilot and final survey results.**

#### EDUCATION & TRAINING DEVELOPMENT

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

**KEY OUTPUTS: 2010 Summer School, Participant Evaluation and Wiki site**

#### EVALUATION & COMMUNICATION

- Mid-term evaluation of project conducted via key informant interviews with various stakeholders invested in the project.
- Project affirmed as being successful, "leading edge" and appropriate to BC needs.
- Call for increased communication about the project to sustain investment, engage broader membership and increase input from the education sector.
- A logic model and evaluation framework were developed for continuous monitoring and assessment of this project.
- Communications strategy in progress to share project work and link with connecting initiatives.

**KEY OUTPUTS: Mid-term Evaluation and Evaluation Framework. Communications Strategy and Materials.**

#### 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.

#### 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.<sup>1</sup>

The Core Functions Framework addresses: Core Public Health Programs, Core Public Health Strategies and Core Public Health Capacity.

#### Health Canada: Pan-Canadian Health Human Resource Strategy (2004/2005)

Central focus on recruiting, training and maintaining highly skilled health care professionals to provide appropriate, timely and effective health care in Canada.<sup>2</sup>

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.

#### Public Health Agency of Canada: Building the Public Health Workforce for the 21st Century - A Pan-Canadian Framework for Public Health Human Resource Planning (2005).

Building block framework for needs, competency and system based public health human resource planning produced.<sup>3</sup>

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.

#### Public Health Agency of 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.<sup>4</sup>

Statements were validated and organized into 7 thematic groups including: 1. Public Health Sciences, 2. Assessment and Analysis, 3. Policy Program Planning, Implementation and Evaluation, 4. Partnerships, Collaboration and Advocacy, 5. Diversity and Inclusiveness, 6. Communication and 7. Leadership.

#### Canadian Public Health Association: Nursing Public Health, Community Health Nursing Practice in Canada (March, 2010).<sup>5</sup>

#### Pan Canadian Discipline-Specific Competencies for Health Promoters<sup>6</sup>

#### Pan Canadian Task Force on Public Health Nutrition Practice<sup>7</sup>

Discipline-specific practice standards and core public health competencies defined.

#### CIPHI: Continuing Professional Competencies Program

Code of ethics and professional development model in place.<sup>8</sup>

#### Association of Public Health Epidemiologists in Ontario

Discipline-specific practice standards and core public health competencies defined.<sup>9</sup>

#### College of Health Disciplines: BC Competency Framework for Inter-Professional Collaboration

Opportunity for addendum to framework to address public health context.<sup>10</sup>

#### Core Public Health Functions Research Institute

Collaborative research to support public health renewal.<sup>11</sup>

#### Canadian Institute of Public Health Inspectors (CIPHI): Continuing Professional Competencies Program Self Assessment Tool

Contains a reflection section, competency relevancy and rating section and learning plan section where competency priorities and action plans are self-created.<sup>12</sup>

#### Ontario Public Health Association (OPHA): Performance Management Toolkit

Online access to competency self-assessments, performance management planning and evaluation tools and a competency guidebook for employees, consultants/specialists and managers.<sup>13</sup>

#### Public Health Research, Education and Development Program: Enhancing your Preceptor Practice Workshop Reach and Teach Kits

Tools to support public health staff working with public health students.<sup>14</sup>

#### Accreditation Canada: Qmentum Performance Measures

Quality improvement instruments and questionnaires for management and staff.<sup>15</sup>

#### LEADS Framework and Resources

Leadership checklist for self-assessment & growth.<sup>16</sup>

#### Public Health Agency of Canada

- Skills Enhancement for Public Health
- Workforce Development Knowledge Exchange
- EC Development Program
- Canadian Field Epidemiology Program
- Canadian Public Health Service Graduate Student Placement Program

Multiple programs in place to support online-module and practice-based learning.<sup>17</sup>

#### CHNET-Works!

- Public Health Networking Fireside Chats regarding competency themes.<sup>18</sup>

#### National Aboriginal Health Organization

- Online presentations / workshops related to cultural competency and safety.<sup>19</sup>

#### College of Health Disciplines

- Inter-professional Collaborative Learning Series
- Inter-professional Practice Education Guide and Treasure Chest
- Clinical educators workshops
- Health Care Team Challenge<sup>20</sup>

#### National Specialty Society for Community Medicine

- Training tools for community medicine and public health physicians.<sup>21</sup>

#### IMPACT BC

- Learning Community Webpage - Focus on Quality Improvement.<sup>22</sup>

#### Canadian Public Health Association

- Annual conference.<sup>23</sup>

#### BC Academic Health Council

- BC Practice Education
- Health Sciences Placement Network<sup>24</sup>

#### Ontario Public Health Association: Core Competencies for Public Health in Canada Orientation Module

Interactive online program that explains the context, purpose and integration of PHAC's Core Competencies for Public Health in Canada Release 1.0

Core competency program planning and evaluation tools available through this site.<sup>25</sup>

#### Public Health Agency of Canada: Core Competencies 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.<sup>26</sup>

#### CIPHI: Continuing Professional Competencies Program

Online overview of context and purpose of project with access to documents outlining the CPC reference guide, professional development model, tools and the CPC program brochure.<sup>27</sup>

#### Canadian Public Health Association

CPHA 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.<sup>28</sup>

Increased inter-professional public health core competency education and training

Increased monitoring and evaluation of current core competency programs and initiatives currently put in place

Increased core competency information, tools and document sharing

Increased core competency dialogue and collaborative planning, implementation and evaluation between health and education sectors

Continued core competency assessment and development of education and training responses for the public health workforce

As defined in *A Pan-Canadian framework for Public Health Human Resource Planning (2005)*

#### SHORT TERM OUTCOMES

- Define 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 assessment tools and incentives
- Map the competencies of each discipline against the core and function specific competencies
- Training tools for community medicine and public health physicians.<sup>21</sup>

#### 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, recruitment and retention and education
- Develop accreditation standards and quality control measures