Convergent Opportunities: Public Health Core Competencies

Community Health Nurses Association of Canada

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Presentation Outline

- The survey process
  - Survey methods and tools
- The results
  - Proficiency of Nurses in core competencies
  - Nursing professional development needs
- Convergence opportunities:
  - PHAC Core competencies
  - CHNSoP

Draft PHCC: National Consultation

- National Survey
- Consultation meetings
- Implementation pilots

TPH Implementation Pilot:

Goals: Part 1

1. *Assess appropriateness of PHACs 44 draft core competencies.*
2. *Assess TPH staff's proficiency in the core competencies.*

Acknowledgements

- Survey Team
  (Sherry Biscope, Maureen Cava, Katie Dilworth, Fred Goettler & Arlie Santos)
- TPH senior staff
- IPLN
- TPH staff
- PHAC (Claire Betker, Alycia Fridkin, Carla Troy)
- Ontario Ministry of Health & Long-Term Care
  - Public Health Information & Information Technology
  - Smart Systems for Health Agency
- Pilot sites:
  - Middlesex-London Health Unit
  - Simcoe Muskoka District Health Unit

Survey methods

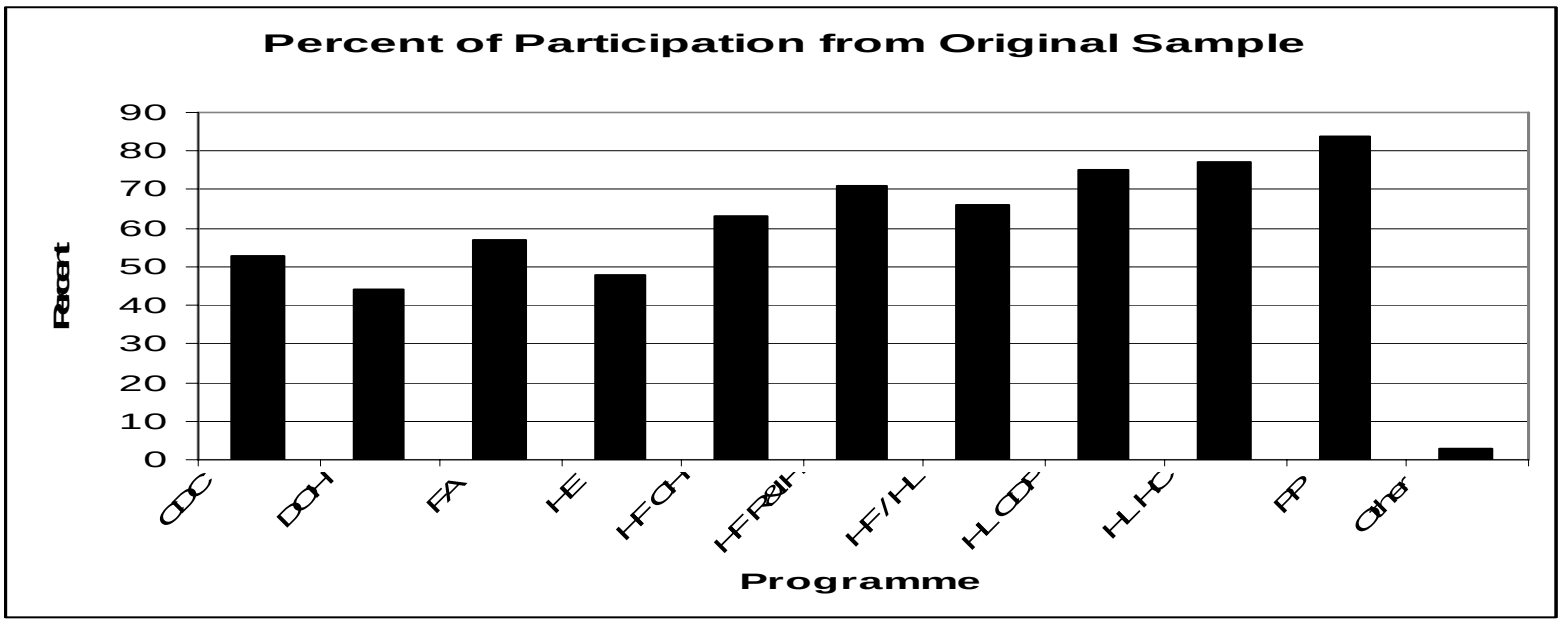
- Exploratory survey of Toronto Public Health staff including:
  - Ethics review
  - Randomized selection of staff
  - Pilot testing
  - Mixed delivery mode (on line, electronic or MS word)
  - Survey support (Communications with participants)
  - Data cleansing and analysis

Survey Description

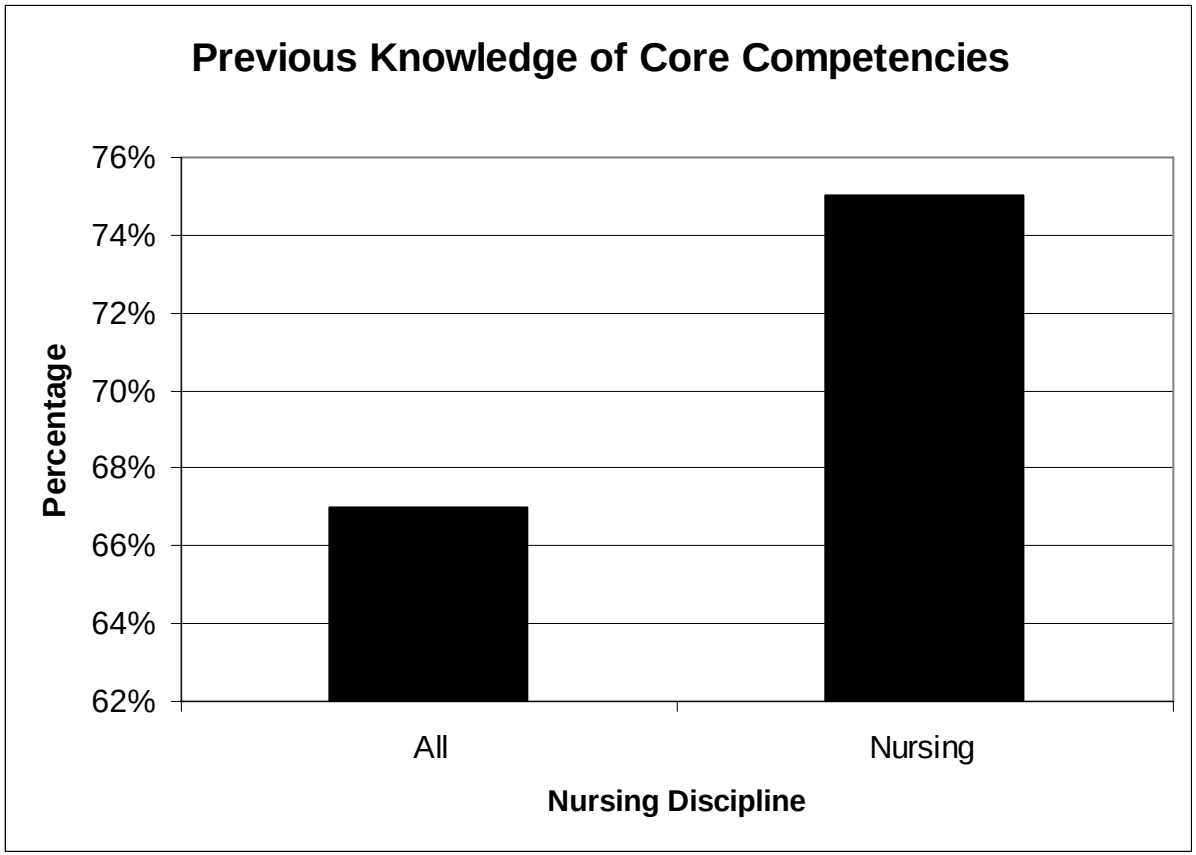
- Survey had 287 questions
  - 242 Competency related
  - 35 Demographic/PD related
  - 10 ID fields
- 213 closed ended & 74 open-ended
- 31% (n=187) of participants returned survey using paper or MS Word

Results

- Response rate 61%
- Nurses represent 253 of 610 participants



Previous Knowledge about Core Competencies



7 PH CC Domains

Draft 44 Core competencies (divided into 7 domains)

1. Core Public Health Sciences
2. Assessment & Analysis
3. Policy Development & Program Planning
4. Partnership, Collaboration & Advocacy
5. Communication
6. Socio-Cultural
7. Leadership

Support for Domains

All	RN Dis.	Domain
88%	96%	Leadership
79%	87%	Socio-Cultural
77%	83%	Communication
76%	95%	Partnership, Collaboration & Adv.
75%	92%	Assessment and Analysis
74%	97%	Core Public Health Sciences
63%	98%	Policy Development & Program Planning.

Competencies: Overall Comments

- Core competencies mostly well received
  - 6 recommended for removal, 14 for revision
- Snap shot of TPH proficiency levels in all directorates
- Identified professional development needs

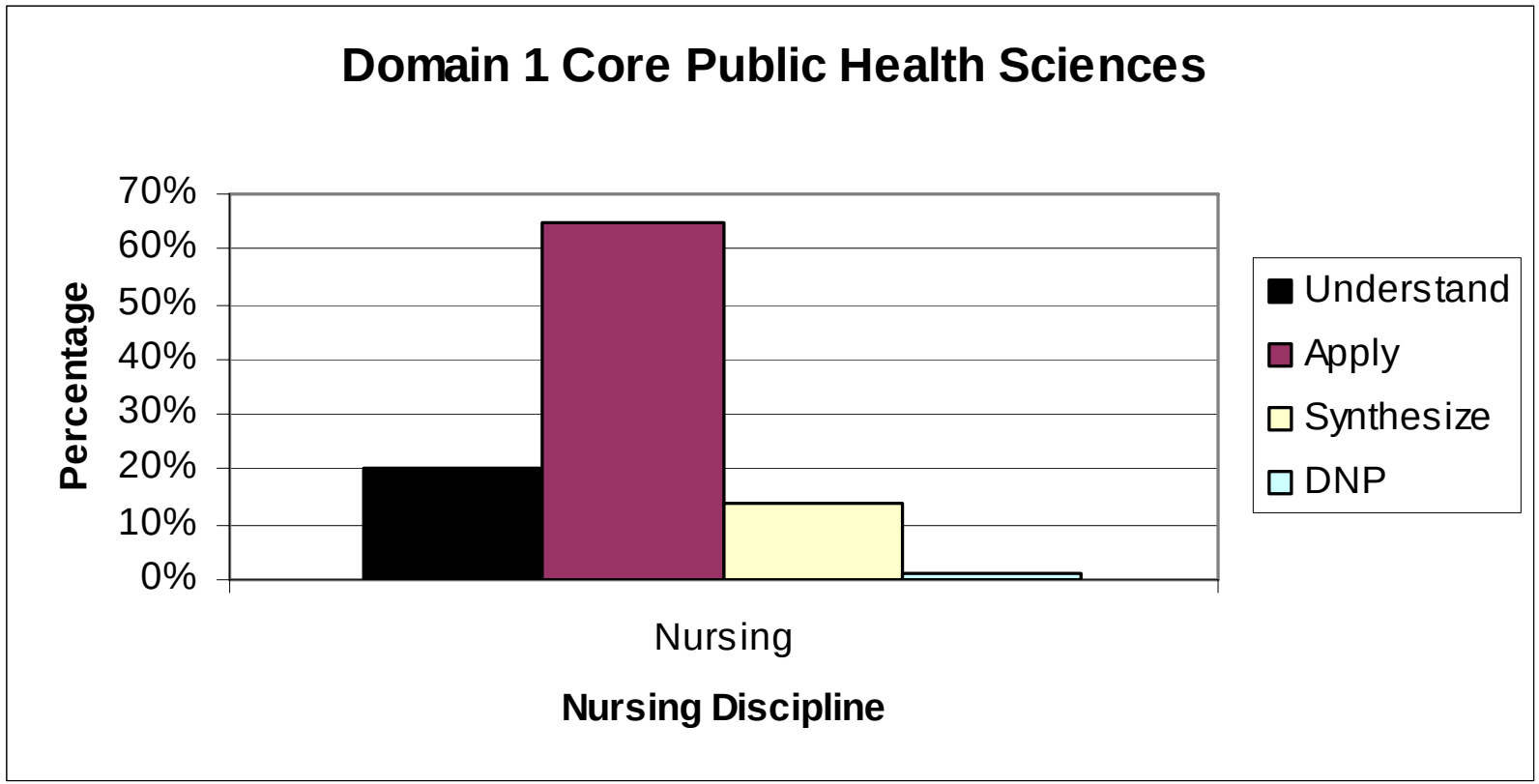
PHAC URL:
http://www.phac-aspc.gc.ca/ccph-cesp/index-eng.html

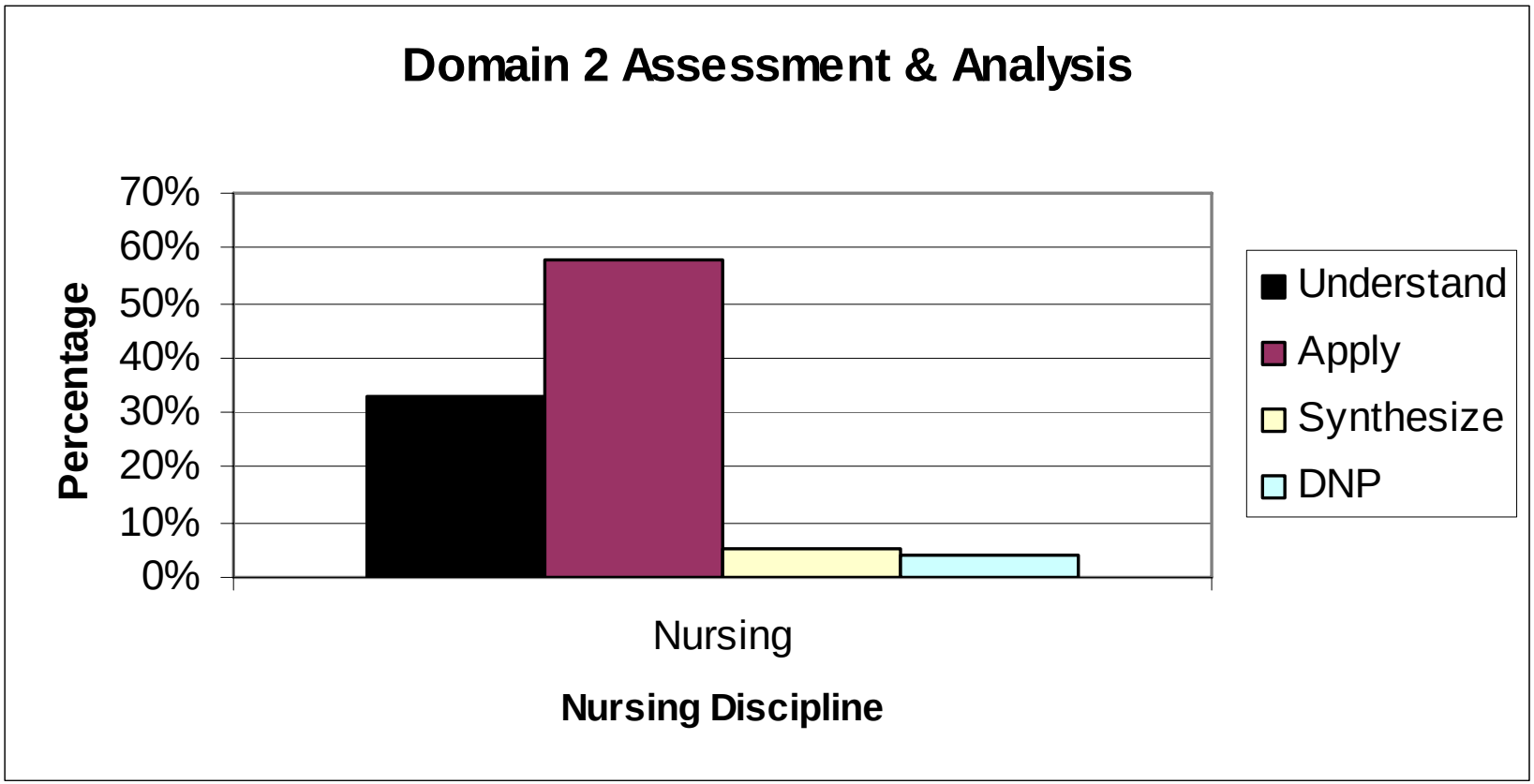
Impact of Final Report

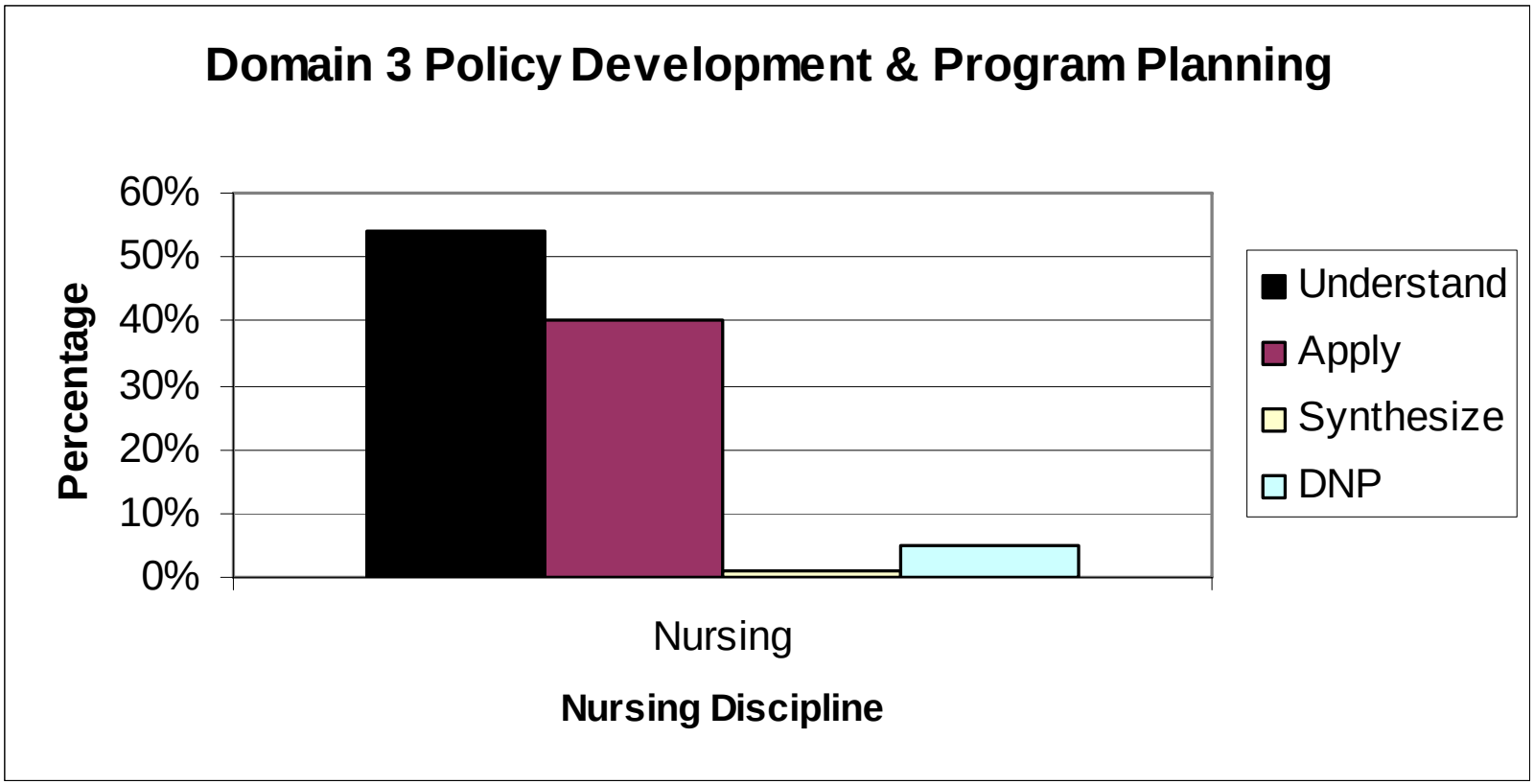
- 66 – 44 – 36 PHCC
- Modified wording based on staff's input
- Implementation meeting
- Survey revision
- Resource for outstanding questions
    - Public health workforce
    - Proficiency

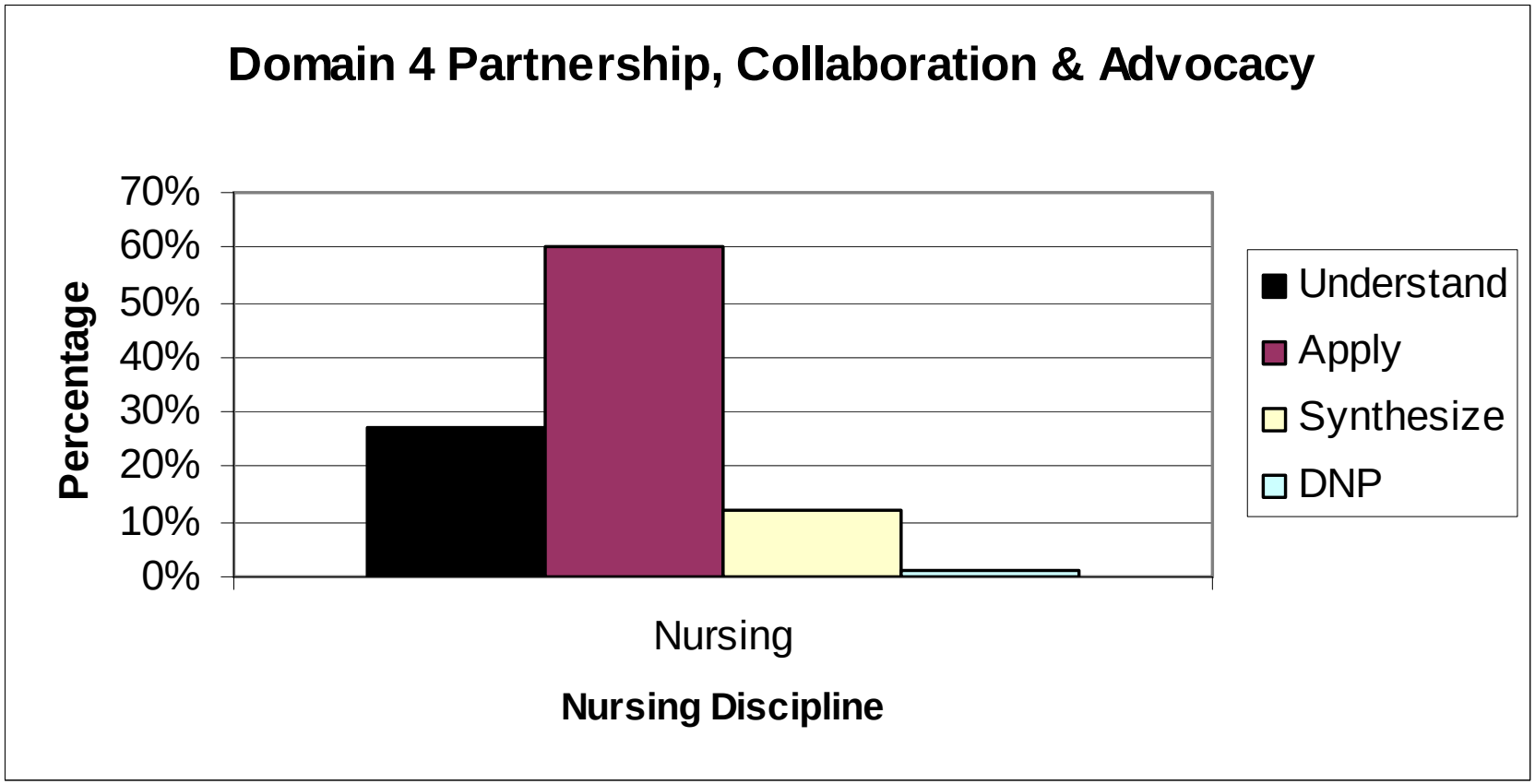
Self-Assessed perception of Proficiency

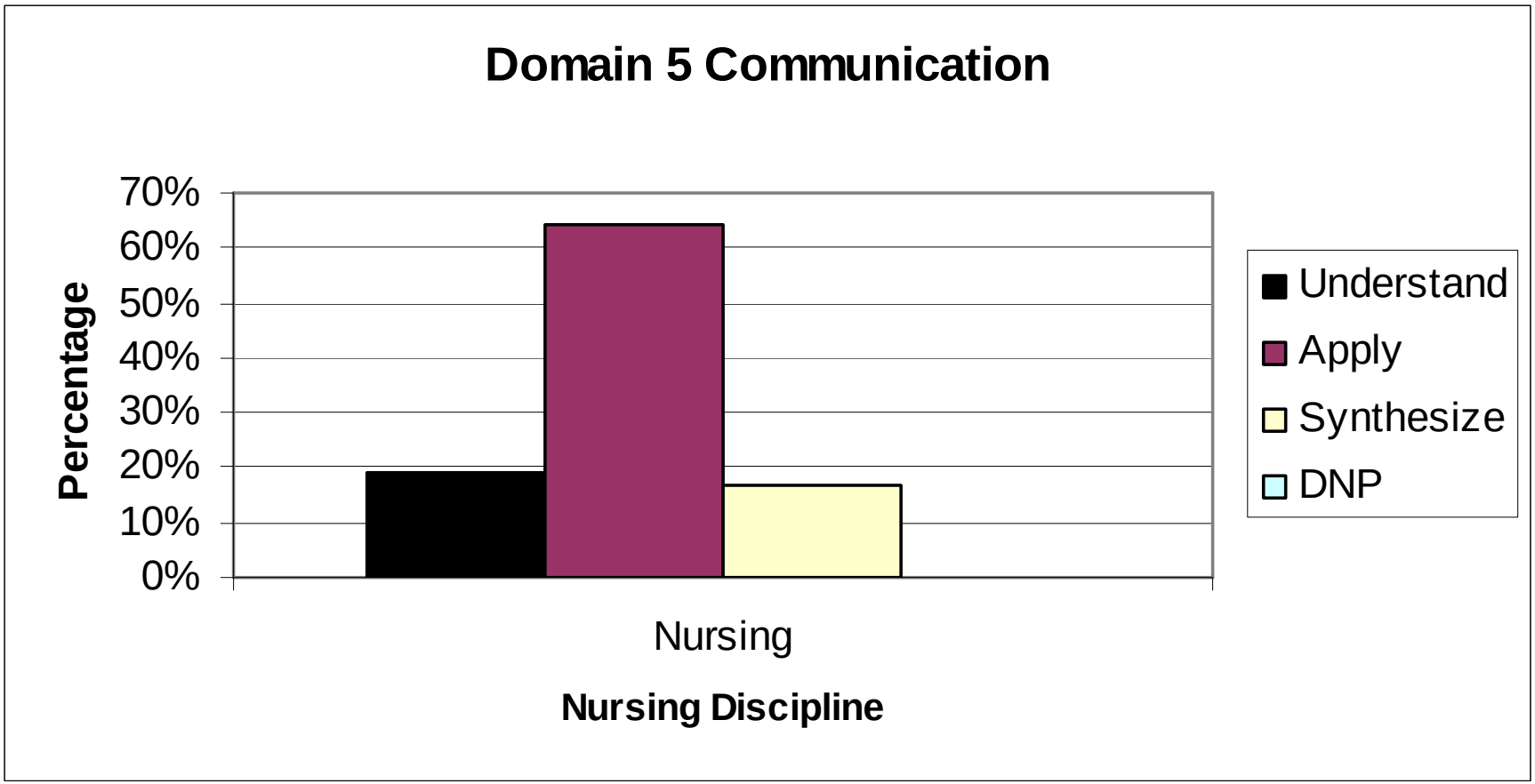
- **Understand** (Can get it)
- **Apply** (Can do it)
- **Synthesize** (Can teach it)
- **I do not possess this competency**

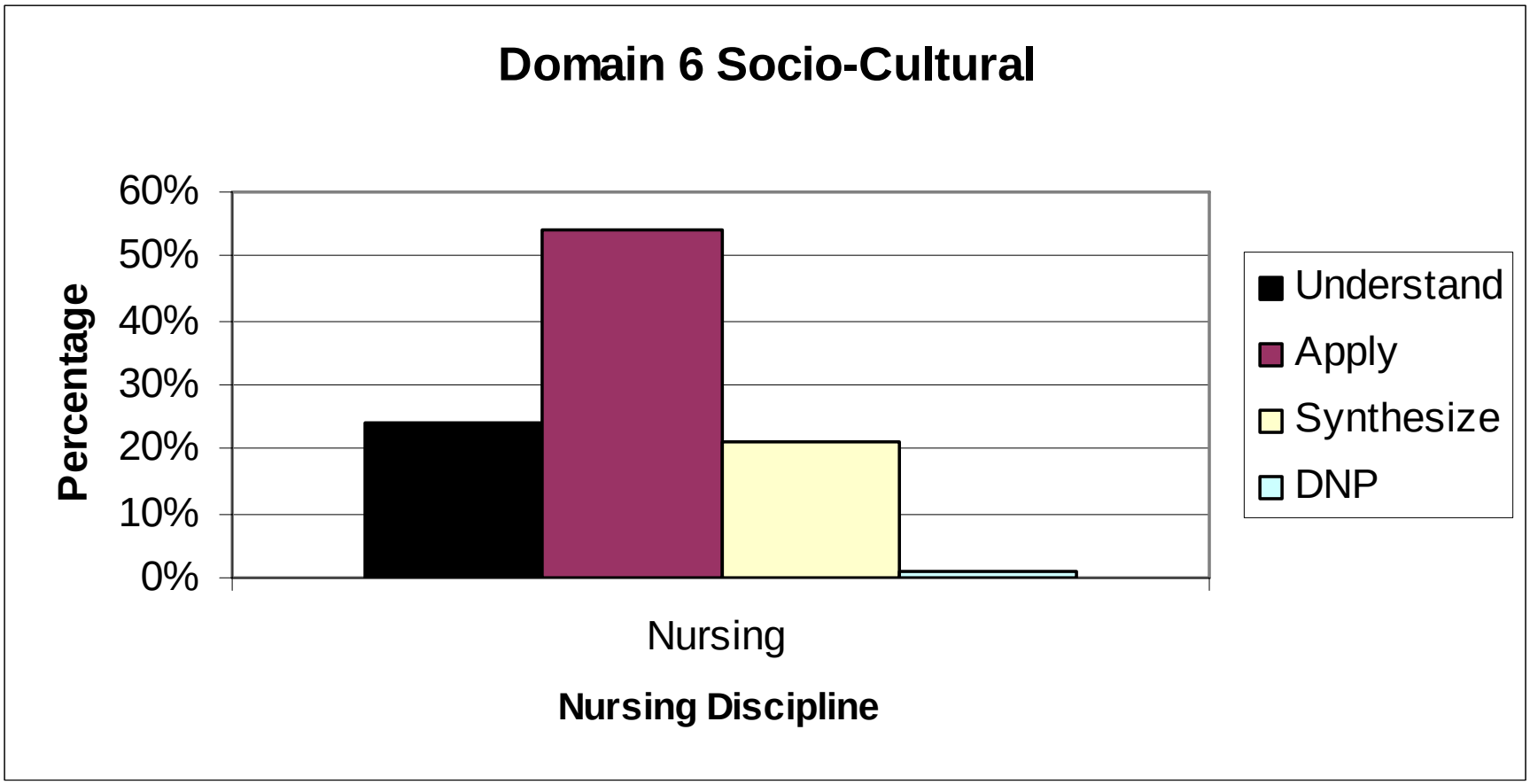

Domain 1 Core Public Health Sciences
70%
60%
50%
40%
30%
20%
10%
0%
Percentage
Understand
Apply
Synthesize
DNP
Nursing
Nursing Discipline

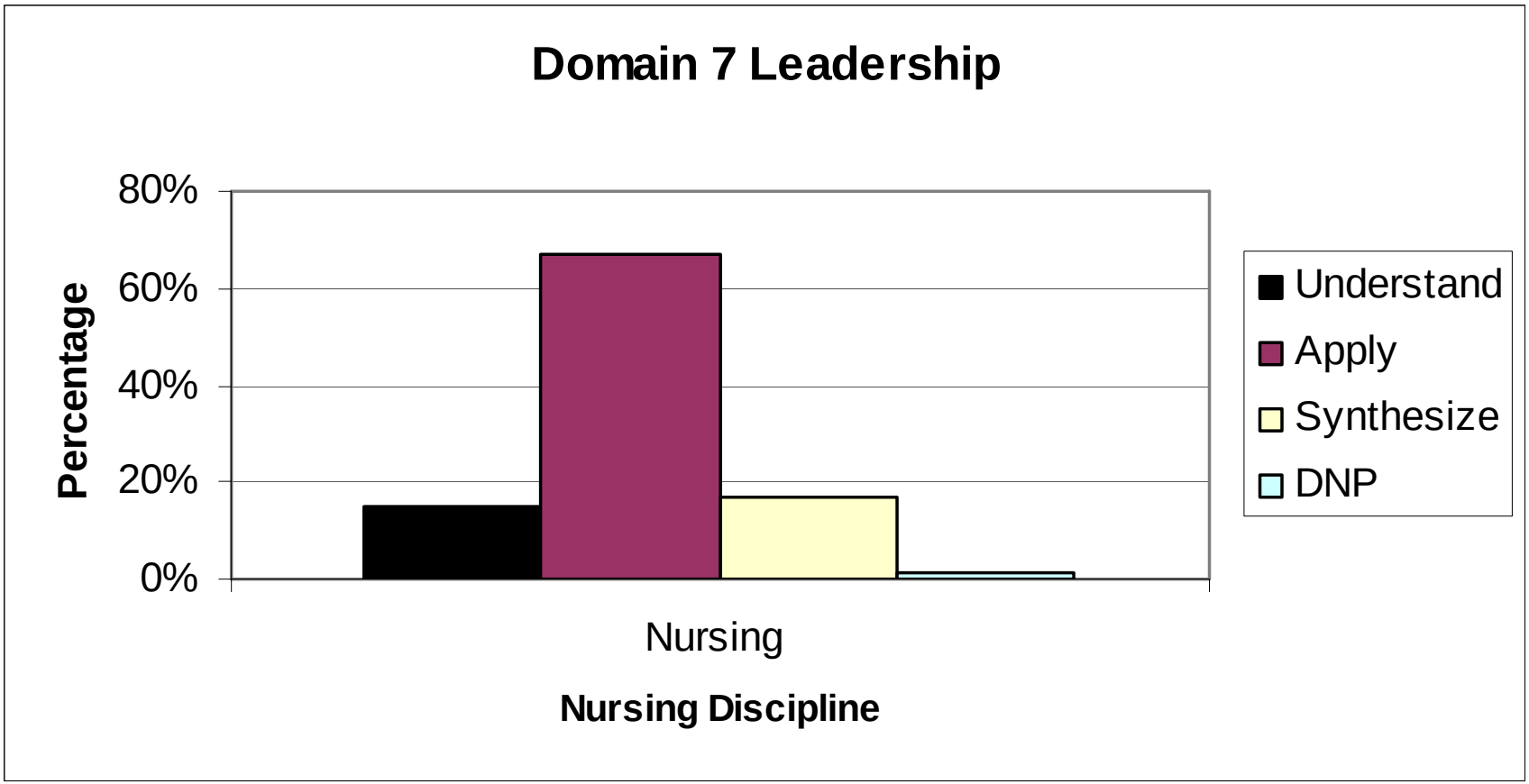

Domain 2 Assessment & Analysis
70%
60%
50%
40%
30%
20%
10%
0%
Percentage
Understand
Apply
Synthesize
DNP
Nursing
Nursing Discipline


Domain 3 Policy Development & Program Planning
60%
50%
40%
30%
20%
10%
0%
Percentage
Understand
Apply
Synthesize
DNP
Nursing
Nursing Discipline


Domain 4 Partnership, Collaboration & Advocacy
70%
60%
50%
40%
30%
20%
10%
0%
Percentage
Understand
Apply
Synthesize
DNP
Nursing
Nursing Discipline


Domain 5 Communication
70%
60%
50%
40%
30%
20%
10%
0%
Percentage
Understand
Apply
Synthesize
DNP
Nursing
Nursing Discipline


Domain 6 Socio-Cultural
60%
50%
40%
30%
20%
10%
0%
Percentage
Understand
Apply
Synthesize
DNP
Nursing
Nursing Discipline

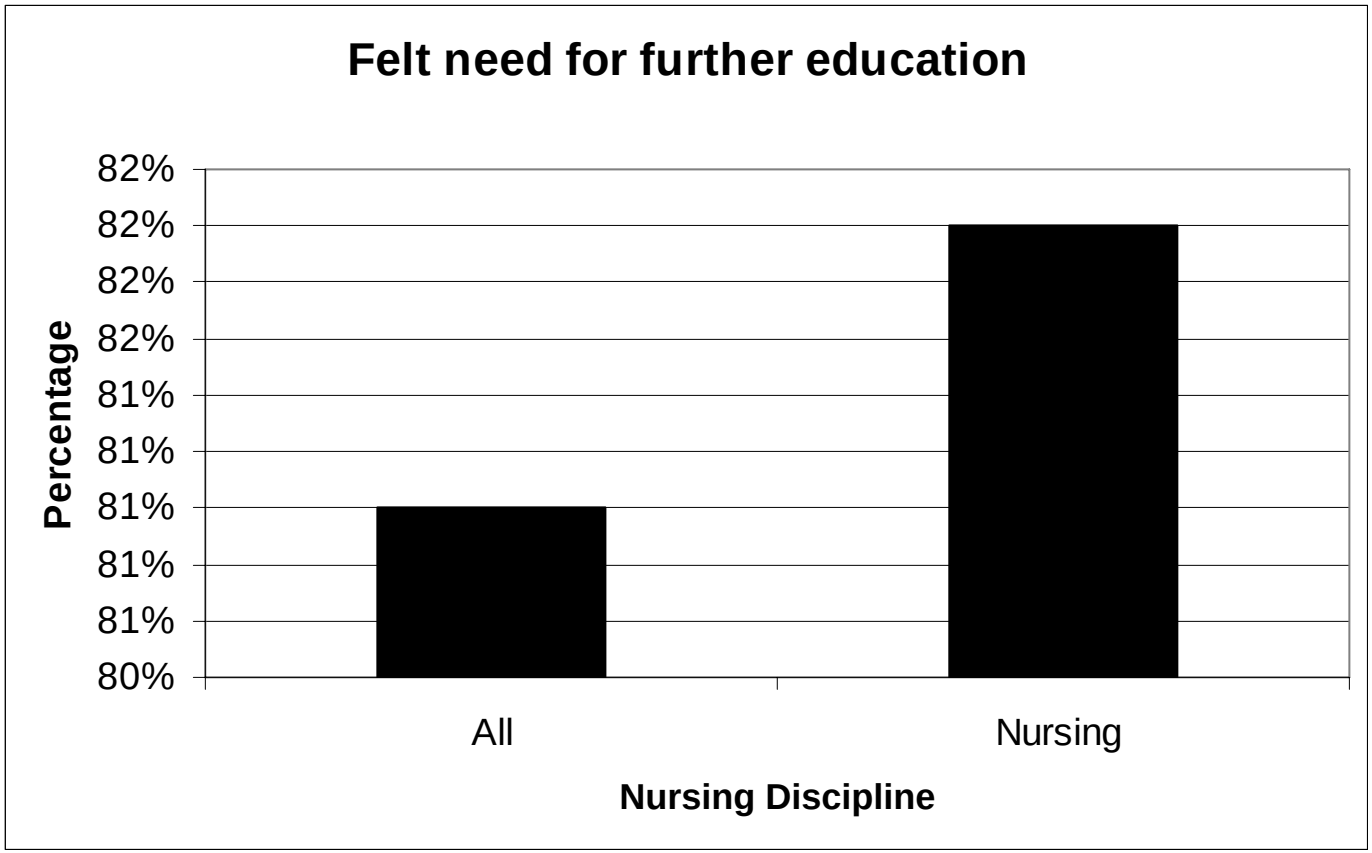

Domain 7 Leadership
80%
60%
40%
20%
0%
Percentage
Nursing
Nursing Discipline
Understand
Apply
Synthesize
DNP

Toronto Public Health Implementation Pilot:

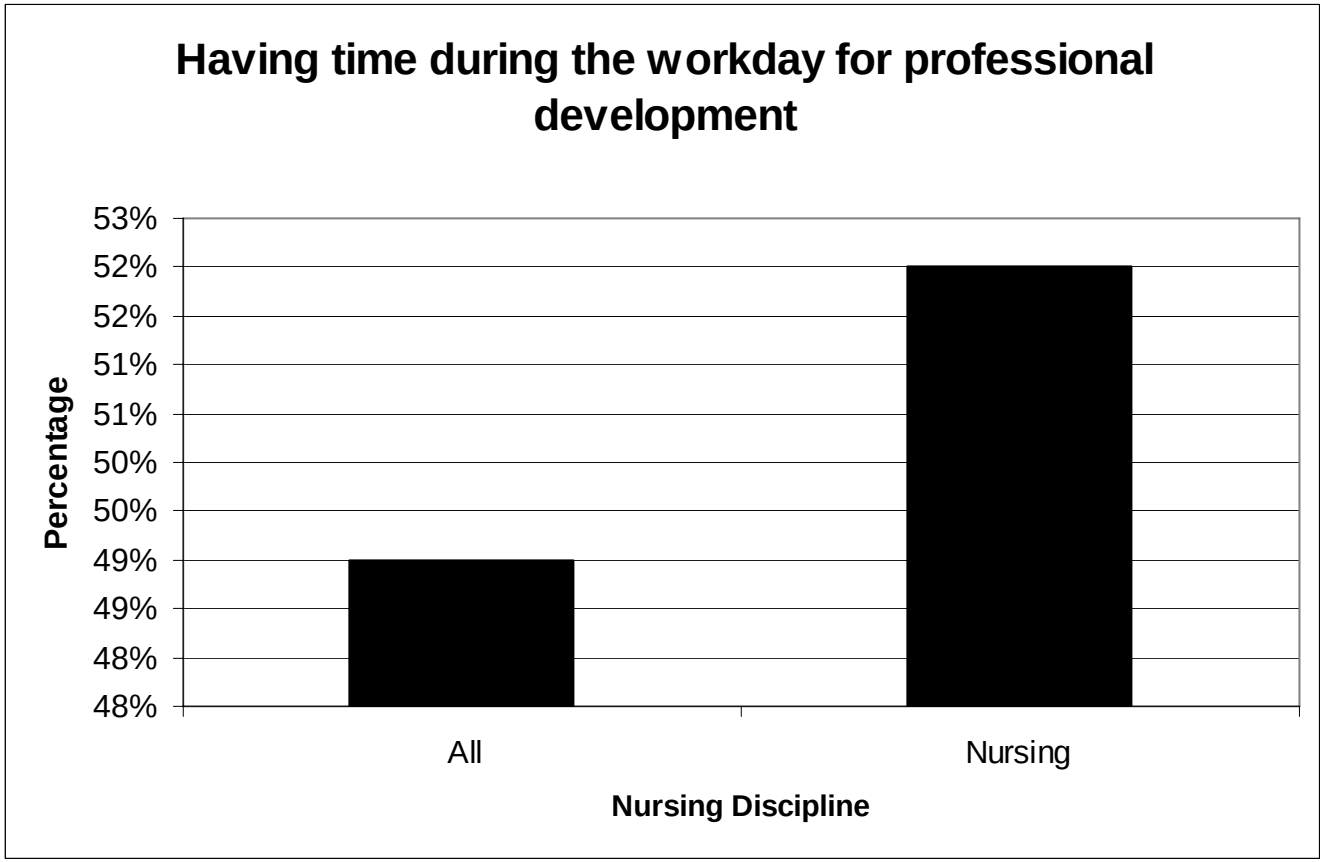
Goals: Part 2

1. *Inventory generic (non-competency related) professional development needs.*
2. *Inventory core competency related professional development needs.*

Professional development



Professional Development



Staff Comments on PD

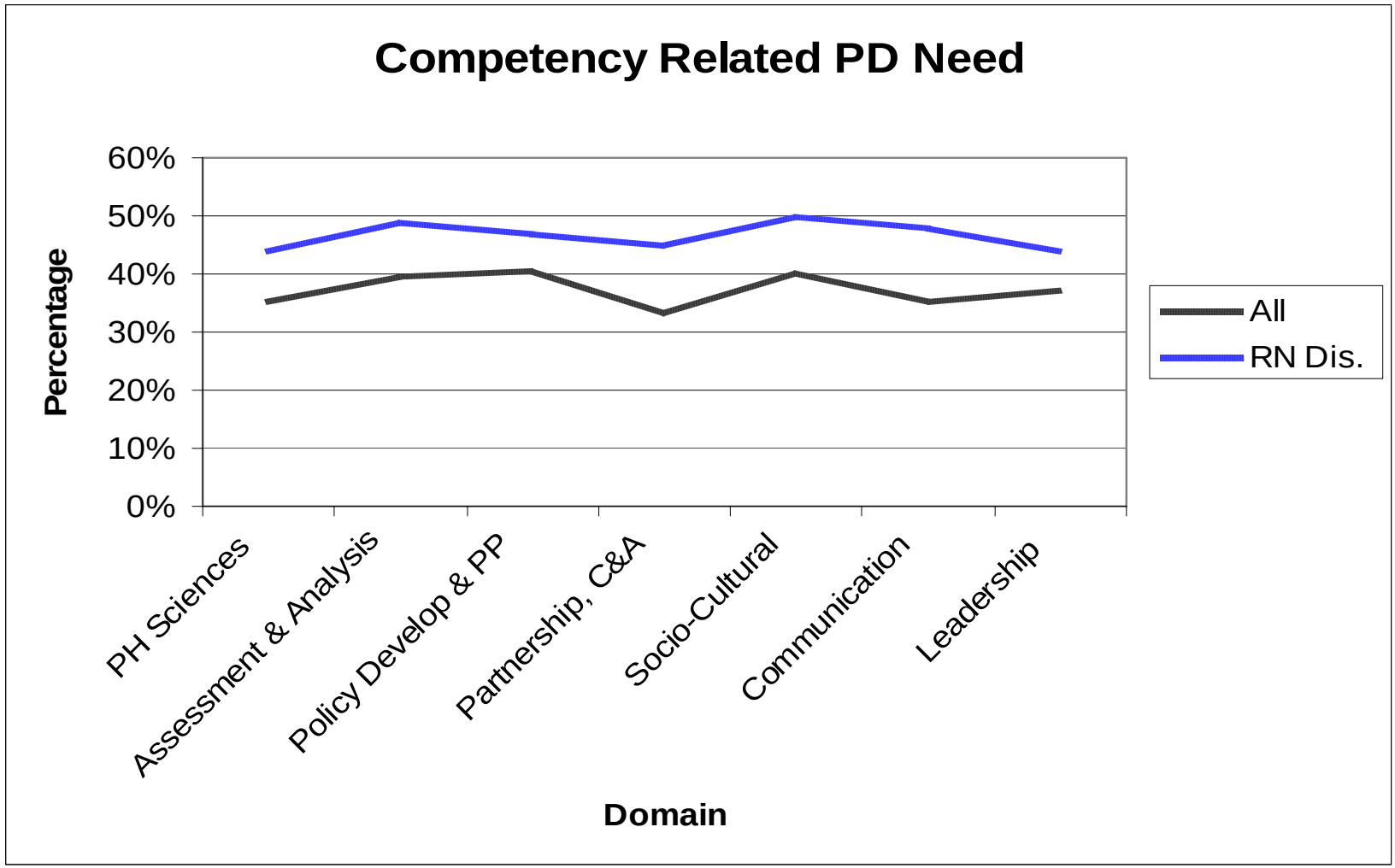
- Want it supported by the employer:
  - Covering costs
  - Providing time
  - Helping to reallocate work
- Part of a comprehensive internal communication plan:
  - Learn from colleagues
  - Keep informed about agency-based initiatives
- Need ongoing technological skill development and support

Nursing Professional Development Needs

Top 5 Generic Needs

1. Leadership
2. Community Development/Capacity Building
3. IT Training
4. Partnerships & Collaborations
5. Management & Supervisory Development

Core Competency Professional Development Needs



Format for Receiving PD

Nursing Top 5

1. Workshops
2. Courses
3. Conferences
4. Mentoring
5. On-line Modules

Nursing Least Preferred

1. Lecture
2. On-line Modules
3. Self-Directed Learning

Generic and Competency PD needs (0verall)

TPH Needs (Directorate)	PHCC Needs (Domain)	Qualitative PHCC Needs
IT Training	Assessment & Analysis	Access to IT Use IT Effectively
Leadership	Policy Develop & Program Planning	Understand the Big Picture of Public Health & General Public Health Issues Determinants of health
Communication	Communication	Keeping Current Determine Quality of Research Critically Analyze Information
Management & Supervisory Development	Leadership	Preparing for surge capacity *(those directly and indirectly involved)*
Community Development / Capacity Building	Core Public Health Sciences Socio-Cultural	

PD Critical Connections

TPH Needs (Directorate)	PHCC Needs (Domain)	Qualitative PHCC Needs
IT Training	Assessment & Analysis	Access to IT Use IT Effectively
Leadership	Policy Develop & Program Planning	Understand the Big Picture of Public Health & General Public Health Issues Determinants of health
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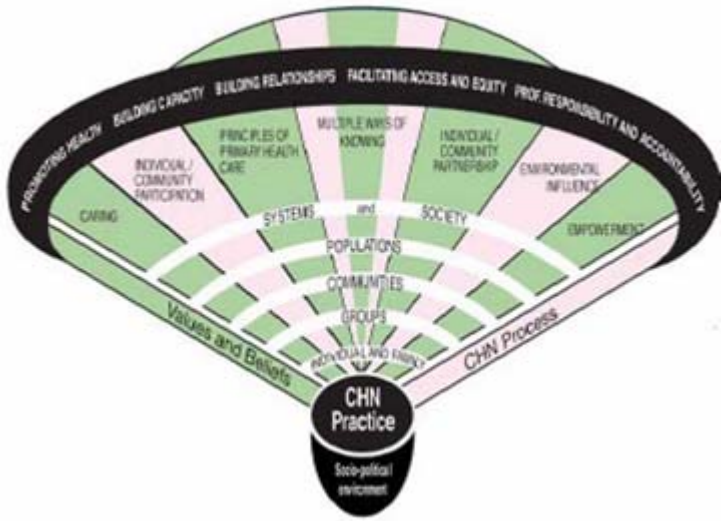
Community Development / Capacity Building	Core Public Health Sciences Socio-Cultural	

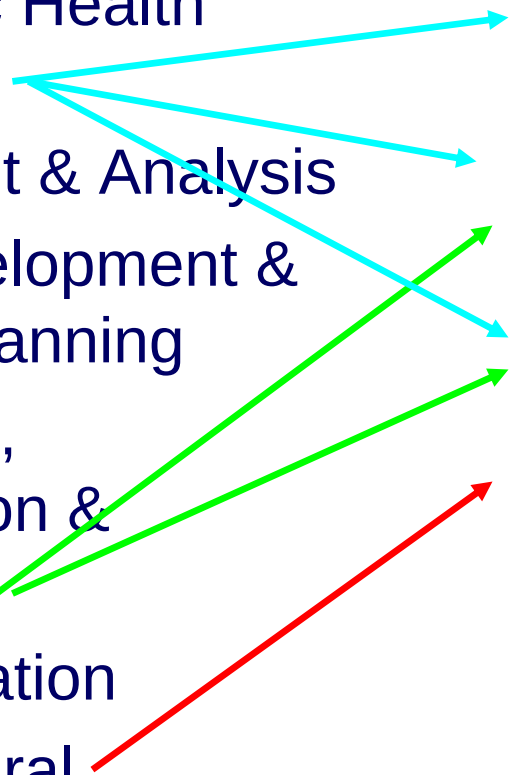
Canadian Community Health Nursing Standards of Practice

- Promoting Health
- Building Individual/Community Capacity
- Building Relationships
- Facilitating Access and Equity
- Demonstrating professional Responsibility and Accountability



Convergence opportunities

- Core Public Health Sciences
- Assessment & Analysis
- Policy Development & Program Planning
- Partnership, Collaboration & Advocacy
- Communication
- Socio-Cultural
- Leadership



- Promoting Health
- Building Individual/Community Capacity
- Building Relationships
- Facilitating Access and Equity
- Demonstrating professional Responsibility and Accountability

Convergence: Overlapping scope

CHNSoP

Standard 2, #1 "Works collaboratively with the individual/community, other professionals, agencies and sectors to identify needs, strengths and available resources."

PHAC Core Competencies: Release 1.0

Domain 4 Partnerships, collaboration and Advocacy

4.1 "Identify and collaborate with partners in addressing public health issues."

Thank you

PHAC Implementation Pilots

Locations

Health Units

- Algoma, Toronto

Health Regions

- Calgary, Northern Health, Saskatoon

Provinces

- New Brunswick, Newfoundland, Nunavut

Provincial Coalitions

- Atlantic Region

Topics

Recruitment tools

Job descriptions

Relevance & fit

PH 101 Orientation Toolkit

Knowledge development

Performance development tools

Responsibilities to meet CC

Impact on accreditation