

Core Competencies of Public Health Professionals

Williams County and Henry County Health Departments

Williams County Health Department

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What's the Project?

This collaborative project between Williams County and Henry County Health Departments utilized technical assistance from the Ohio State University Center for Public Health Practice. OSU CPHP contracted services with NACCHO and Clemans, Nelson & Associates, Inc. to complete project deliverables. The deliverables included work to survey current staff competencies, address gaps and capabilities, and to incorporate these competencies into position descriptions and a Workforce Development Plan.

What We Did

- Completed a core competency assessment
- Identified agency-wide and position specific core competencies and incorporated them into position descriptions
- Identified training needs based on core competency assessment results
- Addressed core competency training needs in agency Workforce Development Plans

What We Made

- A core competency self-assessment was conducted by Williams County and Henry County Health Department staff
- Determined essential core competencies utilizing the Public Health Foundation (PHF) Prioritization Tool
- Added agency-wide and position specific core competency requirements to position descriptions and agency Workforce Development Plans
- Identified training needs and developed training strategies to ensure a competent public health workforce
- Core competency reassessments and workforce development training plans will be regularly updated in conjunction with agency strategic planning efforts

Why Was it Selected?

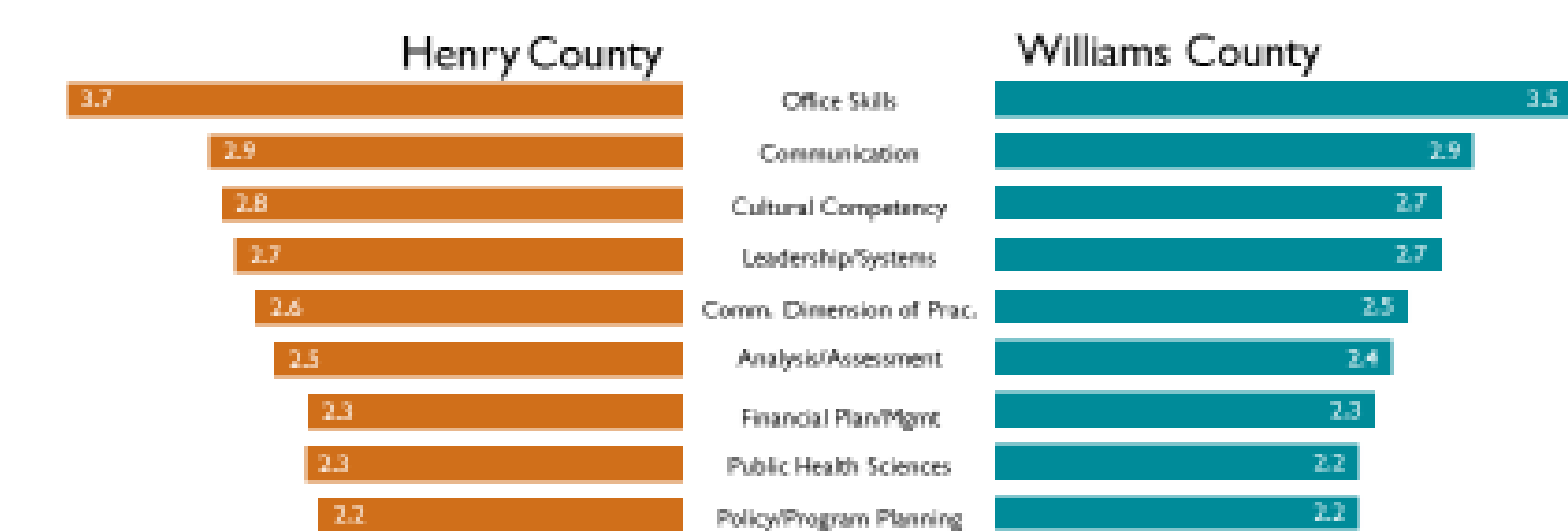
- Both agency Workforce Development Plans did not address core competencies
- Core competency training needs were unknown
- A training schedule to ensure a consistently competent public health workforce needed to be developed

Lessons Learned

- Many positions overlap in competency needs
- Working collaboratively with counterparts from another agency was valuable when prioritizing competencies for position descriptions
- Reassessment is important to ensure training needs are being met consistently

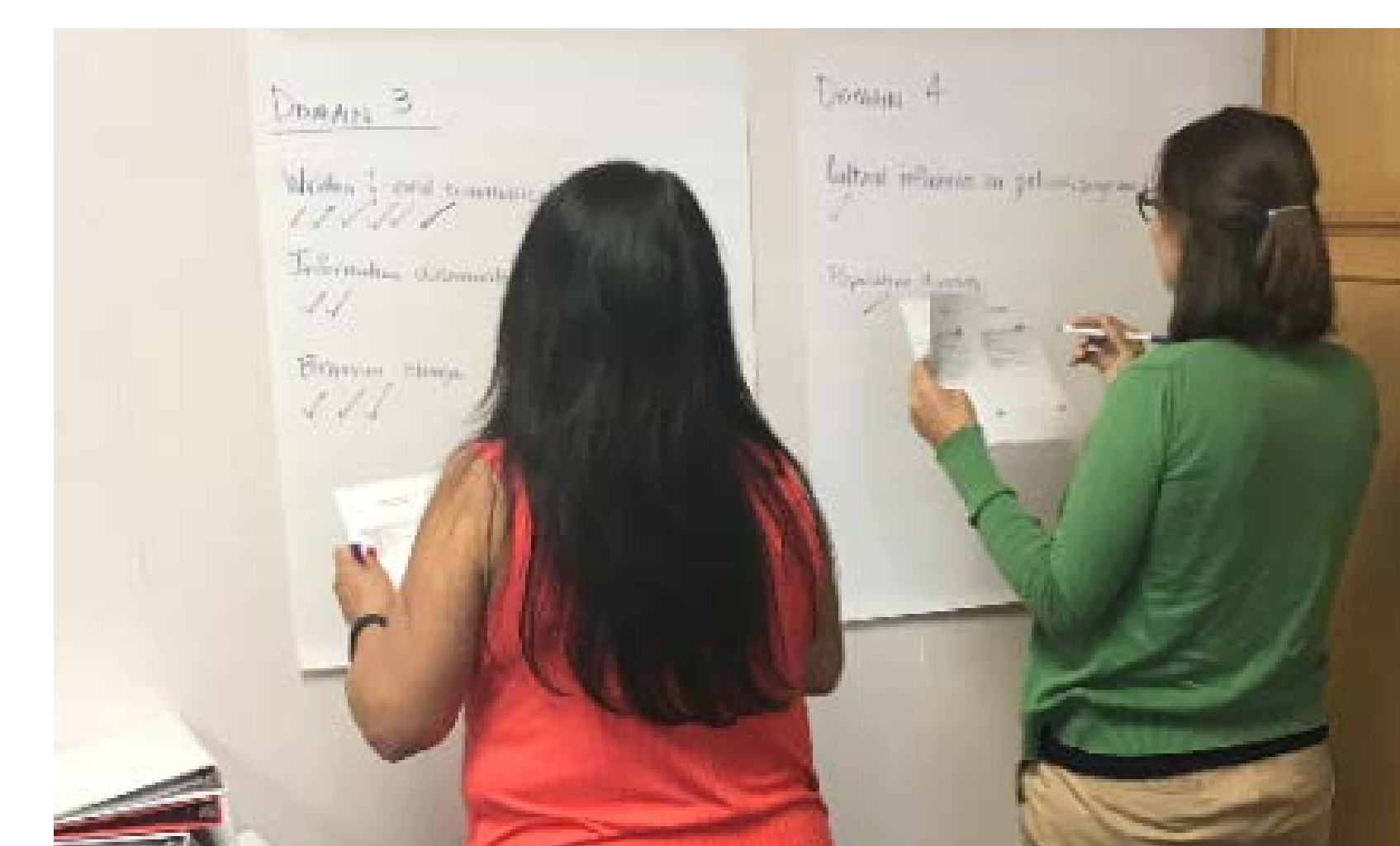
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Average Domain Scores for Henry and Williams Counties



Project Participants

Williams County Health Department and Henry County Health Department



Williams and Henry County Health Department staff working collaboratively to prioritize essential core competencies.