

## An Interprofessional Learning Approach for Introducing the Core Competencies for Public Health in Canada Release 1.0

City of Hamilton Public Health Services

Caroline Ball, Vicki Edwards, Elena Goldblatt,  
Dr. Elizabeth Richardson, Ryan Agnew, Deirdre Querney,  
Susan Harding-Cruz, Cindy Spong, Colleen Van Berkel



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## Our Vision...

- ◆ Design an introductory learning activity about the Core Competencies for Public Health (Release 1.0)
- ◆ Engage as many PHS staff as we can in dialogue and active learning about the use of these competencies in everyday practice



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## Learning Objectives

- ◆ Introduce Core Competencies for Public Health: Release 1.0
- ◆ Show how core competencies self-knowledge enhances personal practice skills & behaviours
- ◆ Identify challenges and opportunities for integrating the use of Release 1.0
- ◆ Receive advice on advancing core competency development at PHS



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## Basic Design

- ◆ 3 half day workforce learning workshops
- ◆ October, January, April
- ◆ Inter-professional
- ◆ Administrative/support staff included
- ◆ Cross-divisional
- ◆ Frontline, consultant/specialists, managers



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## Delivering the Learning Event Steps in the Process



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## Step 1: Secure Buy-in from Senior Levels

- ◆ Align learning objectives and proposed activities with strategic directions re: workforce development
- ◆ Engage MOH as champion and involve in key event presentations



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## Step 2: Recruit Helpers

- ◆ Establish a working/planning group
- ◆ Draw on other internal networks and committees
- ◆ Engage team and divisional managers to encourage participation and release staff



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## Step 3: Secure Participants

- ◆ Make the event “highly recommended”
- ◆ Multiple dates to accommodate business continuity needs of teams/divisions
- ◆ Maximize electronic marketing
- ◆ Make registration accessible and easy (e.g. via PHS intranet)
- ◆ Engage managers as key gatekeepers



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## Step 4: Design/Deliver Activities

Present the context: What and Why?

Guided group work

– Practice Examples Through a Personal Lens

Interview Matrix

– Challenges/Opportunities

Shared learning plenary



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## Present the Context:

Core Competencies for Public Health in Canada:  
Release 1.0

Launched September 2007

### 7 categories:

- Public Health Sciences
- Assessment & Analysis
- Policy & Program Planning, Implementation & Evaluation
- Partnerships, Collaboration & Advocacy
- Diversity & Inclusiveness
- Communication
- Leadership



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### WHY?

Provide guidelines for basic knowledge, skills, attitudes required by individuals who work in public health

Recruitment, development, retention of our workforce

Improve consistency in job descriptions and performance assessment

Provide a basis for developing curricula, training and professional development tools

Support development of discipline/program specific sets of competencies



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## Guided Group Work

- ◆ Small groups exercise with facilitator
- ◆ describe core competencies through an individual lens - personal practice examples
- ◆ reflect on and describe ‘real life’ examples of how they demonstrate competency and proficiency in 7 core areas (Release 1.0)



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## Interview Matrix Exercise

### Purpose

Identify challenges, opportunities, actions that support ongoing integration of core competencies

### Key Activities

- ◆ Interview dyads (4 questions, groups of 8, 3 rotations)
- ◆ Group Synthesis of interview findings (4 groups, 1 question per group)
- ◆ Large group playback



## Interview Questions

### Question 1

What challenges does Core Competencies Release 1.0 present to you as a PHS employee, to your team or the division in which you work?

### Question 2

How will Core Competencies Release 1.0 benefit or create opportunities for you in your **professional** role at PHS?



## Interview Questions

### Question 3

On a go forward basis, what specific actions could be taken by PHS to assist you in applying the Core Competencies to your professional role?

### Question 4

What role can **you** play in helping to ensure the sustained application of the Core Competencies across the PHS workforce?



## Shared Learning Plenary

- ◆ Group reflection on:
  - Personal learning
  - Organizational learning
- ◆ Leadership:
  - Observations from the day
  - Reinforce strategic links to workforce development
  - Encourage continued participation



## How Did We Do?

### 1) Participation

- 260 participants = 65% of PHS workforce
- balance of frontline, specialist, managers
- even mix of divisional representation



## How Did We Do?

### 2) Evaluation Survey

- content and interactive exercises were engaging and supported learning needs of majority

### 3) Interview Matrix Documentation

- 260 responses
- Offers a detailed picture of challenges, opportunities to consider in advancing integration of core competencies



## Lessons to Share

- ◆ Clearly define learning outcomes
- ◆ Secure buy-in from senior levels
- ◆ Recruit event leadership and resources
- ◆ Plan activities to support these outcomes
- ◆ Make it personal
- ◆ Engage, engage, engage....



## For More Information:

Caroline Ball  
Project Manager, Core Competencies  
City of Hamilton, Public Health Services  
[caroline.ball@hamilton.ca](mailto:caroline.ball@hamilton.ca)

