A Snapshot of the Core Competencies

Trauma Prevention Coalition
2019 Injury Prevention Professionals Symposium
April 28, 2019
Yes, there are core competencies...
Second

Why do we need core competencies?
<table>
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<th>Acute Care Model (Trauma Centers)</th>
<th>Public Health Model (HIVP Programs)</th>
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<tr>
<td><strong>Primary purpose</strong></td>
<td>Treat injuries</td>
<td>Prevent injuries</td>
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<td><strong>Intervention focus</strong></td>
<td>Individual patient</td>
<td>Community and population</td>
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<td><strong>Intervention timeframe</strong></td>
<td>Short term</td>
<td>Long term</td>
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<td><strong>Outcome level</strong></td>
<td>Person</td>
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<td><strong>Prevention focus</strong></td>
<td>Tertiary</td>
<td>Primary and secondary</td>
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<td><strong>Research focus</strong></td>
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<td><strong>Fiscal model</strong></td>
<td>Reimbursement and revenue</td>
<td>Reduce cost burden of injury</td>
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Conceptualizing the Hospital IVP Program

**PROGRAM:** The organizational structure/department within the hospital (differs by institution)

**PROGRAMMATIC INTERVENTION:** The specific IVP-related work that the program’s staff implement
September 10, 2001
Chapel Hill, NC
The competencies were developed because . . .

- Competencies, in general, outline what an organization does best

- Competencies, in practice, outline knowledge and skills that are needed to succeed

- Before the competencies were developed, there was no agreed upon standard for what skills and practices were needed for injury and violence prevention practice
8 years, countless meetings, and even more phone calls, later . . .
Core Competencies for Injury & Violence Prevention

- Ability to describe and explain injury and/or violence as a major social and health problem.
- Ability to access, interpret, use and present injury and/or violence data.
- Ability to design and implement injury and/or violence prevention activities.
- Ability to evaluate injury and/or violence prevention activities.
- Ability to build and manage an injury and/or violence prevention program.
- Ability to disseminate information related to injury and/or violence prevention to the community, other professionals, key policy makers and leaders through diverse communication networks.
- Ability to stimulate change related to injury and/or violence prevention through policy, enforcement, advocacy, and education.
- Ability to maintain and further develop competency as an injury and/or violence prevention professional.
- Demonstrate the knowledge, skills, and best practices necessary to address at least one specific injury and/or violence topic (e.g. motor vehicle occupant injury, intimate partner violence, fire and burns, suicide, drowning, child injury, etc.) and be able to serve as a resource regarding that area.
Now that you know they exist, how can you use the core competencies?

- Assess organizational or individual competencies
- Safe States Alliance has tools for self-assessments and proficiency levels available that can be used in assessing individual and organizational capacity
Using the Core Competencies

- Provide a basis for workforce development
- Intended to guide workforce and curriculum development efforts
- It is not expected that an individual will need to be an expert in all of the competencies
- Build organizational capacity by having staff with a blend of skills
Using the Core Competencies

- To build “personal” competency

- Justify the importance of continuing education to upper management

- To build “organizational” capacity

  - Hiring staff that are proficient in specific competencies

  - Adding competency-based questions to interview guide to assist in evaluating potential applicants for positions within an organization focused on injury and/or violence prevention
How hospital IVP programs have used Core Competencies

- Engaging hospital system support
- To set focused objectives
- Identify proficiencies needed in community partners
  - Evaluation of key external collaborations and stakeholders
- Disseminate IP messages through diverse platforms
- Stimulate organizational change by identifying gaps in policies
- Plan strategically for program growth
- Develop trainings
Where do I find tools for using the Core Competencies?
Developed to enlarge the pool of skilled and competent professionals, build capacity for IVP, and draw talented professionals to this field.

Training Center provides access to trainings/other learning opportunities that can raise awareness, increase knowledge, and build skills for preventing injury and violence.
Welcome to the Safe States Training Center

The Safe States Training Center is a resource for accessing trainings and other learning opportunities that can raise awareness, increase knowledge and build skills for preventing injury and violence. These opportunities include those offered by Safe States Alliance, as well as other diverse organizations and agencies at national, state, tribal, and local levels.

Use the Safe States Training Center to:
- Explore the Training Center’s searchable database of:
  - Injury and violence topics
  - Cross-cutting topics (e.g., evaluation, surveillance, communication)
  - Online and in-person formats
  - Core competencies addressed in each training
  - Continuing education credits
- Learn more about core competencies
- Take a self-assessment based on core competencies
- Find out how to earn continuing education credits
- Access additional workforce development resources
- Develop an individualized training plan with the IVP Orientation Toolkit

Search Trainings
Browse Trainings
Submit a Training
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A varied, rich collection of resources awaits you online.

My Profile & Connect
- Profile Home
- Manage Profile
- Groups
- Files & Links
- Messages
- Connections
- Membership Info
- Refer a Friend

Latest from the Field
12/27/2018
Injury Prevention Symposium and TCAA 2019 Annual Conference
21 hours ago
WEBINAR 2/27: CDC’s Response to Opioid Overdose Epidemic: Resources and Opportunities for States

Events Calendar
2/13/2019
New Member Virtual Orientation Event
Core Competencies

Core competencies encompass essential knowledge and skills that are widely considered necessary to work in a field.

Most workforce development opportunities offered by Safe States Alliance through the Training Center are mapped to both the Core Competencies for Injury and Violence Prevention and the Core Competencies for Public Health Professionals. Some workforce development opportunities may reflect additional competencies, such as the Public Health Preparedness and Response Core Competencies.

Learn more about core competencies
- Core Competencies for Injury and Violence Prevention
- Core Competencies for Public Health Professionals
- Public Health Preparedness and Response Core Competencies
- Applied Epidemiology Competencies

Search for specific core competencies
Search the Training Center’s online clearinghouse for opportunities addressing specific sets of core competencies and sub-competencies.
Assessment tools

Ideas & Tools for Using Core Competencies for Injury and Violence Prevention

The Core Competencies for Injury and Violence Prevention can be used to:

- develop trainings
- assess organizational or individual competencies (see self-assessment link below)
- advocate for additional funding to achieve organizational competency
- plan strategically for program growth
- identify proficiencies needed in community partners
- assist in evaluating potential applicants for positions within an organization focused on injury and/or violence prevention

Helpful tools for using the core competencies include:

- Self-assessments based on the Core Competencies for Injury and Violence Prevention and the Core Competencies for Public Health Professionals
- The Proficiency level assessment tool includes a grid illustrating desired proficiencies (at entry, mid, and senior levels) and can be used in assessing individual and organizational capacity

Core Competencies for Public Health Professionals

The Core Competencies for Public Health Professionals encompass essential knowledge and skills that are widely considered necessary to work in the broad field of public health (defined by the 10 Essential Public Health Services).

These core competencies:

- were developed by the Council on Linkages Between Academia and Public Health Practice and reflect the "foundational skills desirable for professionals engaging in the practice, education, and research of public health."
- are organized into eight domains that reflect skill areas within public health, and three tiers, which represent career stages for public health professionals.
- were updated in 2014, with previous versions adopted in 2010 and 2001.

As described on the Public Health Foundation’s webpage on the Core Competencies for Public Health Professionals, these competencies “provide a framework for workforce development planning and action, and can serve as a starting point for public health professionals and organizations as they work to better understand and meet workforce development needs, improve performance, prepare for accreditation, and enhance the health of the communities they serve.”

The Public Health Foundation’s webpage provides extensive information and resources for these competencies, including:

- Core Competencies Tools
- Examples of Core Competencies Use
- Frequently Asked Questions about the Core Competencies
- Upcoming Events featuring the Core Competencies
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- Applied Epidemiology Competencies

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Each training is mapped to the core competencies
Now that you know the competencies exist . . .

Oh, the things you can do!

- Implement Evidence-informed Strategies
- Evaluate
- Provide Training
- Workforce Development
- Assess Competency
- Communicate Information to Diverse Networks
- Continuing Education
- Stimulate Policy Change
- Trauma Prevention Coalition
How will YOU use the competencies?
Questions?

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