

## ESSENTIAL SERVICE #8: Assure a competent public health and personal health care workforce

**KS-TRAIN courses:** <http://ks.train.org>. Enroll by the course number.  
**Public Health Learning.com (PHL) courses:**  
<http://www.publichealthlearning.com/Personal/>. Enroll by the course number.

All Core Public Health Competencies are ideally found at the **Advanced level** in each local health department. The Competencies highlighted in yellow could be met at the **Advanced level regionally vs. locally** when the **Essential Service** is being provided as a **regional effort**.

### TRAINING FOR ESSENTIAL SERVICE

#### Awareness level training for many competencies in Essential Service # 8

**KS-Train: Orientation to Public Health**, Course # 1000614

**PHL PH 411 What is Public Health?**

#### Knowledgeable level training for many competencies in Essential Service # 8

CPH Course, KU School of Med - W

### Indicators for Essential Service #8

Assist in educating, training, licensing, monitoring, or evaluating public and personal health care workers to guarantee skills necessary to fulfill daily responsibilities of meeting health needs.

Assist staff in developing goals and evaluate responsibilities

### TRAINING FOR COMPETENCIES

#### Analytic/Assessment Skills

**KS-Train: Introduction to Assessment**, (Course # 1001458)

**PHL PH 412 Understanding and Measuring Health**

- |   |   |
|---|---|
| 1 | Defines a problem   |
| 2 | Determines appropriate uses and limitations of both quantitative and qualitative data                         |
| 3 | Recognizes how the data illuminate ethical, political, scientific, economic, and overall public health issues |

#### Policy Development/Program Planning Skills

<b>PHL PH 431 What is Public Health Policy, Advocacy &amp; Law?</b>	
4	Collects, summarizes, and interprets information relevant to an issue
5	States policy options and writes clear and concise policy statements
6	Articulates the health, fiscal, administrative, legal, social, and political implications of each policy option
7	States the feasibility and expected outcomes of each policy option
8	Decides on the appropriate course of action
9	Develops a plan to implement policy, including goals, outcome and process objectives, and implementation steps
10	Translates policy into organizational plans, structures, and programs
11	Develops mechanisms to monitor and evaluate programs for their effectiveness and quality
<b>Communication Skills</b>	
<b>KS-Train: Improving Interpersonal Communication and Relationships, Course # 1012709</b>	
<b>PHL PH 456 Communications and Marketing</b>	
CTB, <a href="http://ctb.ku.edu/en/tablecontents/sub_section_main_1154.htm">Chapter 16, Section 2, Developing Facilitation Skills</a> , <a href="http://ctb.ku.edu/en/tablecontents/sub_section_main_1154.htm">http://ctb.ku.edu/en/tablecontents/sub_section_main_1154.htm</a>	
1	Communicates effectively both in writing and orally, or in other ways
2	Solicits input from individuals and organizations
3	Advocates for public health programs and resources
4	Leads and participates in groups to address specific issues
5	Uses the media, advanced technologies, and community networks to communicate information
6	Listens to others in an unbiased manner, respects points of view of others, and promotes the expression of diverse opinions and perspectives (attitude)
<b>Cultural Competency Skills</b>	
<b>KS-TRAIN: WALD: Cultural Competency Module I, Course # 1010194</b>	
<b>KS-TRAIN: WALD Cultural Competency Module II, Course # 1010197</b>	
1	Utilizes appropriate methods for interacting sensitively, effectively, and professionally with persons from diverse cultural, socioeconomic, educational, racial, ethnic and professional backgrounds, and persons of all ages and lifestyle preferences
2	Develops and adapts approaches to problems that take into account cultural differences

3	Understands the dynamic forces contributing to cultural diversity (attitude)
4	Understands the importance of a diverse public health workforce (attitude)
<b>Community Dimensions of Practice Skills</b>	
<b>KS-TRAIN: Community Partnerships and Perspectives</b> - Intermediate Level, Course # 1005185	
1	Identifies how public and private organizations operate within a community · Accomplishes effective community engagements
<b>Basic Public Health Sciences Skills</b>	
<b>KS-TRAIN: Orientation to the Essentials of Public Health:</b> Intermediate Level, (Course # 1005183)	
<b>KS- TRAIN: E is for EPI, Session I, Part 1: Epidemiology in the Context of Public Health, (Course # 1004036)</b>	
<b>KS-TRAIN: E is for EPI, Session IV, Part I: Surveillance, (Course # 1004046)</b>	
<b>KS-TRAIN: Environmental Health Online, An Introduction to Environmental Health, (Course # 1010234)</b>	
<b>PHL PH501 Infectious Disease Overview</b>	
1	Identifies the individual's and organization's responsibilities within the context of the Essential Public Health Services and core functions
2	Defines, assesses, and understands the health status of populations, determinants of health and illness, factors contributing to health promotion and disease prevention, and factors influencing the use of health services
3	Understands the historical development, structure, and interaction of public health and health care systems
4	Applies the basic public health sciences including behavioral and social sciences, biostatistics, epidemiology, environmental public health, and prevention of chronic and infectious diseases and injuries
5	Identifies and retrieves current relevant scientific evidence
6	Develops a lifelong commitment to rigorous critical thinking (attitude)
<b>Financial Planning and Management Skills</b>	
<b>KS-TRAIN: Public Health Financial Management, Course # 1012722</b>	
<b>CTB Toolkit, Writing a Grant Application For Funding, <a href="http://ctb.ku.edu/en/dothework/tools_tk_14.htm">http://ctb.ku.edu/en/dothework/tools_tk_14.htm</a></b>	
<b>PHL PH 451 What is Public Health Administration?</b>	
1	Develops and presents a budget
2	Manages programs within budget constraints
3	Applies budget processes

4	Develops strategies for determining budget priorities
5	Monitors program performance
6	Prepares proposals for funding from external sources
7	Applies basic human relations skills to the management of organizations, motivation of personnel, and resolution of conflicts
<b>Leadership and Systems Thinking Skills</b>	
<b>Kansas Public Health Leadership Institute(KPHLI)</b> , <a href="http://www.waldcenter.org/kphli/index.html">http://www.waldcenter.org/kphli/index.html</a>	
<b>CTB Toolkit, Developing Strategic and Action Plans</b> , <a href="http://ctb.ku.edu/en/dothework/tools_tk_content_page_193.htm">http://ctb.ku.edu/en/dothework/tools_tk_content_page_193.htm</a>	
<b>PHL PH 457 Public Health Leadership</b>	
1	Creates a culture of ethical standards within organizations and communities
2	Identifies internal and external issues that may impact delivery of essential public health services (i.e. strategic planning)
3	Promotes team and organizational learning
4	Contributes to development, implementation, and monitoring of organizational performance standards
5	Applies theory of organizational structures to professional practice

## RESOURCES FOR ESSENTIAL SERVICE #8

### Assure a competent public health and personal health care workforce

1. Kansas Association for the Medically Underserved <http://www.kspca.org/>
2. Kansas Medical Assistance for Elderly and Persons with Disabilities <http://www.srskansas.org/ISD/ees/eanddmedical.htm>
3. Kansas Demographics of Low Income Children [http://nccp.org/profiles/state\\_profile.php?state=KS&id=6](http://nccp.org/profiles/state_profile.php?state=KS&id=6)
4. Kansas Association of Community Action Programs <http://www.kacap.org/>
5. KDHE Office of Health Promotion <http://www.kdheks.gov/bhp/index.html>
6. National Association for Mental Illness [http://www.nami.org/Template.cfm?Section=Your\\_Local\\_NAMI&Template=/CustomSource/AffiliateFinder.cfm&State=KS](http://www.nami.org/Template.cfm?Section=Your_Local_NAMI&Template=/CustomSource/AffiliateFinder.cfm&State=KS)
7. Families USA: Who's Uninsured in Kansas and Why <http://www.familiesusa.org/assets/pdfs/the-uninsured-state-factsheet-nov2003/Uninsured-in-Kansas.pdf>
8. Gay, Lesbian, Bisexual, and Transgender Health <http://www.metrokc.gov/health/glbtf/>
9. National Association of Local Boards of Health <http://www.nalboh.org/index.htm>
10. Kansas Statewide Homeless Coalition <http://www.kshomeless.com/>