

Primary Area: Administration

Subject: Workforce Development - Public Health Core Competency Assessments

Position: Workforce development requires regular assessment of the workforce competency related to essential public health services. Staff competency assessments are an essential piece of a workforce development plan.

Guideline: Staff should complete a Public Health Professional Core Competency Assessment each year, to coincide with annual employee evaluations. It is the management and leadership staff responsibility to facilitate the assessment on an annual basis as part of the annual employee evaluation process.

Procedure:

- Management will prioritize Public Health Core Competency Domains every five years to follow the development of the agency Strategic Plan.
- Staff will complete a core competency assessment annually.
- The core competency assessment results will be compared against the most recent domain prioritizations to determine agency training priorities.
- A Workforce Development Plan will be updated every five years based on the core competency assessments, domain priorities and training gaps.
- All staff training will be provided annually based on the Workforce Development Plan.