

Core Competency Development Timelines 2003-2009

In 2004, the group hosted the first national meeting to build consensus and develop a communication plan on the development of core competencies.

Activities included:

- A literature review and background paper were prepared by OPHA's Public Health Research, Education and Development Program (PHRED).
- OPHA made presentations and engaged in discussions to build momentum about core competencies at the Canadian Public Health Association and OPHA conferences.

In 2005 the Public Health Agency of Canada (PHAC) released a set of 62 core competencies that would undergo a pan-Canadian consultation process.

In 2005-06 with support from PHAC and the Ministry of Health and Long Term Care, OPHA:

- organized the first consultation work on core competencies utilizing Narrative Capture, a unique process to demonstrate how core public health competencies were evident in the experiences of the many professions that work in public health;
- developed a logic model about the potential activities and outcomes of the utilization of core competency;
- developed a tag line for the initiative "Shape It, Teach It, Practice It";
- developed an e-learning module housed on the OPHA website.

In 2006-07:

- Draft 2 of Core Competencies was released by PHAC based upon initial consultations;
- further analysis was done on the Narrative Capture data for leadership and partnership and collaboration;
- OPHA hosted a Core Competency Task Group meeting to develop recommendations to PHAC and to move core competencies forward;
- OPHA assisted PHAC in organizing the Ontario-wide consultation on Core Core Competencies held in May and June 2007.

In 2007, through a HealthForceOntario grant, OPHA worked together with Toronto Public Health and ANDSOOHA to accomplish the following:

- developed leadership competencies;
- engaged in a interdisciplinary mentorship program on leadership and provided leadership training
- developed and promoted a mentorship manual to assist health units in establishing an interdisciplinary mentorship program;
- developed public health professionals' role stories

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In 2008-2009, through a HealthForceOntario grant, OPHA — in collaboration with Hamilton Public Health Services, Toronto Public Health, the Haliburton, Kawartha, Pine Ridge District Health Unit, and the Thunder Bay District Health Unit —developed a Competency Based Performance Management Toolkit for Public Health, complete with a leader's guide to implementing competency based performance management, a guidebook for managers and employees and a set of tools and resources.

In 2008-2009, OPHA through the Access and Equity Workgroup will provide the following services to PHAC based on their resource **Developing Diversity Competent Public Health Professionals: A Learning Outline and Annotated Bibliography of Diversity Resources:**

- Narrow the annotated bibliography to the products that could be used in the development of a curriculum;
- Align the learning outline with core competencies through a confirmation and critical analysis of their relationship and a review of additional literature where the gaps are identified;
- Conduct an environmental scan of agencies and resources that provide workshops and curricula that may be helpful in the development of a curriculum and provide the information gathered in a form that is useful to the learner; including exercises and specific lesson plans;
- Identify areas in the curriculum resource support document that are suitable for an eight- week online learning module.