

INCLUDING PEOPLE WITH DISABILITIES: PUBLIC HEALTH WORKFORCE COMPETENCIES

Including People with Disabilities: Public Health Workforce Competencies



Presenters:

Adriane K. Griffen, DrPH, MPH, MCHES

Senior Director, Public Health and Leadership
Association of University Centers on Disabilities

Amie Lulinski, PhD

Director, Research and Evaluation
The Arc of the United States

Discussant:

Shannon M. Haworth, MA

Public Health Analyst, Office of Health Equity
Health Resources and Services Administration (HRSA)



Disability and Public Health Competencies

Adriane Griffen, DrPH, MPH, MCHES

AUCD



Including People with Disabilities: Public Health Workforce Competencies



Agenda

1. Review the “Including People with Disabilities: Public Health Workforce Competencies” and learning objectives
2. Discuss how AUCD and the Arc adapted the **Competencies** to educate public health professionals on the I/DD population and the need for including this population in planning
3. Discuss how the **Competencies** connect with HRSA’s mission
4. Questions



About the Project

Including People with Disabilities: Public Health Workforce Competencies



About the Project

- Multiyear Project funded by the National Center for Birth Defects and Developmental Disabilities (NCBDDD), Office of the Director, Centers for Disease Control & Prevention (ODCDC), and the Office for State, Tribal, Local, And Territorial Support (OT).
- Developed by a national committee comprised of disability and public health experts.
- The *Competencies* provide foundational knowledge about the relationship between public health programs and health outcomes among people with disabilities.
- Primarily designed for professionals already working in the public health field but can also be used for public health workforce training

Learn more: <https://disabilityinpublichealth.org/>

Including People with Disabilities: Public Health Workforce Competencies



About the Project – Development of the Competencies

- Stage 1: 2011-2012 (CDC/NCBDDDD)
 - Document draft produced (development committee)
- Stage 2: 2015 -16 (OSTLTS/CDC/ODCDC)
 - Revision of the draft
 - Development of an advisory group, and workgroup, trainee Fellowes, and partners
 - Review and Comment Period (March – April 2016)
 - Online Modules May 2016 (ATMCH funding)
 - Final version June 2016 (PDF and materials)
 - Website June 2016
 - Dissemination



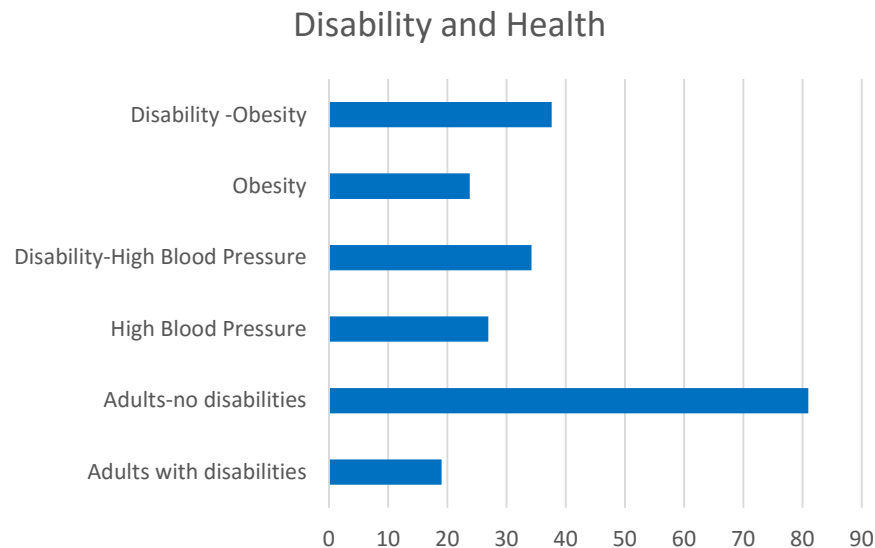
Adults with Disabilities in the U.S.

Including People with Disabilities: Public Health Workforce Competencies



Adults with Disabilities in the U.S.

- Data show that over 56.7 million Americans have a disability (1 in 5)
- Anyone can acquire a disabling condition in their lifetime
- Have more chronic health conditions than people without disabilities
- Higher risk for poor health outcomes



Including People with Disabilities: Public Health Workforce Competencies



Adults with Disabilities in the U.S.

- People with disabilities are a significant portion of the community
- Friends, family , co-workers, neighbors, community members



Including People with Disabilities: Public Health Workforce Competencies



Adults with Disabilities in the U.S.

- Knowledge about the health status and public health needs of people with disabilities is essential for health disparities.
- However, most public health training programs do not include curriculum on people with disabilities and methods for including them in core public health efforts.
- Need for building a stronger public health workforce skilled in ways to include people with disabilities in all public health efforts.



About the Competencies

Including People with Disabilities: Public Health Workforce Competencies



About the Competencies

- Need for inclusion in health promotion and other planning efforts to address health disparities
- The *Competencies* outlines recent advances in knowledge and practice skills that public health professionals need to include people with disabilities
- Primarily designed for professionals already working in the public health field
- Foundational knowledge about the relationship between public health programs and health outcomes among people with disabilities

Including People with Disabilities: Public Health Workforce Competencies



About the Competencies

- Strategies and examples of how to include people with disabilities in planning and health promotion efforts
- The *Competencies* align and complement existing broad public health competencies including the:
 - **Essential Public Health Services**
 - **Core Competencies for Public Health Professionals (PHF)**
 - **Accreditation Criteria for Public Health Programs (Council on Education for Public Health)**
 - **MPH Core Competency Module (Association of Schools & Programs of Public Health)**

Including People with Disabilities: Public Health Workforce Competencies



About the Competencies

- In addition, they foster workforce capacity-building priorities, e.g. Healthy People 2020, Disability and Health objective DH-3.
- Website, learning modules, and resources



Competencies and Learning Objectives

Including People with Disabilities: Public Health Workforce Competencies



Four Competencies

Competency 1: Discuss disability models across the lifespan

Competency 2: Discuss methods used to assess health issues for people with disabilities

Competency 3: Identify how public health programs impact health outcomes for people with disabilities

Competency 4: Implement and evaluate strategies to include people with disabilities in public health programs that promote health, prevent disease, and manage chronic and other health conditions

Including People with Disabilities: Public Health Workforce Competencies



Competency 1: Discuss disability models across the lifespan

Learning Objectives

- 1.1 Compare and contrast different models of disability
- 1.2 Apply model(s) of disability for a particular scope of work or population served.

Including People with Disabilities: Public Health Workforce Competencies



Competency 2: Discuss methods used to assess health issues for people with disabilities

Learning Objectives

- 2.1 Identify surveillance systems used to capture data that includes people with disabilities.
- 2.2 Recognize that disability can be used as a demographic variable

Including People with Disabilities: Public Health Workforce Competencies



Competency 3: Identify how public health programs impact health outcomes for people with disabilities

Learning Objectives

- 3.1 Recognize health issues of people with disabilities and health promotion strategies that can be used to address them.
- 3.2 Use laws as a tool to support people with disabilities.
- 3.3 Recognize accessibility standards, universal design, and principles of built environment that affect the health and quality of life for people with disabilities.
- 3.4 Explain how public health services, governmental programs, and non-governmental/ community-based organizations interact with disability.
- 3.5 Describe how communities (places where people live, work, and recreate) can adapt to be fully inclusive of disability populations.

Including People with Disabilities: Public Health Workforce Competencies



Competency 4: Implement and evaluate strategies to include people with disabilities in public health programs that promote health, prevent disease, and manage chronic and other health conditions

- 4.1 Describe factors that affect health care access for people with disabilities.
- 4.2 Describe strategies to integrate people with disabilities into health promotion programs.
- 4.3 Identify emerging issues that impact people with disabilities.
- 4.4 Define how environment can impact health outcomes for people with disabilities.
- 4.5 Apply evaluation strategies (needs assessment, process evaluation, and program evaluation) that can be used to demonstrate impact for people with disabilities.



Partnerships for Implementation and Dissemination

Including People with Disabilities: Public Health Workforce Competencies



Partnerships for Implementation and Dissemination

National Association of County and City Health Organizations (NACCHO)

- Session at NACCHO conference
- Work group members for development
- NACCHO creating disability training modules

National Association of Chronic Disease Directors (NACDD)

- Presentation to members
- Collaborate on incorporating into their competencies

Including People with Disabilities: Public Health Workforce Competencies



Partnerships for Implementation and Dissemination

Association of Teachers of Maternal and Child Health (ATMCH)

- Innovative Teaching Award
- Training Modules and Syllabus

Maternal and Child Health Bureau (MCHB)

- Advisory group members
- MCH Research Alert
- Future collaboration

Public Health Foundation

- Planning possible future training

Including People with Disabilities: Public Health Workforce Competencies



Partnerships for Implementation and Dissemination

University of Colorado

- Cordelia Robinson Rosenberg, Ph.D., RN , Professor of Pediatrics and Psychiatry
- Used the *Competencies* – trained National Jewish Health Quit Line Workers
- Disabilities, person first language, disability etiquette, and how to include people with disabilities in planning and health promotion

Other Partnerships:

- Council on Linkages
- ASPPH
- APHA
- CDC CE office

Including People with Disabilities: Public Health Workforce Competencies



Call to Action:

Partner with public health professionals to help include people with disabilities in public health program planning and design

How:

- Reach out to public health professionals, local health departments, and clinics
- Creative partnerships
- Create training opportunities, learning opportunities
- *Competencies* resource for examples, resources, and training modules

Including People with Disabilities: Public Health Workforce Competencies



More Information

- **Contacts:**

Adriane K. Griffen, DrPH, MPH, MCHES (agriffen@aucd.org)
Senior Director, Public Health and Leadership, AUCD

- **Website:** <https://www.DisabilityinPublicHealth.org>

- **Learning Modules:** <https://disabilityinpublichealth.org/learning-modules/>

- **Email:** DisabilityinPH@aucd.org

- **Social Media**

 Twitter: @PHis4Everyone #DisabilityinPH

 LinkedIn: Including People with Disabilities: Public Health Workforce Competencies



Adaptation of the Competencies for the HealthMeet® Project

Amie Lulinski, Ph.D.

The Arc of the United States



Including People with Disabilities: Public Health Workforce Competencies



Significance of Disability and Public Health

- People with intellectual disability (ID) are one of the most marginalized groups in our society, as they often have extremely limited access to education, employment, and financial resources
- Racial/ethnic minorities with ID and other disabilities may experience additional disparities in health, prejudice, economic barriers, and difficulty accessing health care as a result of their disability
- It is important for public health professionals to understand disability, ID and the related often preventable health conditions related to the is population

Including People with Disabilities: Public Health Workforce Competencies



- The Arc of the United States, HealthMeet partnered with AUCD to create training modules that are adapted from content from the *Including People with Disabilities: Public Health Workforce Competencies* (www.disabilityinpublichealth.org)
- The Training Modules were created to provide public health professionals with foundational knowledge on ID and other disabilities, and provide competencies to aid in the inclusion of people with disabilities in public health planning and health promotion efforts



Training Modules

There are 5 Training Modules:

- **Module 1: Introduction** - Provides an overview of the *Competencies*, definitions of intellectual and other disabilities, and the chronic and secondary health issues of people with disabilities
- **Module 2: Health Disparities and Emerging Issues** - Provides information on health disparities that people with disabilities may face and emerging issues for this population
- **Module 3: The Competencies** - Provides an overview of the *Competencies*, learning objectives and strategies for implementation
- **Module 4: Putting it all Together** - Provides information on how to implement the *Competencies* within your own discipline
- **Module 5: For Trainers**- Provides information on how to train others to implement the *Competencies* and include adults with disabilities in public health planning

Including People with Disabilities: Public Health Workforce Competencies



Training Modules

Modules include:

- Learning objectives
- Content to support the learning objectives
- Certificate of Completion
- Quizzes



In-Person Training Presentations

There are also tools and resources for in-person training to educate others on the *Competencies* and the I/DD population

Training Toolkit Includes:

- Training outline
- Presentation for in-person training
- Presentation for webinars
- Resource Lists
- Self-paced quiz (users receive a certificate upon passing)
- Certificate of attendance (In-person or webinar)

Including People with Disabilities: Public Health Workforce Competencies



In-Person Training Presentations

Audience for Trainings :

- Local/state/federal/non-profit public health professionals
- Currently in public health workforce
- College/university students in public health programs

Settings for Trainings:

- Lunch and learn
- Staff or other meetings
- Presentations at conferences, schools of public health, or other training programs, and public health related student organization meetings

Including People with Disabilities: Public Health Workforce Competencies



In-Person Training Presentations

Partners for Trainings:

- The Arc of the United States and local chapters of the Arc
- UCEDD & LEND programs, other training programs
- Local disability focused organizations

Modules are located at:

<http://thearc.academy.reliaslearning.com/Including-People-with-Disabilities-Public-Health-Workforce-Competencies--ARC-NPP-HM-IPD.aspx>



Discussion:

How the Competencies Connect with the HRSA Mission

Shannon M. Haworth, MA
Office of Health Equity, HRSA

Including People with Disabilities: Public Health Workforce Competencies



- **HRSA Mission:** “To improve health and achieve health equity through access to quality services, a skilled health workforce and innovative programs”
- *Competencies* fill gaps in knowledge that public health professionals have not learned in their training programs
- Will help to build a skilled public health workforce

Including People with Disabilities: Public Health Workforce Competencies



Strategies for Including People with Disabilities:

- **Identify** key and non traditional partners at various levels
 - Organizations and Groups
 - Non traditional partnerships
- **Connect and Network**
 - Reach out to a contacts
 - Ask caregivers and people with disabilities
- **Engage** community partners in support of lifestyle changes and supports
 - Work with people with disabilities
 - Share lessons learned
 - Cross promote and disseminate resources

Including People with Disabilities: Public Health Workforce Competencies



HRSA - <http://www.hrsa.gov/about/>

Office of Health Equity -

<http://www.hrsa.gov/about/organization/bureaus/ohe/index.html>

Contact Information:

shaworth@hrsa.gov



Questions?



Thank you!