

*Los Angeles County Public Health
and the Competencies:
The Evolution*

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Objectives

- By the conclusion of this presentation the participants will have a(n):
 - Perspective of California and Los Angeles County Department of Public Health
 - Understanding of the use of the Competencies in Los Angeles County Public Health and its Affiliates
 - Ability to articulate the next steps of Los Angeles Department of Public Health

Outline

- Overview of California and Los Angeles County Department of Public Health.
 - Department
 - Nursing
- Public Health Nursing Committee on Professional Development and Practice
- The use of the Competencies in Nursing.
- What's next with the Public Health Competencies.

Overview of California

- Statewide Department of Public Health
 - Statewide Physician leader
 - No Statewide Nursing Leader
 - California Council of and Local Health Department of Nursing Directors (CCLHDND)

Overview of Los Angeles County

- Los Angeles County
 - 10 million residents
 - 4000 square miles
 - 8 Service Planning Areas
 - 24 districts
 - Rural
 - Urban

Overview of Los Angeles County

- 50 Departments
 - Public Health
 - Department of Health Services
 - Mental Health
 - Department of Children and Family Services
 - Department of Social Services
 - Fire
 - Sheriffs

Overview of Public Health

- Over 30 divisions
 - Children Medical Services (CMS)
 - Community Health Services (CHS)
 - Nurse Family Partnership (NFP)
 - Tuberculosis Control (TB)
 - Sexually Transmitted Disease Control (STD)
 - Acute Communicable Disease Control and Prevention (ACDC)
 - Emergency Preparedness (EPrep)
 - Quality Improvement (QID)

Quality Improvement Division

- Nursing Administration
- Public Health Investigation
- Organizational Development and Training
- Health Education Administration
- Public Health Dentistry

Programs and Community Health Services

- Metrics Administration
 - Dotted line to programs and community health services
 - Nursing's Function
 - Organizational Development and Trainings Function

Committees in Nursing Education and Professional Development

- Education, Professional Development, and Practice
 - University Affiliations
 - Orientation
 - Professional Development
- Co-Chaired
- Goals and Objectives
- Timed Agendas

Orientation and University Affiliation

- Orientation:
 - Update and develop modules for orientation
- University Affiliation:
 - Coordinate student orientations
 - Meet with faculty
 - Changes in Public Health Policies
 - Discuss how schools of nursing prepare graduates
 - Assure preceptor quality

Professional Development and Training Committee

- Plan bi-annual summits
- Coordinate Trainings
- Ensure that the training and professional development needs are met
 - Led to Public Health Competencies

Public Health Nursing Competencies

- Nurses were not aware of the Competencies, nor understood the need
- Scopes and Standards of Public Health Nursing were only on the shelves
- Some academia were unaware of the Public Health Nursing Competencies

Why the Competencies

- To effectively deliver the 10 Essential Public Health Services
 - Improve the ability to document the competency of nursing staff
 - Continuous training on those things that lead to a competent workforce

Introducing the Competencies

- One of the biannual summits
- Meeting with the University Affiliates
- Available on internal communication devices
 - Games
 - How to use in the LAC-DPH Practice Model
 - How to incorporate in curriculum

Survey Development

- Self efficacy
- Education level
- Knowledge of Public Health Nursing Practice Model
- Years of Service
- Training delivery preference
- Other training needs

Delivery of Survey

- Online – Zoomerang
- After an inspirational training
- Assure results would be shared
- Assure plan would be development from results
- Ready to “go live”

Organization Development and Training

- Working on set of department wide competencies
- Incorporated what would be expected from every discipline
- Each discipline would determine levels of proficiency
- Addition of leadership and emergency preparedness

Academia

- Incorporated in curriculum
 - Goal and Objective Development
 - Projects
 - Partnerships
 - Community Based Organizations and Health Centers
 - Case studies

What is next?

- Quality Improvement
 - Competency based performance evaluations
- ODT's plan
 - Finalize
 - Survey
 - Gear Training
- Academia's plan

Lesson's Learned

- Improved communication
- Work effectively with other disciplines
- Make training fun

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Questions?????