

Objective

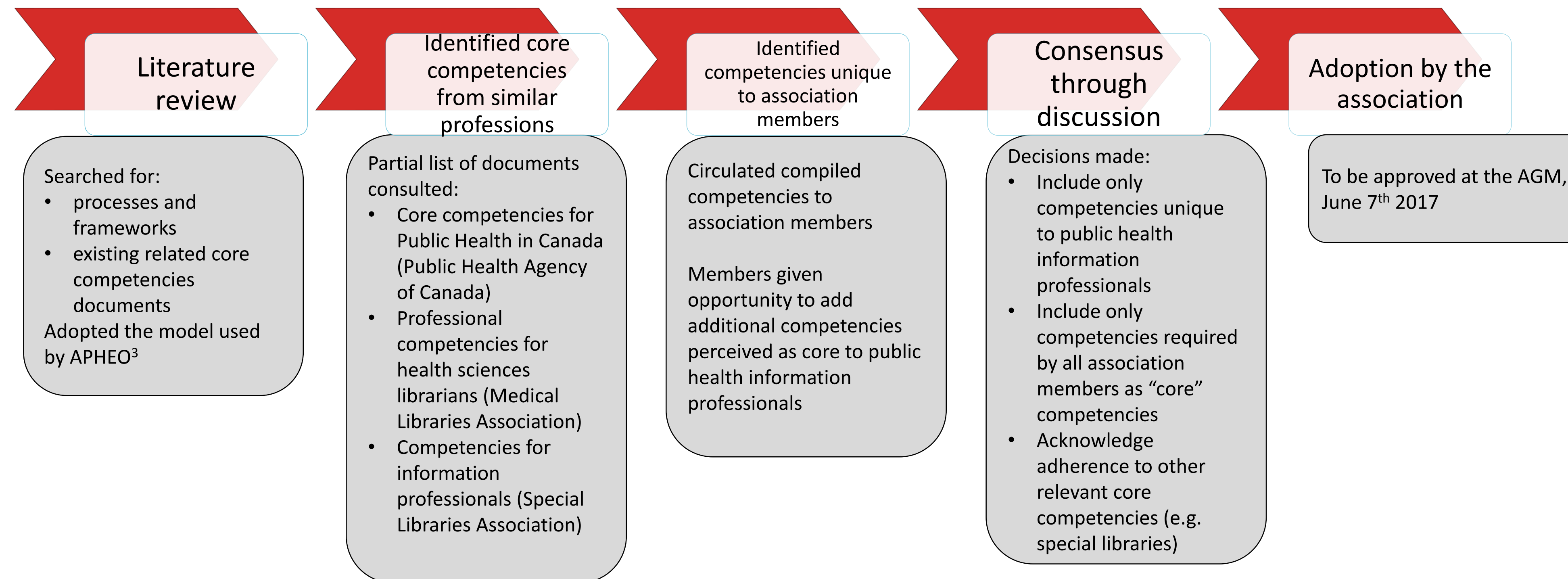
To describe the process undertaken to develop a set of core competencies for public health information professionals.

The poster will highlight the steps taken, the challenges encountered, and the decisions made throughout the process as well as some reflections on the role of core competencies within a profession.

Introduction

The Ontario Public Health Libraries Association revised their 2006 core competencies document. The problems encountered were: determining which competencies were core to the work common to all association members, determining which competencies were unique to information professionals in public health, and finding the balance between creating a document to guide practice and professional development and one appropriate for job description and evaluation.

The Process



Challenges

- 1) Purpose of the document
 - To be used for job description and evaluation? → Would want all activities conducted by all association members to be included
 - To be used to define public health information professionals as a unique professional group? → Would want only the competencies unique to public health information professionals included
- 2) What competencies are considered “core”?
 - Not all identified activities are done by all association members → How to decide which are “core” and reflective of the work done by association members?

| Decision | Action |
|---|---|
| Use document to define public health information professionals as a unique professional group | Include only competencies unique to public health information professionals |
| Use document for job description and evaluation | Include preface that members adhere to the core competencies of the Special Libraries Association and the Medical Libraries Association to more fully capture the work done and competencies held |
| “Core” is defined as being only the competencies and activities done by the majority of association members | Include only competencies held by the majority of association members as agreed upon through discussion and feedback |

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³ Bondy S, Cole D, Johnson I, Bercovitz K, et al.; The Association of Public Health Epidemiologists of Ontario Competencies Working Group. Core competencies for public health epidemiologists in Ontario: A discussion paper for the Association of Public Health Epidemiologists on Ontario (APHEO) and the Public Health Agency of Canada [Internet]. Toronto: University of Toronto; 2007 [cited 2017 May 4]. Available from: <http://core.apheo.ca/resources/projects/comps/APHEO%20Competency%20Final%20Report%202007.pdf>