

# FINAL REPORT INCLUDING PEOPLE WITH DISABILITIES: PUBLIC HEALTH WORKFORCE COMPETENCIES LEARNING MODULES

May 27, 2016



Submitted by:

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## 1. Project Background and Description

Compared to people without disabilities, people with disabilities are at a higher risk for poor health outcomes such as hypertension, obesity, falls-related injuries, and depression. Knowledge about the health status and public health needs of people with disabilities is essential for addressing these and other 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. There is a clear need for public health efforts to reduce health disparities among people with disabilities. This may be achieved by building a stronger public health workforce skilled in ways to include people with disabilities in all public health efforts.

The *Including People with Disabilities: Public Health Workforce Competencies* outlines the foundational knowledge that public health professionals need to include people with disabilities in the core public health functions - Assessment, Policy development and Assurance. These competencies align with existing broad public health competencies, and compliment them. These existing competencies include the MCH Leadership Competencies.

The *Competencies* have been developed by a national committee comprised of disability and public health experts. Work to develop the *Competencies* began in 2010 through a previous cooperative agreement between the CDC's National Center on Birth Defects and Developmental Disabilities (NCBDDD), Disability and Health Branch and the Association of University Centers on Disability (AUCD). This work continued in 2015 with a cooperative agreement with the Office of the Director, CDC (ODCCDC, NCBDDD and the Office for State, Tribal, Local and Territorial Support (OT), and concluded in 2016. The *Competencies* aim to

expand workforce skills and practice to ultimately enable public health professionals to successfully develop programs and activities that include people with disabilities.

## 2. Learning Modules

The learning modules were based on the Including People with Disabilities-Public Health Workforce Competencies. Seven modules have been created as a product of the ATMCH Innovative teaching Award.

The modules provide a foundation of knowledge about disability and health disparities, and explore the 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

### Course Objectives:

- Understand the health needs and health disparity issues associated with having a disability
- Understand the responsibility of public health programs and their role in supporting people with disabilities across the lifespan
- Understand the need to include people with disabilities in planning efforts and be able to implement inclusion strategies

### Module Creation and Content

The modules were created by using PowerPoint slides and Adobe Connect. Adobe Connect allows the slides to be packaged and linked to on a web page. The modules are housed on a standalone website and will be available on the ATMCH website. The web address for the modules is - <https://disabilityinpublichealth.org/learning-modules/>. The modules were tested by AUCD Public Health Fellows, and other AUCD staff.

The modules are interactive, and contain narration of the text for ease in accessibility, as well as practice and final quizzes. Modules 1-5 have a practice quiz and final quiz each with the

same 3 questions. The practice quiz has no score and can be completed once. The Final score must have a passing score of 75% to earn a Certificate of Completion. The final quiz can be completed an infinite amount of times until passed. After a passing score the user is directed to the certificate. Module 6 has a link to the final certificate. The modules do not have to be completed in order. The user must complete the quizzes during the session as answers will not be saved.

### **Outline of the modules:**

Introduction

Module 1: Disability and Public Health

Module 2: Competency 1

Module 3: Competency 2

Module 4: Competency 3

Module 5: Competency 4

Module 6: Putting it All Together: Implementation

### **Introductory module**

The Introductory modules is the first module in the series. It provides information about the *Competencies* project, the competencies, the purpose of the modules, and how the modules are organized.

### **Module 1: Disability and Public Health**

This module provides an overview of people with disabilities, the need for inclusive health promotion, health disparities, and the need to include this demographic in public health planning efforts.

### **Modules 2-5**

Each of these modules provides an overview of one of the four Competencies. Supporting information is provided, as well as learning objectives, and examples.

### **Module 6: Putting it All Together: Implementation**

This module is the last in the series. It provides an overview of the competencies and information for implementation. Examples of inclusive programs are provided, as well as three

case studies. A link to resources by topic is also included. The resources will help with implementing the competencies, as well as embedding the competencies into current curricula.

Links to a newly created Linked group, crosswalk of other competencies and standards, and an evaluation survey is also provide.

### 3. Sustainability and Support

A website domain name was purchased to house project information and the training modules. The modules will be reevaluated every 6 months and updated as necessary.

[www.disabilityinpublichealth.org](http://www.disabilityinpublichealth.org)

<https://disabilityinpublichealth.org/learning-modules/>

A LinkedIn group was created to support these training modules and create a community of practice. This group will facilitate the sharing of practices, strategies, examples, and resources on including people with disabilities in public health planning efforts.

<https://www.linkedin.com/groups/7052882>

A dedicated email is also provided to send questions and comments about the training modules. The emails will be directed to the Senior Program manager of the project, Shannon Haworth. [disabilityinPH@aucd.org](mailto:disabilityinPH@aucd.org)

### 4. Supplementary Materials

There are supporting materials that accompany these training modules (also located here:

<https://disabilityinpublichealth.org/learning-modules/>):

- PowerPoint presentation explaining the Competencies that can be used for training and dissemination –  
<https://disabilityinpublichealth.files.wordpress.com/2016/05/competencies-presentation-for-atmch-5-26-16.pdf>
- A hand out which is an abridged version of the Competencies document -  
<https://disabilityinpublichealth.files.wordpress.com/2016/05/competencies-draft-version-1-9-handout-5-27-16.pdf>
- The draft Competencies document (version 1.9). The final draft will be available in late June 2016 –  
<https://disabilityinpublichealth.files.wordpress.com/2016/05/competencies-draft-version-1-9-updated-5-27-16-atmch.pdf>

- Outline of the modules for training - [https://disabilityinpublichealth.files.wordpress.com/2016/05/modules-outline-for-training\\_5-26-16.pdf](https://disabilityinpublichealth.files.wordpress.com/2016/05/modules-outline-for-training_5-26-16.pdf)
- Slides of the modules and quiz questions and answers - <https://disabilityinpublichealth.org/learning-modules-slides/>
- Resources by Topic - <https://disabilityinpublichealth.files.wordpress.com/2016/02/resources.pdf>
- Alignment with other Public Health Competencies - <https://disabilityinpublichealth.files.wordpress.com/2016/02/alignment.pdf>
- Competencies Poster and Abstract – [https://disabilityinpublichealth.files.wordpress.com/2016/05/competencies-poster\\_final.pptx](https://disabilityinpublichealth.files.wordpress.com/2016/05/competencies-poster_final.pptx)  
[https://disabilityinpublichealth.files.wordpress.com/2016/05/poster\\_abstract.docx](https://disabilityinpublichealth.files.wordpress.com/2016/05/poster_abstract.docx)

## 5. Evaluation and Outcomes

To evaluate the modules, a small pilot group of public health professionals (n=10) have been asked use the modules and participate in a survey for evaluation. The evaluation will help with the improvement of the learning modules. Modules will be updated on the website yearly and as needed based on ongoing feedback.

## 6. Lessons Learned

During the course of completing this project we have discovered the importance of creating partnerships to aid with projects. Trainees are an excellent resource when there is no additional budget for staff. Many are looking for leadership projects and will assist with projects. We also learned that tailoring the module content to a specific audience is essential for positive outcomes.