The DHS Workforce Development Plan Team proposes consideration of the following Core Competencies for the upcoming DHS Workforce Development Plan. These competencies will be assessed for strengths and opportunities for development, which will serve as the basis for the WDP. The WDP can inform hiring strategies, orientation, training, staff development, performance evaluations and retention strategies and will complement job specific goal establishment and evaluations.

Proposed Competencies

**Planning and Evaluation**

**Communications**

**Cultural Competence**

**Collaboration**

**Personal and Professional Accountability**

**Organizational Awareness**

**Leadership and Systems Thinking**

**Understanding of the Disciplines**

Competency Definitions

**Planning and Evaluation**

Establishes a systematic approach to set and evaluate priorities, goals, and timelines to ensure accomplishment of a specific objective, policy, program, or service to achieve maximum effectiveness toward outcomes, efficient use of resources, and consistency with the DHS Strategic Plan. Ability to create and implement integrated plans, ensuring access to an array of linked services across prevention, population health, treatment and recovery. Uses information technology and knowledge of data sources in accessing, collecting, analyzing, using, maintaining and disseminating data and information. Identifies, analyzes, develops plans and evaluates using data and uses assessments to understand and address health status and factors. Implements DHS Strategic Plan and utilizes best practice strategies for continuous quality improvement. Uses and monitors evaluation results to improve program and departmental performance.

**Communications**

Presents and disseminates information in a clear and concise manner orally and in writing; appropriately designs and adapts message, style and tone to accommodate a variety of diverse audiences. Respectfully listens to others to gain full understanding of issues. Conveys commitment to strategies in DHS Strategic Plan and solicits input from internal and external stakeholders to inform and engage in strategies aimed at maximum impact.

**Cultural Competence**

Supports and promotes an environment that respects, values, and creates opportunities for all, regardless of individual differences. Provides services, collaborates, and develops programs, plans and policies that are relevant to the culture and language of the community, clients, and families. Supports and commits to the value of a diverse health workforce.

**Collaboration**

Works with and values contribution of colleagues across DHS and in community partnerships to accomplish shared goals, develop a vision for community health and wellbeing, and collaborate to maximize impact. Treats others with dignity and respect and maintains a professional and courteous demeanor. Engages community residents, clients and leaders for input, leadership, planning and support of efforts for health and wellbeing of residents.

**Personal and Professional Accountability**

Consistently demonstrates an outcomes orientation in development and implementation of programs, plans, policies and service delivery. Sets and achieves goals, working in a way that meets deadlines and standards. Accepts full responsibility for self and contribution as a team member and displays honesty and truthfulness. Appropriately confronts problems quickly and accepts their role in them when necessary. Displays careful and responsible management of entrusted resources, including people, time, finances, supplies, and materials.

**Organizational Awareness**

Combines job knowledge and broad organizational knowledge to help achieve the Department’s OneDHS vision and implementation of the DHS Strategic Plan, including operationalizing DHS core values of equity, collaboration and excellence. Prioritizes tasks in order of value and urgency, allocating time and resources effectively based on appropriate priorities. Adheres to, implements and manages policies and procedures of DHS and operates programs and plans within budgeted resources. Incorporates ethical standards of practice. Motivates colleagues for the purpose of achieving shared program, departmental goals and County priorities.

**Leadership and Systems Thinking**

Understands DHS’ role in public health and behavioral health as part of a larger inter-related system of organizations that influence health and well-being of residents and clients. Identifies, analyzes, and leads efforts to address opportunities and barriers that may affect delivery of public health and behavioral health services, programs, policies and population health improvement. Demonstrates transparency, sound judgment and department-wide thinking in decision-making and encourages critical thinking in the work. Participates in professional development opportunities.

**Understanding of the Disciplines**

Understands and applies basic knowledge of best practices in the disciplines of public health and behavioral health in the planning, administration, management, and evaluation of service delivery, programs, plans and policies. Knowledge and understanding of SAMHSA 2.0 Leading Change and the 10 Essential Public Health Services.