

Job Task Analysis in Public Health: What are the Essential Tasks of Public Health Professionals

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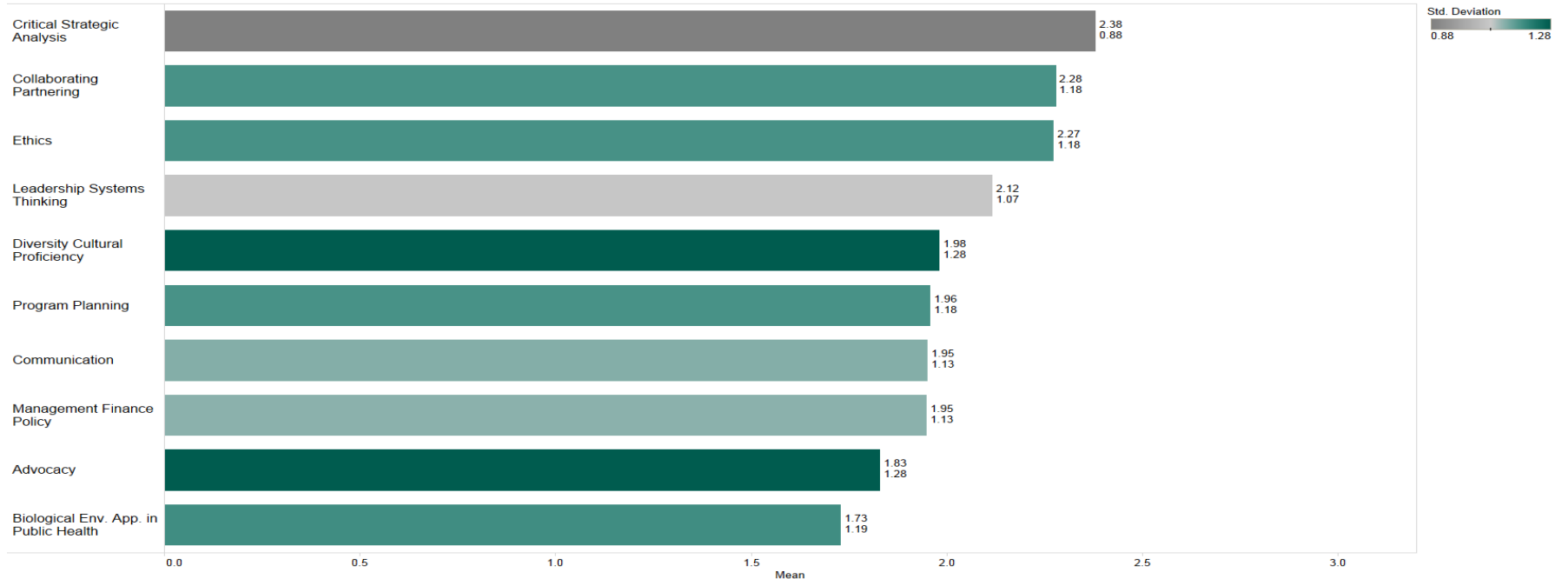
Abstract

The National Board of Public Health Examiners (NBPHE) completed a Job Task Analysis for public health professionals in 2014. The Job Task Analysis was designed to determine critical tasks which are performed by those working in public health. The NBPHE developed the survey instrument with the assistance of Applied Measurement Professionals (AMP) and a panel of 18 individuals representing employers in various sectors of public health, including government, private sector, academia and non-profits. The survey included 200 tasks in 10 content domains and 15 demographic characteristics. In May and June of 2014, the survey was disseminated to partner organizations as well as directly to individuals working in public health. Over 7,400 individuals responded to the survey with over 4,800 completing the majority of survey questions. The NBPHE is now analyzing the results in detail and will be working with partner organizations to interpret the results. The analysis will include comparing profiles of those working in different sectors of public health and an in-depth look at the tasks each of these groups determined to be most critical to their jobs. The NBPHE will also be examining the correlation between the domain areas of the Certified in Public Health credential (CPH) and the job task list which was an outcome of the survey.

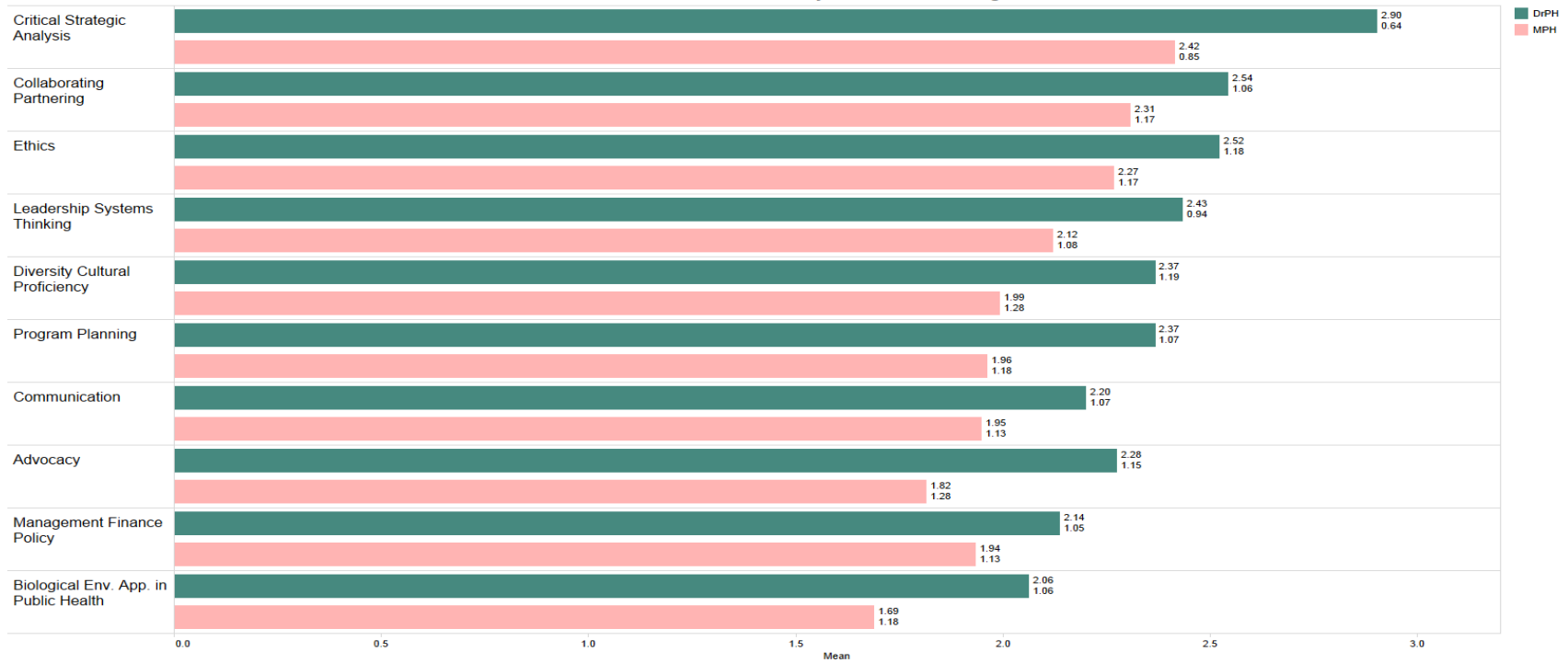
The survey included demographic characteristics and 200 tasks in 10 content domains. Respondents rated each task on a 5-point rating scale by its importance in their current job. Respondents were asked to first consider whether they actually perform the task in their job, and if not answer “Never Performed” (coded as 0). If they do perform the task in their job, they were asked to indicate how important the task is (coded as 1=Not very important, 2=Important, 3=Very important, 4=Essential). The survey was distributed directly to over 124,000 individuals and through 51 organizations. **The means depicted in the following charts reflect the average rating given to tasks in each domain area across all respondents in a given group.**

The outcomes of this analysis will yield an overview of the tasks most important to most public health professionals as well as important distinctions between levels and areas of employment. The analysis will also inform the work of the CEPH-accredited schools and programs of public health in rethinking the future of public health education and may inform the activities of other professional groups, e.g., CEPH, PHAB, ASTHO, and NACCHO.

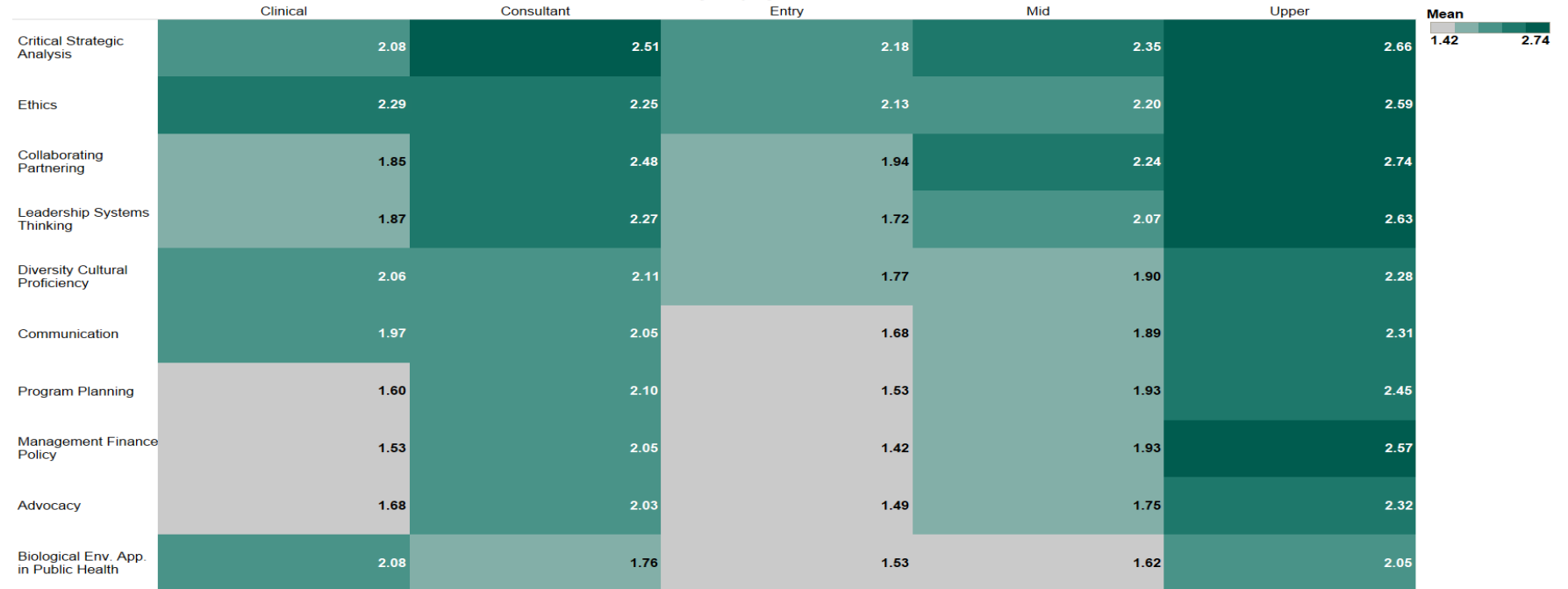
Overall Domain Mean and Standard Deviation



Domain Mean and Standard Deviation by MPH and DrPH Degrees

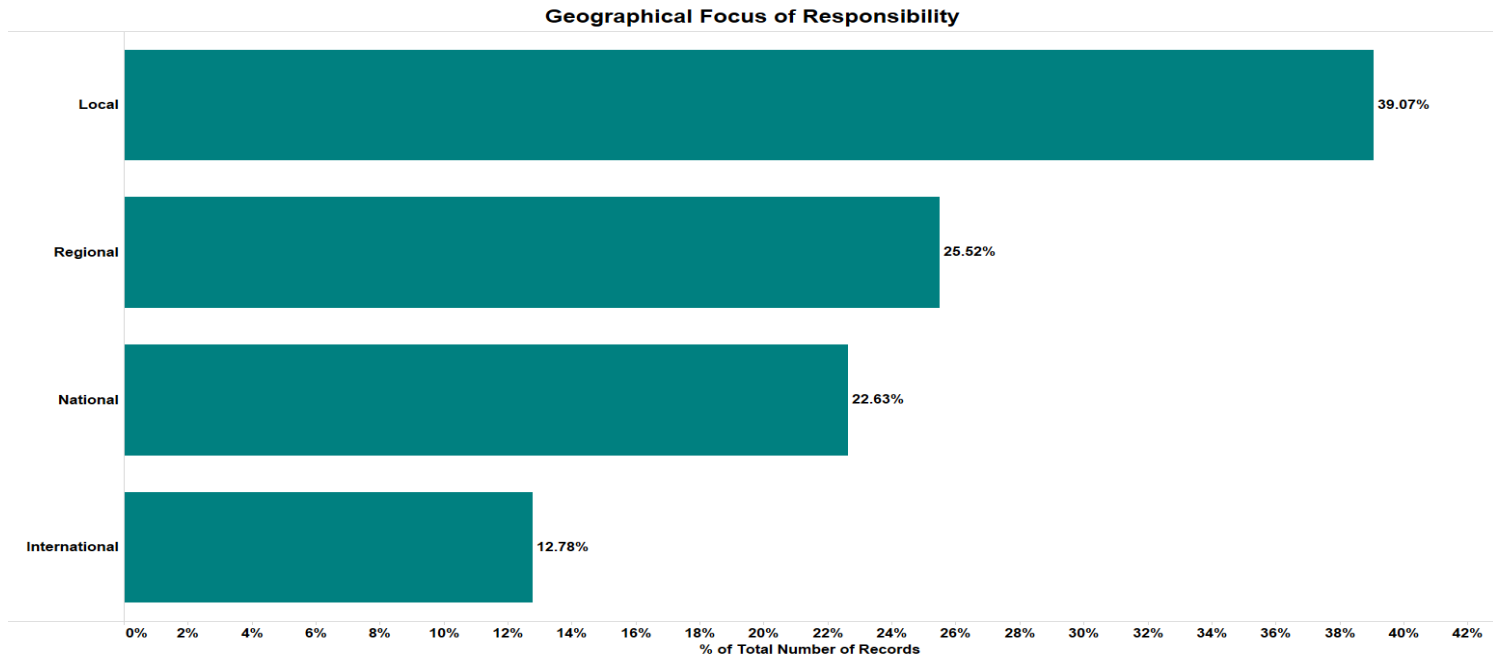


Domain Means by Employment Level

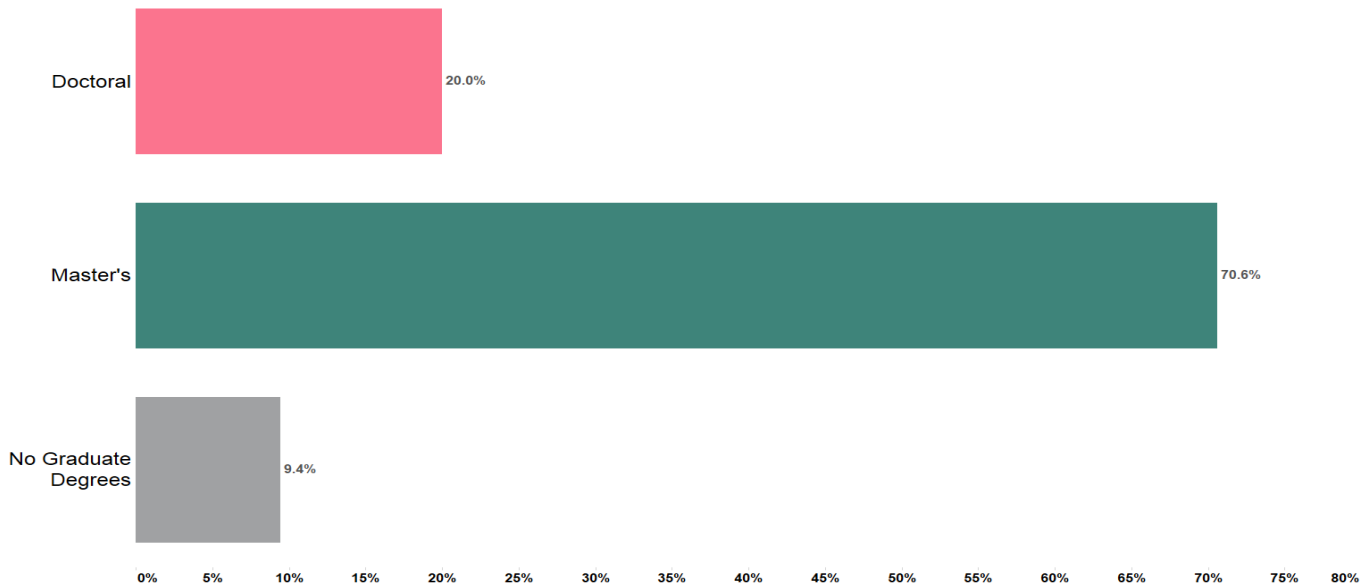


Domain Means by Employment Setting





Education Level
 Note: Respondents were able to select more than one degree level



For more information, please contact Allison Foster, NBPHE President at afoster@aspph.org or visit the NBPHE website: www.nbphe.org.