Kansas Workforce Snapshot

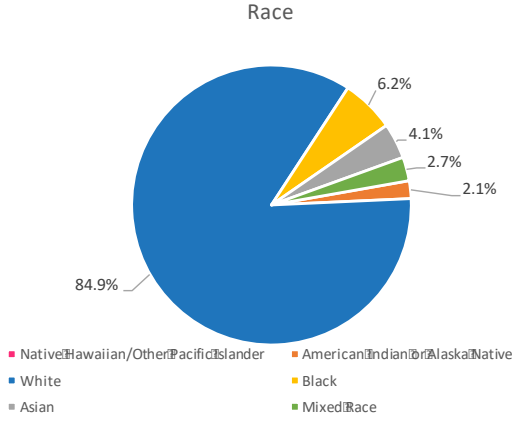
Demographics and Learning Needs Based on Self-Assessment Data 2014 – 2020

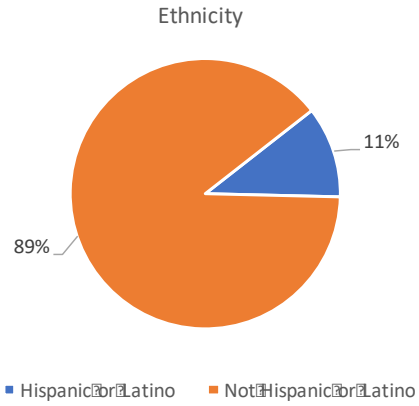
Now that Title V agencies are developing strategies to address their **5-year needs assessment**, an understanding of workforce composition and learning needs is essential to gauge strengths and areas of growth. The **MCH Navigator** has prepared this report of professionals in Kansas who have taken the online self-assessment from 2014 – 2020 to serve as a **snapshot of workforce demographics and knowledge/skills across the MCH Leadership Competencies**.

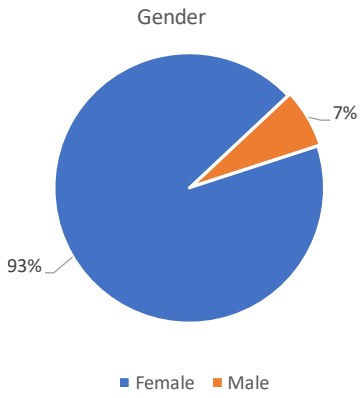
Demographic data was analyzed across seven measures with an overall sample size of n=401.

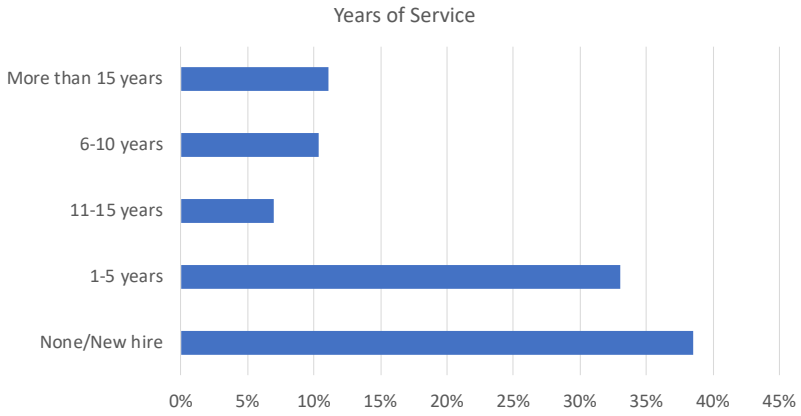
The majority of participants were:

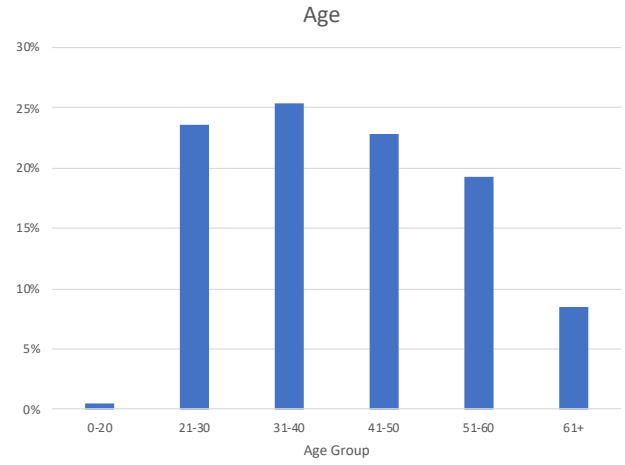
- White (85%)
- Not of Hispanic or Latino origin (89%)
- Female (93%)
- New hires (38%)
- 31-40 years of age (25%)
- Health Provider/Professionals (34%)

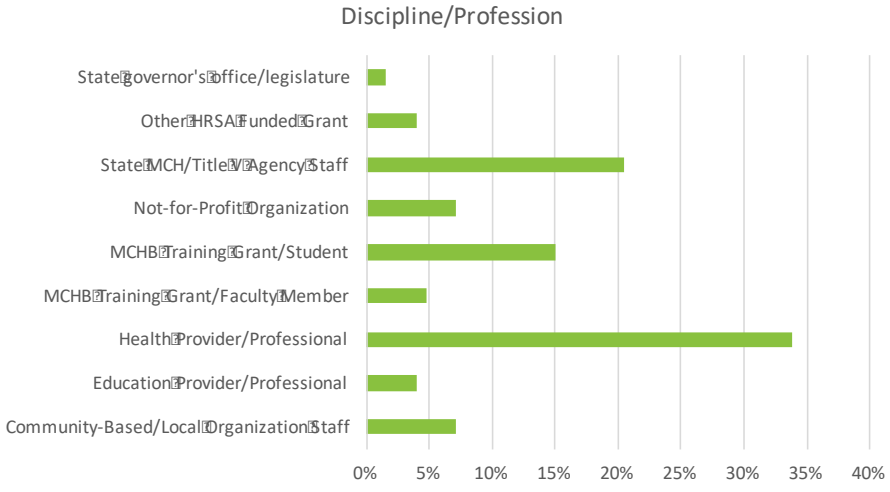












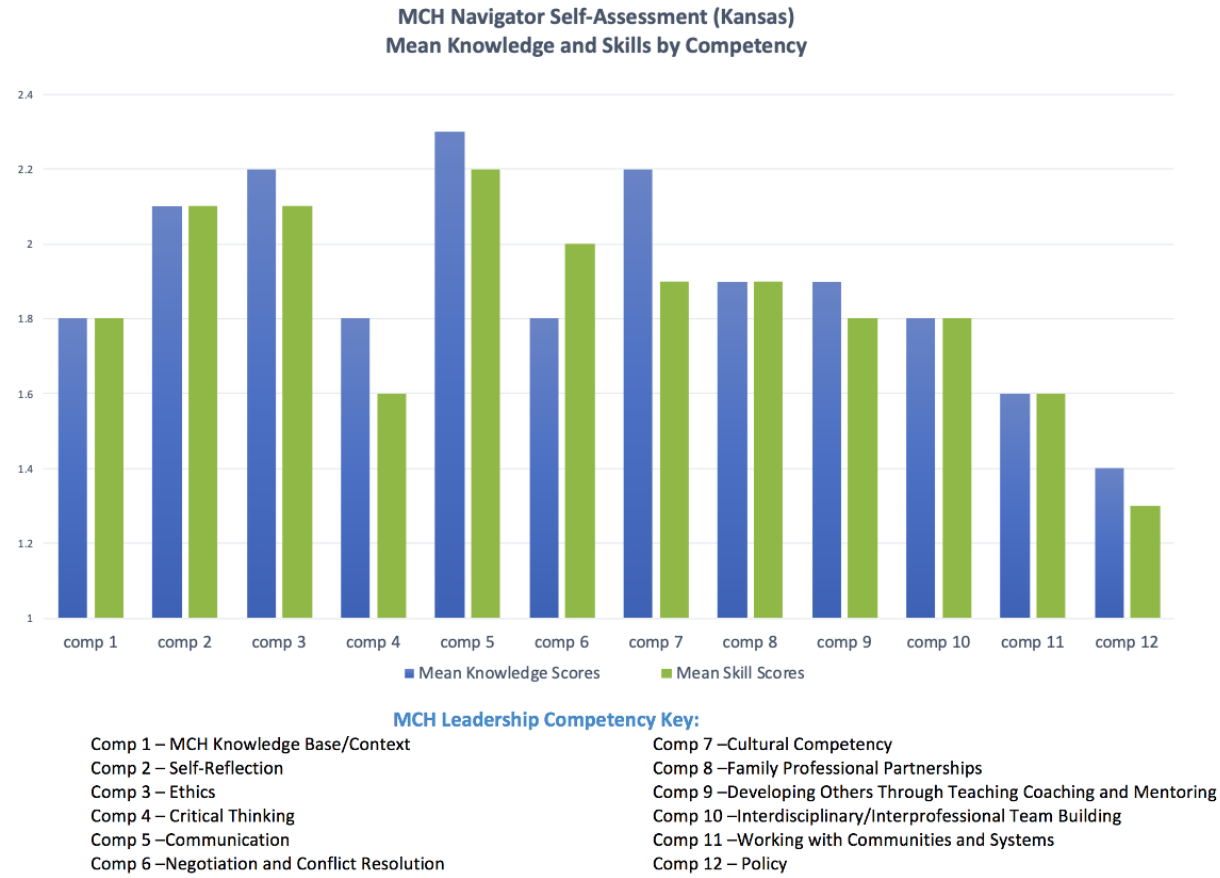
Understanding Knowledge and Skills of the Workforce

Self-assessment provides an opportunity for professionals to reflect on competency-based strengths and areas to grow in order to identify learning needs and reinforce new skills in order to improve performance. The MCH Navigator has been collecting data from our online Self-Assessment since 2014 (with nearly 8,000 completed assessments) and during that time have identified a number of data trends:

Trend #1: Learners consistently report high levels of knowledge but low levels of skills across a number of competencies including cultural competency and family-professional practice. This translates into MCH professionals understanding the concepts of a competency but not as much self-efficacy in translating this knowledge into practice. **In response to this need, the MCH Navigator has developed a series of implementation briefs that provides specific learning opportunities that focus on how to implement and execute skills associated with the leadership competencies.**

Trend #2: Similarly, learners most often report lower skill levels related to sub-competencies that address health equity (e.g., 1S4: Address health disparities in MCH populations, 3S2: Identify ethical implications of health disparities, 6S5: Address how inequities shape conflict). **In response to this timely need, the Navigator has developed Strategies for Promoting Health Equity in Your State in collaboration with the National MCH Workforce Development Center.**

Trend #3: Learners consistently report low knowledge and skills scores for policy. **In response to this finding, the Navigator has developed a Policy 101 Portal to aid the workforce in this area.**

The chart at the bottom of this page analyzes mean knowledge and skill scores for each of the 12 MCH Leadership Competencies for **Kansas**. In line with national data trends, cultural competency had the largest gap in knowledge and skills. Also in line with national data trends, policy has the lowest knowledge and skills scores across competencies.

Stay tuned for more Navigator updates and new programs. And contact us anytime: mchnavigator@ncemch.org