

## Developing the Next-Generation Health Policy Workforce

*Improving access to new medical treatments. Eliminating persistent health inequities. Ensuring availability of affordable and high-quality health insurance. Caring for an aging population. Mitigating climate change impacts on population health. Preparing for global pandemics. Optimizing the use of artificial intelligence in health care.* These topics are just a few examples of the pressing health policy challenges affecting society today.

Tomorrow's health policy professionals will come from a broad range of academic disciplines and perspectives, and will need a cross-cutting toolkit of competencies to anticipate, address, and lead reforms on these complex issues effectively. To meet this need, the Duke-Margolis Institute for Health Policy developed a core competency framework to help equip the next generation of the health policy workforce with the necessary knowledge, skills, and attributes to improve health, health equity, and health care through practical, innovative, and evidence-based policy.

### A New Framework to Develop the Next-Generation Health Policy Workforce

Informed by feedback from a broad range of health policy professionals, the Duke-Margolis health policy core competency framework is organized into six domains. The domains represent distinct, but interconnected and mutually reinforcing, areas of competence in health policy. The six domains are: 1) **health care system & policy process**, 2) **policy development & evaluation**, 3) **data & methods**, 4) **policy translation & communication**, 5) **networks & relationships**, and 6) **leadership & teamwork**. The competency statements associated with each domain describe the key knowledge, skills, and attributes that health policy professionals should demonstrate in that domain.

A competency-informed approach to prepare tomorrow's health policy professionals provides:

- **clarity and consistency** around learning goals and outcomes;
- **connectivity** between curriculum and workforce needs;
- **customization** to individual learner needs, experience, and career paths; and
- **collaboration** between learners, educators, and practitioners to facilitate real-world learning.

### Putting the Framework into Action



The health policy core competency framework is designed to be a flexible, adaptive, and practical tool to inform and guide health policy education and training programs and health policy workforce development more broadly.

At Duke-Margolis, the framework will support a range of efforts, including, but not limited to:

- Creating health policy courses and curriculum;
- Evaluating and improving our education and training programs;
- Developing and implementing competency self-assessment activities;
- Launching new initiatives to enhance health policy workforce development; and
- Building partnerships with students, faculty, and other collaborators to foster the development of emerging leaders in health policy.

### **Advance Our Work**

A key pillar of the Duke-Margolis mission is to educate and train the next generation of health policy leaders. Increased support of our education mission will **advance Duke-Margolis core competencies in health policy**—ensuring our students and trainees are prepared to succeed in health policy and further elevate Duke as a leader in education and training programs to advance health policy and health reform.

Duke-Margolis has identified the Education and Workforce Development portfolio as one of its 2024-2027 focus areas. We are seeking funding to support new student initiatives and scholarships focused on health policy, expand Duke's community of health policy researchers and faculty who will shape interdisciplinary health policy leaders, and establish a Duke Health Policy Action Fund to provide start-up funds to support innovative health policy scholarship that addresses pressing health care challenges.

For more information on this work, please contact Dr. Corinna Sorenson, Faculty Director of Academic Programs in Health Policy, [corinna.sorenson@duke.edu](mailto:corinna.sorenson@duke.edu). For ways to support Duke-Margolis and its Education portfolio, contact Morgan Pope, Director of Interdisciplinary Development, Duke University, [morgan.pope@duke.edu](mailto:morgan.pope@duke.edu)