

Education & Workforce Development

Emerging Initiative

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.

Tomorrow's health policy professionals will come from a broad range of academic disciplines.



The Duke-Margolis Institute for Health Policy has prioritized its Education portfolio as an opportunity for a pioneering funder to name and impact a key effort to support new student initiatives 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 support innovative health policy scholarship & solutions for the most pressing health care challenges.

Why This Work Matters

These topics are just a few 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, Duke-Margolis 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.

Informed by feedback from a broad range of health policy professionals, the Duke-Margolis health policy core competency framework is organized into six domains: **1) health care system & policy process,**

2) policy development & evaluation, 3) data & methods, 4) policy translation & communication, 5) networks & relationships, and 6) leadership & teamwork.

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 in Action

The health policy core competency framework is designed to be a flexible, adaptive, and practical tool to inform and guide health policy education, 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.



"The Margolis Scholars Program has enabled me to understand the broader context of how to translate ideas to policy, what it takes to launch a bipartisan initiative, and how community partners should engage with academia."

Freya Gulamali, BS in Computer Science and Minor in Chemistry ('25), Trinity College of Arts and Sciences

