



# National Workforce Snapshot

Demographics and Learning Needs Based on Self-Assessment Data 2016 – 2018

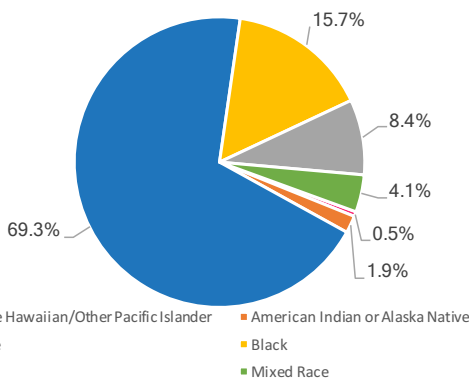
As Title V agencies work through the **5-year needs assessment** process, an understanding of their workforce composition and learning needs is essential to gauge strengths and areas of growth. The **MCH Navigator** has prepared this national report of professionals in all 59 states and jurisdictions who have taken the online self-assessment from 2016 – 2018 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=4,189.

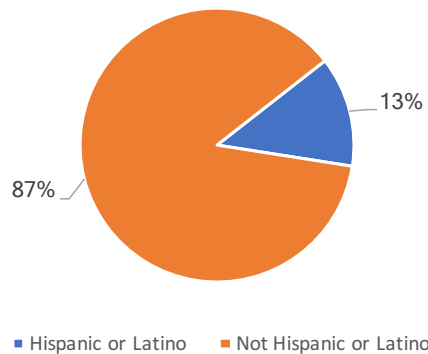
The majority of participants were:

- White (69%)
- Not of Hispanic or Latino origin (87%)
- Female (90%)
- New hires (56%)
- 21-30 years of age (43%)
- Health Provider/Professional (19%)

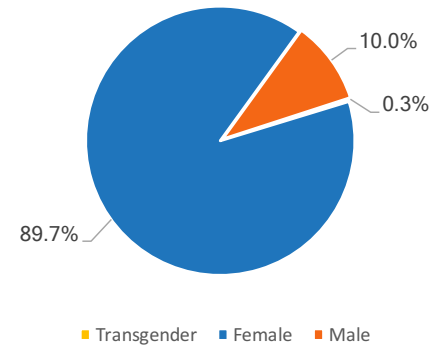
Race



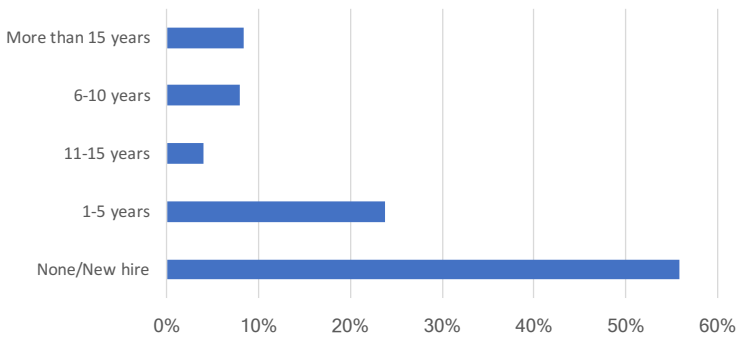
Ethnicity



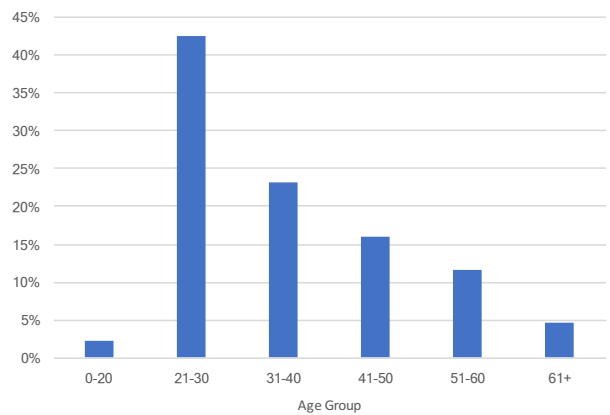
Gender



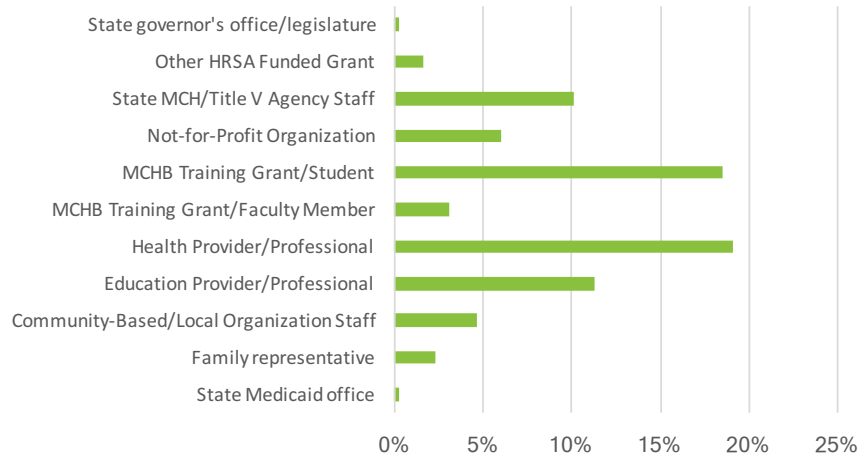
Years of Service



Age



Discipline/Profession



## Understanding Knowledge and Skills of the Workforce

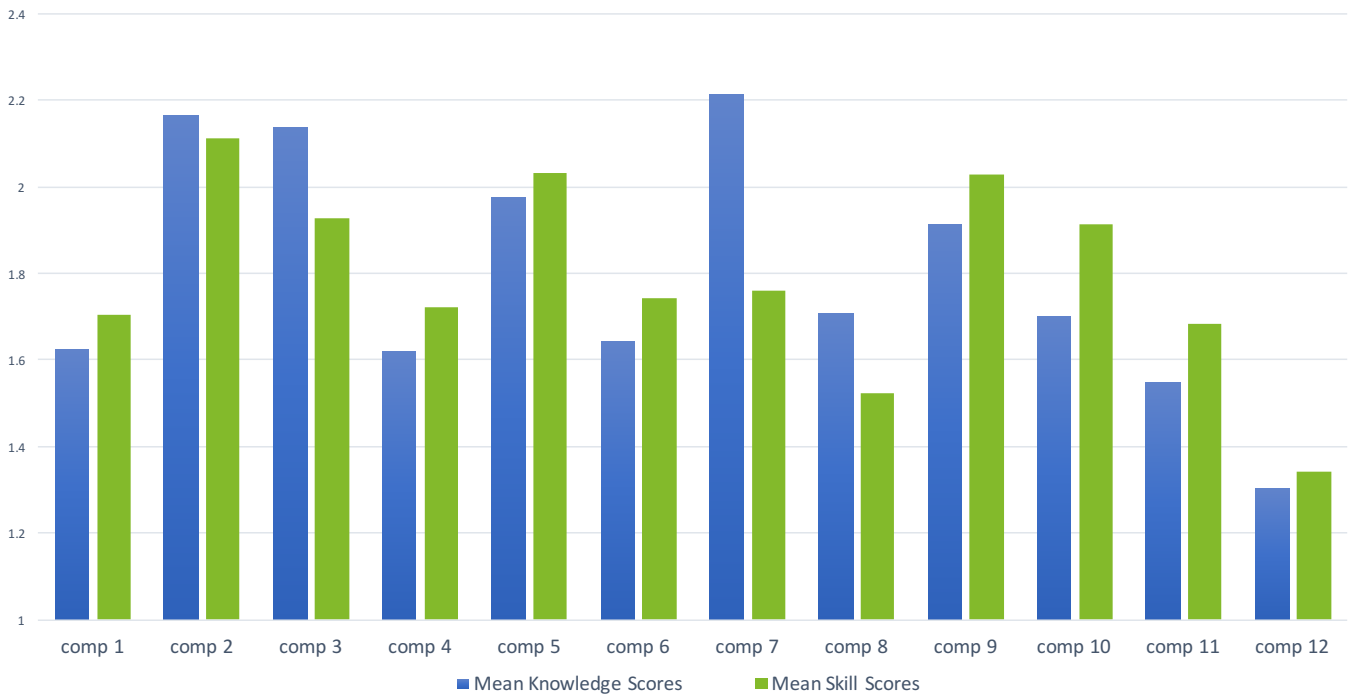
Self-assessment provides an opportunity for professionals to reflect on competency-based strengths and areas to grow in order to identify learning needs and reinforce new skills in order to improve performance. The MCH Navigator has been collecting data from our online [Self-Assessment](#) since 2014 (with nearly 3,000 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:** 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 **all 59 states and jurisdictions from 2016-2018**. National data trends, consistently show cultural competency having the largest gap in knowledge and skills along with ethics and family-professional partnerships. The second consistent data trend is policy having the lowest knowledge and skills scores across competencies.

**MCH Navigator Self-Assessment (National)  
Mean Knowledge and Skills by Competency**



**MCH Leadership Competency Key:**

- Comp 1 – MCH Knowledge Base/Context
- Comp 2 – Self-Reflection
- Comp 3 – Ethics
- Comp 4 – Critical Thinking
- Comp 5 – Communication
- Comp 6 – Negotiation and Conflict Resolution

- Comp 7 – Cultural Competency
- Comp 8 – Family Professional Partnerships
- Comp 9 – Developing Others Through Teaching Coaching and Mentoring
- Comp 10 – Interdisciplinary/Interprofessional Team Building
- Comp 11 – Working with Communities and Systems
- Comp 12 – Policy