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 report of professionals in North Dakota who have taken the online self-assessment from 2016 – 2019 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=35.
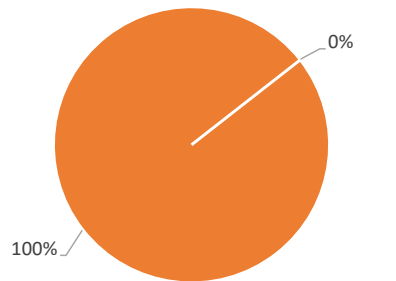The majority of participants were:

- White (76%)
- Not of Hispanic or Latino origin (100%)
- Female (92%)
- 1-5 years of service (32%)
- 31-40 years of age (42%)
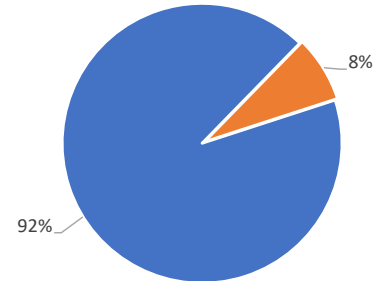- State MCH/Title V agency staff (63%)

Race
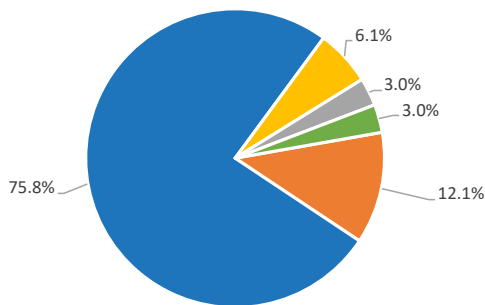
- Native Hawaiian/Other Pacific Islander
- White
- Asian
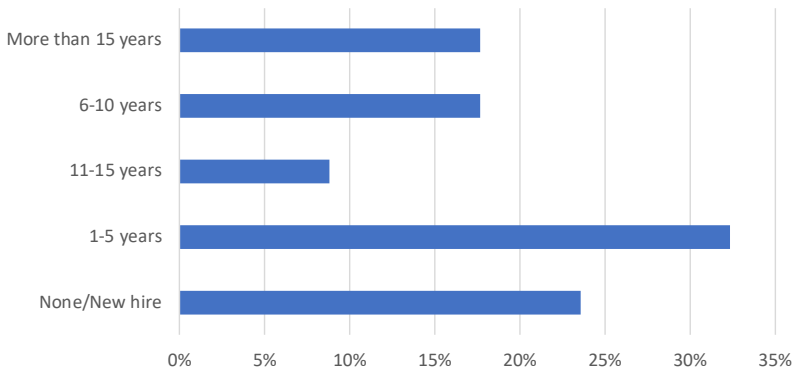- American Indian or Alaska Native
- Black
- Mixed Race

75.8%, 6.1%, 3.0%, 3.0%, 12.1%

Ethnicity

- Hispanic or Latino
- Not Hispanic or Latino

0%, 100%

Gender

- Female
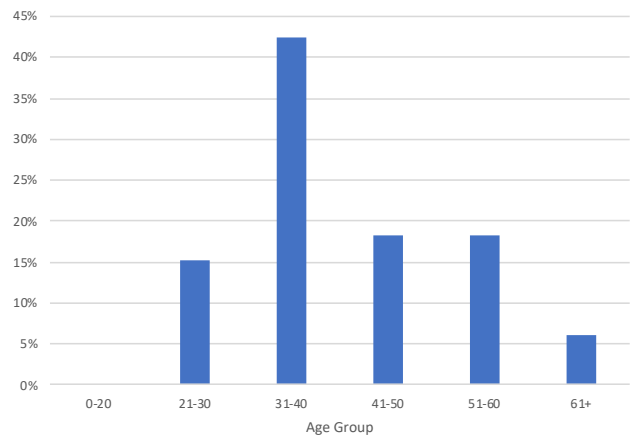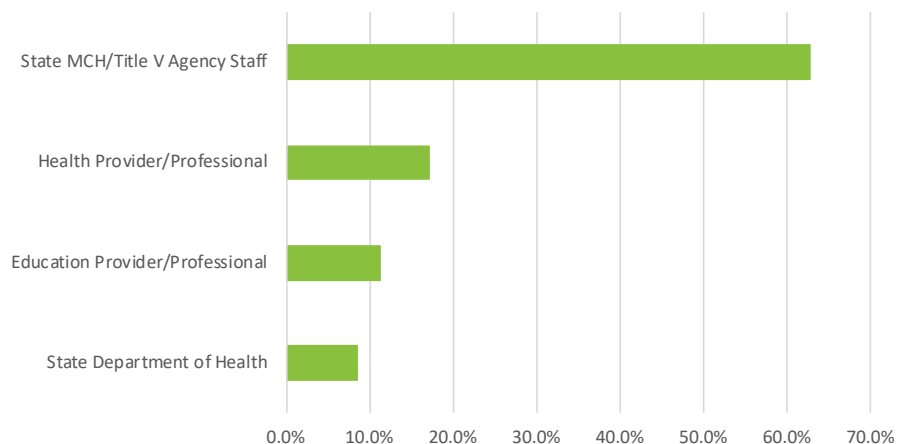- Male

92%, 8%

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 **North Dakota**. In line with national data trends, cultural competency had the largest gap in knowledge and skills along with family-professional partnerships. Also, in line with national data trends, policy has the lowest knowledge and skills scores across competencies.

MCH Navigator Self-Assessment (North Dakota)
Mean Knowledge and Skills by Competency

■ Mean Knowledge Scores ■ Mean Skill Scores
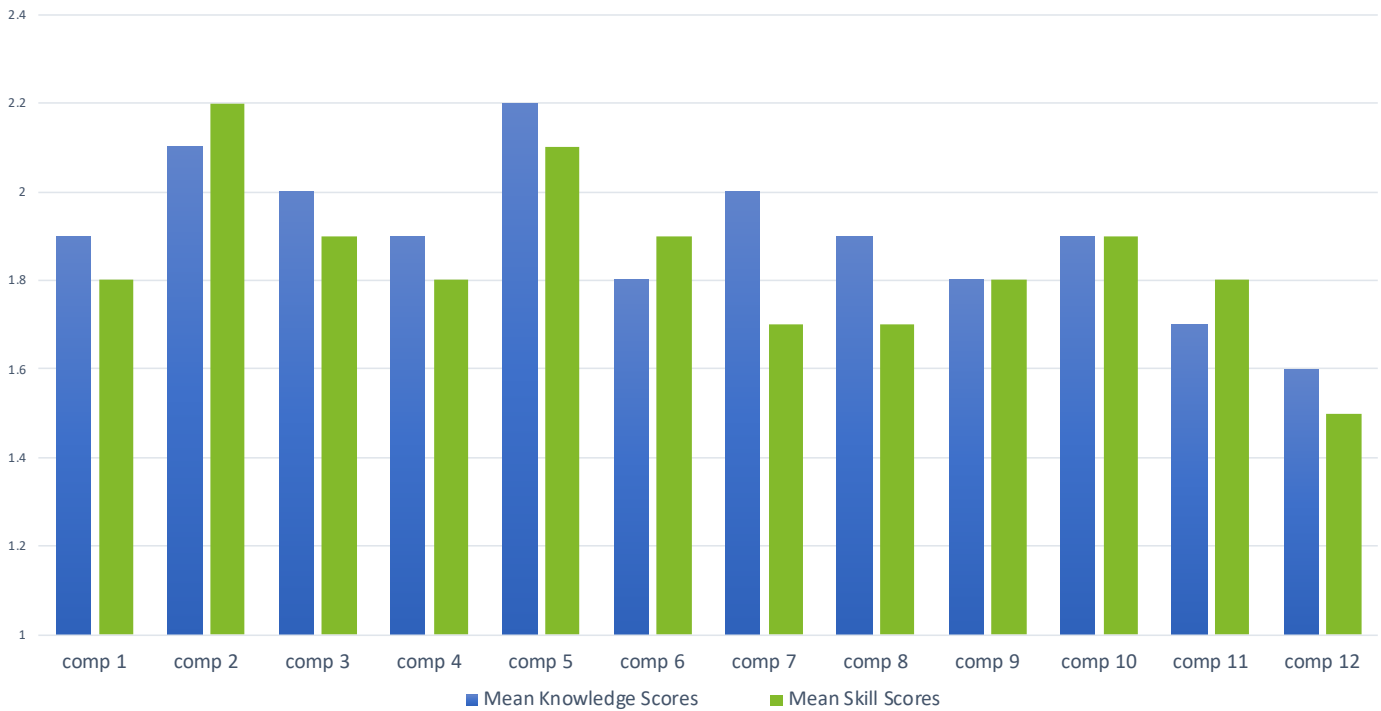
MCH Leadership Competency Key:

Comp 1 – MCH Knowledge Base/Context	Comp 7 –Cultural Competency
Comp 2 – Self-Reflection	Comp 8 –Family Professional Partnerships
Comp 3 – Ethics	Comp 9 –Developing Others Through Teaching Coaching and Mentoring
Comp 4 – Critical Thinking	Comp 10 –Interdisciplinary/Interprofessional Team Building
Comp 5 –Communication	Comp 11 –Working with Communities and Systems
Comp 6 –Negotiation and Conflict Resolution	Comp 12 – Policy