**SUPPLEMENTAL TABLE 4**

**Competency Status in a Core Domain and Desire for a Related Training Topic: Logistic Regressions**

Dependent Variable/Training Topic: Budgeting; Core Domain: Financial Planning and Management.

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | OR |  | 95% CI |  | AOR |  | 95% CI |  | AOR |  | 95% CI |  | AOR |  | 95% CI |  | AOR |  | 95% CI |
| Domain: Financial Planning and Management |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Not Competent | ref |  |  |  | ref |  |  |  | ref |  |  |  | ref |  |  |  | ref |  |  |
| Competent | 1.44 | ‡ | 1.24-1.67 |  | 1.39 | ‡ | 1.18-1.63 |  | 1.77 | ‡ | 1.44-2.18 |  | 1.16 |  | 0.89-1.52 |  | 0.48 | \* | 0.26-0.88 |
| Job Level |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Non-manager |  |  |  |  | ref |  |  |  | ref |  |  |  | 0.64 | † | 0.47-0.88 |  | 0.35 | † | 0.16-0.73 |
| Middle-manager |  |  |  |  | 1.45 | \* | 1.07-1.97 |  | 1.55 | † | 1.14-2.11 |  | ref |  |  |  | 0.54 |  | 0.25-1.16 |
| Upper-manager |  |  |  |  | 1.16 |  | 0.63-2.11 |  | 2.87 | † | 1.36-6.07 |  | 1.85 |  | 0.87-3.96 |  | ref |  |  |
| Job Level x Domain |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Non-manager x Domain |  |  |  |  |  |  |  |  | ref |  |  |  | 1.52 | \* | 1.09-2.11 |  | 3.72 | ‡ | 1.94-7.12 |
| Middle-manager x Domain |  |  |  |  |  |  |  |  | 0.66 | \* | 0.47-0.92 |  | ref |  |  |  | 2.45 | † | 1.25-4.79 |
| Upper-manager x Domain |  |  |  |  |  |  |  |  | 0.27 | ‡ | 0.14-0.52 |  | 0.41 | † | 0.21-0.80 |  | ref |  |  |
| Education |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| High school or less |  |  |  |  | ref |  |  |  | ref |  |  |  | ref |  |  |  | ref |  |  |
| Associate degree |  |  |  |  | 0.94 |  | 0.54-1.62 |  | 0.91 |  | 0.52-1.59 |  | 0.91 |  | 0.52-1.59 |  | 0.91 |  | 0.52-1.59 |
| Bachelor’s  |  |  |  |  | 0.95 |  | 0.61-1.48 |  | 0.93 |  | 0.59-1.45 |  | 0.93 |  | 0.59-1.45 |  | 0.93 |  | 0.59-1.45 |
| Master’s |  |  |  |  | 1.02 |  | 0.64-1.63 |  | 1.00 |  | 0.62-1.59 |  | 1.00 |  | 0.62-1.59 |  | 1.00 |  | 0.62-1.59 |
| Doctorate |  |  |  |  | 1.02 |  | 0.52-2.02 |  | 0.83 |  | 0.41-1.70 |  | 0.83 |  | 0.41-1.70 |  | 0.83 |  | 0.41-1.70 |
|  | Missing |  |  |  |  | 1.07 |  | 0.56-2.01 |  | 1.09 |  | 0.57-2.08 |  | 1.09 |  | 0.57-2.08 |  | 1.09 |  | 0.57-2.08 |

Dependent Variable/Training Topic: Financial Decision Making; Core Domain: Financial Planning and Management.

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | OR |  | 95% CI |  | AOR |  | 95% CI |  | AOR |  | 95% CI |  | AOR |  | 95% CI |  | AOR |  | 95% CI |
| Domain: Financial Planning and Management |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Not Competent | ref |  |  |  | ref |  |  |  | ref |  |  |  | ref |  |  |  | ref |  |  |
| Competent | 1.39 | ‡ | 1.18-1.64 |  | 1.34 | † | 1.12-1.60 |  | 1.52 | ‡ | 1.21-1.91 |  | 1.24 |  | 0.92-1.69 |  | 0.75 |  | 0.42-1.37 |
| Job Level |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Non-manager |  |  |  |  | ref |  |  |  | ref |  |  |  | 0.75 |  | 0.53-1.07 |  | 0.30 | † | 0.13-0.65 |
| Middle-manager |  |  |  |  | 1.29 |  | 0.91-1.82 |  | 1.33 |  | 0.93-1.89 |  | ref |  |  |  | 0.39 | \* | 0.17-0.89 |
| Upper-manager |  |  |  |  | 1.97 | \* | 1.05-3.69 |  | 3.38 | † | 1.53-7.46 |  | 2.54 | \* | 1.13-5.73 |  | ref |  |  |
| Job Level x Domain |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Non-manager x Domain |  |  |  |  |  |  |  |  | ref |  |  |  | 1.22 |  | 0.84-1.78 |  | 2.02 | \* | 1.07-3.82 |
| Middle-manager x Domain |  |  |  |  |  |  |  |  | 0.82 |  | 0.56-1.19 |  | ref |  |  |  | 1.65 |  | 0.84-3.23 |
| Upper-manager x Domain |  |  |  |  |  |  |  |  | 0.50 | \* | 0.26-0.94 |  | 0.61 |  | 0.31-1.18 |  | ref |  |  |
| Education |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| High school or less |  |  |  |  | ref |  |  |  | ref |  |  |  | ref |  |  |  | ref |  |  |
| Associate degree |  |  |  |  | 1.28 |  | 0.69-2.39 |  | 1.26 |  | 0.68-2.36 |  | 1.26 |  | 0.68-2.36 |  | 1.26 |  | 0.68-2.36 |
| Bachelor’s |  |  |  |  | 1.29 |  | 0.77-2.15 |  | 1.26 |  | 0.76-2.11 |  | 1.26 |  | 0.76-2.11 |  | 1.26 |  | 0.76-2.11 |
| Master’s |  |  |  |  | 1.09 |  | 0.63-1.89 |  | 1.07 |  | 0.62-1.86 |  | 1.07 |  | 0.62-1.86 |  | 1.07 |  | 0.62-1.86 |
| Doctorate |  |  |  |  | 0.75 |  | 0.33-1.72 |  | 0.65 |  | 0.28-1.54 |  | 0.65 |  | 0.28-1.54 |  | 0.65 |  | 0.28-1.54 |
|  | Missing |  |  |  |  | 1.15 |  | 0.55-2.42 |  | 1.16 |  | 0.55-2.45 |  | 1.16 |  | 0.55-2.45 |  | 1.16 |  | 0.55-2.45 |

Dependent Variable/Training Topic: Effective Project Management; Core Domain: Financial Planning and Management.

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | OR |  | 95% CI |  | AOR |  | 95% CI |  | AOR |  | 95% CI |  | AOR |  | 95% CI |  | AOR |  | 95% CI |
| Domain: Financial Planning and Management |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Not Competent | ref |  |  |  | ref |  |  |  | ref |  |  |  | ref |  |  |  | ref |  |  |
| Competent | 1.24 | † | 1.08-1.42 |  | 1.21 | \* | 1.04-1.41 |  | 1.47 | ‡ | 1.22-1.77 |  | 0.97 |  | 0.75-1.25 |  | 0.59 |  | 0.32-1.09 |
| Job Level |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Non-manager |  |  |  |  | ref |  |  |  | ref |  |  |  | 0.85 |  | 0.63-1.13 |  | 0.95 |  | 0.45-2.01 |
| Middle-manager |  |  |  |  | 1.12 |  | 0.84-1.50 |  | 1.18 |  | 0.88-1.58 |  | ref |  |  |  | 1.12 |  | 0.52-2.40 |
| Upper-manager |  |  |  |  | 0.60 |  | 0.32-1.12 |  | 1.06 |  | 0.50-2.25 |  | 0.90 |  | 0.42-1.93 |  | ref |  |  |
| Job Level x Domain |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Non-manager x Domain |  |  |  |  |  |  |  |  | ref |  |  |  | 1.52 | † | 1.11-2.08 |  | 2.49 | † | 1.31-4.73 |
| Middle-manager x Domain |  |  |  |  |  |  |  |  | 0.66 | † | 0.48-0.90 |  | ref |  |  |  | 1.64 |  | 0.84-3.19 |
| Upper-manager x Domain |  |  |  |  |  |  |  |  | 0.40 | † | 0.21-0.76 |  | 0.61 |  | 0.31-1.19 |  | ref |  |  |
| Education |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| High school or less |  |  |  |  | ref |  |  |  | ref |  |  |  | ref |  |  |  | ref |  |  |
| Associate degree |  |  |  |  | 0.81 |  | 0.48-1.36 |  | 0.79 |  | 0.47-1.34 |  | 0.79 |  | 0.47-1.34 |  | 0.79 |  | 0.47-1.34 |
| Bachelor’s |  |  |  |  | 1.11 |  | 0.74-1.68 |  | 1.10 |  | 0.72-1.66 |  | 1.10 |  | 0.72-1.66 |  | 1.10 |  | 0.72-1.66 |
| Master’s |  |  |  |  | 1.18 |  | 0.76-1.83 |  | 1.17 |  | 0.75-1.82 |  | 1.17 |  | 0.75-1.82 |  | 1.17 |  | 0.75-1.82 |
| Doctorate |  |  |  |  | 1.84 |  | 0.97-3.47 |  | 1.67 |  | 0.87-3.19 |  | 1.67 |  | 0.87-3.19 |  | 1.67 |  | 0.87-3.19 |
|  | Missing |  |  |  |  | 0.86 |  | 0.46-1.60 |  | 0.88 |  | 0.47-1.64 |  | 0.88 |  | 0.47-1.64 |  | 0.88 |  | 0.47-1.64 |

Dependent Variable/Training Topic: Health Data for Program Quality; Core Domain: Analysis/Assessment.

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | OR |  | 95% CI |  | AOR |  | 95% CI |  | AOR |  | 95% CI |  | AOR |  | 95% CI |  | AOR |  | 95% CI |
| Domain: Analysis/Assessment |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Not Competent | ref |  |  |  | ref |  |  |  | ref |  |  |  | ref |  |  |  | ref |  |  |
| Competent | 1.53 | ‡ | 1.33-1.76 |  | 1.47 | ‡ | 1.27-1.70 |  | 1.65 | ‡ | 1.38-1.98 |  | 1.26 |  | 0.96-1.66 |  | 0.73 |  | 0.41-1.32 |
| Job Level |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Non-manager |  |  |  |  | ref |  |  |  | ref |  |  |  | 0.98 |  | 0.72-1.34 |  | 0.81 |  | 0.43-1.52 |
| Middle-manager |  |  |  |  | 0.97 |  | 0.71-1.32 |  | 1.02 |  | 0.74-1.39 |  | ref |  |  |  | 0.82 |  | 0.43-1.57 |
| Upper-manager |  |  |  |  | 0.89 |  | 0.48-1.63 |  | 1.24 |  | 0.66-2.34 |  | 1.22 |  | 0.63-2.34 |  | ref |  |  |
| Job Level x Domain |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Non-manager x Domain |  |  |  |  |  |  |  |  | ref |  |  |  | 1.31 |  | 0.95-1.80 |  | 2.25 | \* | 1.22-4.15 |
| Middle-manager x Domain |  |  |  |  |  |  |  |  | 0.76 |  | 0.55-1.05 |  | ref |  |  |  | 1.72 |  | 0.90-3.26 |
| Upper-manager x Domain |  |  |  |  |  |  |  |  | 0.44 | \* | 0.24-0.82 |  | 0.58 |  | 0.31-1.11 |  | ref |  |  |
| Education |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| High school or less |  |  |  |  | ref |  |  |  | ref |  |  |  | ref |  |  |  | ref |  |  |
| Associate degree |  |  |  |  | 1.15 |  | 0.65-2.05 |  | 1.15 |  | 0.65-2.06 |  | 1.15 |  | 0.65-2.06 |  | 1.15 |  | 0.65-2.06 |
| Bachelor’s |  |  |  |  | 1.37 |  | 0.85-2.20 |  | 1.34 |  | 0.83-2.15 |  | 1.34 |  | 0.83-2.15 |  | 1.34 |  | 0.83-2.15 |
| Master’s |  |  |  |  | 1.76 | \* | 1.08-2.88 |  | 1.72 | \* | 1.05-2.81 |  | 1.72 | \* | 1.05-2.81 |  | 1.72 | \* | 1.05-2.81 |
| Doctorate |  |  |  |  | 1.39 |  | 0.68-2.82 |  | 1.52 |  | 0.74-3.09 |  | 1.52 |  | 0.74-3.09 |  | 1.52 |  | 0.74-3.09 |
|  | Missing |  |  |  |  | 1.54 |  | 0.81-2.94 |  | 1.57 |  | 0.82-3.00 |  | 1.57 |  | 0.82-3.00 |  | 1.57 |  | 0.82-3.00 |

Dependent Variable/Training Topic: Web Data; Core Domain: Analysis/Assessment.

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | OR |  | 95% CI |  | AOR |  | 95% CI |  | AOR |  | 95% CI |  | AOR |  | 95% CI |  | AOR |  | 95% CI |
| Domain: Analysis/Assessment |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Not Competent | ref |  |  |  | ref |  |  |  | ref |  |  |  | ref |  |  |  | ref |  |  |
| Competent | 1.04 |  | 0.91-1.19 |  | 1.03 |  | 0.89-1.19 |  | 1.12 |  | 0.95-1.33 |  | 0.89 |  | 0.68-1.17 |  | 0.60 |  | 0.32-1.14 |
| Job Level |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Non-manager |  |  |  |  | ref |  |  |  | ref |  |  |  | 1.07 |  | 0.79-1.45 |  | 0.99 |  | 0.52-1.91 |
| Middle-manager |  |  |  |  | 0.94 |  | 0.69-1.27 |  | 0.94 |  | 0.69-1.27 |  | ref |  |  |  | 0.93 |  | 0.47-1.82 |
| Upper-manager |  |  |  |  | 0.85 |  | 0.45-1.60 |  | 1.01 |  | 0.52-1.94 |  | 1.08 |  | 0.55-2.12 |  | ref |  |  |
| Job Level x Domain |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Non-manager x Domain |  |  |  |  |  |  |  |  | ref |  |  |  | 1.26 |  | 0.92-1.72 |  | 1.86 |  | 0.97-3.58 |
| Middle-manager x Domain |  |  |  |  |  |  |  |  | 0.79 |  | 0.58-1.09 |  | ref |  |  |  | 1.48 |  | 0.75-2.93 |
| Upper-manager x Domain |  |  |  |  |  |  |  |  | 0.54 |  | 0.28-1.03 |  | 0.68 |  | 0.34-1.34 |  | ref |  |  |
| Education |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| High school or less |  |  |  |  | ref |  |  |  | ref |  |  |  | ref |  |  |  | ref |  |  |
| Associate degree |  |  |  |  | 1.93 | \* | 1.13-3.31 |  | 1.94 | \* | 1.13-3.33 |  | 1.94 | \* | 1.13-3.33 |  | 1.94 | \* | 1.13-3.33 |
| Bachelor’s |  |  |  |  | 1.70 | \* | 1.07-2.71 |  | 1.67 | \* | 1.05-2.66 |  | 1.67 | \* | 1.05-2.66 |  | 1.67 | \* | 1.05-2.66 |
| Master’s |  |  |  |  | 1.83 | \* | 1.12-3.00 |  | 1.80 | \* | 1.10-2.95 |  | 1.80 | \* | 1.10-2.95 |  | 1.80 | \* | 1.10-2.95 |
| Doctorate |  |  |  |  | 1.44 |  | 0.68-3.03 |  | 1.55 |  | 0.73-3.29 |  | 1.55 |  | 0.73-3.29 |  | 1.55 |  | 0.73-3.29 |
|  | Missing |  |  |  |  | 2.06 | \* | 1.11-3.82 |  | 2.08 | \* | 1.12-3.87 |  | 2.08 | \* | 1.12-3.87 |  | 2.08 | \* | 1.12-3.87 |

Dependent Variable/Training Topic: Community Assessment; Core Domain: Analysis/Assessment.

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | OR |  | 95% CI |  | AOR |  | 95% CI |  | AOR |  | 95% CI |  | AOR |  | 95% CI |  | AOR |  | 95% CI |
| Domain: Analysis/Assessment |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Not Competent | ref |  |  |  | ref |  |  |  | ref |  |  |  | ref |  |  |  | ref |  |  |
| Competent | 1.34 | ‡ | 1.17-1.52 |  | 1.32 | ‡ | 1.15-1.52 |  | 1.45 | ‡ | 1.23-1.70 |  | 1.20 |  | 0.92-1.58 |  | 0.64 |  | 0.36-1.13 |
| Job Level |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Non-manager |  |  |  |  | ref |  |  |  | ref |  |  |  | 1.37 | \* | 1.01-1.85 |  | 0.74 |  | 0.40-1.34 |
| Middle-manager |  |  |  |  | 0.72 | \* | 0.53-0.97 |  | 0.73 | \* | 0.54-0.99 |  | ref |  |  |  | 0.54 |  | 0.29-1.01 |
| Upper-manager |  |  |  |  | 1.00 |  | 0.57-1.77 |  | 1.36 |  | 0.75-2.48 |  | 1.86 |  | 0.99-3.48 |  | ref |  |  |
| Job Level x Domain |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Non-manager x Domain |  |  |  |  |  |  |  |  | ref |  |  |  | 1.20 |  | 0.88-1.64 |  | 2.27 | † | 1.26-4.10 |
| Middle-manager x Domain |  |  |  |  |  |  |  |  | 0.83 |  | 0.61-1.13 |  | ref |  |  |  | 1.89 | \* | 1.01-3.53 |
| Upper-manager x Domain |  |  |  |  |  |  |  |  | 0.44 | † | 0.24-0.80 |  | 0.53 | \* | 0.28-0.99 |  | ref |  |  |
| Education |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| High school or less |  |  |  |  | ref |  |  |  | ref |  |  |  | ref |  |  |  | ref |  |  |
| Associate degree |  |  |  |  | 1.23 |  | 0.73-2.04 |  | 1.23 |  | 0.73-2.05 |  | 1.23 |  | 0.73-2.05 |  | 1.23 |  | 0.73-2.05 |
| Bachelor’s |  |  |  |  | 1.27 |  | 0.83-1.94 |  | 1.24 |  | 0.81-1.90 |  | 1.24 |  | 0.81-1.90 |  | 1.24 |  | 0.81-1.90 |
| Master’s |  |  |  |  | 1.39 |  | 0.89-2.19 |  | 1.35 |  | 0.86-2.13 |  | 1.35 |  | 0.86-2.13 |  | 1.35 |  | 0.86-2.13 |
| Doctorate |  |  |  |  | 1.04 |  | 0.53-2.06 |  | 1.13 |  | 0.57-2.25 |  | 1.13 |  | 0.57-2.25 |  | 1.13 |  | 0.57-2.25 |
|  | Missing |  |  |  |  | 1.58 |  | 0.88-2.84 |  | 1.60 |  | 0.89-2.88 |  | 1.60 |  | 0.89-2.88 |  | 1.60 |  | 0.89-2.88 |

Dependent Variable/Training Topic: Customer Service; Core Domain: Communication.

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | OR |  | 95% CI |  | AOR |  | 95% CI |  | AOR |  | 95% CI |  | AOR |  | 95% CI |  | AOR |  | 95% CI |
| Domain: Communication |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Not Competent | ref |  |  |  | ref |  |  |  | ref |  |  |  | ref |  |  |  | ref |  |  |
| Competent | 0.80 | \* | 0.66-0.97 |  | 0.90 |  | 0.73-1.10 |  | 1.01 |  | 0.79-1.29 |  | 0.71 |  | 0.49-1.04 |  | 0.60 |  | 0.19-1.89 |
| Job Level |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Non-manager |  |  |  |  | ref |  |  |  | ref |  |  |  | 1.09 |  | 0.78-1.54 |  | 0.94 |  | 0.43-2.08 |
| Middle-manager |  |  |  |  | 0.94 |  | 0.67-1.32 |  | 0.91 |  | 0.65-1.29 |  | ref |  |  |  | 0.86 |  | 0.38-1.95 |
| Upper-manager |  |  |  |  | 0.97 |  | 0.46-2.02 |  | 1.06 |  | 0.48-2.35 |  | 1.16 |  | 0.51-2.64 |  | ref |  |  |
| Job Level x Domain |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Non-manager x Domain |  |  |  |  |  |  |  |  | ref |  |  |  | 1.41 |  | 0.90-2.21 |  | 1.66 |  | 0.52-5.34 |
| Middle-manager x Domain |  |  |  |  |  |  |  |  | 0.71 |  | 0.45-1.11 |  | ref |  |  |  | 1.18 |  | 0.36-3.90 |
| Upper-manager x Domain |  |  |  |  |  |  |  |  | 0.60 |  | 0.19-1.93 |  | 0.85 |  | 0.26-2.81 |  | ref |  |  |
| Education |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| High school or less |  |  |  |  | ref |  |  |  | ref |  |  |  | ref |  |  |  | ref |  |  |
| Associate degree |  |  |  |  | 0.98 |  | 0.59-1.64 |  | 0.99 |  | 0.59-1.66 |  | 0.99 |  | 0.59-1.66 |  | 0.99 |  | 0.59-1.66 |
| Bachelor’s |  |  |  |  | 0.86 |  | 0.57-1.32 |  | 0.86 |  | 0.56-1.31 |  | 0.86 |  | 0.56-1.31 |  | 0.86 |  | 0.56-1.31 |
| Master’s |  |  |  |  | 0.46 | † | 0.28-0.76 |  | 0.46 | † | 0.28-0.77 |  | 0.46 | † | 0.28-0.77 |  | 0.46 | † | 0.28-0.77 |
| Doctorate |  |  |  |  | 0.38 | \* | 0.15-0.93 |  | 0.40 | \* | 0.16-0.98 |  | 0.40 | \* | 0.16-0.98 |  | 0.40 | \* | 0.16-0.98 |
|  | Missing |  |  |  |  | 0.93 |  | 0.51-1.72 |  | 0.95 |  | 0.51-1.75 |  | 0.95 |  | 0.51-1.75 |  | 0.95 |  | 0.51-1.75 |

Dependent Variable/Training Topic: Social Media; Core Domain: Communication.

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | OR |  | 95% CI |  | AOR |  | 95% CI |  | AOR |  | 95% CI |  | AOR |  | 95% CI |  | AOR |  | 95% CI |
| Domain: Communication |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Not Competent | ref |  |  |  | ref |  |  |  | ref |  |  |  | ref |  |  |  | ref |  |  |
| Competent | 1.27 | \* | 1.05-1.53 |  | 1.29 | \* | 1.06-1.57 |  | 1.35 | \* | 1.05-1.75 |  | 1.30 |  | 0.94-1.80 |  | 0.61 |  | 0.24-1.56 |
| Job Level |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Non-manager |  |  |  |  | ref |  |  |  | ref |  |  |  | 0.62 | † | 0.46-0.85 |  | 0.55 |  | 0.28-1.10 |
| Middle-manager |  |  |  |  | 1.61 | † | 1.19-2.19 |  | 1.61 | † | 1.18-2.19 |  | ref |  |  |  | 0.89 |  | 0.44-1.79 |
| Upper-manager |  |  |  |  | 1.37 |  | 0.73-2.55 |  | 1.81 |  | 0.91-3.60 |  | 1.12 |  | 0.56-2.26 |  | ref |  |  |
| Job Level x Domain |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Non-manager x Domain |  |  |  |  |  |  |  |  | ref |  |  |  | 1.04 |  | 0.69-1.56 |  | 2.21 |  | 0.84-5.84 |
| Middle-manager x Domain |  |  |  |  |  |  |  |  | 0.96 |  | 0.64-1.45 |  | ref |  |  |  | 2.13 |  | 0.80-5.72 |
| Upper-manager x Domain |  |  |  |  |  |  |  |  | 0.45 |  | 0.17-1.19 |  | 0.47 |  | 0.17-1.26 |  | ref |  |  |
| Education |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| High school or less |  |  |  |  | ref |  |  |  | ref |  |  |  | ref |  |  |  | ref |  |  |
| Associate degree |  |  |  |  | 1.44 |  | 0.85-2.46 |  | 1.45 |  | 0.85-2.46 |  | 1.45 |  | 0.85-2.46 |  | 1.45 |  | 0.85-2.46 |
| Bachelor’s |  |  |  |  | 1.19 |  | 0.76-1.87 |  | 1.19 |  | 0.76-1.86 |  | 1.19 |  | 0.76-1.86 |  | 1.19 |  | 0.76-1.86 |
| Master’s |  |  |  |  | 0.75 |  | 0.46-1.23 |  | 0.75 |  | 0.46-1.23 |  | 0.75 |  | 0.46-1.23 |  | 0.75 |  | 0.46-1.23 |
| Doctorate |  |  |  |  | 0.99 |  | 0.48-2.03 |  | 1.03 |  | 0.50-2.10 |  | 1.03 |  | 0.50-2.10 |  | 1.03 |  | 0.50-2.10 |
|  | Missing |  |  |  |  | 1.09 |  | 0.57-2.08 |  | 1.11 |  | 0.58-2.13 |  | 1.11 |  | 0.58-2.13 |  | 1.11 |  | 0.58-2.13 |

Dependent Variable/Training Topic: Summarizing Information Effectively; Core Domain: Communication.

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | OR |  | 95% CI |  | AOR |  | 95% CI |  | AOR |  | 95% CI |  | AOR |  | 95% CI |  | AOR |  | 95% CI |
| Domain: Communication |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Not Competent | ref |  |  |  | ref |  |  |  | ref |  |  |  | ref |  |  |  | ref |  |  |
| Competent | 1.09 |  | 0.92-1.29 |  | 1.04 |  | 0.87-1.24 |  | 1.05 |  | 0.84-1.30 |  | 1.19 |  | 0.87-1.62 |  | 0.34 | \* | 0.13-0.86 |
| Job Level |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Non-manager |  |  |  |  | ref |  |  |  | ref |  |  |  | 1.03 |  | 0.77-1.36 |  | 0.61 |  | 0.32-1.16 |
| Middle-manager |  |  |  |  | 0.99 |  | 0.75-1.30 |  | 0.97 |  | 0.74-1.29 |  | ref |  |  |  | 0.60 |  | 0.31-1.15 |
| Upper-manager |  |  |  |  | 1.08 |  | 0.62-1.89 |  | 1.63 |  | 0.86-3.09 |  | 1.67 |  | 0.87-3.23 |  | ref |  |  |
| Job Level x Domain |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Non-manager x Domain |  |  |  |  |  |  |  |  | ref |  |  |  | 0.88 |  | 0.61-1.28 |  | 3.12 | \* | 1.19-8.17 |
| Middle-manager x Domain |  |  |  |  |  |  |  |  | 1.14 |  | 0.78-1.65 |  | ref |  |  |  | 3.54 | \* | 1.32-9.49 |
| Upper-manager x Domain |  |  |  |  |  |  |  |  | 0.32 | \* | 0.12-0.84 |  | 0.28 | \* | 0.11-0.76 |  | ref |  |  |
| Education |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| High school or less |  |  |  |  | ref |  |  |  | ref |  |  |  | ref |  |  |  | ref |  |  |
| Associate degree |  |  |  |  | 1.14 |  | 0.69-1.87 |  | 1.13 |  | 0.69-1.87 |  | 1.13 |  | 0.69-1.87 |  | 1.13 |  | 0.69-1.87 |
| Bachelor’s |  |  |  |  | 1.39 |  | 0.93-2.09 |  | 1.38 |  | 0.92-2.08 |  | 1.38 |  | 0.92-2.08 |  | 1.38 |  | 0.92-2.08 |
| Master’s |  |  |  |  | 1.58 | \* | 1.03-2.44 |  | 1.58 | \* | 1.03-2.43 |  | 1.58 | \* | 1.03-2.43 |  | 1.58 | \* | 1.03-2.43 |
| Doctorate |  |  |  |  | 1.40 |  | 0.73-2.66 |  | 1.43 |  | 0.75-2.74 |  | 1.43 |  | 0.75-2.74 |  | 1.43 |  | 0.75-2.74 |
|  | Missing |  |  |  |  | 1.57 |  | 0.90-2.76 |  | 1.61 |  | 0.91-2.83 |  | 1.61 |  | 0.91-2.83 |  | 1.61 |  | 0.91-2.83 |

Dependent Variable/Training Topic: Cultural Responsiveness; Core Domain: Cultural Competency.

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | OR |  | 95% CI |  | AOR |  | 95% CI |  | AOR |  | 95% CI |  | AOR |  | 95% CI |  | AOR |  | 95% CI |
| Domain: Cultural Competency |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Not Competent | ref |  |  |  | ref |  |  |  | ref |  |  |  | ref |  |  |  | ref |  |  |
| Competent | 1.15 |  | 0.99-1.32 |  | 1.17 | \* | 1.01-1.35 |  | 1.23 | \* | 1.04-1.46 |  | 1.13 |  | 0.85-1.49 |  | 0.58 |  | 0.26-1.28 |
| Job Level |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Non-manager |  |  |  |  | ref |  |  |  | ref |  |  |  | 1.24 |  | 0.92-1.68 |  | 0.88 |  | 0.48-1.62 |
| Middle-manager |  |  |  |  | 0.80 |  | 0.59-1.09 |  | 0.81 |  | 0.60-1.09 |  | ref |  |  |  | 0.71 |  | 0.38-1.34 |
| Upper-manager |  |  |  |  | 1.07 |  | 0.59-1.95 |  | 1.13 |  | 0.62-2.07 |  | 1.41 |  | 0.75-2.64 |  | ref |  |  |
| Job Level x Domain |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Non-manager x Domain |  |  |  |  |  |  |  |  | ref |  |  |  | 1.09 |  | 0.79-1.51 |  | 2.14 |  | 0.95-4.84 |
| Middle-manager x Domain |  |  |  |  |  |  |  |  | 0.92 |  | 0.66-1.27 |  | ref |  |  |  | 1.96 |  | 0.84-4.56 |
| Upper-manager x Domain |  |  |  |  |  |  |  |  | 0.47 |  | 0.21-1.06 |  | 0.51 |  | 0.22-1.19 |  | ref |  |  |
| Education |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| High school or less |  |  |  |  | ref |  |  |  | ref |  |  |  | ref |  |  |  | ref |  |  |
| Associate degree |  |  |  |  | 1.25 |  | 0.77-2.03 |  | 1.24 |  | 0.77-2.02 |  | 1.24 |  | 0.77-2.02 |  | 1.24 |  | 0.77-2.02 |
| Bachelor’s |  |  |  |  | 1.14 |  | 0.76-1.71 |  | 1.12 |  | 0.75-1.68 |  | 1.12 |  | 0.75-1.68 |  | 1.12 |  | 0.75-1.68 |
| Master’s |  |  |  |  | 0.80 |  | 0.51-1.24 |  | 0.79 |  | 0.50-1.23 |  | 0.79 |  | 0.50-1.23 |  | 0.79 |  | 0.50-1.23 |
| Doctorate |  |  |  |  | 0.63 |  | 0.31-1.29 |  | 0.64 |  | 0.31-1.30 |  | 0.64 |  | 0.31-1.30 |  | 0.64 |  | 0.31-1.30 |
|  | Missing |  |  |  |  | 0.92 |  | 0.51-1.67 |  | 0.93 |  | 0.52-1.70 |  | 0.93 |  | 0.52-1.70 |  | 0.93 |  | 0.52-1.70 |

Dependent Variable/Training Topic/Training Topic: Managing in an Ever Changing Environment; Core Domain: Leadership/Systems Thinking.

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | OR |  | 95% CI |  | AOR |  | 95% CI |  | AOR |  | 95% CI |  | AOR |  | 95% CI |  | AOR |  | 95% CI |
| Domain: Leadership/Systems Thinking |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Not Competent | ref |  |  |  | ref |  |  |  | Ref |  |  |  | ref |  |  |  | ref |  |  |
| Competent | 1.20 | † | 1.04-1.37 |  | 1.13 |  | 0.97-1.30 |  | 1.18 |  | 0.99-1.41 |  | 1.12 |  | 0.86-1.46 |  | 0.56 |  | 0.27-1.13 |
| Job Level |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Non-manager |  |  |  |  | ref |  |  |  | ref |  |  |  | 0.62 | † | 0.46-0.83 |  | 0.29 | † | 0.14-0.59 |
| Middle-manager |  |  |  |  | 1.63 | † | 1.22-2.17 |  | 1.62 | † | 1.21-2.18 |  | ref |  |  |  | 0.47 | \* | 0.23-0.97 |
| Upper-manager |  |  |  |  | 2.18 | † | 1.26-3.78 |  | 3.46 | † | 1.70-7.06 |  | 2.13 | \* | 1.03-4.42 |  | ref |  |  |
| Job Level x Domain |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Non-manager x Domain |  |  |  |  |  |  |  |  | ref |  |  |  | 1.06 |  | 0.77-1.45 |  | 2.13 | \* | 1.03-4.40 |
| Middle-manager x Domain |  |  |  |  |  |  |  |  | 0.95 |  | 0.69-1.30 |  | ref |  |  |  | 2.01 |  | 0.95-4.27 |
| Upper-manager x Domain |  |  |  |  |  |  |  |  | 0.47 | \* | 0.23-0.97 |  | 0.50 |  | 0.23-1.06 |  | ref |  |  |
| Education |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| High school or less |  |  |  |  | ref |  |  |  | ref |  |  |  | ref |  |  |  | ref |  |  |
| Associate degree |  |  |  |  | 0.92 |  | 0.56-1.53 |  | 0.92 |  | 0.55-1.53 |  | 0.92 |  | 0.55-1.53 |  | 0.92 |  | 0.55-1.53 |
| Bachelor’s |  |  |  |  | 1.14 |  | 0.76-1.71 |  | 1.13 |  | 0.75-1.69 |  | 1.13 |  | 0.75-1.69 |  | 1.13 |  | 0.75-1.69 |
| Master’s |  |  |  |  | 0.78 |  | 0.50-1.22 |  | 0.77 |  | 0.49-1.20 |  | 0.77 |  | 0.49-1.20 |  | 0.77 |  | 0.49-1.20 |
| Doctorate |  |  |  |  | 1.10 |  | 0.58-2.08 |  | 1.11 |  | 0.58-2.10 |  | 1.11 |  | 0.58-2.10 |  | 1.11 |  | 0.58-2.10 |
|  | Missing |  |  |  |  | 0.99 |  | 0.55-1.78 |  | 1.00 |  | 0.55-1.82 |  | 1.00 |  | 0.55-1.82 |  | 1.00 |  | 0.55-1.82 |

Dependent Variable/Training Topic: Working with Policy Makers; Core Domain: Leadership/Systems Thinking.

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | OR |  | 95% CI |  | AOR |  | 95% CI |  | AOR |  | 95% CI |  | AOR |  | 95% CI |  | AOR |  | 95% CI |
| Domain: Leadership/Systems Thinking |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Not Competent | ref |  |  |  | ref |  |  |  | ref |  |  |  | ref |  |  |  | ref |  |  |
| Competent | 1.48 | ‡ | 1.27-1.73 |  | 1.35 | ‡ | 1.14-1.59 |  | 1.45 | ‡ | 1.18-1.78 |  | 1.33 |  | 0.99-1.80 |  | 0.63 |  | 0.31-1.28 |
| Job Level |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Non-manager |  |  |  |  | ref |  |  |  | ref |  |  |  | 0.70 | \* | 0.51-0.98 |  | 0.28 | † | 0.14-0.57 |
| Middle-manager |  |  |  |  | 1.41 | \* | 1.02-1.93 |  | 1.42 | \* | 1.02-1.98 |  | ref |  |  |  | 0.40 | \* | 0.19-0.83 |
| Upper-manager |  |  |  |  | 2.14 | † | 1.21-3.81 |  | 3.59 | † | 1.75-7.38 |  | 2.53 | \* | 1.20-5.32 |  | ref |  |  |
| Job Level x Domain |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Non-manager x Domain |  |  |  |  |  |  |  |  | ref |  |  |  | 1.08 |  | 0.76-1.56 |  | 2.31 | \* | 1.10-4.86 |
| Middle-manager x Domain |  |  |  |  |  |  |  |  | 0.92 |  | 0.64-1.32 |  | ref |  |  |  | 2.13 |  | 0.98-4.63 |
| Upper-manager x Domain |  |  |  |  |  |  |  |  | 0.43 | \* | 0.21-0.91 |  | 0.47 |  | 0.22-1.02 |  | ref |  |  |
| Education |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| High school or less |  |  |  |  | ref |  |  |  | ref |  |  |  | ref |  |  |  | ref |  |  |
| Associate degree |  |  |  |  | 1.13 |  | 0.61-2.11 |  | 1.13 |  | 0.61-2.11 |  | 1.13 |  | 0.61-2.11 |  | 1.13 |  | 0.61-2.11 |
| Bachelor’s |  |  |  |  | 1.53 |  | 0.93-2.52 |  | 1.51 |  | 0.92-2.49 |  | 1.51 |  | 0.92-2.49 |  | 1.51 |  | 0.92-2.49 |
| Master’s |  |  |  |  | 1.74 | \* | 1.04-2.91 |  | 1.72 | \* | 1.02-2.88 |  | 1.72 | \* | 1.02-2.88 |  | 1.72 | \* | 1.02-2.88 |
| Doctorate |  |  |  |  | 1.15 |  | 0.54-2.42 |  | 1.16 |  | 0.55-2.44 |  | 1.16 |  | 0.55-2.44 |  | 1.16 |  | 0.55-2.44 |
|  | Missing |  |  |  |  | 1.34 |  | 0.66-2.70 |  | 1.37 |  | 0.68-2.78 |  | 1.37 |  | 0.68-2.78 |  | 1.37 |  | 0.68-2.78 |

Dependent Variable/Training Topic: Systems Thinking; Core Domain: Leadership/Systems Thinking.

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | OR |  | 95% CI |  | AOR |  | 95% CI |  | AOR |  | 95% CI |  | AOR |  | 95% CI |  | AOR |  | 95% CI |
| Domain: Leadership/Systems Thinking |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Not Competent | ref |  |  |  | ref |  |  |  | ref |  |  |  | ref |  |  |  | ref |  |  |
| Competent | 1.42 | ‡ | 1.22-1.66 |  | 1.33 | † | 1.12-1.57 |  | 1.32 | † | 1.08-1.62 |  | 1.64 | † | 1.17-2.29 |  | 0.53 |  | 0.26-1.11 |
| Job Level |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Non-manager |  |  |  |  | ref |  |  |  | ref |  |  |  | 1.02 |  | 0.71-1.46 |  | 0.26 | ‡ | 0.12-0.53 |
| Middle-manager |  |  |  |  | 1.08 |  | 0.77-1.50 |  | 0.98 |  | 0.68-1.42 |  | ref |  |  |  | 0.25 | ‡ | 0.12-0.54 |
| Upper-manager |  |  |  |  | 2.15 | \* | 1.20-3.82 |  | 3.92 | ‡ | 1.90-8.07 |  | 3.98 | ‡ | 1.86-8.53 |  | ref |  |  |
| Job Level x Domain |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Non-manager x Domain |  |  |  |  |  |  |  |  | ref |  |  |  | 0.81 |  | 0.55-1.19 |  | 2.48 | \* | 1.16-5.28 |
| Middle-manager x Domain |  |  |  |  |  |  |  |  | 1.24 |  | 0.84-1.83 |  | ref |  |  |  | 3.07 | † | 1.38-6.84 |
| Upper-manager x Domain |  |  |  |  |  |  |  |  | 0.40 | \* | 0.19-0.86 |  | 0.33 | † | 0.15-0.73 |  | ref |  |  |
| Education |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| High school or less |  |  |  |  | ref |  |  |  | ref |  |  |  | ref |  |  |  | ref |  |  |
| Associate degree |  |  |  |  | 1.43 |  | 0.77-2.65 |  | 1.41 |  | 0.76-2.62 |  | 1.41 |  | 0.76-2.62 |  | 1.41 |  | 0.76-2.62 |
| Bachelor’s |  |  |  |  | 1.59 |  | 0.95-2.66 |  | 1.57 |  | 0.94-2.63 |  | 1.57 |  | 0.94-2.63 |  | 1.57 |  | 0.94-2.63 |
| Master’s |  |  |  |  | 1.69 |  | 0.99-2.89 |  | 1.66 |  | 0.97-2.83 |  | 1.66 |  | 0.97-2.83 |  | 1.66 |  | 0.97-2.83 |
| Doctorate |  |  |  |  | 1.29 |  | 0.60-2.75 |  | 1.29 |  | 0.60-2.75 |  | 1.29 |  | 0.60-2.75 |  | 1.29 |  | 0.60-2.75 |
|  | Missing |  |  |  |  | 1.47 |  | 0.72-2.99 |  | 1.49 |  | 0.73-3.04 |  | 1.49 |  | 0.73-3.04 |  | 1.49 |  | 0.73-3.04 |

Dependent Variable/Training Topic: Leadership Skills; Core Domain: Leadership/Systems Thinking.

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | OR |  | 95% CI |  | AOR |  | 95% CI |  | AOR |  | 95% CI |  | AOR |  | 95% CI |  | AOR |  | 95% CI |
| Domain: Leadership/Systems Thinking |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Not Competent | ref |  |  |  | ref |  |  |  | ref |  |  |  | ref |  |  |  | ref |  |  |
| Competent | 1.17 | \* | 1.03-1.32 |  | 1.22 | † | 1.06-1.39 |  | 1.33 | ‡ | 1.14-1.56 |  | 0.99 |  | 0.76-1.28 |  | 0.84 |  | 0.42-1.69 |
| Job Level |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Non-manager |  |  |  |  | ref |  |  |  | ref |  |  |  | 1.11 |  | 0.84-1.46 |  | 1.14 |  | 0.56-2.33 |
| Middle-manager |  |  |  |  | 0.86 |  | 0.66-1.13 |  | 0.90 |  | 0.69-1.19 |  | ref |  |  |  | 1.03 |  | 0.50-2.14 |
| Upper-manager |  |  |  |  | 0.69 |  | 0.40-1.20 |  | 0.87 |  | 0.43-1.78 |  | 0.97 |  | 0.47-2.00 |  | ref |  |  |
| Job Level x Domain |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Non-manager x Domain |  |  |  |  |  |  |  |  | ref |  |  |  | 1.35 | \* | 1.00-1.82 |  | 1.58 |  | 0.78-3.23 |
| Middle-manager x Domain |  |  |  |  |  |  |  |  | 0.74 | \* | 0.55-0.99 |  | ref |  |  |  | 1.17 |  | 0.56-2.46 |
| Upper-manager x Domain |  |  |  |  |  |  |  |  | 0.63 |  | 0.31-1.29 |  | 0.85 |  | 0.41-1.79 |  | ref |  |  |
| Education |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| High school or less |  |  |  |  | ref |  |  |  | ref |  |  |  | ref |  |  |  | ref |  |  |
| Associate degree |  |  |  |  | 1.13 |  | 0.72-1.77 |  | 1.14 |  | 0.72-1.80 |  | 1.14 |  | 0.72-1.80 |  | 1.14 |  | 0.72-1.80 |
| Bachelor’s |  |  |  |  | 1.33 |  | 0.92-1.93 |  | 1.32 |  | 0.91-1.92 |  | 1.32 |  | 0.91-1.92 |  | 1.32 |  | 0.91-1.92 |
| Master’s |  |  |  |  | 0.97 |  | 0.65-1.45 |  | 0.97 |  | 0.65-1.46 |  | 0.97 |  | 0.65-1.46 |  | 0.97 |  | 0.65-1.46 |
| Doctorate |  |  |  |  | 1.21 |  | 0.66-2.23 |  | 1.24 |  | 0.67-2.27 |  | 1.24 |  | 0.67-2.27 |  | 1.24 |  | 0.67-2.27 |
|  | Missing |  |  |  |  | 1.22 |  | 0.72-2.08 |  | 1.26 |  | 0.73-2.15 |  | 1.26 |  | 0.73-2.15 |  | 1.26 |  | 0.73-2.15 |

Dependent Variable/Training Topic: Planning Public Health Programs; Core Domain: Policy Development/Program Planning.

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | OR |  | 95% CI |  | AOR |  | 95% CI |  | AOR |  | 95% CI |  | AOR |  | 95% CI |  | AOR |  | 95% CI |
| Domain: Policy Development/ Program Planning |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Not Competent | ref |  |  |  | ref |  |  |  | ref |  |  |  | ref |  |  |  | ref |  |  |
| Competent | 1.05 |  | 0.92-1.19 |  | 1.04 |  | 0.90-1.19 |  | 1.19 | \* | 1.00-1.41 |  | 0.85 |  | 0.67-1.09 |  | 0.51 |  | 0.25-1.03 |
| Job Level |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Non-manager |  |  |  |  | ref |  |  |  | ref |  |  |  | 1.15 |  | 0.85-1.56 |  | 1.02 |  | 0.54-1.93 |
| Middle-manager |  |  |  |  | 0.82 |  | 0.61-1.10 |  | 0.87 |  | 0.64-1.17 |  | ref |  |  |  | 0.88 |  | 0.45-1.73 |
| Upper-manager |  |  |  |  | 0.75 |  | 0.42-1.34 |  | 0.98 |  | 0.52-1.87 |  | 1.13 |  | 0.58-2.21 |  | ref |  |  |
| Job Level x Domain |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Non-manager x Domain |  |  |  |  |  |  |  |  | ref |  |  |  | 1.40 | \* | 1.04-1.88 |  | 2.34 | \* | 1.13-4.82 |
| Middle-manager x Domain |  |  |  |  |  |  |  |  | 0.72 | \* | 0.53-0.96 |  | ref |  |  |  | 1.67 |  | 0.79-3.53 |
| Upper-manager x Domain |  |  |  |  |  |  |  |  | 0.43 | \* | 0.21-0.88 |  | 0.60 |  | 0.28-1.26 |  | ref |  |  |
| Education |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| High school or less |  |  |  |  | ref |  |  |  | ref |  |  |  | ref |  |  |  | ref |  |  |
| Associate degree |  |  |  |  | 1.35 |  | 0.82-2.22 |  | 1.36 |  | 0.83-2.25 |  | 1.36 |  | 0.83-2.25 |  | 1.36 |  | 0.83-2.25 |
| Bachelor’s |  |  |  |  | 1.47 |  | 0.97-2.23 |  | 1.47 |  | 0.97-2.23 |  | 1.47 |  | 0.97-2.23 |  | 1.47 |  | 0.97-2.23 |
| Master’s |  |  |  |  | 1.73 | \* | 1.12-2.68 |  | 1.71 | \* | 1.10-2.65 |  | 1.71 | \* | 1.10-2.65 |  | 1.71 | \* | 1.10-2.65 |
| Doctorate |  |  |  |  | 2.06 | \* | 1.08-3.91 |  | 2.07 | \* | 1.08-3.95 |  | 2.07 | \* | 1.08-3.95 |  | 2.07 | \* | 1.08-3.95 |
|  Missing |  |  |  |  | 1.28 |  | 0.71-2.32 |  | 1.31 |  | 0.72-2.37 |  | 1.31 |  | 0.72-2.37 |  | 1.31 |  | 0.72-2.37 |

Dependent Variable/Training Topic: Quality Improvement; Core Domain: Policy Development/Program Planning.

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | OR |  | 95% CI |  | AOR |  | 95% CI |  | AOR |  | 95% CI |  | AOR |  | 95% CI |  | AOR |  | 95% CI |
| Domain: Policy Development/ Program Planning |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Not Competent | ref |  |  |  | ref |  |  |  | ref |  |  |  | ref |  |  |  | ref |  |  |
| Competent | 1.23 | † | 1.09-1.40 |  | 1.17 | \* | 1.02-1.34 |  | 1.29 | † | 1.09-1.53 |  | 1.09 |  | 0.87-1.36 |  | 0.51 |  | 0.26-1.00 |
| Job Level |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Non-manager |  |  |  |  | ref |  |  |  | ref |  |  |  | 0.71 | \* | 0.53-0.95 |  | 0.51 | \* | 0.27-0.95 |
| Middle-manager |  |  |  |  | 1.38 | \* | 1.04-1.83 |  | 1.41 | \* | 1.05-1.88 |  | ref |  |  |  | 0.72 |  | 0.38-1.37 |
| Upper-manager |  |  |  |  | 1.36 |  | 0.78-2.35 |  | 1.96 | \* | 1.05-3.65 |  | 1.39 |  | 0.73-2.66 |  | ref |  |  |
| Job Level x Domain |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Non-manager x Domain |  |  |  |  |  |  |  |  | ref |  |  |  | 1.19 |  | 0.90-1.57 |  | 2.52 | † | 1.26-5.04 |
| Middle-manager x Domain |  |  |  |  |  |  |  |  | 0.84 |  | 0.64-1.12 |  | ref |  |  |  | 2.12 | \* | 1.04-4.32 |
| Upper-manager x Domain |  |  |  |  |  |  |  |  | 0.40 | † | 0.20-0.79 |  | 0.47 | \* | 0.23-0.96 |  | ref |  |  |
| Education |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| High school or less |  |  |  |  | ref |  |  |  | ref |  |  |  | ref |  |  |  | ref |  |  |
| Associate degree |  |  |  |  | 1.07 |  | 0.66-1.73 |  | 1.07 |  | 0.66-1.74 |  | 1.07 |  | 0.66-1.74 |  | 1.07 |  | 0.66-1.74 |
| Bachelor’s |  |  |  |  | 1.12 |  | 0.76-1.66 |  | 1.12 |  | 0.76-1.66 |  | 1.12 |  | 0.76-1.66 |  | 1.12 |  | 0.76-1.66 |
| Master’s |  |  |  |  | 1.23 |  | 0.81-1.86 |  | 1.21 |  | 0.80-1.83 |  | 1.21 |  | 0.80-1.83 |  | 1.21 |  | 0.80-1.83 |
| Doctorate |  |  |  |  | 0.88 |  | 0.46-1.67 |  | 0.86 |  | 0.45-1.64 |  | 0.86 |  | 0.45-1.64 |  | 0.86 |  | 0.45-1.64 |
|  Missing |  |  |  |  | 1.16 |  | 0.66-2.04 |  | 1.19 |  | 0.67-2.09 |  | 1.19 |  | 0.67-2.09 |  | 1.19 |  | 0.67-2.09 |

Dependent Variable/Training Topic: Improving Program Outcomes/Measures; Core Domain: Policy Development/Program Planning.

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | OR |  | 95% CI |  | AOR |  | 95% CI |  | AOR |  | 95% CI |  | AOR |  | 95% CI |  | AOR |  | 95% CI |
| Domain: Policy Development/ Program Planning |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Not Competent | ref |  |  |  | ref |  |  |  | ref |  |  |  | ref |  |  |  | ref |  |  |
| Competent | 1.19 | † | 1.06-1.35 |  | 1.14 |  | 0.99-1.30 |  | 1.21 | \* | 1.02-1.43 |  | 1.14 |  | 0.91-1.43 |  | 0.49 | \* | 0.25-0.96 |
| Job Level |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Non-manager |  |  |  |  | ref |  |  |  | ref |  |  |  | 0.87 |  | 0.65-1.16 |  | 0.73 |  | 0.39-1.36 |
| Middle-manager |  |  |  |  | 1.16 |  | 0.87-1.53 |  | 1.15 |  | 0.86-1.53 |  | ref |  |  |  | 0.84 |  | 0.44-1.60 |
| Upper-manager |  |  |  |  | 0.94 |  | 0.54-1.63 |  | 1.37 |  | 0.73-2.55 |  | 1.19 |  | 0.62-2.28 |  | ref |  |  |
| Job Level x Domain |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Non-manager x Domain |  |  |  |  |  |  |  |  | ref |  |  |  | 1.06 |  | 0.80-1.40 |  | 2.45 | \* | 1.23-4.89 |
| Middle-manager x Domain |  |  |  |  |  |  |  |  | 0.94 |  | 0.71-1.25 |  | ref |  |  |  | 2.31 | \* | 1.14-4.69 |
| Upper-manager x Domain |  |  |  |  |  |  |  |  | 0.41 | \* | 0.20-0.82 |  | 0.43 | \* | 0.21-0.88 |  | ref |  |  |
| Education |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| High school or less |  |  |  |  | ref |  |  |  | ref |  |  |  | ref |  |  |  | ref |  |  |
| Associate degree |  |  |  |  | 1.02 |  | 0.64-1.64 |  | 1.02 |  | 0.63-1.64 |  | 1.02 |  | 0.63-1.64 |  | 1.02 |  | 0.63-1.64 |
| Bachelor’s |  |  |  |  | 1.04 |  | 0.70-1.52 |  | 1.03 |  | 0.70-1.52 |  | 1.03 |  | 0.70-1.52 |  | 1.03 |  | 0.70-1.52 |
| Master’s |  |  |  |  | 1.30 |  | 0.86-1.95 |  | 1.28 |  | 0.85-1.92 |  | 1.28 |  | 0.85-1.92 |  | 1.28 |  | 0.85-1.92 |
| Doctorate |  |  |  |  | 1.64 |  | 0.89-3.01 |  | 1.60 |  | 0.87-2.96 |  | 1.60 |  | 0.87-2.96 |  | 1.60 |  | 0.87-2.96 |
|  Missing |  |  |  |  | 1.51 |  | 0.88-2.59 |  | 1.53 |  | 0.89-2.63 |  | 1.53 |  | 0.89-2.63 |  | 1.53 |  | 0.89-2.63 |

Dependent Variable/Training Topic: Using Evidence-Based Programs/Policies; Core Domain: Policy Development/Program Planning.

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | OR |  | 95% CI |  | AOR |  | 95% CI |  | AOR |  | 95% CI |  | AOR |  | 95% CI |  | AOR |  | 95% CI |
| Domain: Policy Development/ Program Planning |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Not Competent | ref |  |  |  | ref |  |  |  | ref |  |  |  | ref |  |  |  | ref |  |  |
| Competent | 1.10 |  | 0.97-1.25 |  | 1.10 |  | 0.96-1.27 |  | 1.26 | † | 1.06-1.50 |  | 0.93 |  | 0.73-1.19 |  | 0.48 | \* | 0.24-0.98 |
| Job Level |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Non-manager |  |  |  |  | ref |  |  |  | ref |  |  |  | 1.13 |  | 0.83-1.53 |  | 0.89 |  | 0.47-1.69 |
| Middle-manager |  |  |  |  | 0.84 |  | 0.62-1.13 |  | 0.89 |  | 0.65-1.20 |  | ref |  |  |  | 0.79 |  | 0.40-1.54 |
| Upper-manager |  |  |  |  | 0.81 |  | 0.45-1.45 |  | 1.13 |  | 0.59-2.15 |  | 1.27 |  | 0.65-2.49 |  | ref |  |  |
| Job Level x Domain |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Non-manager x Domain |  |  |  |  |  |  |  |  | ref |  |  |  | 1.35 | \* | 1.01-1.82 |  | 2.62 | \* | 1.26-5.46 |
| Middle-manager x Domain |  |  |  |  |  |  |  |  | 0.74 | \* | 0.55-0.99 |  | ref |  |  |  | 1.94 |  | 0.91-4.11 |
| Upper-manager x Domain |  |  |  |  |  |  |  |  | 0.38 | \* | 0.18-0.79 |  | 0.52 |  | 0.24-1.10 |  | ref |  |  |
| Education |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| High school or less |  |  |  |  | ref |  |  |  | ref |  |  |  | ref |  |  |  | ref |  |  |
| Associate degree |  |  |  |  | 2.34 | † | 1.38-3.94 |  | 2.37 | † | 1.40-4.00 |  | 2.37 | † | 1.40-4.00 |  | 2.37 | † | 1.40-4.00 |
| Bachelor’s |  |  |  |  | 2.25 | ‡ | 1.43-3.54 |  | 2.26 | ‡ | 1.43-3.55 |  | 2.26 | ‡ | 1.43-3.55 |  | 2.26 | ‡ | 1.43-3.55 |
| Master’s |  |  |  |  | 2.26 | † | 1.41-3.63 |  | 2.23 | † | 1.39-3.59 |  | 2.23 | † | 1.39-3.59 |  | 2.23 | † | 1.39-3.59 |
| Doctorate |  |  |  |  | 2.42 | \* | 1.23-4.74 |  | 2.41 | \* | 1.22-4.75 |  | 2.41 | \* | 1.22-4.75 |  | 2.41 | \* | 1.22-4.75 |
|  Missing |  |  |  |  | 2.31 | † | 1.26-4.22 |  | 2.37 | † | 1.29-4.34 |  | 2.37 | † | 1.29-4.34 |  | 2.37 | † | 1.29-4.34 |

Dependent Variable/Training Topic: Program Evaluation; Core Domain: Policy Development/Program Planning.

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | OR |  | 95% CI |  | AOR |  | 95% CI |  | AOR |  | 95% CI |  | AOR |  | 95% CI |  | AOR |  | 95% CI |
| Domain: Policy Development/ Program Planning |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Not Competent | ref |  |  |  | ref |  |  |  | ref |  |  |  | ref |  |  |  | ref |  |  |
| Competent | 1.08 |  | 0.93-1.26 |  | 1.05 |  | 0.90-1.24 |  | 1.15 |  | 0.94-1.41 |  | 1.03 |  | 0.77-1.38 |  | 0.31 | \* | 0.13-0.75 |
| Job Level |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Non-manager |  |  |  |  | ref |  |  |  | ref |  |  |  | 1.15 |  | 0.80-1.66 |  | 0.91 |  | 0.44-1.87 |
| Middle-manager |  |  |  |  | 0.87 |  | 0.61-1.23 |  | 0.87 |  | 0.60-1.25 |  | ref |  |  |  | 0.79 |  | 0.37-1.68 |
| Upper-manager |  |  |  |  | 0.76 |  | 0.39-1.51 |  | 1.10 |  | 0.54-2.26 |  | 1.27 |  | 0.59-2.72 |  | ref |  |  |
| Job Level x Domain |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Non-manager x Domain |  |  |  |  |  |  |  |  | ref |  |  |  | 1.12 |  | 0.79-1.59 |  | 3.74 | † | 1.50-9.30 |
| Middle-manager x Domain |  |  |  |  |  |  |  |  | 0.89 |  | 0.63-1.26 |  | ref |  |  |  | 3.34 | \* | 1.31-8.50 |
| Upper-manager x Domain |  |  |  |  |  |  |  |  | 0.27 | † | 0.11-0.67 |  | 0.30 | \* | 0.12-0.76 |  | ref |  |  |
| Education |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| High school or less |  |  |  |  | ref |  |  |  | ref |  |  |  | ref |  |  |  | ref |  |  |
| Associate degree |  |  |  |  | 1.05 |  | 0.57-1.91 |  | 1.04 |  | 0.57-1.90 |  | 1.04 |  | 0.57-1.90 |  | 1.04 |  | 0.57-1.90 |
| Bachelor’s |  |  |  |  | 1.15 |  | 0.70-1.88 |  | 1.14 |  | 0.70-1.86 |  | 1.14 |  | 0.70-1.86 |  | 1.14 |  | 0.70-1.86 |
| Master’s |  |  |  |  | 1.50 |  | 0.90-2.49 |  | 1.46 |  | 0.88-2.43 |  | 1.46 |  | 0.88-2.43 |  | 1.46 |  | 0.88-2.43 |
| Doctorate |  |  |  |  | 2.05 |  | 0.99-4.22 |  | 1.97 |  | 0.95-4.09 |  | 1.97 |  | 0.95-4.09 |  | 1.97 |  | 0.95-4.09 |
|  Missing |  |  |  |  | 1.15 |  | 0.58-2.32 |  | 1.18 |  | 0.58-2.36 |  | 1.18 |  | 0.58-2.36 |  | 1.18 |  | 0.58-2.36 |

Dependent Variable/Training Topic: Advanced Program Evaluation; Core Domain: Policy Development/Program Planning.

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | OR |  | 95% CI |  | AOR |  | 95% CI |  | AOR |  | 95% CI |  | AOR |  | 95% CI |  | AOR |  | 95% CI |
| Domain: Policy Development/ Program Planning |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Not Competent | ref |  |  |  | ref |  |  |  | ref |  |  |  | ref |  |  |  | ref |  |  |
| Competent | 1.35 | ‡ | 1.18-1.56 |  | 1.26 | † | 1.09-1.47 |  | 1.44 | ‡ | 1.19-1.75 |  | 1.21 |  | 0.93-1.56 |  | 0.33 | † | 0.15-0.70 |
| Job Level |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Non-manager |  |  |  |  | ref |  |  |  | ref |  |  |  | 0.96 |  | 0.69-1.34 |  | 0.48 | \* | 0.25-0.92 |
| Middle-manager |  |  |  |  | 1.02 |  | 0.74-1.39 |  | 1.04 |  | 0.75-1.44 |  | ref |  |  |  | 0.50 | \* | 0.25-0.98 |
| Upper-manager |  |  |  |  | 1.20 |  | 0.67-2.14 |  | 2.09 | \* | 1.09-4.01 |  | 2.02 | \* | 1.02-4.00 |  | ref |  |  |
| Job Level x Domain |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Non-manager x Domain |  |  |  |  |  |  |  |  | ref |  |  |  | 1.20 |  | 0.87-1.64 |  | 4.41 | ‡ | 2.01-9.66 |
| Middle-manager x Domain |  |  |  |  |  |  |  |  | 0.84 |  | 0.61-1.15 |  | ref |  |  |  | 3.69 | † | 1.65-8.22 |
| Upper-manager x Domain |  |  |  |  |  |  |  |  | 0.23 | ‡ | 0.10-0.50 |  | 0.27 | † | 0.12-0.61 |  | ref |  |  |
| Education |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| High school or less |  |  |  |  | ref |  |  |  | ref |  |  |  | ref |  |  |  | ref |  |  |
| Associate degree |  |  |  |  | 1.42 |  | 0.81-2.51 |  | 1.43 |  | 0.81-2.52 |  | 1.43 |  | 0.81-2.52 |  | 1.43 |  | 0.81-2.52 |
| Bachelor’s |  |  |  |  | 1.53 |  | 0.95-2.45 |  | 1.52 |  | 0.95-2.45 |  | 1.52 |  | 0.95-2.45 |  | 1.52 |  | 0.95-2.45 |
| Master’s |  |  |  |  | 2.36 | † | 1.46-3.83 |  | 2.31 | † | 1.42-3.76 |  | 2.31 | † | 1.42-3.76 |  | 2.31 | † | 1.42-3.76 |
| Doctorate |  |  |  |  | 1.80 |  | 0.90-3.60 |  | 1.72 |  | 0.85-3.50 |  | 1.72 |  | 0.85-3.50 |  | 1.72 |  | 0.85-3.50 |
|  Missing |  |  |  |  | 1.01 |  | 0.50-2.05 |  | 1.04 |  | 0.51-2.12 |  | 1.04 |  | 0.51-2.12 |  | 1.04 |  | 0.51-2.12 |

Dependent Variable/Training Topic: Public Health Preparedness; Core Domain: Policy Development/Program Planning.

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | OR |  | 95% CI |  | AOR |  | 95% CI |  | AOR |  | 95% CI |  | AOR |  | 95% CI |  | AOR |  | 95% CI |
| Domain: Policy Development/ Program Planning |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Not Competent | ref |  |  |  | ref |  |  |  | ref |  |  |  | ref |  |  |  | ref |  |  |
| Competent | 1.02 |  | 0.89-1.16 |  | 1.07 |  | 0.92-1.24 |  | 1.11 |  | 0.93-1.33 |  | 1.11 |  | 0.85-1.46 |  | 0.42 | \* | 0.19-0.90 |
| Job Level |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Non-manager |  |  |  |  | ref |  |  |  | ref |  |  |  | 1.46 | \* | 1.04-2.05 |  | 0.98 |  | 0.50-1.92 |
| Middle-manager |  |  |  |  | 0.70 | \* | 0.51-0.97 |  | 0.69 | \* | 0.49-0.96 |  | ref |  |  |  | 0.67 |  | 0.33-1.37 |
| Upper-manager |  |  |  |  | 0.72 |  | 0.38-1.34 |  | 1.02 |  | 0.52-2.00 |  | 1.49 |  | 0.73-3.04 |  | ref |  |  |
| Job Level x Domain |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Non-manager x Domain |  |  |  |  |  |  |  |  | ref |  |  |  | 1.00 |  | 0.73-1.38 |  | 2.68 | \* | 1.21-5.93 |
| Middle-manager x Domain |  |  |  |  |  |  |  |  | 1.00 |  | 0.72-1.37 |  | ref |  |  |  | 2.67 | \* | 1.18-6.07 |
| Upper-manager x Domain |  |  |  |  |  |  |  |  | 0.37 | \* | 0.17-0.82 |  | 0.37 | \* | 0.16-0.85 |  | ref |  |  |
| Education |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| High school or less |  |  |  |  | ref |  |  |  | ref |  |  |  | ref |  |  |  | ref |  |  |
| Associate degree |  |  |  |  | 1.49 |  | 0.89-2.52 |  | 1.49 |  | 0.88-2.51 |  | 1.49 |  | 0.88-2.51 |  | 1.49 |  | 0.88-2.51 |
| Bachelor’s |  |  |  |  | 1.59 | \* | 1.02-2.46 |  | 1.58 | \* | 1.02-2.45 |  | 1.58 | \* | 1.02-2.45 |  | 1.58 | \* | 1.02-2.45 |
| Master’s |  |  |  |  | 1.18 |  | 0.73-1.90 |  | 1.16 |  | 0.72-1.87 |  | 1.16 |  | 0.72-1.87 |  | 1.16 |  | 0.72-1.87 |
| Doctorate |  |  |  |  | 1.95 |  | 0.99-3.84 |  | 1.89 |  | 0.95-3.74 |  | 1.89 |  | 0.95-3.74 |  | 1.89 |  | 0.95-3.74 |
|  Missing |  |  |  |  | 1.66 |  | 0.91-3.04 |  | 1.68 |  | 0.92-3.08 |  | 1.68 |  | 0.92-3.08 |  | 1.68 |  | 0.92-3.08 |

Dependent Variable/Training Topic: Social/Economic Determinants of Health; Core Domain: Policy Development/Program Planning.

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | OR |  | 95% CI |  | AOR |  | 95% CI |  | AOR |  | 95% CI |  | AOR |  | 95% CI |  | AOR |  | 95% CI |
| Domain: Policy Development/ Program Planning |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Not Competent | ref |  |  |  | ref |  |  |  | ref |  |  |  | ref |  |  |  | ref |  |  |
| Competent | 1.09 |  | 0.96-1.24 |  | 1.09 |  | 0.95-1.25 |  | 1.13 |  | 0.95-1.34 |  | 1.15 |  | 0.90-1.47 |  | 0.44 | \* | 0.22-0.89 |
| Job Level |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Non-manager |  |  |  |  | ref |  |  |  | ref |  |  |  | 1.21 |  | 0.89-1.65 |  | 0.61 |  | 0.32-1.15 |
| Middle-manager |  |  |  |  | 0.85 |  | 0.63-1.15 |  | 0.83 |  | 0.61-1.13 |  | ref |  |  |  | 0.50 | \* | 0.26-0.98 |
| Upper-manager |  |  |  |  | 1.11 |  | 0.63-1.95 |  | 1.64 |  | 0.87-3.10 |  | 1.99 | \* | 1.02-3.87 |  | ref |  |  |
| Job Level x Domain |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Non-manager x Domain |  |  |  |  |  |  |  |  | ref |  |  |  | 0.98 |  | 0.73-1.32 |  | 2.57 | \* | 1.24-5.33 |
| Middle-manager x Domain |  |  |  |  |  |  |  |  | 1.02 |  | 0.76-1.37 |  | ref |  |  |  | 2.61 | \* | 1.23-5.53 |
| Upper-manager x Domain |  |  |  |  |  |  |  |  | 0.39 | \* | 0.19-0.81 |  | 0.38 | \* | 0.18-0.81 |  | ref |  |  |
| Education |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| High school or less |  |  |  |  | ref |  |  |  | ref |  |  |  | ref |  |  |  | ref |  |  |
| Associate degree |  |  |  |  | 1.71 | \* | 1.04-2.83 |  | 1.70 | \* | 1.03-2.82 |  | 1.70 | \* | 1.03-2.82 |  | 1.70 | \* | 1.03-2.82 |
| Bachelor’s |  |  |  |  | 1.73 | \* | 1.13-2.64 |  | 1.72 | \* | 1.13-2.63 |  | 1.72 | \* | 1.13-2.63 |  | 1.72 | \* | 1.13-2.63 |
| Master’s |  |  |  |  | 1.95 | † | 1.25-3.04 |  | 1.92 | † | 1.23-2.99 |  | 1.92 | † | 1.23-2.99 |  | 1.92 | † | 1.23-2.99 |
| Doctorate |  |  |  |  | 1.28 |  | 0.65-2.53 |  | 1.23 |  | 0.62-2.44 |  | 1.23 |  | 0.62-2.44 |  | 1.23 |  | 0.62-2.44 |
|  Missing |  |  |  |  | 1.42 |  | 0.78-2.58 |  | 1.44 |  | 0.79-2.62 |  | 1.44 |  | 0.79-2.62 |  | 1.44 |  | 0.79-2.62 |

Dependent Variable/Training Topic: Public Health 101; Core Domain: Public Health Sciences.

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | OR |  | 95% CI |  | AOR |  | 95% CI |  | AOR |  | 95% CI |  | AOR |  | 95% CI |  | AOR |  | 95% CI |
| Domain: Public Health Sciences |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Not Competent | ref |  |  |  | ref |  |  |  | ref |  |  |  | ref |  |  |  | ref |  |  |
| Competent | 0.78 | ‡ | 0.69-0.89 |  | 0.82 | † | 0.71-0.95 |  | 0.87 |  | 0.73-1.03 |  | 0.79 |  | 0.61-1.03 |  | 0.48 | \* | 0.25-0.91 |
| Job Level |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Non-manager |  |  |  |  | ref |  |  |  | ref |  |  |  | 1.01 |  | 0.76-1.36 |  | 0.87 |  | 0.43-1.75 |
| Middle-manager |  |  |  |  | 1.00 |  | 0.75-1.34 |  | 0.99 |  | 0.74-1.32 |  | ref |  |  |  | 0.86 |  | 0.42-1.76 |
| Upper-manager |  |  |  |  | 0.92 |  | 0.48-1.76 |  | 1.15 |  | 0.57-2.30 |  | 1.16 |  | 0.57-2.38 |  | ref |  |  |
| Job Level x Domain |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Non-manager x Domain |  |  |  |  |  |  |  |  | ref |  |  |  | 1.10 |  | 0.81-1.50 |  | 1.82 |  | 0.94-3.54 |
| Middle-manager x Domain |  |  |  |  |  |  |  |  | 0.91 |  | 0.67-1.23 |  | ref |  |  |  | 1.65 |  | 0.83-3.30 |
| Upper-manager x Domain |  |  |  |  |  |  |  |  | 0.55 |  | 0.28-1.07 |  | 0.61 |  | 0.30-1.21 |  | ref |  |  |
| Education |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| High school or less |  |  |  |  | ref |  |  |  | ref |  |  |  | ref |  |  |  | ref |  |  |
| Associate degree |  |  |  |  | 1.33 |  | 0.82-2.15 |  | 1.31 |  | 0.81-2.13 |  | 1.31 |  | 0.81-2.13 |  | 1.31 |  | 0.81-2.13 |
| Bachelor’s |  |  |  |  | 1.34 |  | 0.89-2.00 |  | 1.31 |  | 0.87-1.96 |  | 1.31 |  | 0.87-1.96 |  | 1.31 |  | 0.87-1.96 |
| Master’s |  |  |  |  | 1.00 |  | 0.64-1.58 |  | 0.98 |  | 0.62-1.54 |  | 0.98 |  | 0.62-1.54 |  | 0.98 |  | 0.62-1.54 |
| Doctorate |  |  |  |  | 0.63 |  | 0.28-1.41 |  | 0.68 |  | 0.31-1.52 |  | 0.68 |  | 0.31-1.52 |  | 0.68 |  | 0.31-1.52 |
|  Missing |  |  |  |  | 1.42 |  | 0.81-2.49 |  | 1.42 |  | 0.81-2.49 |  | 1.42 |  | 0.81-2.49 |  | 1.42 |  | 0.81-2.49 |

Dependent Variable/Training Topic: Community Mobilization & Engagement; Core Domain: Community Dimensions of Practice.

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | OR |  | 95% CI |  | AOR |  | 95% CI |  | AOR |  | 95% CI |  | AOR |  | 95% CI |  | AOR |  | 95% CI |
| Domain: Community Dimensions of Practice |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Not Competent | ref |  |  |  | ref |  |  |  | ref |  |  |  | ref |  |  |  | ref |  |  |
| Competent | 1.30 | ‡ | 1.13-1.51 |  | 1.28 | † | 1.10-1.49 |  | 1.35 | † | 1.13-1.62 |  | 1.23 |  | 0.92-1.64 |  | 0.68 |  | 0.34-1.38 |
| Job Level |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Non-manager |  |  |  |  | ref |  |  |  | ref |  |  |  | 1.11 |  | 0.82-1.50 |  | 0.58 |  | 0.31-1.08 |
| Middle-manager |  |  |  |  | 0.90 |  | 0.66-1.21 |  | 0.90 |  | 0.67-1.22 |  | ref |  |  |  | 0.53 |  | 0.28-1.01 |
| Upper-manager |  |  |  |  | 1.31 |  | 0.75-2.29 |  | 1.71 |  | 0.92-3.17 |  | 1.89 |  | 0.99-3.60 |  | ref |  |  |
| Job Level x Domain |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Non-manager x Domain |  |  |  |  |  |  |  |  | ref |  |  |  | 1.10 |  | 0.78-1.54 |  | 1.98 |  | 0.96-4.11 |
| Middle-manager x Domain |  |  |  |  |  |  |  |  | 0.91 |  | 0.65-1.28 |  | ref |  |  |  | 1.81 |  | 0.84-3.87 |
| Upper-manager x Domain |  |  |  |  |  |  |  |  | 0.50 |  | 0.24-1.05 |  | 0.55 |  | 0.26-1.19 |  | ref |  |  |
| Education |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| High school or less |  |  |  |  | ref |  |  |  | ref |  |  |  | ref |  |  |  | ref |  |  |
| Associate degree |  |  |  |  | 1.44 |  | 0.87-2.37 |  | 1.44 |  | 0.88-2.38 |  | 1.44 |  | 0.88-2.38 |  | 1.44 |  | 0.88-2.38 |
| Bachelor’s |  |  |  |  | 1.12 |  | 0.74-1.72 |  | 1.12 |  | 0.73-1.71 |  | 1.12 |  | 0.73-1.71 |  | 1.12 |  | 0.73-1.71 |
| Master’s |  |  |  |  | 1.26 |  | 0.81-1.96 |  | 1.26 |  | 0.81-1.97 |  | 1.26 |  | 0.81-1.97 |  | 1.26 |  | 0.81-1.97 |
| Doctorate |  |  |  |  | 1.31 |  | 0.68-2.52 |  | 1.32 |  | 0.68-2.53 |  | 1.32 |  | 0.68-2.53 |  | 1.32 |  | 0.68-2.53 |
|  Missing |  |  |  |  | 1.11 |  | 0.60-2.03 |  | 1.12 |  | 0.61-2.06 |  | 1.12 |  | 0.61-2.06 |  | 1.12 |  | 0.61-2.06 |

Dependent Variable/Training Topic: Working with Stakeholders; Core Domain: Community Dimensions of Practice.

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | OR |  | 95% CI |  | AOR |  | 95% CI |  | AOR |  | 95% CI |  | AOR |  | 95% CI |  | AOR |  | 95% CI |
| Domain: Community Dimensions of Practice |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Not Competent | ref |  |  |  | ref |  |  |  | ref |  |  |  | ref |  |  |  | ref |  |  |
| Competent | 1.39 | ‡ | 1.17-1.65 |  | 1.37 | † | 1.15-1.63 |  | 1.42 | † | 1.14-1.77 |  | 1.47 | \* | 1.07-2.03 |  | 0.54 |  | 0.24-1.19 |
| Job Level |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Non-manager |  |  |  |  | ref |  |  |  | Ref |  |  |  | 0.85 |  | 0.60-1.21 |  | 0.51 | \* | 0.26-0.99 |
| Middle-manager |  |  |  |  | 1.20 |  | 0.86-1.67 |  | 1.17 |  | 0.83-1.66 |  | ref |  |  |  | 0.60 |  | 0.30-1.20 |
| Upper-manager |  |  |  |  | 1.36 |  | 0.72-2.54 |  | 1.97 | \* | 1.01-3.86 |  | 1.68 |  | 0.83-3.38 |  | ref |  |  |
| Job Level x Domain |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Non-manager x Domain |  |  |  |  |  |  |  |  | ref |  |  |  | 0.97 |  | 0.66-1.42 |  | 2.66 | \* | 1.16-6.09 |
| Middle-manager x Domain |  |  |  |  |  |  |  |  | 1.03 |  | 0.70-1.52 |  | ref |  |  |  | 2.75 | \* | 1.16-6.50 |
| Upper-manager x Domain |  |  |  |  |  |  |  |  | 0.38 | \* | 0.16-0.86 |  | 0.36 | \* | 0.15-0.86 |  | ref |  |  |
| Education |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| High school or less |  |  |  |  | ref |  |  |  | ref |  |  |  | ref |  |  |  | ref |  |  |
| Associate degree |  |  |  |  | 1.17 |  | 0.63-2.18 |  | 1.17 |  | 0.63-2.18 |  | 1.17 |  | 0.63-2.18 |  | 1.17 |  | 0.63-2.18 |
| Bachelor’s |  |  |  |  | 1.49 |  | 0.90-2.48 |  | 1.49 |  | 0.90-2.47 |  | 1.49 |  | 0.90-2.47 |  | 1.49 |  | 0.90-2.47 |
| Master’s |  |  |  |  | 1.14 |  | 0.66-1.95 |  | 1.13 |  | 0.66-1.95 |  | 1.13 |  | 0.66-1.95 |  | 1.13 |  | 0.66-1.95 |
| Doctorate |  |  |  |  | 1.53 |  | 0.72-3.21 |  | 1.51 |  | 0.71-3.18 |  | 1.51 |  | 0.71-3.18 |  | 1.51 |  | 0.71-3.18 |
|  Missing |  |  |  |  | 1.30 |  | 0.64-2.66 |  | 1.32 |  | 0.64-2.70 |  | 1.32 |  | 0.64-2.70 |  | 1.32 |  | 0.64-2.70 |

*Note. Domain variables were centered.*

*Abbreviations: OR, odds ratio; AOR, adjusted odds ratio; CI, confidence interval; Ref, Referent.*

\**P<.05.*

†*P<.01.*

‡*P<.001.*