



## **COUNCIL ON LINKAGES BETWEEN ACADEMIA AND PUBLIC HEALTH PRACTICE**

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### ***Expanding Use of the Core Competencies for Public Health Professionals***

At the session entitled, *Core Competencies: A Roadmap for Action*, at the 131<sup>st</sup> annual American Public Health Association (APHA) meeting in San Francisco, CA, the Council on Linkages Between Academia and Public Health Practice (Council) was pleased to learn that the type and amount of national initiatives utilizing the Core Competencies for Public Health Professionals (Core Competencies) is on the rise. The Council identified efforts by over 14 different academic and practice organizations to integrate the Core Competencies into their workforce development initiatives. Session participants engaged in group dialogue about their experiences using the Core Competencies and suggested potential modifications to improve the applicability of the Core Competencies in the field.

Interested in competencies-based training? Visit [www.train.org](http://www.train.org) to search for more than 600 distance learning and on-site courses by the Core Competencies. For more information about how to use the Core Competencies, visit [www.phf.org/Link/tools.htm#Competencies](http://www.phf.org/Link/tools.htm#Competencies) or the Core Competencies website at [www.trainingfinder.org/competencies/list.htm](http://www.trainingfinder.org/competencies/list.htm).

To view the abstract for the *Core Competencies: A Roadmap for Action* session at APHA, visit [www.phf.org/Link/December03/Competencies\\_Abstract.pdf](http://www.phf.org/Link/December03/Competencies_Abstract.pdf) (Adobe Acrobat Reader 4.0 or above needed to view this page)

Name/Organization	Example
Catherine A. Sorensen, DrPH Public Health Informatics Specialist Office of the Director Hawaii Department of Health	<ul style="list-style-type: none"> <li>• Cross-walked the Core Competencies for Public Health Professionals (Core Competencies) with informatics competencies and removed duplicates. Next steps involve identifying additional competencies within other domains.</li> <li>• Developed and implemented six training modules focusing on Analytical and Basic Public Health Sciences, and to a lesser degree, Communications.</li> </ul>
Barbara Larsen, MPH, RD Program Consultant Chronic Disease Directors	<ul style="list-style-type: none"> <li>• Currently using the Core Competencies with Diabetes Prevention and Control Managers.</li> </ul>
Michael Burke The University of Medicine and Dentistry of New Jersey (UMDNJ) School of Public Health	<ul style="list-style-type: none"> <li>• Used the Core Competencies to develop tobacco control competencies.</li> </ul>
Elizabeth Giese Wisconsin Department of Health and Family Services	<ul style="list-style-type: none"> <li>• Used the Core Competencies to develop state health plan objectives.</li> <li>• Used the Core Competencies to develop sample position descriptions for Public Health Nurses.</li> <li>• Used the Core Competencies to draft assessment tools.</li> <li>• Currently using the Core Competencies framework to train Public Health Nurses statewide.</li> </ul>
Ann Ricksecker Health Federation of Philadelphia HIV/AIDS Office of Philadelphia Department of Health	<ul style="list-style-type: none"> <li>• Crafted and detailed five essential services to define specific core competencies for the program staff, and an inclusive process followed to solicit staff input.</li> <li>• Created a document that presented the public health practice expectations of the program analysts, modeled after the Core Competencies.</li> <li>• Used the Core Competencies to develop an assessment process with the staff to plan appropriate training, technical assistance and information sharing to support their ability to perform public health functions consistent with the specific core competencies.</li> </ul>
Mary Suagee-Beauduy	<ul style="list-style-type: none"> <li>• Currently using the Core Competencies to provide orientation for new staff and ongoing training, in line with national standards.</li> </ul>
Mark Edgar, MPH St. Louis University School of Public Health  Margaret A. O’Neill St. Louis University School of Public Health	<ul style="list-style-type: none"> <li>• Currently using the Core Competencies for training needs assessment.</li> <li>• Will refine the Core Competencies so that they apply to specific roles in the Centers for Disease Control and Prevention funded Prevention Research Centers, and then use them to assess skills and develop training beginning in October 2004.</li> </ul>
Carol D. Young, PhD Director of Continuing Education University at Albany, SUNY School of Public Health	<ul style="list-style-type: none"> <li>• Working with the New York/New Jersey Public Health Training Center (NYNJ-PHTC) to use the TrainingFinder Real-time Affiliate Integrated Network &lt;<a href="http://www.train.org">www.train.org</a>&gt; as the foundation for developing a continuing education plan. Next steps involve identifying existing training resources that address the Core Competencies.</li> <li>• NYNJ-PHTC used the Core Competencies as the foundation for its training needs assessment.</li> </ul>

<p>Olive Roen  Director of the Graduate Community Health Nursing Initiative  University of Texas El Paso</p>	<ul style="list-style-type: none"> <li>Developed a matrix displaying how content of the various courses in the Graduate Community Health Nursing Initiative addressed the Core Competencies. Faculty, students and graduates then reviewed the matrix for consensus. Students in the initiative are prepared for national certification eligibility as clinical nurses. Five hundred hours of clinical education are included in the program.</li> </ul>
<p>Dina Dickerson, MPH  Chief Executive Officer and Founder  Verinform Systems, Inc.</p>	<ul style="list-style-type: none"> <li>Evaluated the Core Competencies for use in graduate medical education and tracked procedures for credentialing eligibility.</li> <li>Currently using a web-based tool that enables administrators to define the evaluation criteria, the target population (e.g. lab personnel or residents) and the rules by which they will be prompted to complete an evaluation or record a procedure. Administrators can statistically analyze the results and also frame the results around classes of individuals or competencies.</li> <li>Plan to work with the Alaska State Public Health Labs to identify the Core Competencies applicable to their distinct knowledge domain.</li> </ul>
<p>Marjorie A. Cahn, MA  Head, National Information Center on Health Services Research and Health Care Technology (NICHSR)  National Library of Medicine</p>	<ul style="list-style-type: none"> <li>Currently using the Core Competencies to inform and organize the content of <a href="http://phpartners.org">http://phpartners.org</a>.</li> <li>Currently using the Core Competencies to inform the work of the National Network of Libraries of Medicine Task Force on Public Health Outreach.</li> <li>Currently using the Core Competencies to prepare an article for the Journal of the Medical Library Association on what training librarians can/should provide to the public health workforce to meet competency goals.</li> </ul>
<p>Mary E. Riner, DNSc, RN  Assistant Professor  Environments for Health  Indiana University</p>	<ul style="list-style-type: none"> <li>Currently using the Core Competencies to guide program development for training public health nurses in Indiana via a Health Resources and Services Administration Division of Nursing workforce development grant.</li> </ul>
<p>Valdeen Nelsen, MPA  Coordinator, Public Health Education  UNMC/UNO Graduate Program in Public Health  University of Nebraska Medical Center</p>	<ul style="list-style-type: none"> <li>Currently using the Core Competencies for new student orientation, and the development of course objectives and course evaluations.</li> </ul>
<p>Christine Lyman, MSW, CHES  Public Health Educator III  Community Health Specialist  Division of Community Health  Department of Human Services  Maine Bureau of Health</p> <p>Dwane Hubert  Director, ID Epidemiology</p>	<ul style="list-style-type: none"> <li>Will utilize some of the ideas presented in this Council sponsored session, and would like further dissemination of the Core Competencies to program planners so that the burden on the sponsors of such a program can be identified and the concepts integrated.</li> </ul>