



Core Competencies for Public Health Professionals



Draft 3

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Mid-tier professionals

Competency rules:

- 1) only one verb per statement
- 2) no internal modifiers (adequate, etc.)
- 3) each statement be in only one domain

 indicates deleted competency
 indicates added competency

Analytic/Assessment Skills

- 1) Describes the characteristics of a population-based public health problem
- 2) Explains the uses and limitations of quantitative and qualitative data
- 3) Selects variables that measure public health conditions
- 4) Identifies sources of public health data and information
- 5) Evaluates the integrity and comparability of data
- 6) Identifies gaps in data sources
- 7) Applies ethical principles to the collection, maintenance, use, and dissemination of data and information
- 8) Partners with communities to collect quantitative and qualitative data
- 9) Makes community-specific inferences from quantitative and qualitative data
- 10) Interprets information regarding risks and benefits to the community
- 11) Applies data collection processes, information technology applications, and computer systems storage/retrieval strategies
- 12) Describes how data have utility in scientific, political, ethical, economic, social public health issues
- 13) Supports the involvement of the public health agency in community-based participatory research
- 14) Defines a problem

Policy Development/Program Planning Skills

- 1) Gathers information relevant to specific public health policy issues
- 2) Writes clear and concise policy statements
- 3) Articulates the health, fiscal, administrative, legal, ethical, social, and political implications of policy options
- 4) Determines the feasibility and expected outcomes of policy options
- 5) Utilizes decision analysis in the process of health planning
- 6) Administers specific public health programs consistent with its public health laws and regulations
- 7) Develops a plan to implement policy, including logic models, goals, program objectives, short and long term outcomes, and implementation steps

- 8) Translates policy into organizational plans, structures, and programs
- 9) Implements emergency response plans
- 10) Develops mechanisms to monitor and evaluate programs for their effectiveness and quality
- 11) Incorporates public health informatics practices in the management and retrieval of data
- 12) Identifies, interprets, and implements public health laws, regulations, and policies related to specific programs
- 13) Describes the appropriate course of action

Communication Skills

- 1) Communicates in writing and orally in person and through electronic means
- 2) Describes how to solicit input from individuals and organizations
- 3) Advocates for public health programs and resources
- 4) Uses the media, multiple media sources, community and other emerging communication strategies to communicate public health information
- 5) Presents demographic, statistical, programmatic, and scientific information for professional and lay audiences
- 6) Incorporates negotiation, conflict resolution, active listening techniques in the interactions with individuals and groups
- 7) Adheres to the public health agency's communication policies and procedures, including following the chains of command, use of technology, and contacts with the media
- 8) Leads and participates in groups to address specific issues

Cultural Competency Skills

- 1) Incorporates methods for interacting with persons from diverse cultural, socioeconomic, educational, racial, ethnic and professional backgrounds.
- 2) Considers the role of cultural, social, and behavioral factors in determining the delivery of public health services
- 3) Responds to problems that are the result of cultural differences
- 4) Explains the dynamic forces that contribute to cultural diversity
- 5) Describes the need for a diverse public health workforce

Community Dimensions of Practice Skills

- 1) Assesses the community from an ecological perspective
- 2) Supports community based participatory research
- 3) Establishes linkages with key stakeholders
- 4) Uses group processes to advance community involvement in the resolution of public health problems
- 5) Maintains partnerships over time
- 6) Describes the role of government, the private sector and non profit sectors in the delivery of community health services
- 7) Negotiates for the use community assets and resources during public health emergencies

Basic Public Health Sciences Skills

- 1) Assesses the health status of populations and their related determinants of health and illness, including the factors contributing to health promotion and disease prevention, and the use of health services
- 2) Describes the historical development, structure, and relationship of state and federal public health and health care systems
- 3) Applies the basic public health sciences (behavioral and social sciences, biostatistics, epidemiology, environmental public health) to the prevention of chronic diseases, infectious diseases, injuries, and other population-based health threats
- 4) Applies the basic public health sciences to promotion of population health
- 5) Retrieves scientific evidence from a variety of text and electronic sources
- 6) Clarifies the limitations of research findings
- 7) Describes the importance of research observations and interrelationships among findings
- 8) Maintains a career long commitment to learning
- 9) Identifies the individual's and organization's responsibilities within the context of the Essential Public Health Services and core functions

Financial Planning and Management Skills

- 1) Describes the structure, function, and jurisdictional authority of the organizational units within federal, state, and local public health agencies
- 2) Describes the roles of other agencies within the federal, state, and local levels of government that may have associational authority with public health under certain situations (e.g., emergency event) or with specific issues (e.g., water or farm animals)
- 3) Adheres to the judiciary and operational procedures of the administrative body(s) that oversees the operations of the public health agency, such as, the board of health, the county commissioners, city council, or the governor's office
- 4) Develops a programmatic budget
- 5) Implements a formal budget review
- 6) Manages programs within budget constraints
- 7) Develops strategies for determining budget priorities
- 8) Monitors program performance
- 9) Prepares the narrative and fiscal components of proposals for funding from external sources
- 10) Adheres to the requirements of HIPAA and IRB processes
- 11) Applies basic human relations skills to the management of organizations, motivation of personnel, and resolution of conflicts
- 12) Manages information systems for collection, retrieval, and use of data for decision-making
- 13) Negotiates contracts and other documents for the provision of population-based services
- 14) Utilizes cost-effectiveness, cost-benefit, and cost-utility analyses in the programmatic decision making

Leadership and Systems Thinking Skills

- 1) Incorporates ethical standards of practice as the bases of interactions with organizations and communities
- 2) Incorporates systems thinking into the assessment of the role of the public health agency
- 3) Participates with stakeholders in identifying key values and a shared vision as guiding principles for community action
- 4) Identifies internal and external issues that may effect the delivery of essential public health services
- 5) Facilitates collaboration with internal and external groups to ensure participation of key stakeholders
- 6) Promotes team and organizational learning
- 7) Contributes to the measuring, reporting and improvement of organizational performance
- 8) Acknowledges that public health practice will need to adapt to changes in the larger social/political environment
- 9) Mentors younger/newer public health workers