



Core Competencies for Public Health Professionals *Accepted April 2001*

Analytic/Assessment Skills

- ▶ Defines a problem
- ▶ Determines appropriate uses and limitations of both quantitative and qualitative data
- ▶ Selects and defines variables relevant to defined public health problems
- ▶ Identifies relevant and appropriate data and information sources
- ▶ Evaluates the integrity and comparability of data and identifies gaps in data sources
 - ▶ Applies ethical principles to the collection, maintenance, use, and dissemination of data and information
- ▶ Partners with communities to attach meaning to collected quantitative and qualitative data
- ▶ Makes relevant inferences from quantitative and qualitative data
- ▶ Obtains and interprets information regarding risks and benefits to the community
- ▶ Applies data collection processes, information technology applications, and computer systems storage/retrieval strategies
- ▶ Recognizes how the data illuminates ethical, political, scientific, economic, and overall public health issues

Policy Development/Program Planning Skills

- ▶ Collects, summarizes, and interprets information relevant to an issue
- ▶ States policy options and writes clear and concise policy statements
- ▶ Identifies, interprets, and implements public health laws, regulations, and policies related to specific programs
- ▶ Articulates the health, fiscal, administrative, legal, social, and political implications of each policy option
- ▶ States the feasibility and expected outcomes of each policy option
- ▶ Utilizes current techniques in decision analysis and health planning
- ▶ Decides on the appropriate course of action
- ▶ Develops a plan to implement policy, including goals, outcome and process objectives, and implementation steps
- ▶ Translates policy into organizational plans, structures, and programs
- ▶ Prepares and implements emergency response plans
- ▶ Develops mechanisms to monitor and evaluate programs for their effectiveness and quality

Communication Skills

- ▶ Communicates effectively both in writing and orally, or in other ways
- ▶ Solicits input from individuals and organizations
- ▶ Advocates for public health programs and resources
- ▶ Leads and participates in groups to address specific issues
- ▶ Uses the media, advanced technologies, and community networks to communicate information
- ▶ Effectively presents accurate demographic, statistical, programmatic, and scientific information for professional and lay audiences

Attitudes

- ▶ Listens to others in an unbiased manner, respects points of view of others, and promotes the expression of diverse opinions and perspectives

Cultural Competency Skills

- ▶ Utilizes appropriate methods for interacting sensitively, effectively, and professionally with persons from diverse cultural, socioeconomic, educational, racial, ethnic and professional backgrounds, and persons of all ages and lifestyle preferences
- ▶ Identifies the role of cultural, social, and behavioral factors in determining the delivery of public health services
- ▶ Develops and adapts approaches to problems that take into account cultural differences

Attitudes

- ▶ Understands the dynamic forces contributing to cultural diversity
- ▶ Understands the importance of a diverse public health workforce

Community Dimensions of Practice Skills

- ▶ Establishes and maintains linkages with key stakeholders
- ▶ Utilizes leadership, team building, negotiation, and conflict resolution skills to build community partnerships
- ▶ Collaborates with community partners to promote the health of the population
- ▶ Identifies how public and private organizations operate within a community
- ▶ Accomplishes effective community engagements
- ▶ Identifies community assets and available resources
- ▶ Develops, implements, and evaluates a community public health assessment
- ▶ Describes the role of government in the delivery of community health services

Basic Public Health Sciences Skills

- ▶ Identifies the individual's and organization's responsibilities within the context of the Essential Public Health Services and core functions
- ▶ Defines, assesses, and understands the health status of populations, determinants of health and illness, factors contributing to health promotion and disease prevention, and factors influencing the use of health services
- ▶ Understands the historical development, structure, and interaction of public health and health care systems
- ▶ Identifies and applies basic research methods used in public health
- ▶ Applies the basic public health sciences including behavioral and social sciences, biostatistics, epidemiology, environmental public health, and prevention of chronic and infectious diseases and injuries
- ▶ Identifies and retrieves current relevant scientific evidence
- ▶ Identifies the limitations of research and the importance of observations and interrelationships

Attitudes

- ▶ Develops a lifelong commitment to rigorous critical thinking

Financial Planning and Management Skills

- ▶ Develops and presents a budget
- ▶ Manages programs within budget constraints
- ▶ Applies budget processes
- ▶ Develops strategies for determining budget priorities
- ▶ Monitors program performance
- ▶ Prepares proposals for funding from external sources
- ▶ Applies basic human relations skills to the management of organizations, motivation of personnel, and resolution of conflicts

- ▶ Manages information systems for collection, retrieval, and use of data for decision-making
- ▶ Negotiates and develops contracts and other documents for the provision of population-based services
- ▶ Conducts cost-effectiveness, cost-benefit, and cost-utility analyses

Leadership and Systems Thinking Skills

- ▶ Creates a culture of ethical standards within organizations and communities
- ▶ Helps create key values and shared vision and uses these principles to guide action
- ▶ Identifies internal and external issues that may impact delivery of essential public health services (i.e., strategic planning)
- ▶ Facilitates collaboration with internal and external groups to ensure participation of key stakeholders
- ▶ Promotes team and organizational learning
- ▶ Contributes to development, implementation, and monitoring of organizational performance standards
- ▶ Uses the legal and political system to effect change
- ▶ Applies theory of organizational structures to professional practice