HELLO!

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Public Health Foundation

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Meeting Overview

- Core Competencies for Public Health Professionals
- Revision process
- Your feedback!
- Next steps
Mission:
We improve public health and population health practice to support healthier communities

- Staff Council on Linkages

www.phf.org

Experts in Quality Improvement, Performance Management, and Workforce Development
Core Competencies for Public Health Professionals

- Consensus set of skills desirable for the broad practice of public health

- Reflect characteristics that staff of public health organizations may want to possess as they work to protect and promote health in the community

- Designed to serve as a starting point for practice and academic organizations working to understand, assess, and meet training and other workforce development needs
Core Competencies for Public Health Professionals

8 Domains:
- Analytical/Assessment Skills
- Policy Development/Program Planning Skills
- Communication Skills
- Cultural Competency Skills
- Community Dimensions of Practice Skills
- Public Health Sciences Skills
- Financial Planning and Management Skills
- Leadership and Systems Thinking Skills

3 Tiers:
- Tier 1 – Front Line Staff/Entry Level
- Tier 2 – Program Management/Supervisory Level
- Tier 3 – Senior Management/Executive Level
## Core Competencies for Public Health Professionals

<table>
<thead>
<tr>
<th>Analytical/Assessment Skills</th>
<th>Tier 1</th>
<th>Tier 2</th>
<th>Tier 3</th>
</tr>
</thead>
<tbody>
<tr>
<td>1A1. Describes factors affecting the health of a community (e.g., equity, income, education, environment)</td>
<td>1B1. Describes factors affecting the health of a community (e.g., equity, income, education, environment)</td>
<td>1C1. Describes factors affecting the health of a community (e.g., equity, income, education, environment)</td>
<td></td>
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<tr>
<td>1A2. Identifies quantitative and qualitative data and information (e.g., vital statistics, electronic health records, transportation patterns, unemployment rates, community input, health equity impact assessments) that can be used for assessing the health of a community</td>
<td>1B2. Determines quantitative and qualitative data and information (e.g., vital statistics, electronic health records, transportation patterns, unemployment rates, community input, health equity impact assessments) needed for assessing the health of a community</td>
<td>1C2. Determines quantitative and qualitative data and information (e.g., vital statistics, electronic health records, transportation patterns, unemployment rates, community input, health equity impact assessments) needed for assessing the health of a community</td>
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<tr>
<td>1A3. Applies ethical principles in accessing, collecting, analyzing, using, maintaining, and disseminating data and information</td>
<td>1B3. Applies ethical principles in accessing, collecting, analyzing, using, maintaining, and disseminating data and information</td>
<td>1C3. Ensures ethical principles are applied in accessing, collecting, analyzing, using, maintaining, and disseminating data and information</td>
<td></td>
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<tr>
<td>1A4. Uses information technology in accessing, collecting, analyzing, using, maintaining, and disseminating data and information</td>
<td>1B4. Uses information technology in accessing, collecting, analyzing, using, maintaining, and disseminating data and information</td>
<td>1C4. Uses information technology in accessing, collecting, analyzing, using, maintaining, and disseminating data and information</td>
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</tr>
<tr>
<td>1A5. Selects valid and reliable data</td>
<td>1B5. Analyzes the validity and reliability of data</td>
<td>1C5. Evaluates the validity and reliability of data</td>
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</tr>
</tbody>
</table>

[www.phf.org/corecompetencies](http://www.phf.org/corecompetencies)
How Did We Get Here?

1991 • Universal Competencies Developed
2001 • Core Competencies Released
2010 • Core Competencies Revised
2014 • Core Competencies Revised – Current Version
2017 • Modified Core Competencies Released
Core Competencies Use

Used by:

- ~80% of state health departments
- ~60% of tribal health organizations
- ~45% of local health departments
- ~25% of territorial health departments
- ~90% of academic public health-focused programs

Used in developing:

- Job descriptions
- Performance objectives
- Workforce competency/needs assessments
- Training to build skills and competence
- Workforce development plans to ensure a skilled workforce
- Discipline-specific competency sets
Healthy People 2030

- Public Health Infrastructure Objectives: Increase the proportion of state/local/tribal/territorial public health agencies that use Core Competencies for Public Health Professionals in continuing education for personnel.

Accreditation

- PHAB Domain 8/Standard 8.2: Ensure a competent workforce through the assessment of staff competencies, the provision of individual training and professional development, and the provision of a supportive work environment.
- CEPH: Core Competencies were used in developing foundational competencies for accreditation criteria.

10 Essential Public Health Services
Where Are We Now?

**October 2020:** Council on Linkages initiates revision process

**October 2020-February 2021:** Open comment period
- Feedback to inform revisions
- Virtual town hall meetings
  - October: APHA Annual Meeting
  - December: Open Forum for Quality Improvement and Innovation; PHF
  - January: Core Competencies Workgroup; CPHNO; NALBOH; AAPHP; ASPPH; TRAIN Affiliate Consortium
  - February: ASTHO; NACCHO; PHF
What Are We Hearing and Thinking?

- Ensure alignment with the revised Essential Public Health Services
- Ensure reflection of skills needed for Public Health 3.0
- Better incorporate social determinants of health, health equity, and social justice
- Better address administrative and management skills
- Consider the impact of COVID-19 – are there skills we should have had that are not well represented?
- Provide additional guidance as to how the Core Competencies should be interpreted and used
What Do You Think?
What Happens Next?

October 2020-February 2021: Open comment period
  ▹ Feedback to inform revisions
  ▹ Research/literature review

March-May 2021: Draft competencies

May-July 2021: Open comment period
  ▹ Feedback on draft revisions

August-October 2021: Finalize competencies

October 2021: Release revised competencies
We Still Need to Hear from YOU!

Continue to provide feedback after this meeting:

➢ Email Kathleen at kamos@phf.org
➢ Submit comments online
➢ Join us for future virtual town hall meetings

Share information with colleagues: www.phf.org/competenciesrevision

Join the Core Competencies Workgroup:

➢ Email Kathleen at kamos@phf.org
Stay in the Know

Online: www.phf.org/competenciesrevision

Newsletters:

- PHF E-News – www.phf.org/e-news
- Public Health Learning – www.phf.org/publichealthlearning

Questions?

- Kathleen Amos, kamos@phf.org
Core Competencies Resources

Council on Linkages: [www.phf.org/councilonlinkages](http://www.phf.org/councilonlinkages)
Collaborative of national organizations supporting public health workforce development

Core Competencies: [www.phf.org/corecompetencies](http://www.phf.org/corecompetencies)
Consensus set of foundational skills for the broad practice of public health

Modified Core Competencies: [www.phf.org/modifiedcorecompetencies](http://www.phf.org/modifiedcorecompetencies)
Shortened version of the Core Competencies

Core Competencies Tools: [www.phf.org/corecompetenciestools](http://www.phf.org/corecompetenciestools)
Collection of tools to support use of the Core Competencies

Examples of Core Competencies Use: [www.phf.org/corecompetenciesexamples](http://www.phf.org/corecompetenciesexamples)
Collection of examples of how organizations are using the Core Competencies

Want to know more?
Contact Kathleen Amos at [kamos@phf.org](mailto:kamos@phf.org).
THANK YOU!
Any Questions?

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