

# Town Hall Meeting: Core Competencies for Public Health Professionals

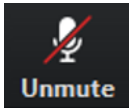


The Council on Linkages  
Between Academia and  
Public Health Practice

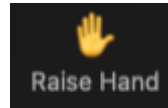
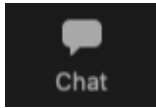
The logo for The Council on Linkages Between Academia and Public Health Practice consists of three overlapping yellow squares of varying sizes, arranged in a cluster to the left of the text.

February 23, 2021

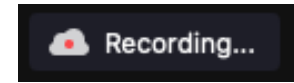
# Welcome to Our Town Hall Meeting!



All participants are muted.



Please use the Chat box and “Raise Hand” button to ask questions and share comments.



This meeting is being recorded.



# HELLO!

**Kathleen Amos      Ron Bialek      Abdullah Tauqeer**  
**Public Health Foundation**

**Amy Lee      Janet Place**  
**Core Competencies Workgroup**

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# Meeting Overview

- Core Competencies for Public Health Professionals
- Revision process
- Your feedback!
- Next steps

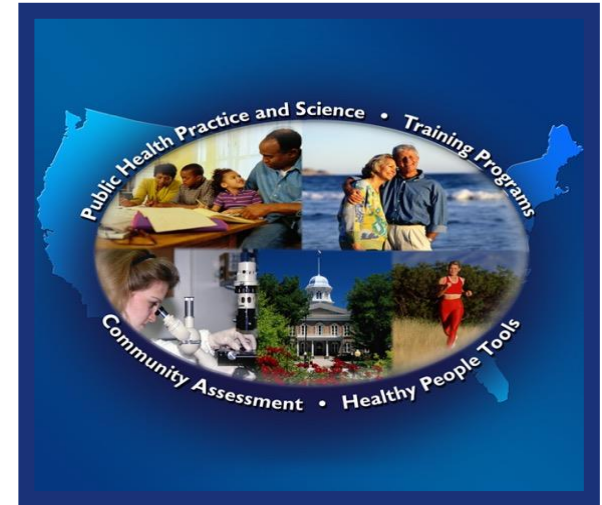
# Public Health Foundation

## *Mission:*

**We improve public health and population health practice to support healthier communities**

- ❖ **Staff Council on Linkages**

[www.phf.org](http://www.phf.org)



*Experts in Quality Improvement, Performance Management, and Workforce Development*

# Council on Linkages Between Academia and Public Health Practice



# 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

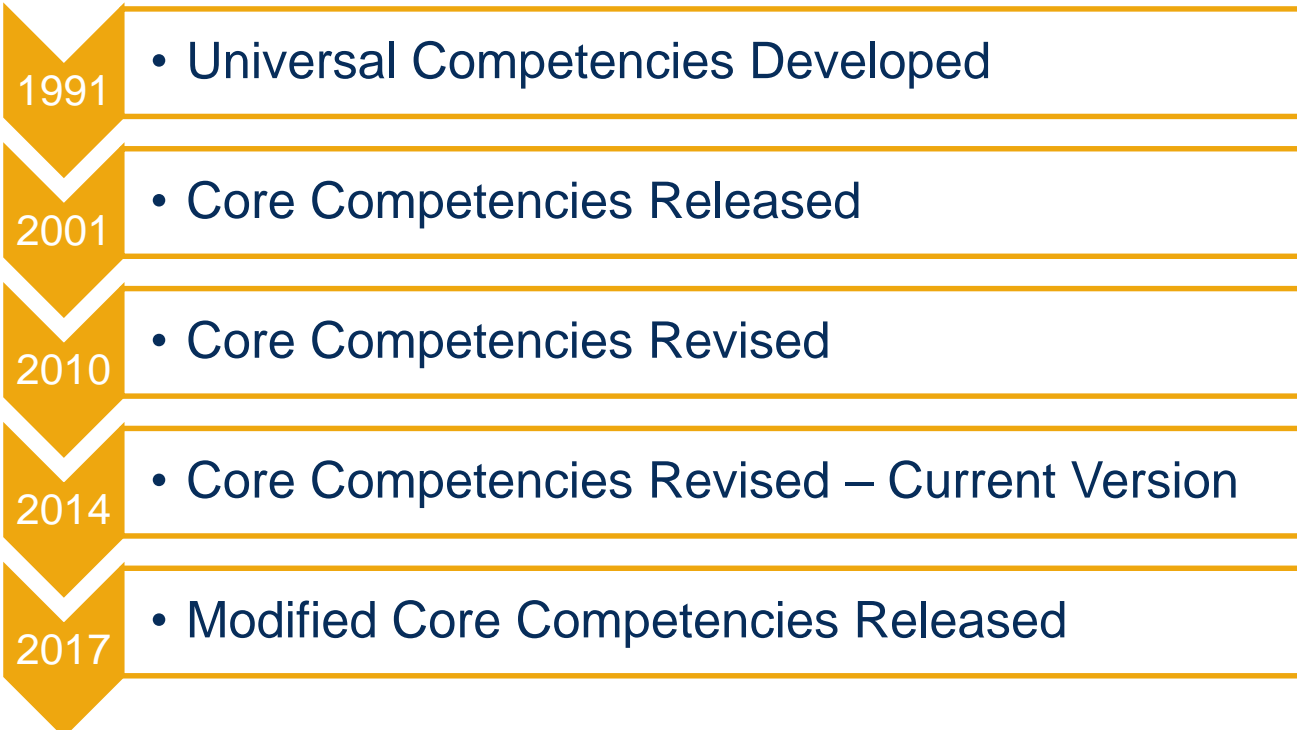


# Core Competencies for Public Health Professionals

| Analytical/Assessment Skills   |  |  |
|--|--|--|
| Tier 1   | Tier 2   | Tier 3   |
| 1A1. Describes factors affecting the health of a community (e.g., equity, income, education, environment)  | 1B1. Describes factors affecting the health of a community (e.g., equity, income, education, environment)  | 1C1. Describes factors affecting the health of a community (e.g., equity, income, education, environment)  |
| 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 | 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 | 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 |
| 1A3. Applies ethical principles in accessing, collecting, analyzing, using, maintaining, and disseminating data and information  | 1B3. Applies ethical principles in accessing, collecting, analyzing, using, maintaining, and disseminating data and information  | 1C3. Ensures ethical principles are applied in accessing, collecting, analyzing, using, maintaining, and disseminating data and information  |
| 1A4. Uses information technology in accessing, collecting, analyzing, using, maintaining, and disseminating data and information   | 1B4. Uses information technology in accessing, collecting, analyzing, using, maintaining, and disseminating data and information   | 1C4. Uses information technology in accessing, collecting, analyzing, using, maintaining, and disseminating data and information   |
| 1A5. Selects valid and reliable data   | 1B5. Analyzes the validity and reliability of data   | 1C5. Evaluates the validity and reliability of data  |

[www.phf.org/corecompetencies](http://www.phf.org/corecompetencies)

# How Did We Get Here?



# 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:

- ▷ Competency/needs assessments
- ▷ Education and training
- ▷ Workforce development plans
- ▷ Job descriptions
- ▷ Performance objectives
- ▷ Discipline-specific competency sets

# National Initiatives

## 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

## TRAIN Learning Network

- Course providers can select competencies aligned with their courses and learners can search by competencies to build their knowledge and skills

## 10 Essential Public Health Services

# Core Competencies Revision Process

- ┌ **October 2020:** Council on Linkages initiates revision process
- ┌ **October 2020-February 2021:** Open comment period
  - Feedback to inform revisions
  - Research/literature review
- ┌ **March-May 2021:** Draft revised competencies
- ┌ **May-July 2021:** Open comment period
  - Feedback on draft revisions
- ┌ **August-October 2021:** Finalize revised competencies
- ┌ **October 2021:** Release revised competencies

# 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?**



 **The Council on Linkages  
Between Academia and  
Public Health Practice**

# We Still Need to Hear from YOU!

- Continue to provide feedback after this meeting:
  - ▷ Email Kathleen at [kamos@phf.org](mailto:kamos@phf.org)
  - ▷ Submit comments [online](#)
  - ▷ Join us for future [virtual town hall meetings](#)
- Share information with colleagues: [www.phf.org/competenciesrevision](http://www.phf.org/competenciesrevision)
- Join the Core Competencies Workgroup:
  - ▷ Email Kathleen at [kamos@phf.org](mailto:kamos@phf.org)





## Stay in the Know

- Online: [www.phf.org/competenciesrevision](http://www.phf.org/competenciesrevision)
- Newsletters:
  - ▷ Council on Linkages Update – [www.phf.org/councilupdate](http://www.phf.org/councilupdate)
  - ▷ PHF E-News – [www.phf.org/e-news](http://www.phf.org/e-news)
  - ▷ Public Health Learning – [www.phf.org/publichealthlearning](http://www.phf.org/publichealthlearning)
- Questions?
  - ▷ Kathleen Amos, [kamos@phf.org](mailto:kamos@phf.org)

# Core Competencies Resources

- 7 Council on Linkages: [www.phf.org/councilonlinkages](http://www.phf.org/councilonlinkages)  
Collaborative of national organizations supporting public health workforce development
- 7 Core Competencies: [www.phf.org/corecompetencies](http://www.phf.org/corecompetencies)  
Consensus set of foundational skills for the broad practice of public health
- 7 Modified Core Competencies: [www.phf.org/modifiedcorecompetencies](http://www.phf.org/modifiedcorecompetencies)  
Shortened version of the Core Competencies
- 7 Core Competencies Tools: [www.phf.org/corecompetenciestools](http://www.phf.org/corecompetenciestools)  
Collection of tools to support use of the Core Competencies
- 7 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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