



## Core Competencies for Public Health Professionals Report

July 16, 2018

### **Overview**

The [Core Competencies for Public Health Professionals](#) (Core Competencies) reflect foundational skills desirable for professionals engaged in the practice, education, and research of public health and are used in education, training, and other workforce development activities across the country. The [current version of the Core Competencies](#) was released by the [Council on Linkages Between Academia and Public Health Practice](#) (Council) in June 2014. Council efforts related to the Core Competencies are guided by the [Core Competencies Workgroup](#), which has more than 90 members representing a variety of practice and academic organizations and interests within the public health field.

### **Core Competencies Use**

The Core Competencies continue to be widely used within public health workforce development. Since release of the current version of the Core Competencies in 2014, the Core Competencies have been accessed online more than 180,000 times, and resources and tools designed to support implementation of the Core Competencies have been accessed online more than 510,000 times. Recent data from the [Association of State and Territorial Health Officials](#) and [National Association of County and City Health Officials](#) show that [approximately 80% of state health departments](#) and [45% of local health departments](#) are using the Core Competencies. Tools to support this use continue to be a focus, with a competency assessment based on the [modified version of the Core Competencies](#) released last year currently under development. Work also continues to better highlight how organizations are using the Core Competencies. A redesign of a section of the Council website to highlight these stories and examples is underway, and additional stories and examples to feature on the Council website are welcome and may be sent to Kathleen Amos at [kamos@phf.org](mailto:kamos@phf.org).

### **Healthy People 2030**

The Core Competencies are integrated into three objectives within the [Public Health Infrastructure \(PHI\) topic area](#) of [Healthy People 2020](#). These objectives focus on the use of the Core Competencies in public health agency job descriptions and performance evaluations, continuing education, and academic curricula. Planning is currently underway for Healthy People 2030, and earlier this year, Council staff met with the team working on the PHI topic area to offer input into PHI objectives. Work toward determining objectives is still in process, but it is anticipated that Healthy People 2030 will include many fewer objectives than Healthy People 2020. As work to develop Healthy People 2030 continues, a public comment period will offer an opportunity to provide additional input into the objectives. The Council will be informed when that public comment period opens, which is likely to be toward the end of this year.

### **New Competencies Released**

In addition to supporting development of foundational, or cross-cutting, skills for professionals working in public health, the Core Competencies support the development of discipline-specific competency sets. A variety of competency sets have drawn on the Core Competencies and the expertise of Council staff and Core Competencies Workgroup members in their development and implementation. For example, within the past two years, Council staff and Core Competencies Workgroup members have engaged in efforts related to the [Competencies for Performance Improvement Professionals in Public Health](#), [Competencies for Population Health Professionals](#), [Competencies Guidelines for Public Health Laboratory Professionals](#), [Including](#)

[People with Disabilities: Public Health Workforce Competencies](#), and [Legal Epidemiology Competency Model](#). Additional competency sets that draw on the Core Competencies include the [Community/Public Health Nursing Competencies](#), [Competencies for Applied Epidemiologists in Governmental Public Health Agencies](#), [Competencies for Health Education Specialists](#), and [Competencies for Public Health Informaticians](#).

#### *Competencies for Performance Improvement Professionals in Public Health*

The [Competencies for Performance Improvement Professionals in Public Health](#) (PI Competencies), a set of skills desirable for performance improvement (PI) professionals working in public health, were developed to offer additional guidance in PI for public health professionals with responsibilities related to developing or implementing plans and activities in the areas of quality improvement, performance management, workforce development, accreditation readiness, or community health assessment and improvement planning. [Released in June 2018](#) by the [Public Health Foundation](#), these competencies are based on and align with the Core Competencies, and can be used along with the Core Competencies to help guide workforce development for PI professionals. To support public health professionals and organizations in using the PI Competencies, a [supplemental resource](#) that presents the PI Competencies along with a list of competencies from the Core Competencies that may be especially relevant for PI professionals was also developed. Work on this competency set and related resource was guided by the [Performance Improvement Competencies Subgroup](#) of the Core Competencies Workgroup, which includes more than 80 members.

#### *Community/Public Health Nursing Competencies*

The [Quad Council Coalition of Public Health Nursing Organizations](#) recently [released](#) the [2018 Community/Public Health Nursing \(C/PHN\) Competencies](#), which were updated to align with the current version of the Core Competencies, as well as a variety of other related nursing competencies. The C/PHN Competencies use the same [eight domains](#) and [three-tier](#) structure as the Core Competencies. The C/PHN Competencies reflect the unique competencies required for the practice of public health nursing and can be used by public health nurses from entry-level to senior management/leadership in a variety of practice settings.

More information about the Core Competencies and Core Competencies activities is available through the [Core Competencies section](#) of the Council website or by contacting Kathleen Amos at [kamos@phf.org](mailto:kamos@phf.org).

## Core Competencies Workgroup Members

### Co-Chairs:

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