**Determining Essential Core Competencies for Public Health Jobs:**

**A Prioritization Process**

**Competency Selection Worksheets**

This set of Competency Selection Worksheets is a supplemental file for *Determining Essential Core Competencies for Public Health Jobs:* *A Prioritization Process*. These eight worksheets can be used to facilitate the prioritization process. There is a separate worksheet for each of the [eight Core Competencies for Public Health Professionals (Core Competencies) domains](https://www.phf.org/programs/corecompetencies/Pages/Core_Competencies_Domains.aspx). The worksheets list the competencies in the 2021 version of the Core Competencies that are included in that domain. They are designed to be printed and distributed to workshop participants during Step 1 of the voting process. Participants can use the worksheets to indicate which competencies they feel are most important for their job category. Full instructions for conducting the prioritization process can be found in *Determining Essential Core Competencies for Public Health Jobs:* *A Prioritization Process* (PDF) located at [www.phf.org/DeterminingPHJobCompetencies](https://www.phf.org/DeterminingPHJobCompetencies).

**Determining Essential Core Competencies for Public Health Jobs:**

**A Prioritization Process**

**Competency Selection Worksheet**

**Domain 1: Data Analytics and Assessment Skills**

*[Insert organization’s question for participants]*

|  |  |
| --- | --- |
|  | **Vote** |
| **Domain 1: Data Analytics and Assessment Skills** |   |
| Describe factors that affect the health of a community |  |
| Access existing quantitative and qualitative data |  |
| Collect quantitative and qualitative data |  |
| Analyze quantitative and qualitative data |  |
| Manage quantitative and qualitative data |  |
| Use quantitative and qualitative data |  |
| Apply public health informatics in using data, information, and knowledge |  |
| Assess community health status |  |

**Determining Essential Core Competencies for Public Health Jobs:**

**A Prioritization Process**

**Competency Selection Worksheet**

**Domain 2: Policy Development and Program Planning Skills**

*[Insert organization’s question for participants]*

|  |  |
| --- | --- |
|  | **Vote** |
| **Domain 2: Policy Development and Program Planning Skills** |   |
| Develop policies, programs, and services |   |
| Implement policies, programs, and services |  |
| Evaluate policies, programs, services, and organizational performance |  |
| Improve policies, programs, services, and organizational performance |  |
| Influence policies, programs, and services external to the organization |  |
| Engage in organizational strategic planning |  |
| Engage in community health improvement planning |  |

**Determining Essential Core Competencies for Public Health Jobs:**

**A Prioritization Process**

**Competency Selection Worksheet**

**Domain 3: Communication Skills**

*[Insert organization’s question for participants]*

|  |  |
| --- | --- |
|  | **Vote** |
| **Domain 3: Communication Skills** |   |
| Determine communication strategies |   |
| Communicate with internal and external audiences |  |
| Respond to information, misinformation, and disinformation |  |
| Facilitate communication among individuals, groups, and organizations |  |

**Determining Essential Core Competencies for Public Health Jobs:**

**A Prioritization Process**

**Competency Selection Worksheet**

**Domain 4: Health Equity Skills**

*[Insert organization’s question for participants]*

|  |  |
| --- | --- |
|  | **Vote** |
| **Domain 4: Health Equity Skills** |   |
| Apply principles of ethics, diversity, equity, inclusion, and justice |   |
| Engage in continuous self-reflection about one’s biases |  |
| Recognize the diversity of individuals and populations |  |
| Reduce systemic and structural barriers that perpetuate health inequities |  |
| Implement organizational policies, programs, and services to achieve health equity and social and environmental justice |  |
| Contribute to achieving and sustaining a diverse, inclusive, and competent public health workforce |  |
| Advocate for health equity and social and environmental justice |  |

**Determining Essential Core Competencies for Public Health Jobs:**

**A Prioritization Process**

**Competency Selection Worksheet**

**Domain 5: Community Partnership Skills**

*[Insert organization’s question for participants]*

|  |  |
| --- | --- |
|  | **Vote** |
| **Domain 5: Community Partnership Skills** |   |
| Describe conditions, systems, and policies affecting community health and resilience |   |
| Establish relationships to improve community health and resilience |  |
| Maintain relationships that improve community health and resilience |  |
| Collaborate with community members and organizations |  |
| Share power and ownership with community members and others |  |

**Determining Essential Core Competencies for Public Health Jobs:**

**A Prioritization Process**

**Competency Selection Worksheet**

**Domain 6: Public Health Sciences Skills**

*[Insert organization’s question for participants]*

|  |  |
| --- | --- |
|  | **Vote** |
| **Domain 6: Public Health Sciences Skills** |   |
| Describe systems, policies, and events impacting public health |   |
| Apply public health sciences in delivering the 10 Essential Public Health Services |  |
| Use evidence in developing, implementing, evaluating, and improving policies, programs, and services |  |
| Contribute to the evidence base for improving health |  |

**Determining Essential Core Competencies for Public Health Jobs:**

**A Prioritization Process**

**Competency Selection Worksheet**

**Domain 7: Management and Finance Skills**

*[Insert organization’s question for participants]*

|  |  |
| --- | --- |
|  | **Vote** |
| **Domain 7: Management and Finance Skills** |   |
| Describe factors that affect the health of an organization |   |
| Secure human resources |  |
| Manage human resources |  |
| Engage in professional development |  |
| Secure financial resources |  |
| Manage financial resources |  |
| Implement organizational policies, programs, and services to achieve diversity, equity, inclusion, and justice |  |
| Manage programs and services |  |
| Engage in contingency planning |  |
| Apply critical thinking in decision making |  |
| Engage individuals and teams to achieve program and organizational goals |  |
| Facilitate collaboration among individuals, groups, and organizations |  |
| Engage in performance management |  |

**Determining Essential Core Competencies for Public Health Jobs:**

**A Prioritization Process**

**Competency Selection Worksheet**

**Domain 8: Leadership and Systems Thinking Skills**

*[Insert organization’s question for participants]*

|  |  |
| --- | --- |
|  | **Vote** |
| **Domain 8: Leadership and Systems Thinking Skills** |   |
| Create opportunities to achieve cross-sector alignment |   |
| Implement a vision for a healthy community |  |
| Address facilitators and barriers impacting delivery of the 10 Essential Public Health Services |  |
| Create opportunities for creativity and innovation |  |
| Respond to emerging needs |  |
| Manage organizational change |  |
| Engage politicians, policymakers, and the public to support public health infrastructure |  |
| Advocate for public health |  |