

New Mexico Department of Health Workforce Development Plan 2014



Introduction

Introduction

Training and development of the workforce is one part of a comprehensive strategy toward agency quality improvement. Fundamental to this work is identifying gaps in knowledge, skills, and abilities through the assessment of both organizational and individual needs, and addressing those gaps through targeted training and development opportunities.

This document provides a comprehensive workforce development plan for the New Mexico Department of Health. It also serves to address the documentation requirement for Accreditation Standard 8.2.1: *Maintain, implement and assess the health department workforce development plan that addresses the training needs of the staff and the development of core competencies.*

This workforce development plan contains the following topics:

Topic	Page
Agency Profile	1
Workforce Profile	5
Competencies & Education Requirements	6
Training Needs	7
Goals, Objectives, & Implementation Plan	9
Evaluation & Tracking	13
Conclusion/Other Considerations	14
Appendices	15

Agency Profile

Mission, Values and Vision

Our Mission: Promote health and wellness, improve health outcomes, and assure safety net services for all people in New Mexico.

Our Values:

- **Accountability:** Honesty, integrity, and honor commitments made
- **Communication:** Promote trust through mutual, honest, and open dialogue
- **Teamwork:** Share expertise and ideas through creative collaboration to work toward common goals
- **Respect:** Appreciation for the dignity, knowledge, and contributions of all persons
- **Leadership:** Promote growth and lead by example throughout the organization and in communities
- **Customer Service:** Placing internal and external customers first, assure that their needs are met

Our Vision: A healthier New Mexico!

Strategic Initiatives:

- Result 1: Improved health outcomes for the people of New Mexico
- Result 2: Improved quality, accessibility, and utilization of healthcare services
- Result 3: A more rewarding work environment to attract and cultivate a skilled, innovative, diverse, and committed workforce
- Result 4: Recruitment and retention of health professionals to respond for health care shortage areas
- Result 5: The Department's work is understandable, accessible, and valued
- Result 6: Improved fiscal accountability
- Result 7: Technology supports timely, data-driven decisions, improved business operations, and improved public information and education

The full New Mexico Department of Health Strategic Plan may be found at <http://nmhealth.org/about/asd/opa/>.

Location and Population Served

With an area of 121,593 sq mi (314,926 sq km), New Mexico ranks as the 5th largest of the 50 U.S. states. New Mexico's 2011 estimated population was 2,075,056, which is a 0.5% increase from 2010. This is also an increase of 13.5% since 2000. New Mexico's population is projected to reach 2,540,145 in 2020 and 2,864,796 in 2030. These are projected increases from 2011 of 22.4% and 38.1%, respectively.

According to 2011 state population estimates, 43.1% of New Mexicans are Hispanic and 41.5 % are White. In addition, the American Indian or Alaska Native population comprises 10.7% of New Mexico's population; the Black or African American population make up 2.8%; and the Asian or Pacific Islander population constitute another 1.9%.

The American Indian or Alaska Native and the Black or African American populations have higher percentages of individuals under the age of 25 years compared to the other racial/ethnic groups. The White population has the highest percentage of persons 65 years of age and older.

Between 2007 and 2011, 9.8% of New Mexicans report themselves as being foreign born, which is less than the national percentage of 12.7%. However, the percentage of residents over 5 years of age who speak a language other than English at home is 36.2%, which is a much higher percentage than that for the U.S. as a whole (20.1%).

New Mexico has 22 federally recognized American Indian tribes that include a makeup of reservations and pueblos. There are 19 Indian pueblos (Acoma, Cochiti, Isleta, Jemez,

Laguna, Nambé, Okay Owingeh, Picuris, Pojoaque, Sandia, San Felipe, San Ildefonso, Santa Ana, Santa Clara, Santa Domingo, Taos, Tesuque, Zia, and Zuni) and three Indian reservations (Jicarilla Apache nation, Mescalero Apache reservation, and Navajo Nation). New Mexico is home to 6.2% of the total U.S. American Indian and Alaska Native population.

Governance

The New Mexico Department of Health (NMDOH) is an executive level state agency in which the Secretary is a member of the Governor's Cabinet. The NMDOH is a centralized system of health services that is governed by a Cabinet Secretary. The NMDOH is the designated entity in New Mexico to provide core public health functions and essential services. The NMDOH administers an annual budget in excess of \$545 million.

New Mexico has 33 counties, which are organized into four public health regions. Oversight of the public health regions is provided by NMDOH compared to local boards of health or county officials. Public Health Regions have staff in every county to provide an array of preventive health and health care services, and to assess and address local public health needs. Recently, public health regions were realigned to better correspond geographically with patterns of public health services and to enhance collaboration among local resources and other state agencies.

Organizational Structure

The NMDOH is a centralized health system that employs approximately 3,200 people in more than 60 locations statewide. The administrative campus is located in Santa Fe, New Mexico, and the Public Health Regional Offices are located in Albuquerque/Gallup (Metro/NW), Las Cruces (SW), Roswell (SE), and Santa Fe (NE). Each of the regional manages local public health offices, totaling 54 statewide.

The NMDOH manages seven Divisions and one office: Administrative Services, Information Technology, Public Health (PHD), Epidemiology and Response, Scientific Laboratory, Developmental Disabilities Support, and Division of Health Improvement, and the Office of Facilities Management. PHD provides oversight of the four Regions mentioned above.

In addition, there are several offices engaging in cross-departmental efforts. They include the Office of General Counsel, Public Information Office, Office of Internal Audit, and the Office of Policy and Accountability, which includes the Office of Health Equity and the Office of Border Health. The Office of Facility Management oversees seven facilities providing behavioral health care, long-term care, developmental disability client care, and rehabilitative services, with oversight provided by the Office of Facility Management. When New Mexico legalized the use of medical cannabis in 2012, the Medical Cannabis Program was created as an independent self-supporting NMDOH program. The NMDOH organizational and public health regional map with counties may be found in Appendix A.

Learning Culture

The NMDOH Training Unit is dedicated to improving staff growth and development to ensure quality and effective public health and health care services for the people of New Mexico. PHD houses a Training and Evaluation Unit that is dedicated to staff training, program evaluation and performance management. The mission of the Training and Evaluation Unit is to ensure that all PHD staff have a basic understanding of public health discipline and the Ten Essential Public Health Services, how their individual positions contribute to the well-being of New Mexicans, and to the mission of PHD. The Training and Evaluation Unit ensures that all training within PHD is thoroughly evaluated and continuously monitored to result in a positive impact on the New Mexico population.

Workforce Policies

All documents pertaining to workforce training for the New Mexico Department of Health are located in the Training Unit or on the NMDOH Online Learning Center.

Workforce Profile

Introduction

This section provides a description of the New Mexico Department of Health’s current and anticipated future workforce and preliminary snapshot of their training needs.

Current Workforce Demographics

The table below summarizes the demographic breakdown of NMDOH staff who participated in the Workforce Development Assessment. This assessment was conducted in April of 2014 with 268 NMDOH staff responding. Results of the assessment must be interpreted with full knowledge of the limitations of the survey. Very few employees took the survey so it cannot be seen as completely representative of the workforce. However, results can point out opportunities for more specific and targeted follow-up assessments. A copy of the full results is included as an Appendix B to this document.

Category		
Total # of NMDOH Employees: (As of 12/2013)		3,215
Total # responses for Workforce Development Assessment		268
% of Employees that are Full Time Equivalent:		97%
% of position Paid by Grants/Contracts:		
	<25%	30%
	25-50%	2%
	50-75%	6%
	>75%	26%
Gender:		
	Female:	75%

New Mexico Department of Health Workforce Development Plan

2014

	Male:	25%
Race:	Hispanic:	40%
	Non-Hispanic:	10%
	American Indian / Alaska Native:	2%
	Asian/Pacific Islander:	3%
	African American:	1%
	White:	60%
Age:	20 – 29:	6%
	30 – 30:	21%
	40 – 49:	21%
	50 – 59:	35%
	>60:	17%
Employees < 5 Years from Retirement:	Management:	26%
	Non-Management:	19%

The total number of authorized full-time equivalent (FTE) employees is 3,791, which includes 411.5 funded vacancies. The table below is a breakdown of funded vacancies and FTEs by Division/Office.

NMDOH Division	Authorized Full-Time Equivalent Employees	Funded Vacancies
Administrative Services Division	133.0	15.0
Public Health Division	920.0	127.5
Epidemiology and Response Division	166.0	21.0
Scientific Laboratory Division	133.0	19.0
Developmental Disabilities Supports Division	169.0	24.0
Division of Health Improvement (licensing and Certification)	144.0	31.0
Medical Cannabis Program	7.0	1.0
Grand Total	3,791.0	411.5

Competencies and Education Requirements

Core Competencies for the Agency

The Core Competencies for Public Health Professionals (Core Competencies) are a consensus set of skills identified by the Council on Linkages Between Academia and Public Health Practice (Council on Linkages). These are identified as desirable for the delivery of Essential Public Health Services. The Core Competencies were adopted by NMDOH as a way to identify opportunities within its workforce. The Core Competencies will guide the development of current and future NMDOH workforce education programs.

Originally developed in 2001, the Council on Linkages unanimously adopted revisions to the Core Competencies in May 2010, including the creation of three tiers to encompass the varying levels of experience of public health professionals. The Core Competencies are also organized into eight domains, or skill areas within public health (http://www.phf.org/resourcestools/pages/core_public_health_competencies.aspx). The Council on Linkages’ Core Competencies Workgroup ensures that the set continues to reflect the skills required for public health professionals to provide services that protect the nation’s health by periodically reviewing the Core Competencies.

CE Required by Discipline

Multiple public health-related disciplines require continuing education for ongoing licensing/practice. Licensures held by staff, and their associated CE requirements, are shown in the table below.

Discipline	New Mexico CE Requirements (as of April 2014)
Nursing (RN and LPN)	30 contact hours every 2 years
Health Educator (CHES/MCHES)	75 CECH every 5 years
Physician	75 hours every 3 years
Social Worker (LBSW, LISW, LMSW)	30 hours every 2 years, 6 in cultural awareness

Training Needs

Introduction

This section describes both identified and mandatory training needs within the agency.

Training Needs Assessment Results

A Workforce Development Assessment was conducted in April 2014 for the NMDOH workforce. A copy of the full results is included as an Appendix B to this document.

Mandatory Training

New Mexico Department of Health Workforce Development Plan

2014

The table below lists training required by the agency and/or by state or federal mandate.

Training	Who	Frequency
HIPPA 101	All staff	Annually
HIPPA 102	All staff working with PHI	Annually
HIPAA 103	Supervisors	Annually
HIPAA 105	Privacy Officers	Annually
Encryption	All staff using Microsoft Outlook	Annually
New Employee Orientation	All staff	Within 30 days of hire
Defensive Driving	All staff req. to travel for DOH	Upon hire; then every 4 years
SPO Civil Rights	All staff	Upon hire; then annually
Ethics	All staff	Upon hire; then annually
Preventing and Reporting Sexual Misconduct and Harassment	All staff	Upon hire; then annually
Preventing and Reporting Sexual Misconduct and Harassment For Managers and Supervisors	All managers and supervisors	Upon hire; then annually
Workplace Violence	All Staff	Upon hire; then annually
Workplace Violence for Managers and Supervisors	All managers and supervisors	Upon hire; then annually
Basics of Supervision	All managers and supervisors	Upon hire
Discipline & Adjudication	All managers and supervisors	Upon hire
Managing Employee Performance	All managers and supervisors	Upon hire
Effective Discipline	All managers and supervisors	Upon hire
Living in a Union Environment	All managers and supervisors	Upon hire
Cultural Competency	All staff	Upon hire
Public Health 101	All PHD Staff	Year one & as needed
Orientation to the Public Health Division	All PHD Staff	Year one & as needed
Cultural Competency in	All PHD Staff	Year one &

Customer Service		as needed
Public Health Data	All PHD Staff	Year one & as needed
Performance Measurement	All PHD Staff	Year one & as needed

Goals, Objectives, and Implementation

Introduction

This section provides information regarding training goals and objectives of the agency, as well as resources, roles, and responsibilities related to the implementation of the plan. Below is the curricula and training schedule for the New Mexico Department of Health.

Topic	Description	Target Audience	Schedule	Resources
HIPAA 101	General overview of HIPAA, HITECH and security practices.	All DOH employees, contractors, interns, and volunteers	Upon hire; annual refresher	http://training/
HIPAA 102	Offers information on how to protect confidential information while using computers or information technology.	Any manager and supervisors who work with protected health information (PHI)	Upon hire; annual refresher	http://training/
HIPAA 103	Intended for supervisors who will oversee staff's use of confidential information.	Supervisors and managers who work with PHI	Upon hire; annual refresher	http://training/
HIPAA 105	Explains Local Privacy Officers' roles in maintaining the confidentiality of PHI and conducting investigations when confidentiality is believed to have been violated.	All local privacy officers	Upon hire; annual refresher	http://training/

New Mexico Department of Health Workforce Development Plan

2014

HIPAA IT Security 201 Training for Everyone	Offers information on how to protect confidential information while using computers or information technology.	All DOH employees, contractors, interns, and volunteers who use computers in their work	Upon hire, annual refresher	http://training/
Encryption	A precise overview of DOH internal email encryption. Offers information on how to protect confidential information (CI) and protected health information (PHI) using DOH internal state email.	All DOH employees, contractors, interns, volunteers who have a state email account	Upon hire; annual refresher	http://training/
New Employee Orientation	Orientation of policies and practices to assist a new employee and orient him/her to the Department.	All DOH employees	Upon hire	http://training/
Defensive Driving	Defensive Driving Courses (DDC) are mandatory for all DOH employees who operate state vehicles. No DOH Employee may lawfully operate a state vehicle without current DDC certification, in accordance with NMAC 1.5.3.13.D.	All DOH employees who operate state vehicles	Upon hire; recertification every 4 years	Classroom training provided by certified trainers throughout the state
SPO Civil Rights	State mandated training. This course is an introduction to civil rights in the workplace for DOH employees	All DOH employees	Upon hire; annually	http://training/
Ethics	State mandated training	All DOH employees	Upon hire; annually	http://training/

New Mexico Department of Health Workforce Development Plan

2014

Preventing and Reporting Sexual Misconduct and Harassment	Overview of DOH Policy including definitions and how to report.	All DOH employees	Upon hire; annually	http://training/
Preventing and Reporting Sexual Misconduct and Harassment For Managers and Supervisors	Review of DOH policy and the role of the supervisor to report incidents and allegations.	All supervisors and managers	Upon hire; annually	Classroom training provided by DOH Learning Center instructors
Workplace Violence	Overview of DOH Policy.	All DOH employees	Upon hire; annually	http://training/
Workplace Violence for Managers and Supervisors	Supervisors role and responsibilities regarding DOH policy	All supervisors and managers	Upon hire; annually	http://training/
Basics of Supervision	General roles/responsibilities of a supervisor working in state government	All supervisors and managers	Upon hire	Provided by State Personnel Office in a classroom setting
Discipline & Adjudication	General roles/responsibilities of a supervisor working in state government in dealing with disciplining employees	All supervisors and managers	Upon hire	Provided by State Personnel Office in a classroom setting
Managing Employee Performance	This course is for all supervisors and managers. It will introduce the SPO process for Managing Employee Performance (MEP),	All supervisors and managers	Upon hire	http://training/

New Mexico Department of Health Workforce Development Plan

2014

Effective Discipline	This class covers how to deal with performance or behavior problems. It covers the State Personnel Board Rule and DOH Policies that apply, what coaching and documentation is expected before seeking disciplinary actions, and what the progressive discipline process is.	All supervisors and managers	Upon hire	http://training/
Living in a Union Environment	Overview of the roles/responsibilities of a supervisor working in state government that works with unions	All supervisors and managers	Upon hire	Provided by State Personnel Office in a classroom setting
Cultural Competency	Guide for health care personnel working with culturally diverse populations.	All DOH employees	Upon hire	http://training/
PH101	2 hour workshop	All PHD Staff	First year and as needed	Taught in person within 120 miles of attendee's worksite
Orientation to PHD	2 hour workshop	All PHD Staff	First year and as needed	Taught in person within 120 miles of attendee's worksite
Cultural Competency in Customer Service	2 hour workshop	All PHD Staff	First year and as needed	Taught in person within 120 miles of attendee's worksite
PH Data	2 hour workshop	All PHD Staff	First year and as needed	Taught in person within 120 miles of attendee's

				worksite
Performance Measurement	2 hour workshop	All PHD Staff	First year and as needed	Taught in person within 120 miles of attendee's worksite

Communication Plan

The 2014 Workforce Development Plan for the New Mexico Department of Health will be available for staff to view on the NMDOH intranet site.

Evaluation and Tracking

Introduction

Evaluation of training will provide the New Mexico Department of Health with useful feedback regarding its efforts, including content, delivery, vendor preferences, and training effectiveness. Accurate evaluation tracking is necessary, particularly for professional continuing education documentation and quality improvement purposes. This section describes how evaluation and tracking of training will be conducted.

Evaluation

The PHD Training and Evaluation Unit will provide anonymous Survey Monkey evaluation surveys for each workshop and class to ascertain immediate impact. Follow-up surveys will be conducted at intervals appropriate to the topic to determine if information is being retained and applied in every day work. Surveys will be designed as appropriate to the topic and timing, and will be similar to the example below:

Class/Workshop Evaluation: Title of Class/Workshop

- 1.This session helped me understand the issues around Topic X.
- 2.This session gave me practical skills.
- 3.This session is relevant to issues I face as a PHD employee.
4. I intend to put into practice the ideas and skills that I learned
- 5.The presentation was effective.
- 6.The time was adequate/not too much.

Likert scale choices:

- 5 - Strongly Agree
- 4 - Agree
- 3 - Neither Agree Nor Disagree
- 2 - Disagree
- 1 - Strongly Disagree
- 0 - Not Applicable

- 7.My overall rating of this module

Likert scale choices:

- 5 - Excellent

2014

- 4 - Good
- 3 - OK
- 2 - Poor
- 1 - Awful
- 0 - Not Applicable

Tracking

The Training and Evaluation Unit maintains a database of all new hires. New hires are entered into the database when they receive their welcome letter. The database contains their hire date, name, position, location, and a column for each required Public Health Division training. Participants in workshops/classes/trainings will sign in and the sign-in sheets will be retained in the Training and Evaluation Unit Director's office. The completion date will be entered into the appropriate column.

Conclusion and Other Considerations

Other Agency Document and Plans

The Public Health Division has 18 goals in its operational plan for 2014. The goals below are directly related to workforce development:

1. Increase the level of fiscal literacy among PHD staff, especially program managers.
2. Reduce the barriers to recruit, hire, and retain health professionals.
3. Develop a Succession Plan for PHD.
4. Establish a mechanism to ensure reimbursement and employee participation in the Chronic Disease Self-Management Program (CDSMP) and the National Diabetes Prevention Program.
5. Develop and implement a consistent policy, tools, and training for workforce readiness.
6. Provide leadership development opportunities through the NMDOH learning center.
7. Establish a public health mentorship program for new staff.
8. Complete an assessment of PHD workforce and develop a training program.

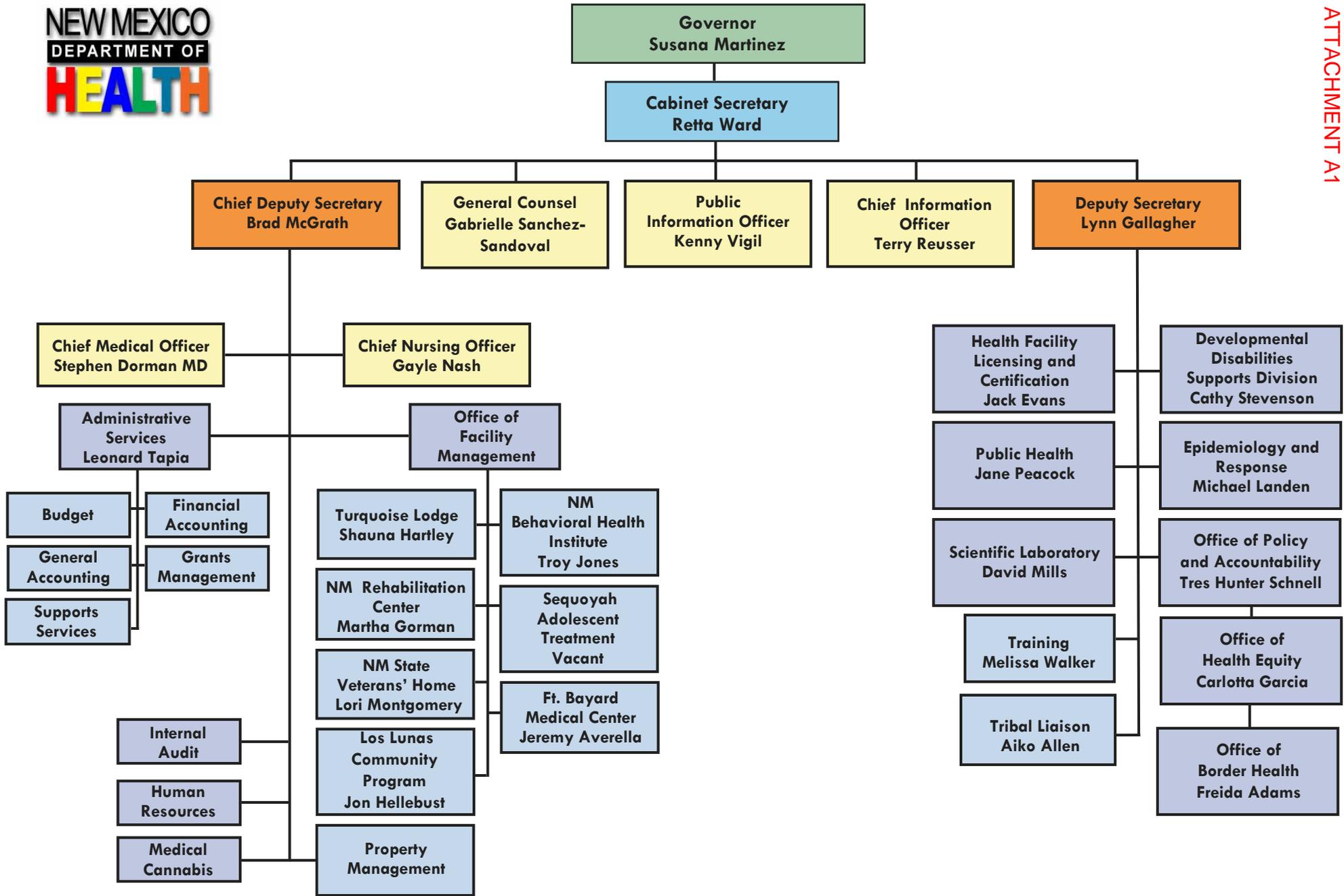
Review of Plan

The Workforce Development Quality Improvement Council will review this plan on an annual basis. Based on the review of the Council it will be revised as needed.

Appendix A

A1. NMDOH Organizational Chart

A2. PHD Regional map



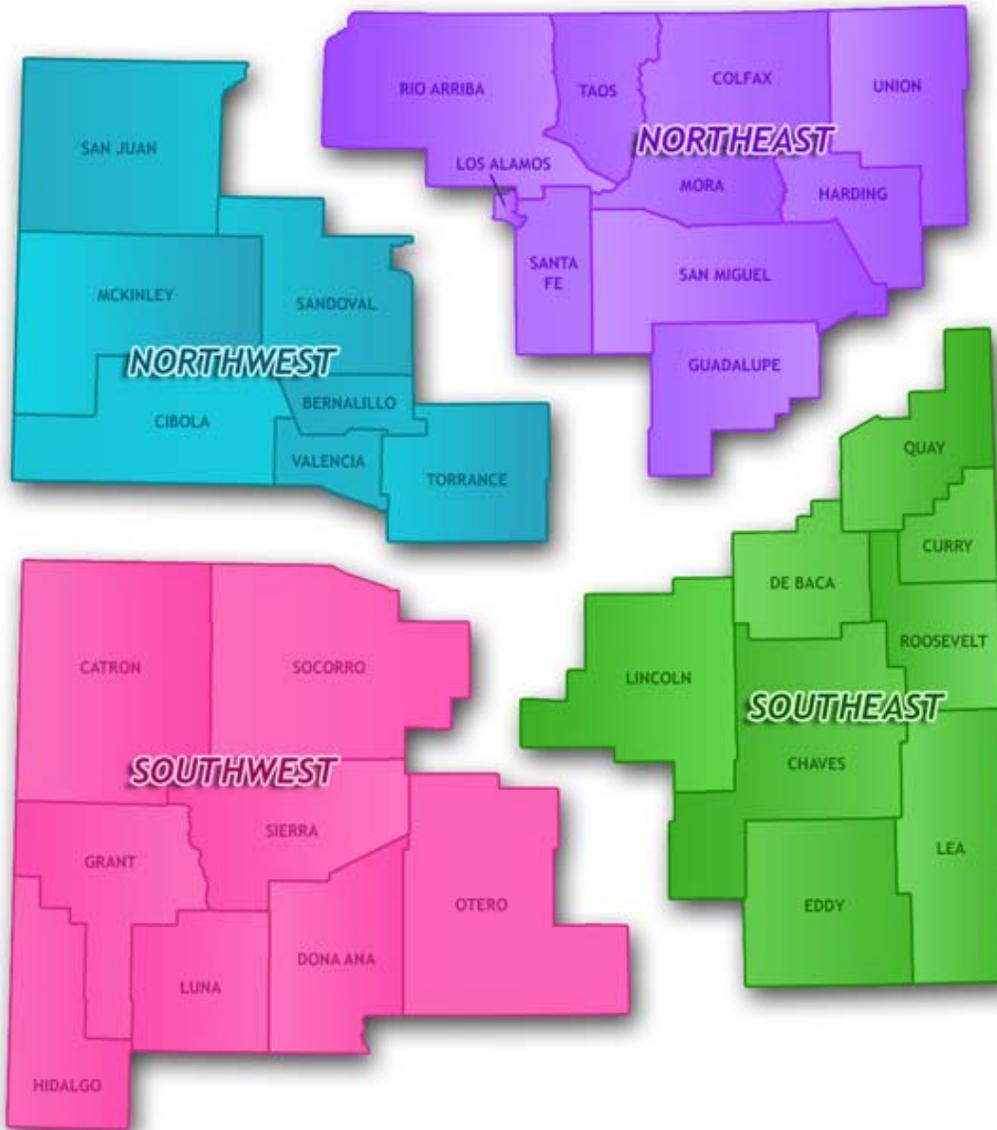
NMDOH Public Health Regions – Map with Counties

- NW Counties**
- San Juan
 - McKinley
 - Cibola
 - Bernalillo
 - Sandoval
 - Valencia
 - Torrance

- NE Counties**
- Rio Arriba
 - Taos
 - Colfax
 - Union
 - Los Alamos
 - Santa Fe
 - Mora
 - San Miguel
 - Guadalupe
 - Harding

- SW Counties**
- Catron
 - Socorro
 - Grant
 - Sierra
 - Hidalgo
 - Luna
 - Doña Ana
 - Otero

- SE Counties**
- Quay
 - DeBaca
 - Curry
 - Lincoln
 - Roosevelt
 - Chaves
 - Eddy
 - Lea



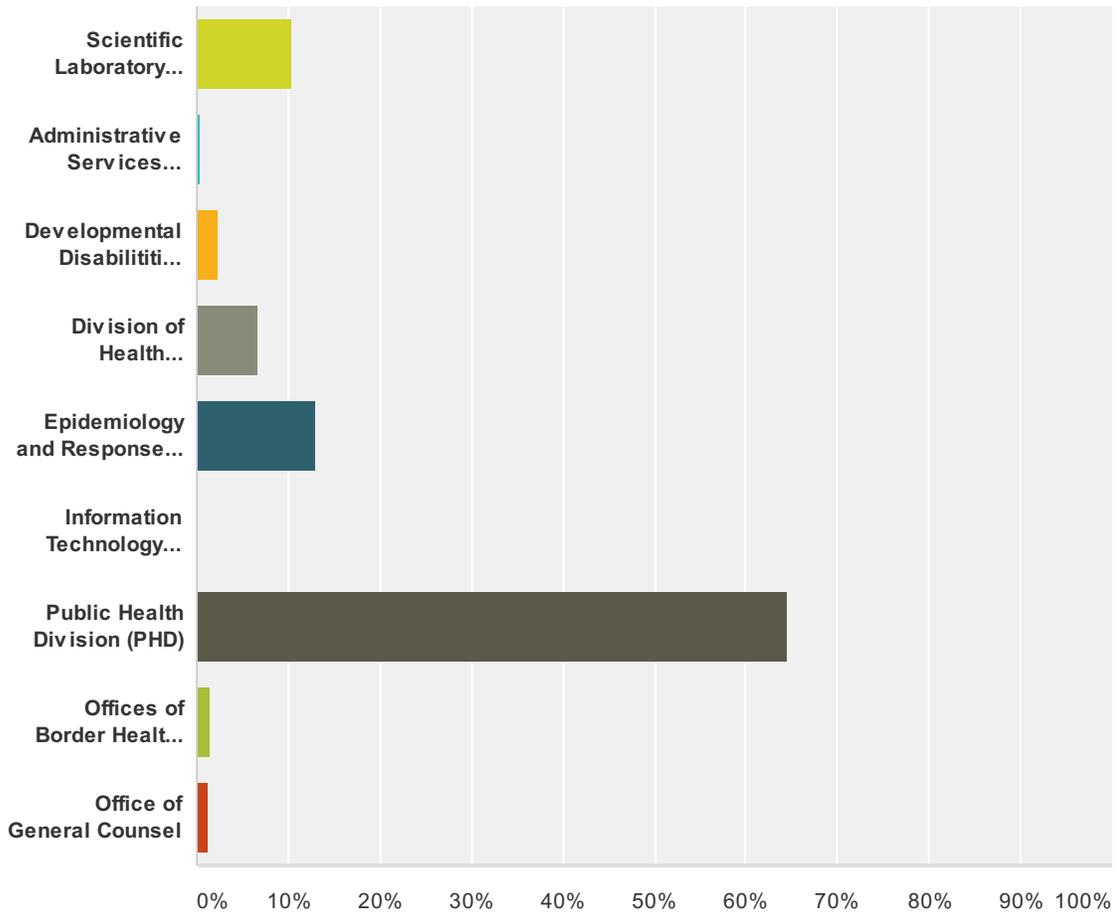
Appendix B

Workforce Development Assessment Results

Workforce Development Assessment

Q1 Please identify the unit where you work:

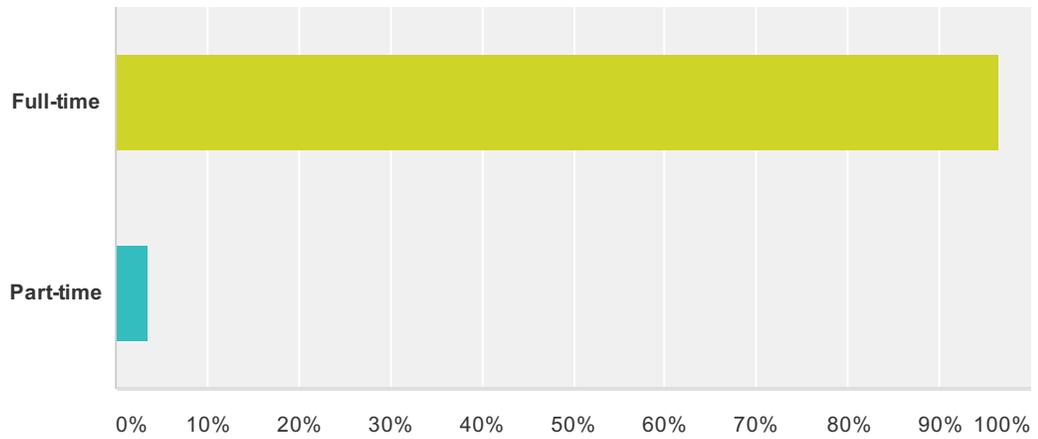
Answered: 257 Skipped: 1



Answer Choices	Responses
Scientific Laboratory Division (SLD)	10.51% 27
Administrative Services Division (ASD)	0.39% 1
Developmental Disabilititi... (DDSD)	2.33% 6
Division of Health Improvement (DHI)	6.61% 17
Epidemiology and Response Division (ERD)	12.84% 33
Information Technology Services Division (ITSD)	0.00% 0
Public Health Division (PHD)	64.59% 166
Offices of Border Health, Health Equity, Policy and Accountability, Secretary	1.56% 4
Office of General Counsel	1.17% 3
Total	257

Q2 Are you currently a full-time or part-time employee with the New Mexico Department of Health?

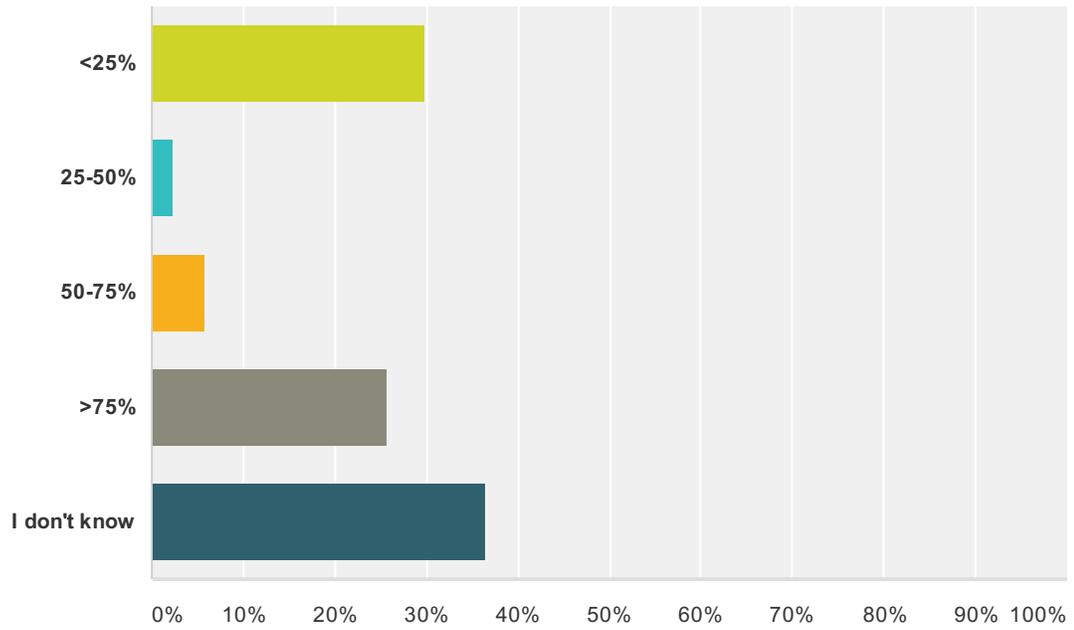
Answered: 258 Skipped: 0



Answer Choices	Responses
Full-time	96.51% 249
Part-time	3.49% 9
Total	258

Q3 What percentage of your position is grant or contract funded?

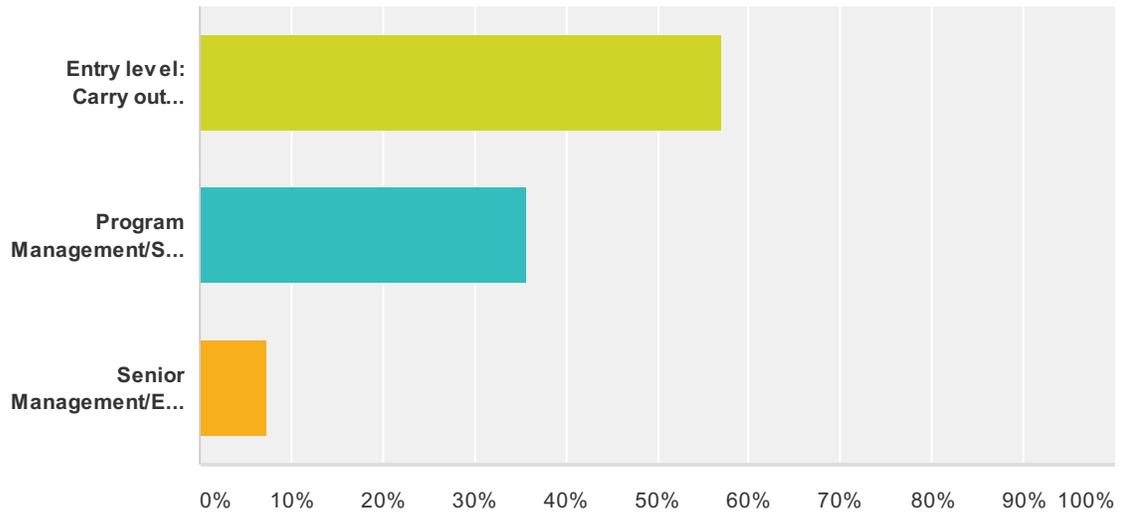
Answered: 258 Skipped: 0



Answer Choices	Responses	
<25%	29.84%	77
25-50%	2.33%	6
50-75%	5.81%	15
>75%	25.58%	66
I don't know	36.43%	94
Total		258

Q4 What level are you in your current position?

Answered: 258 Skipped: 0



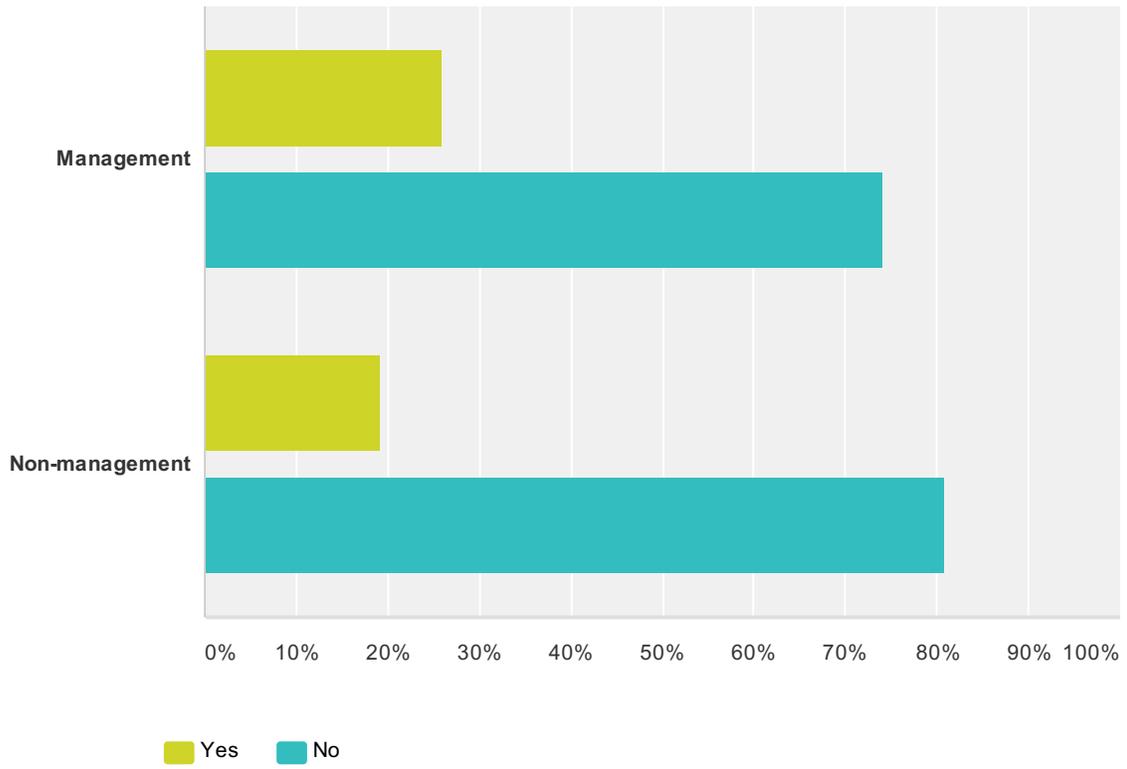
Answer Choices	Responses
Entry level: Carry out day-to-day tasks of public health and are not in a management position; Responsibilities may include basic data collection and analysis, fieldwork, program planning, outreach activities, programmatic support, and other organizational tasks.	56.98% 147
Program Management/Supervisory level: Program management or supervisory responsibilities; Responsibilities may include program development, implementation, and evaluation; establishing and maintaining community relations; managing timelines and work plans; and presenting arguments and recommendations on policy issues.	35.66% 92
Senior Management/Executive level: Senior management level/leader of a public health organization; These professionals typically have staff who report to them and may be responsible for the major programs or functions of an organization, setting a strategy and vision for the organization, and building an organization's culture.	7.36% 19
Total	258

Q5 Please list your job title.

Answered: 258 Skipped: 0

Q6 Are you currently less than 5 years from retirement?

Answered: 258 Skipped: 0

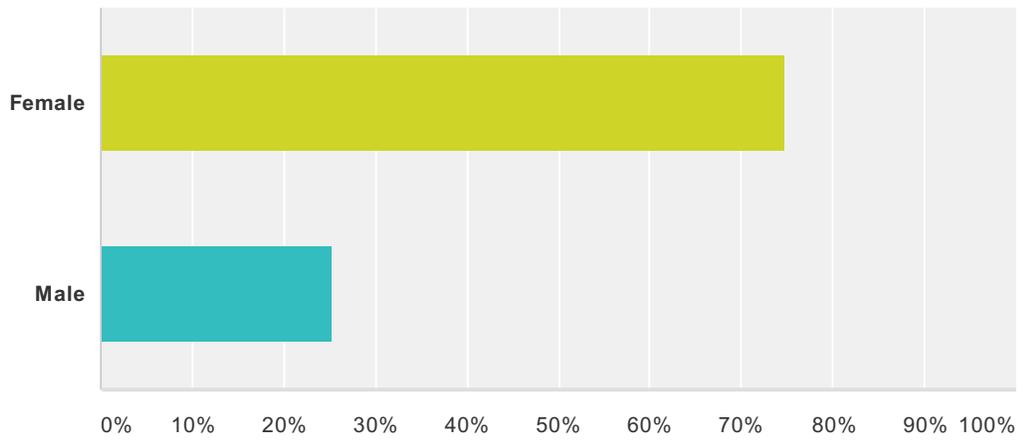


	Yes	No	Total
Management	25.83% 39	74.17% 112	151
Non-management	19.25% 31	80.75% 130	161

Workforce Development Assessment

Q7 Sex

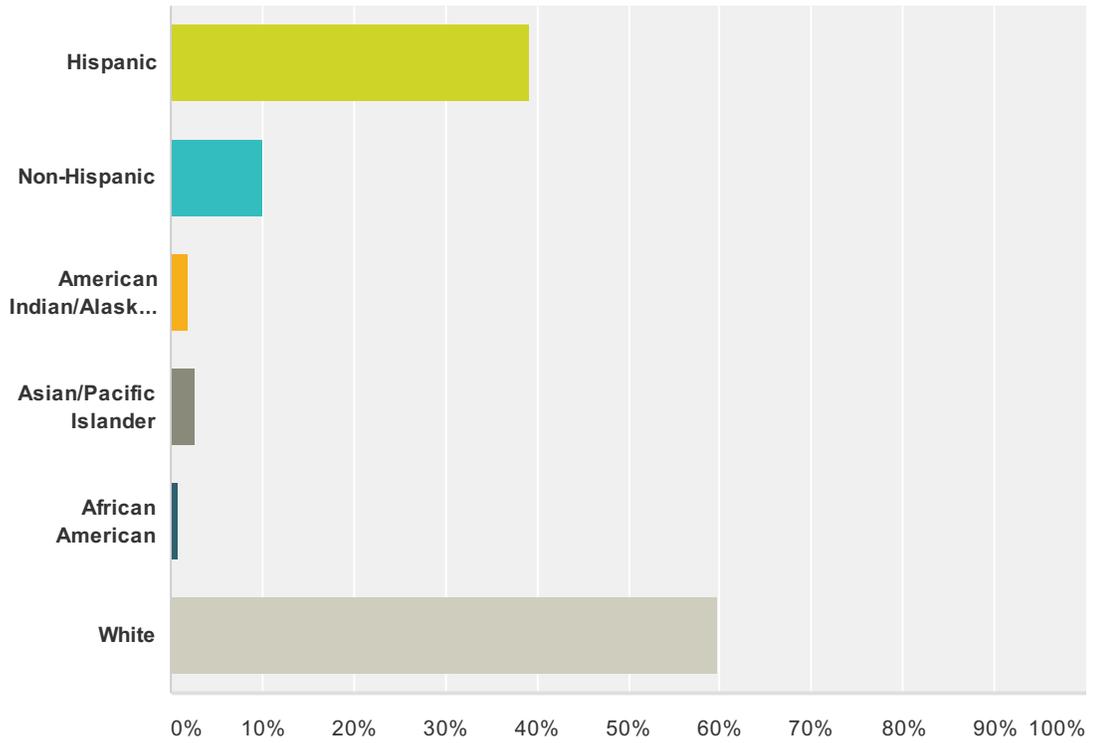
Answered: 258 Skipped: 0



Answer Choices	Responses	
Female	74.81%	193
Male	25.19%	65
Total		258

Q8 Race/Ethnicity

Answered: 258 Skipped: 0

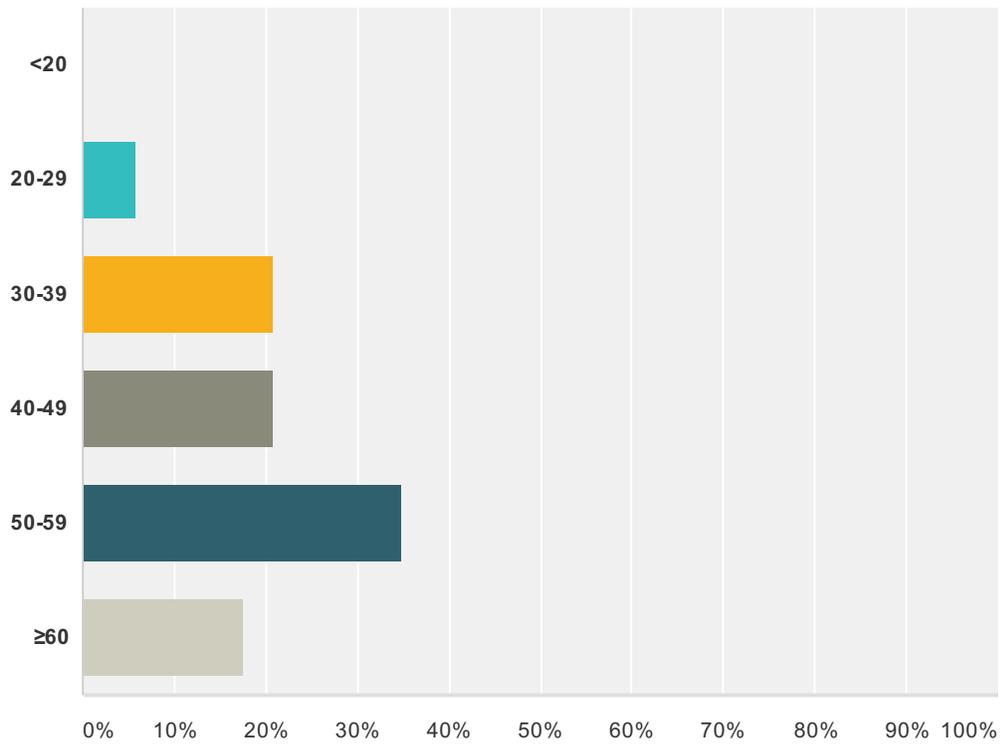


Answer Choices	Responses
Hispanic	39.15% 101
Non-Hispanic	10.08% 26
American Indian/Alaska Native	1.94% 5
Asian/Pacific Islander	2.71% 7
African American	0.78% 2
White	59.69% 154
Total Respondents: 258	

Workforce Development Assessment

Q9 Age

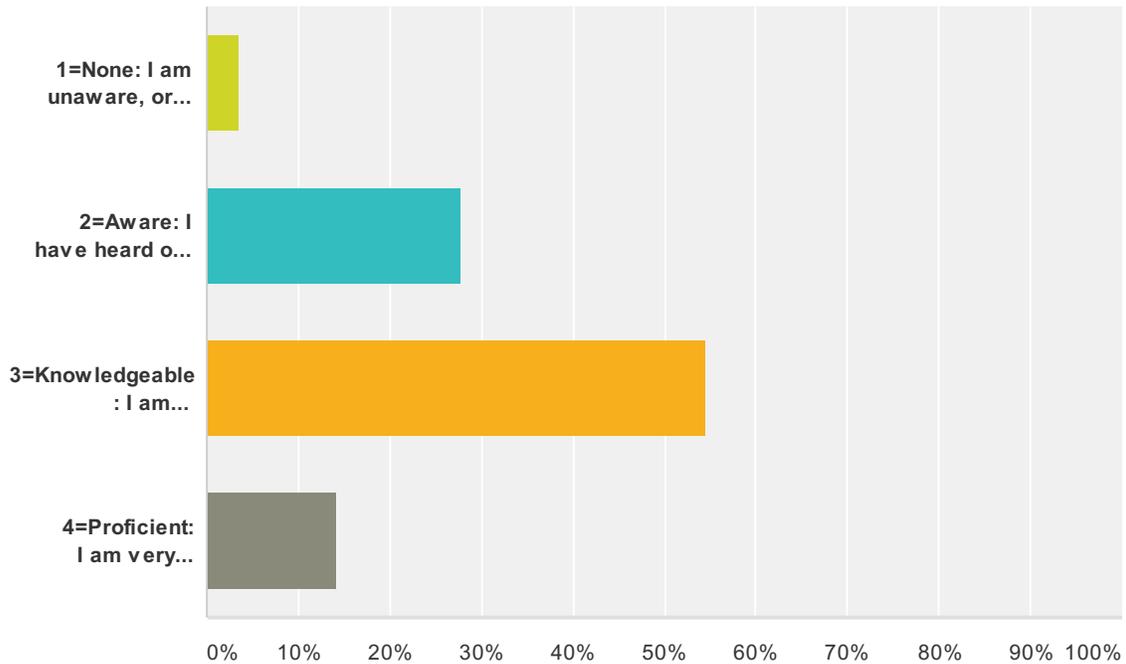
Answered: 258 Skipped: 0



Answer Choices	Responses
<20	0.00% 0
20-29	5.81% 15
30-39	20.93% 54
40-49	20.93% 54
50-59	34.88% 90
≥60	17.44% 45
Total	258

Q10 Identify the health status of populations and their related determinants of health and illness (e.g. factors contributing to health promotion and disease prevention, the quality, availability and use of health services)

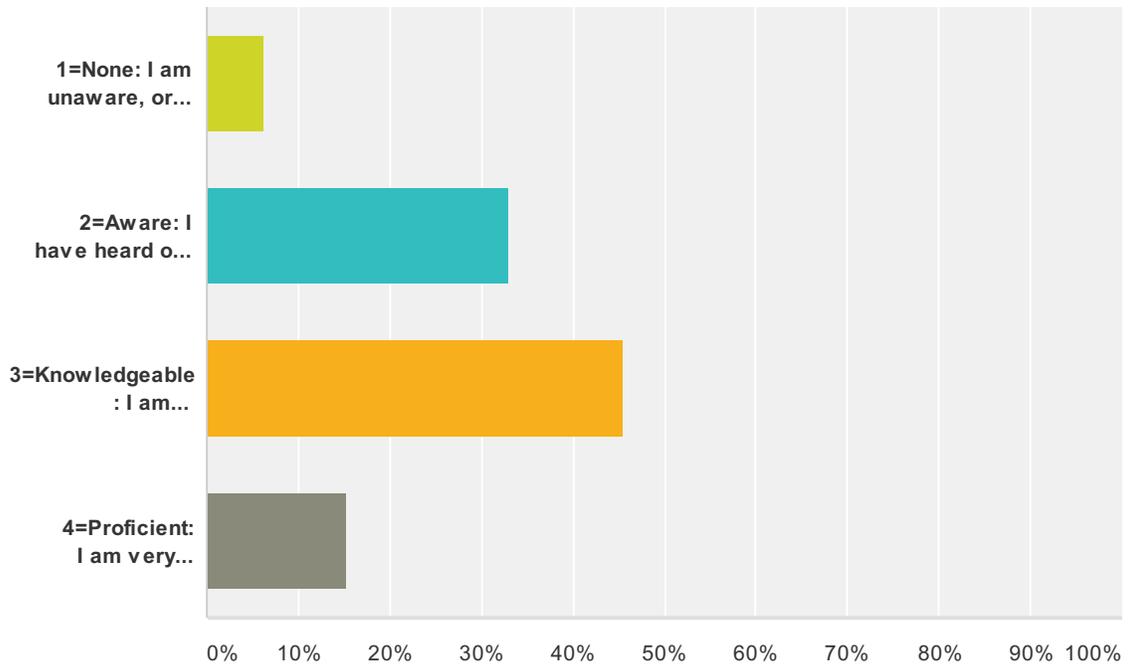
Answered: 112 Skipped: 146



Answer Choices	Responses
1=None: I am unaware, or have very little knowledge of the item	3.57% 4
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	27.68% 31
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	54.46% 61
4=Proficient: I am very comfortable, an expert; could teach this to others	14.29% 16
Total	112

Q11 Describe the characteristics of a population-based health problem (e.g. equity, social determinants, environment)

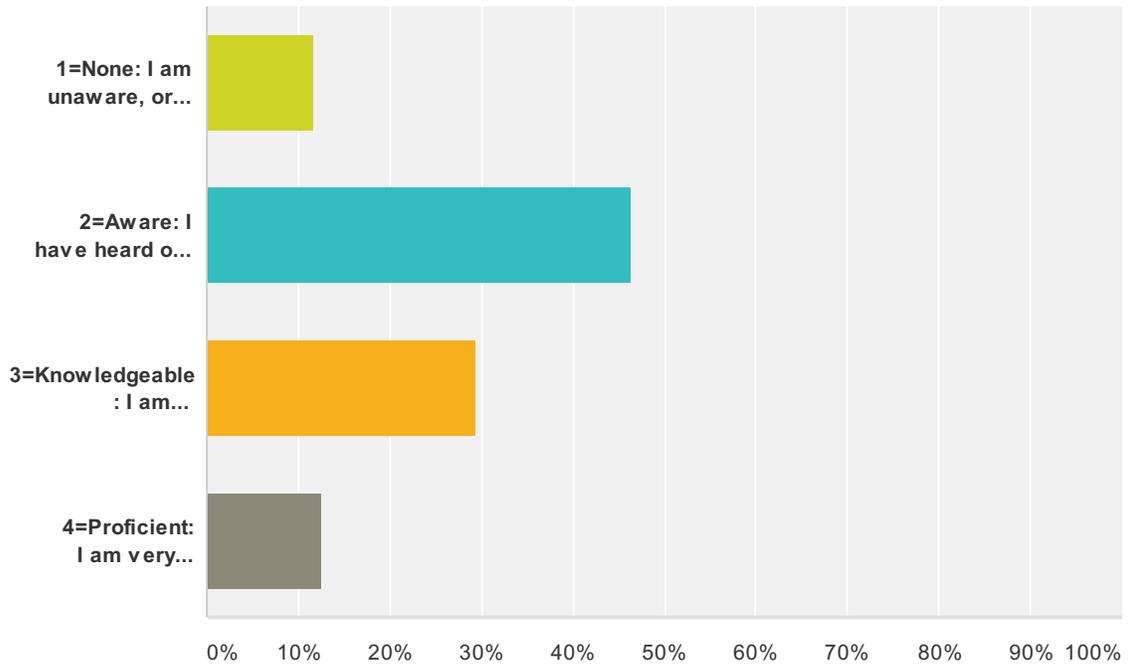
Answered: 112 Skipped: 146



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	6.25%	7
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	33.04%	37
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	45.54%	51
4=Proficient: I am very comfortable, an expert; could teach this to others	15.18%	17
Total		112

Q12 Use variables that measure public health conditions

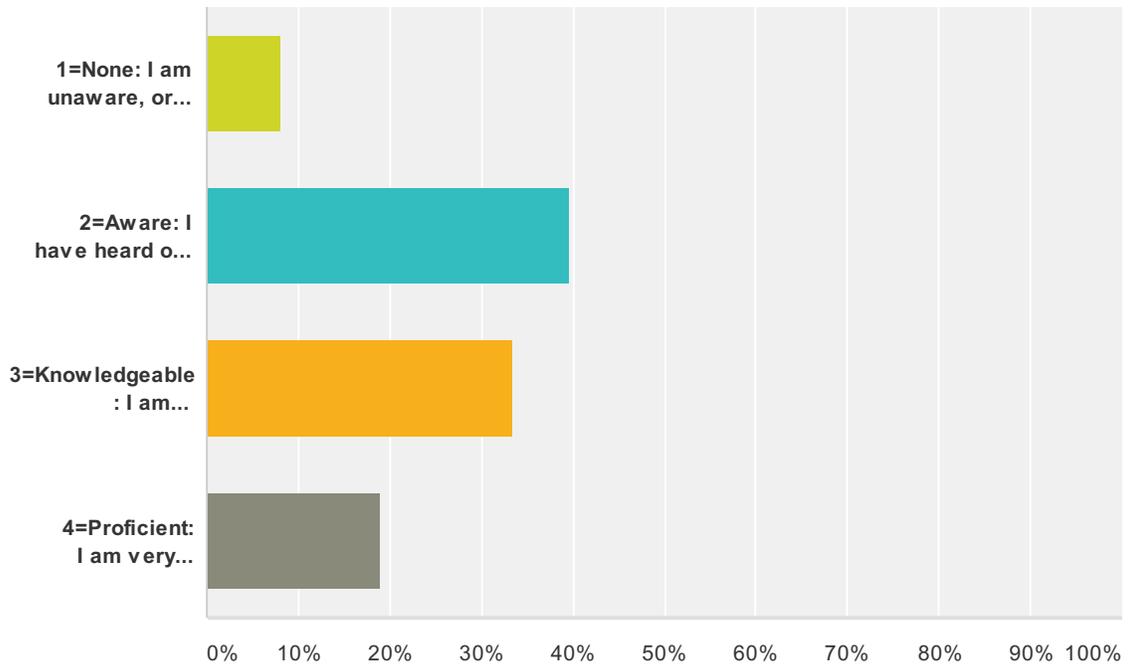
Answered: 112 Skipped: 146



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	11.61%	13
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	46.43%	52
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	29.46%	33
4=Proficient: I am very comfortable, an expert; could teach this to others	12.50%	14
Total		112

Q13 Use methods and instruments for collecting valid and reliable quantitative and qualitative data

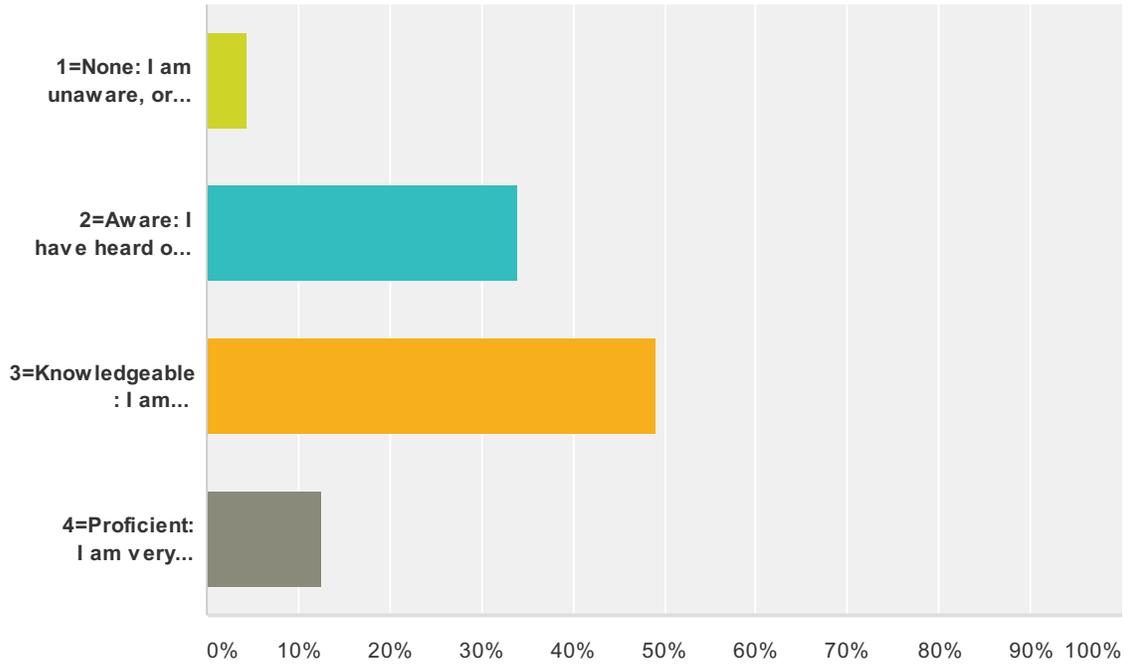
Answered: 111 Skipped: 147



Answer Choices	Responses
1=None: I am unaware, or have very little knowledge of the item	8.11% 9
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	39.64% 44
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	33.33% 37
4=Proficient: I am very comfortable, an expert; could teach this to others	18.92% 21
Total	111

Q14 Identify sources of public health data and information

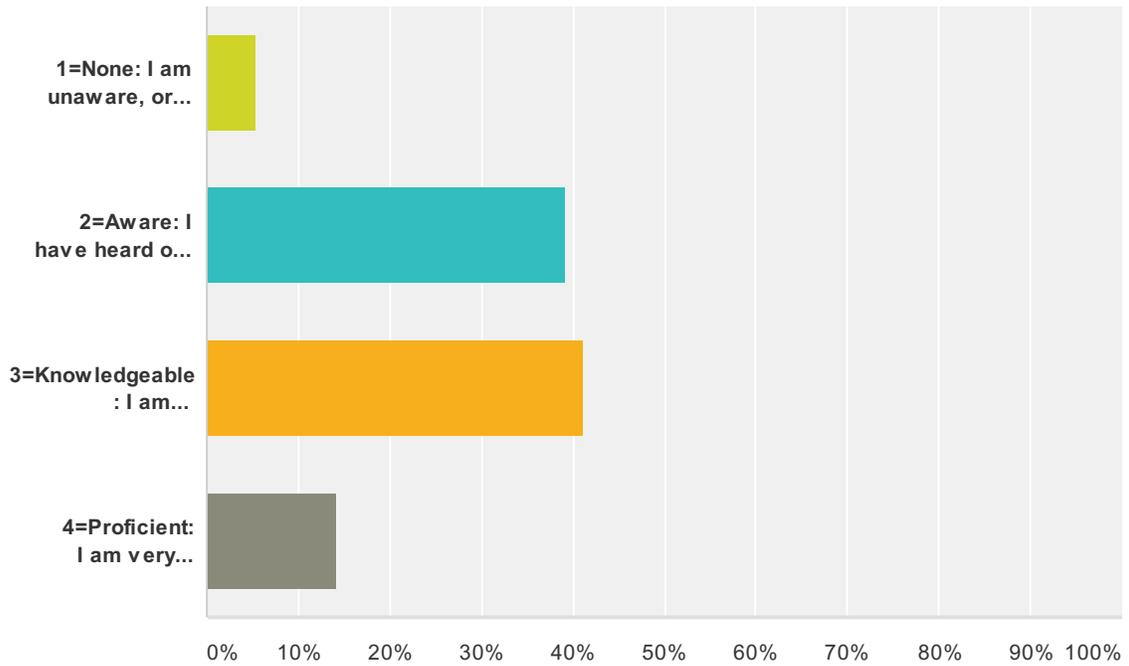
Answered: 112 Skipped: 146



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	4.46%	5
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	33.93%	38
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	49.11%	55
4=Proficient: I am very comfortable, an expert; could teach this to others	12.50%	14
Total		112

Q15 Recognize the integrity and comparability of data

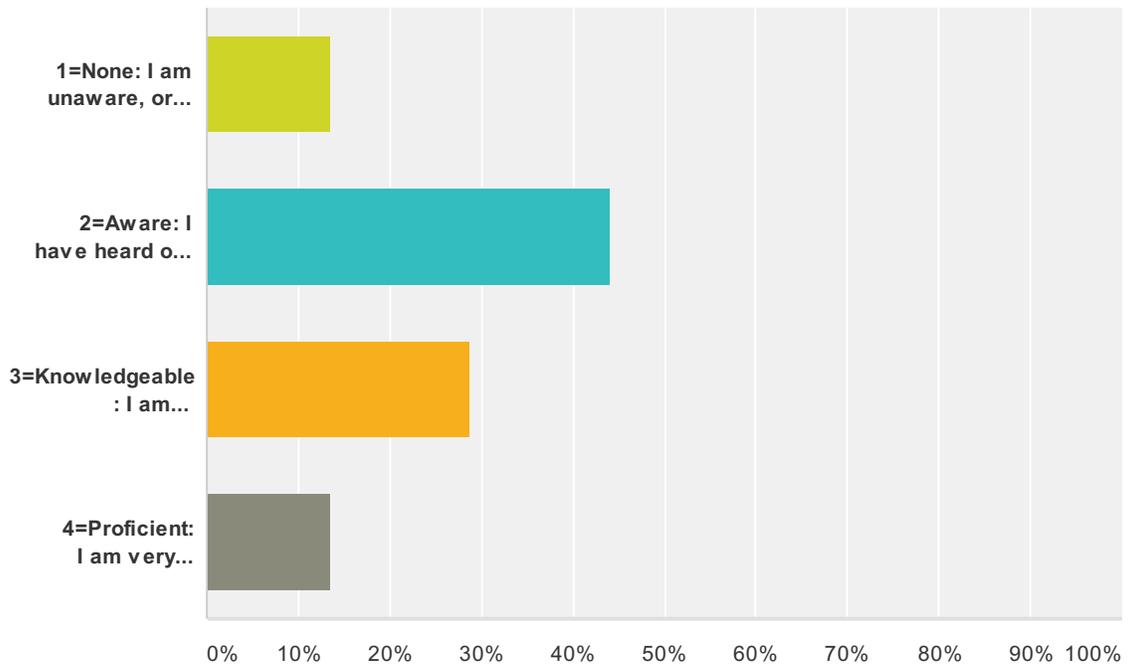
Answered: 112 Skipped: 146



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	5.36%	6
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	39.29%	44
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	41.07%	46
4=Proficient: I am very comfortable, an expert; could teach this to others	14.29%	16
Total		112

Q16 Identify gaps in data sources

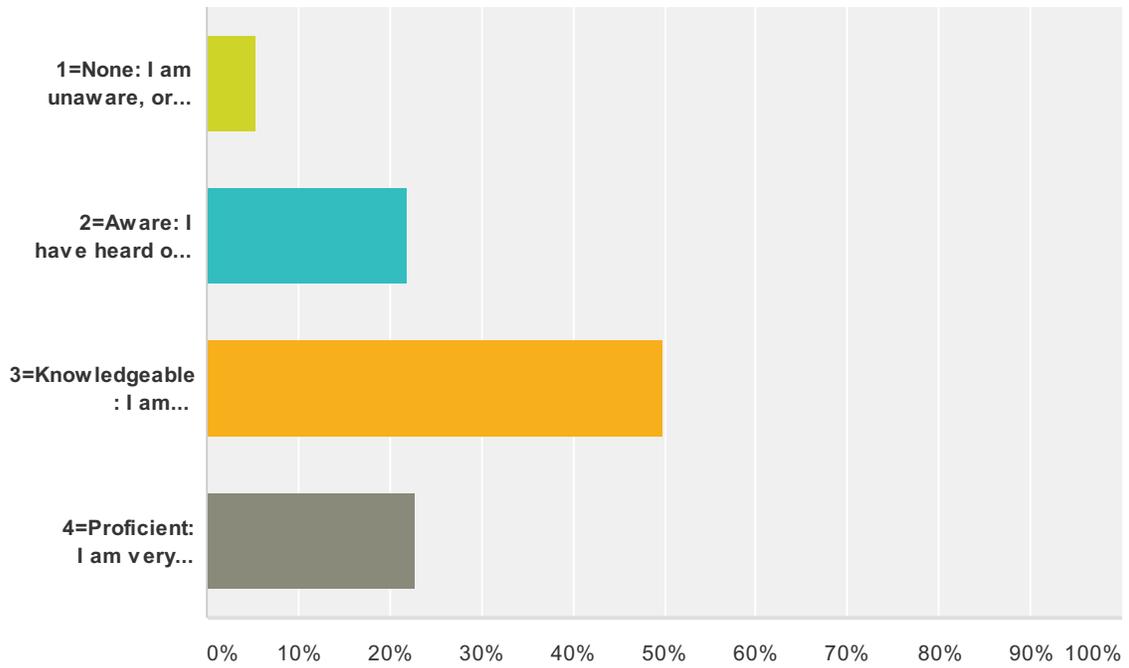
Answered: 111 Skipped: 147



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	13.51%	15
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	44.14%	49
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	28.83%	32
4=Proficient: I am very comfortable, an expert; could teach this to others	13.51%	15
Total		111

Q17 Adhere to ethical principles in the collection, maintenance, use, and dissemination of data and information

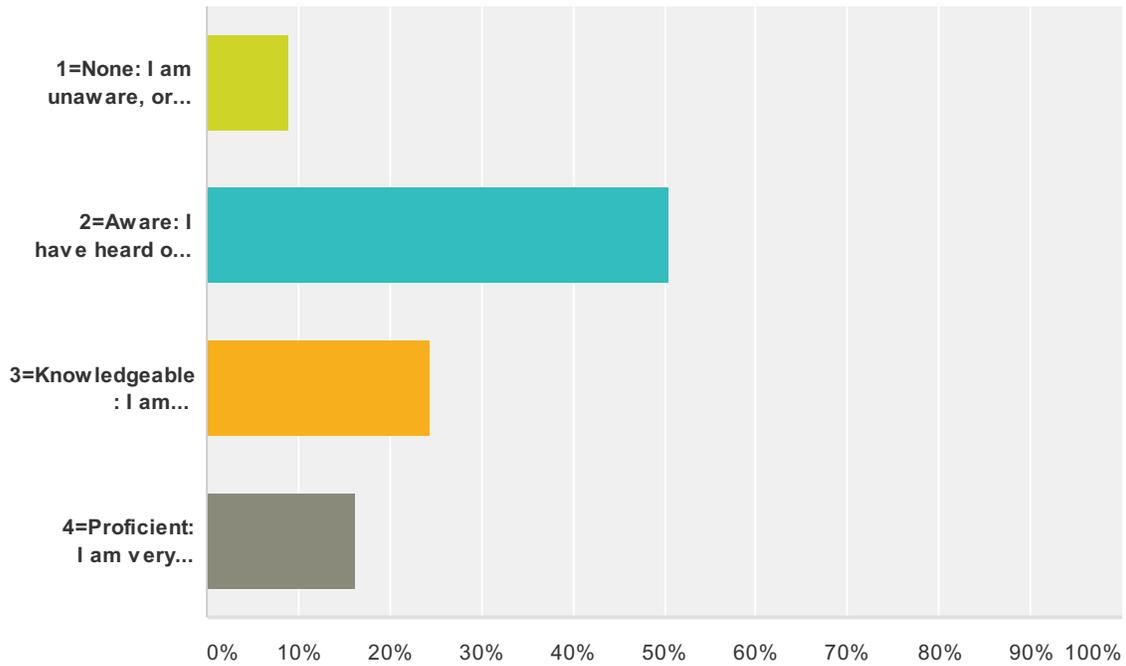
Answered: 110 Skipped: 148



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	5.45%	6
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	21.82%	24
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	50.00%	55
4=Proficient: I am very comfortable, an expert; could teach this to others	22.73%	25
Total		110

Q18 Describe the public health applications of quantitative and qualitative data

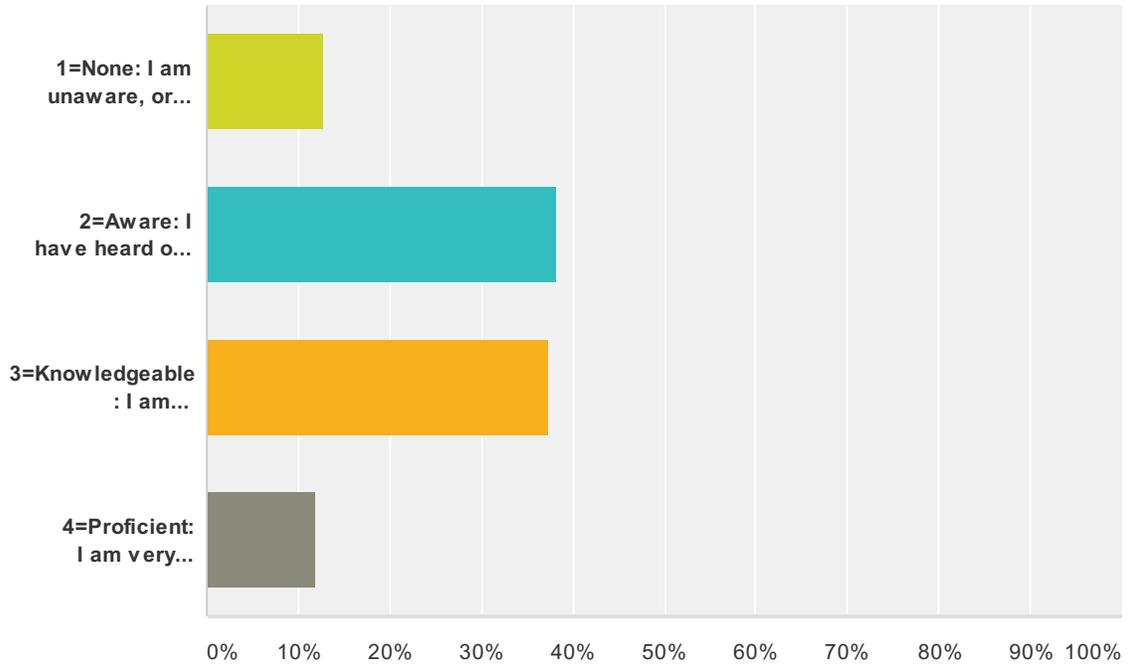
Answered: 111 Skipped: 147



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	9.01%	10
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	50.45%	56
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	24.32%	27
4=Proficient: I am very comfortable, an expert; could teach this to others	16.22%	18
Total		111

Q19 Collect quantitative and qualitative community data (e.g. risks and benefits to the community, health and resource needs)

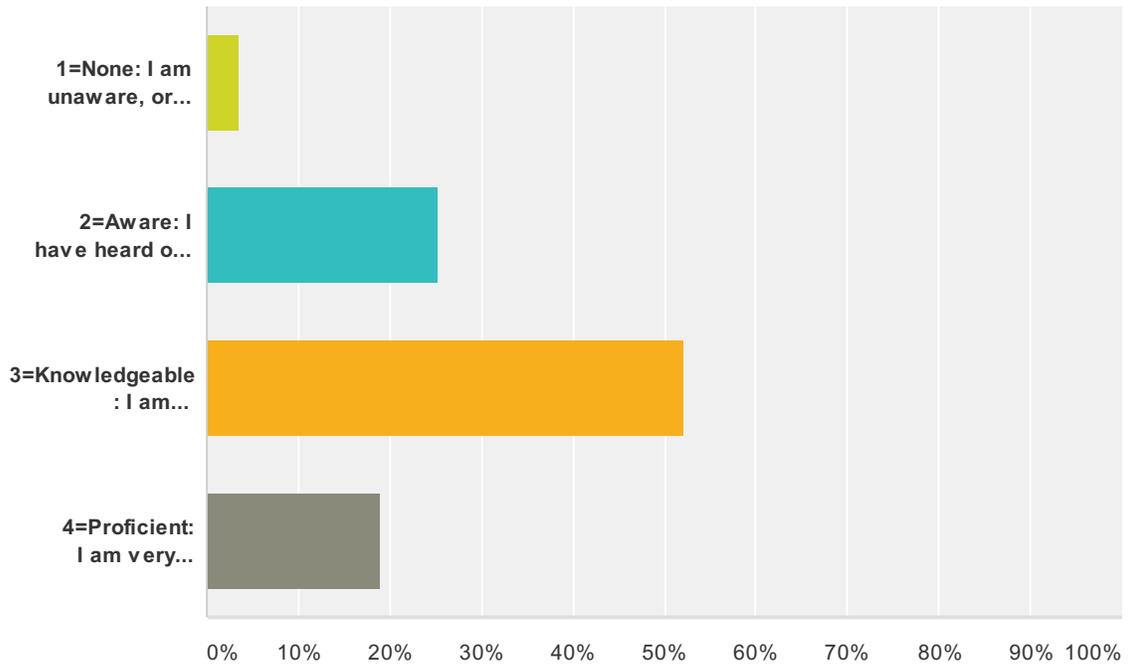
Answered: 110 Skipped: 148



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	12.73%	14
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	38.18%	42
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	37.27%	41
4=Proficient: I am very comfortable, an expert; could teach this to others	11.82%	13
Total		110

Q20 Use information technology to collect, store, and retrieve data

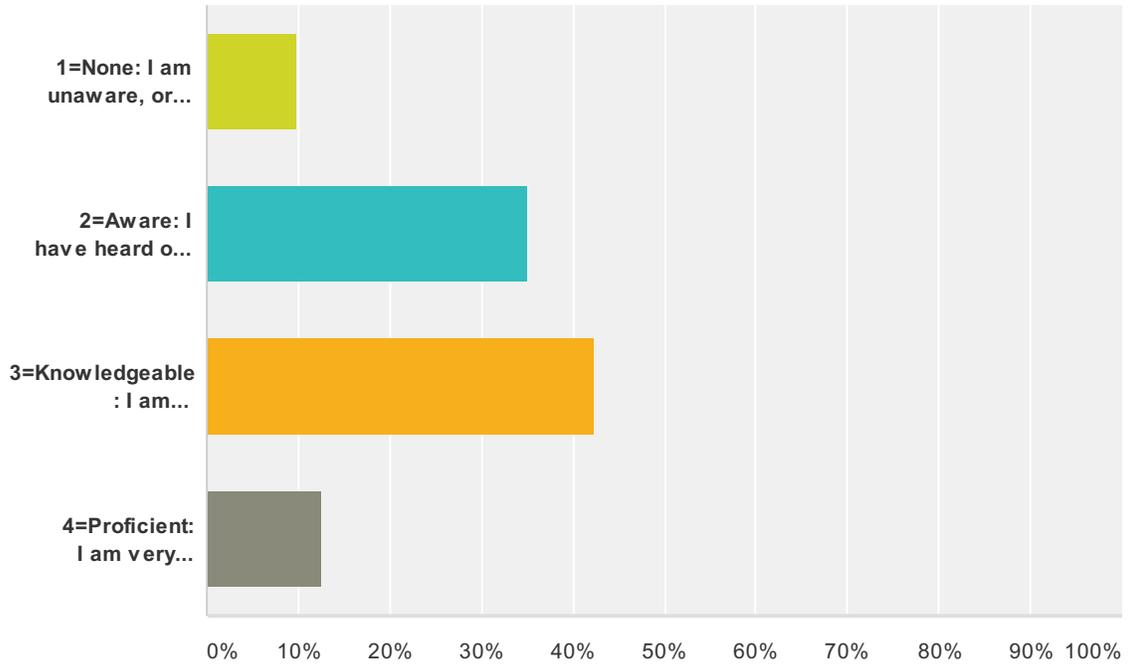
Answered: 111 Skipped: 147



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	3.60%	4
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	25.23%	28
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	52.25%	58
4=Proficient: I am very comfortable, an expert; could teach this to others	18.92%	21
Total		111

Q21 Describe how data are used to address scientific, political, ethical, and social public health issues

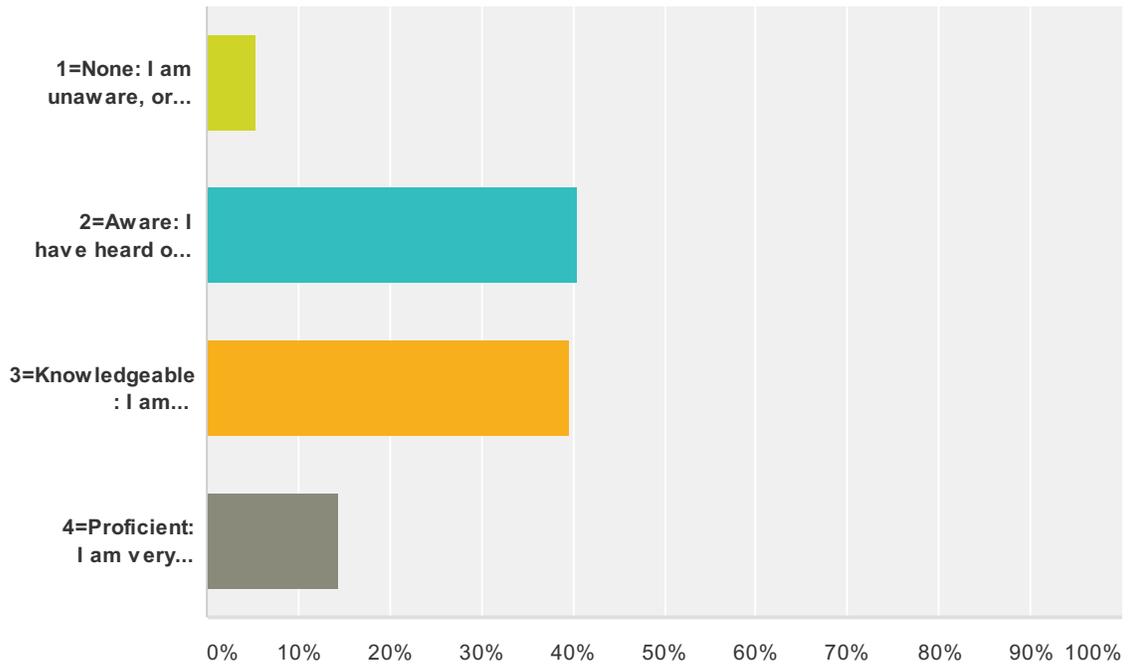
Answered: 111 Skipped: 147



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	9.91%	11
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	35.14%	39
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	42.34%	47
4=Proficient: I am very comfortable, an expert; could teach this to others	12.61%	14
Total		111

Q22 Gather information relevant to specific public health policy issues

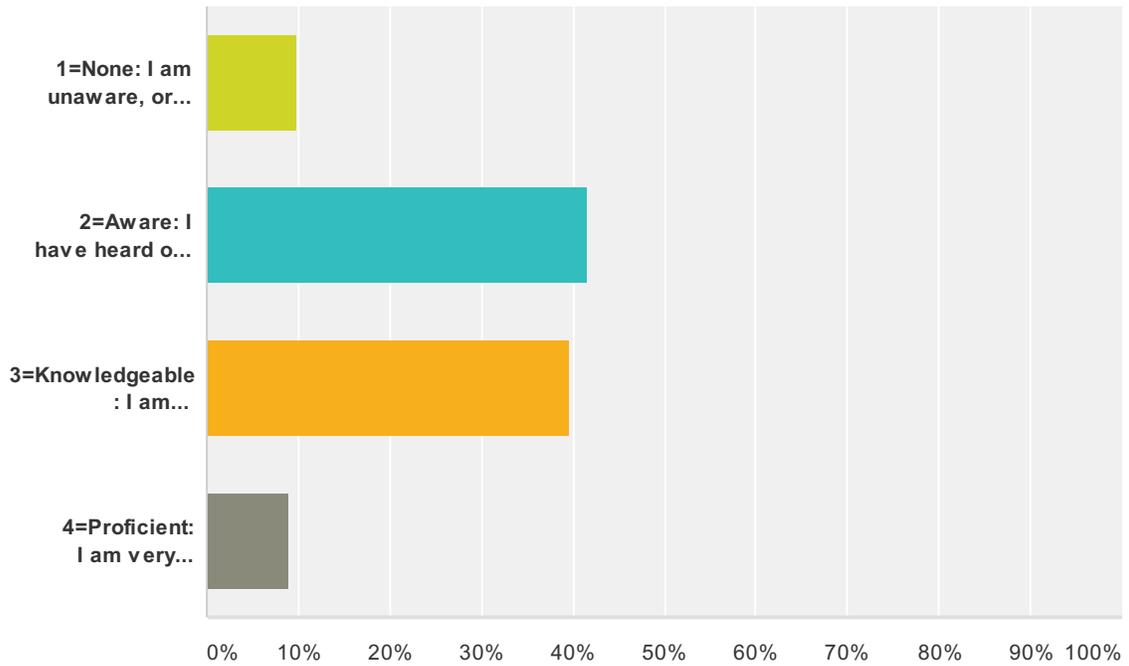
Answered: 111 Skipped: 147



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	5.41%	6
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	40.54%	45
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	39.64%	44
4=Proficient: I am very comfortable, an expert; could teach this to others	14.41%	16
Total		111

Q23 Describe how policy options can influence public health programs

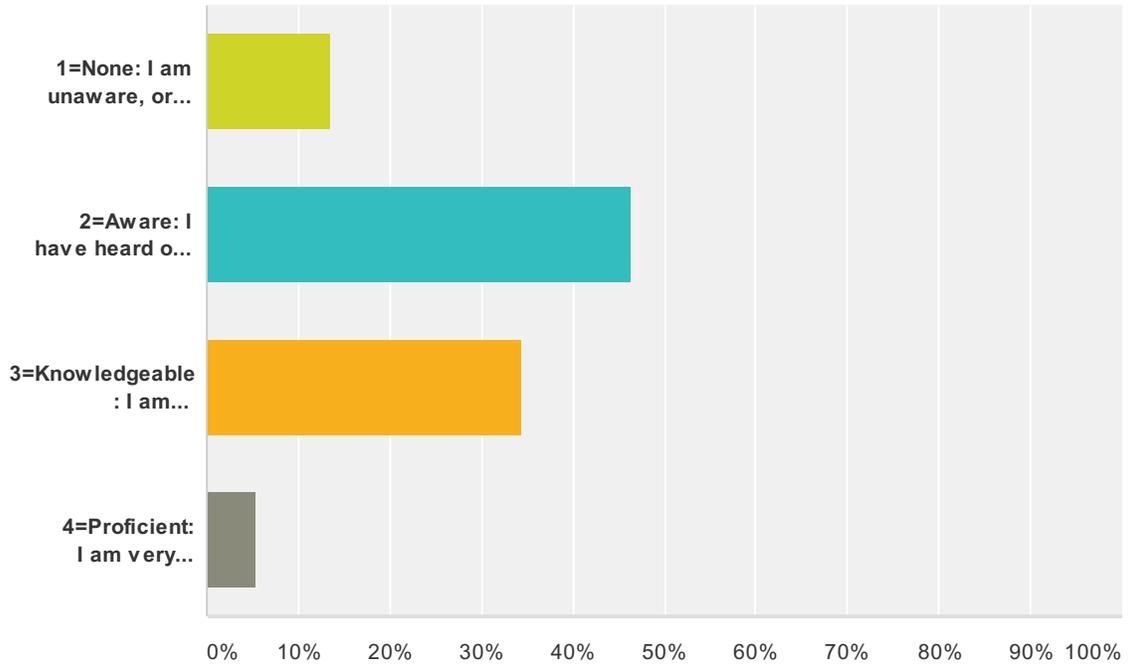
Answered: 111 Skipped: 147



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	9.91%	11
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	41.44%	46
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	39.64%	44
4=Proficient: I am very comfortable, an expert; could teach this to others	9.01%	10
Total		111

Q24 Explain the expected outcomes of policy options (e.g. health, fiscal, administrative, legal, ethical, social, political)

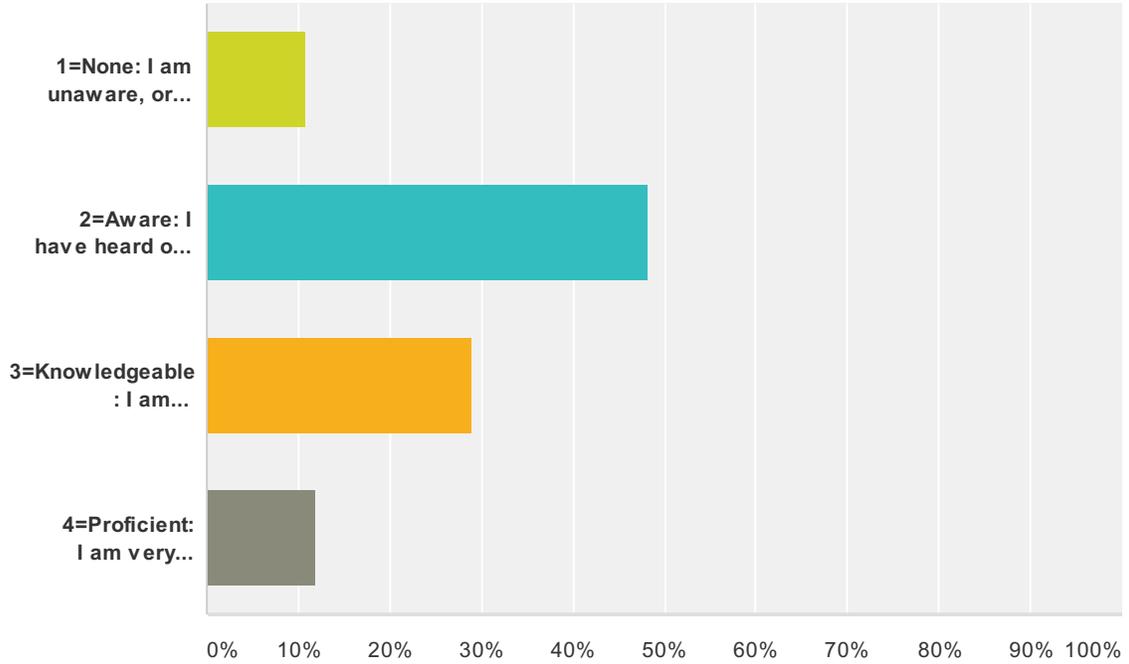
Answered: 110 Skipped: 148



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	13.64%	15
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	46.36%	51
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	34.55%	38
4=Proficient: I am very comfortable, an expert; could teach this to others	5.45%	6
Total		110

Q25 Gather information that will inform policy decisions (e.g. health, fiscal, administrative, legal, ethical, social, political)

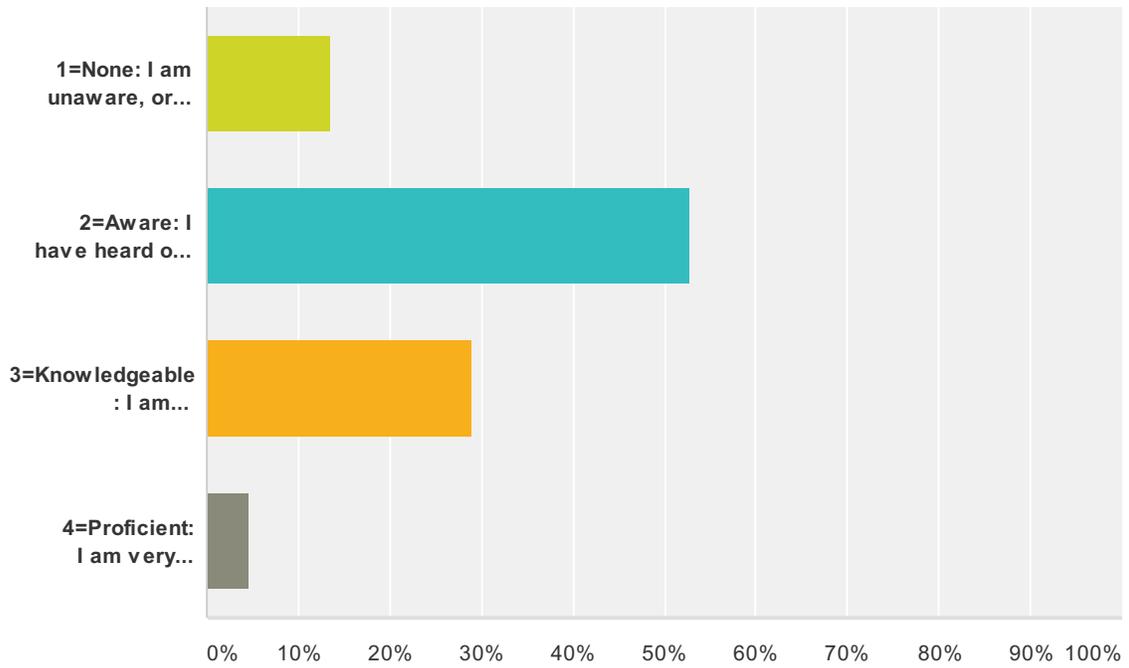
Answered: 110 Skipped: 148



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	10.91%	12
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	48.18%	53
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	29.09%	32
4=Proficient: I am very comfortable, an expert; could teach this to others	11.82%	13
Total		110

Q26 Describe the public health laws and regulations governing public health programs

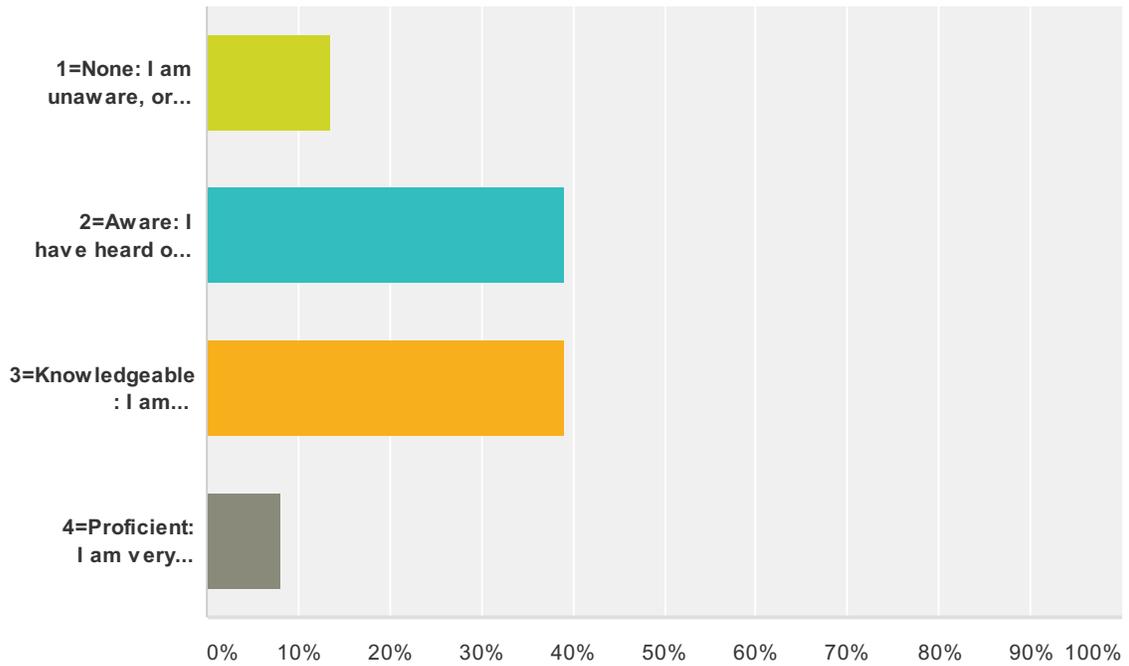
Answered: 110 Skipped: 148



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	13.64%	15
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	52.73%	58
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	29.09%	32
4=Proficient: I am very comfortable, an expert; could teach this to others	4.55%	5
Total		110

Q27 Participate in program planning processes

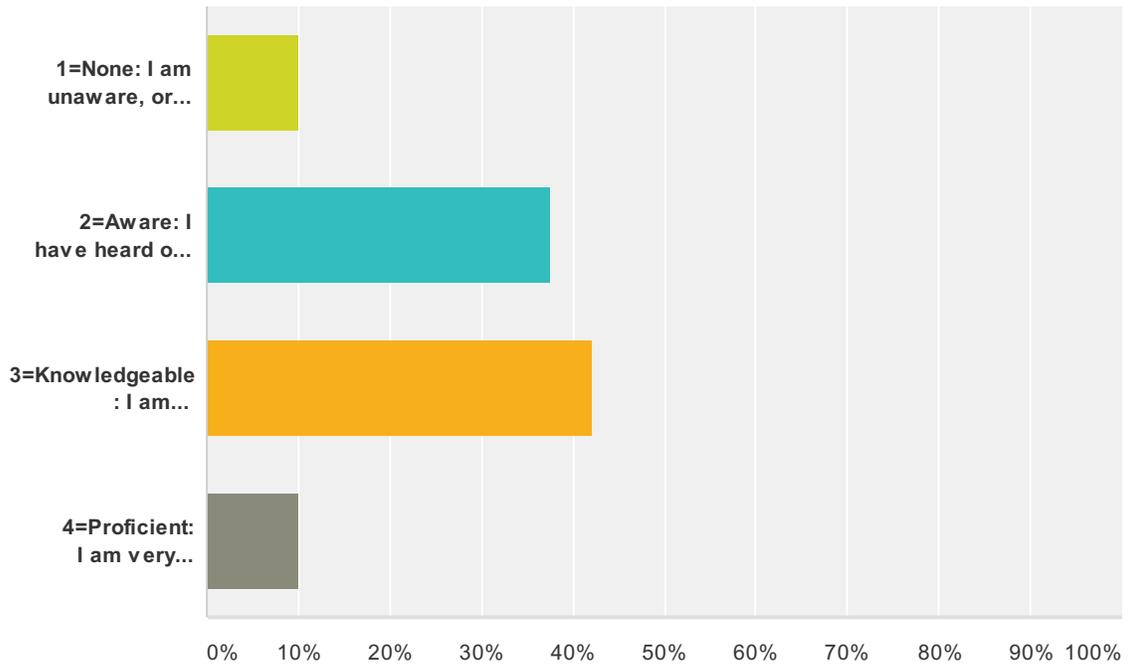
Answered: 110 Skipped: 148



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	13.64%	15
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	39.09%	43
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	39.09%	43
4=Proficient: I am very comfortable, an expert; could teach this to others	8.18%	9
Total		110

Q28 Incorporate policies and procedures into program plans and structures

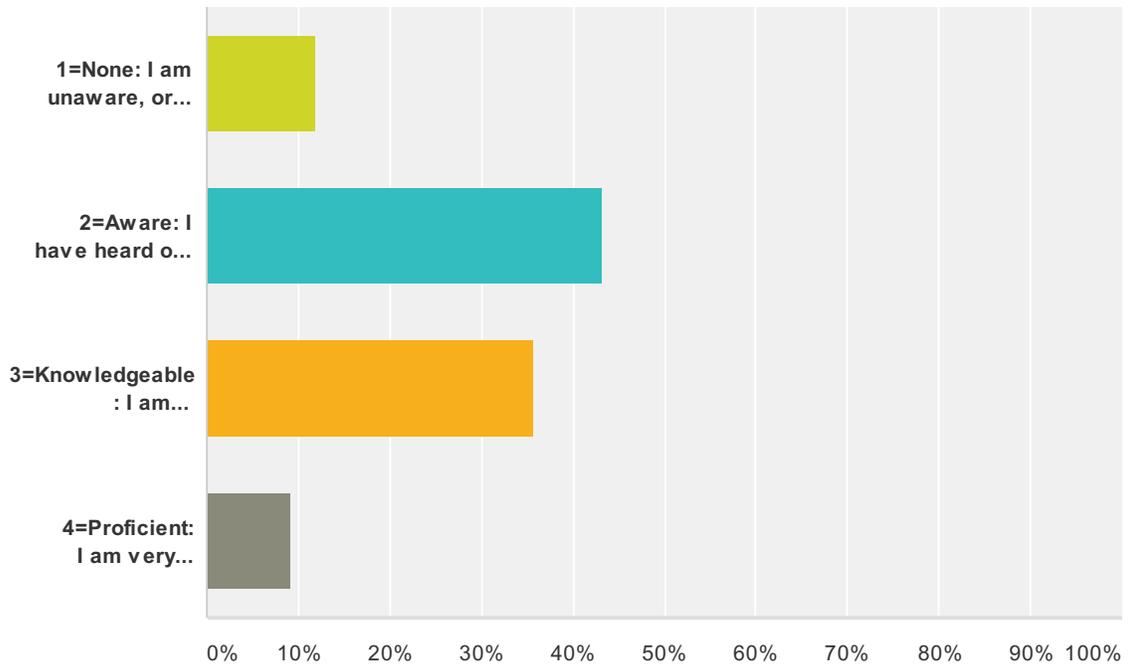
Answered: 109 Skipped: 149



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	10.09%	11
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	37.61%	41
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	42.20%	46
4=Proficient: I am very comfortable, an expert; could teach this to others	10.09%	11
Total		109

Q29 Identify mechanisms to monitor and evaluate programs for their effectiveness and quality

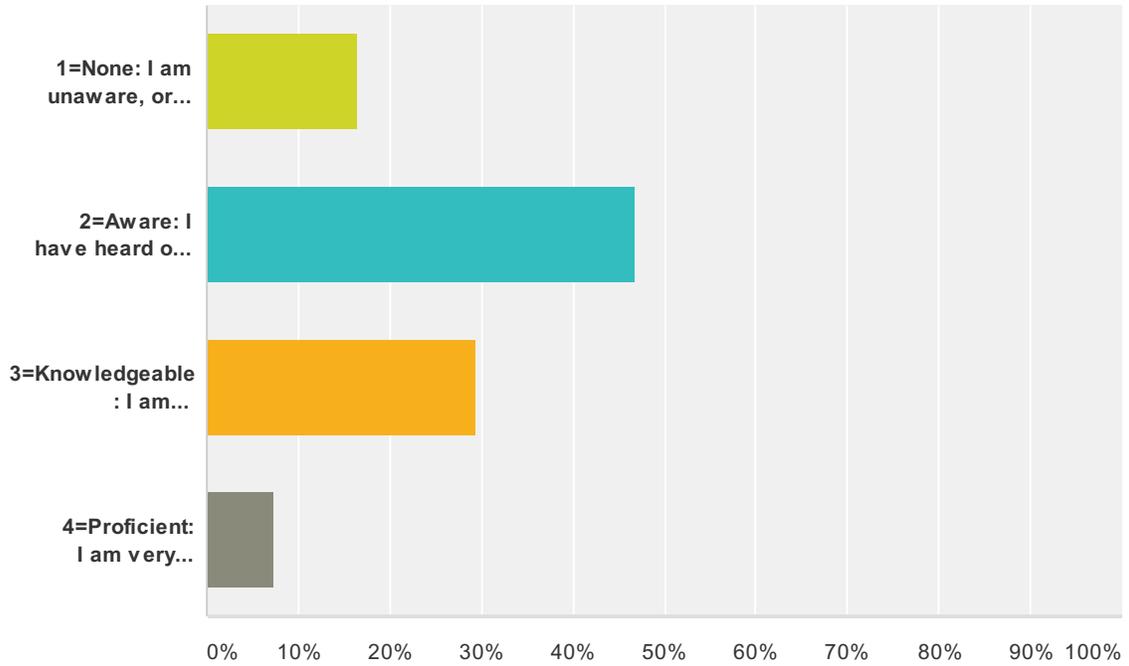
Answered: 109 Skipped: 149



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	11.93%	13
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	43.12%	47
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	35.78%	39
4=Proficient: I am very comfortable, an expert; could teach this to others	9.17%	10
Total		109

Q30 Demonstrate the use of public health informatics practices and procedures (e.g. use of information systems infrastructure to improve health outcomes)

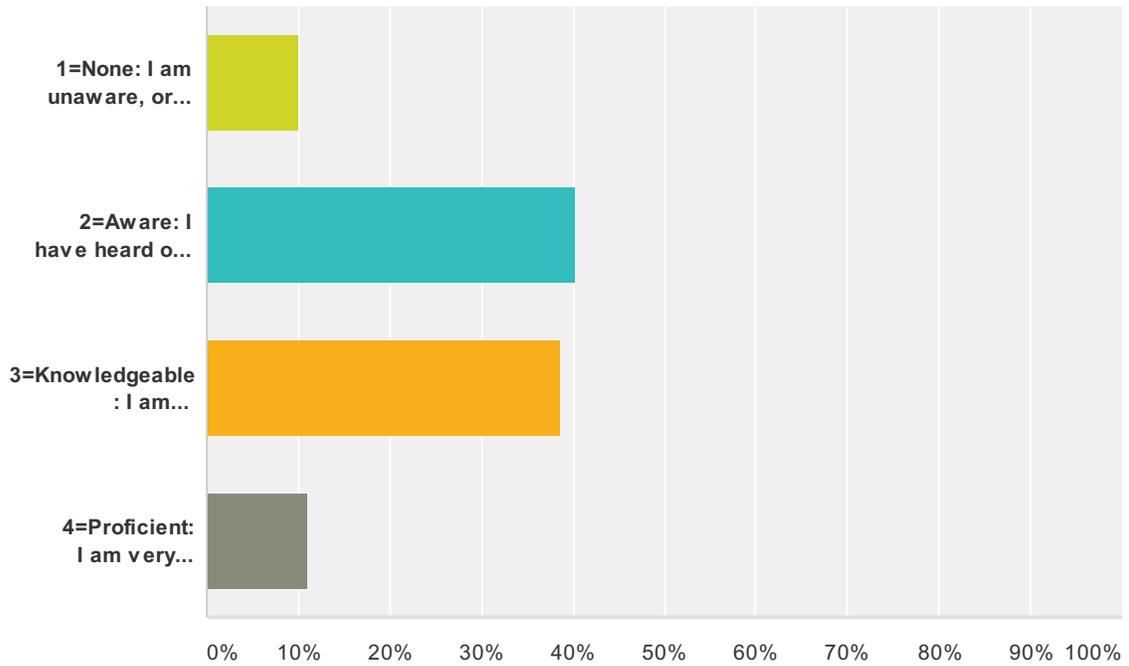
Answered: 109 Skipped: 149



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	16.51%	18
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	46.79%	51
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	29.36%	32
4=Proficient: I am very comfortable, an expert; could teach this to others	7.34%	8
Total		109

Q31 Apply strategies for continuous quality improvement

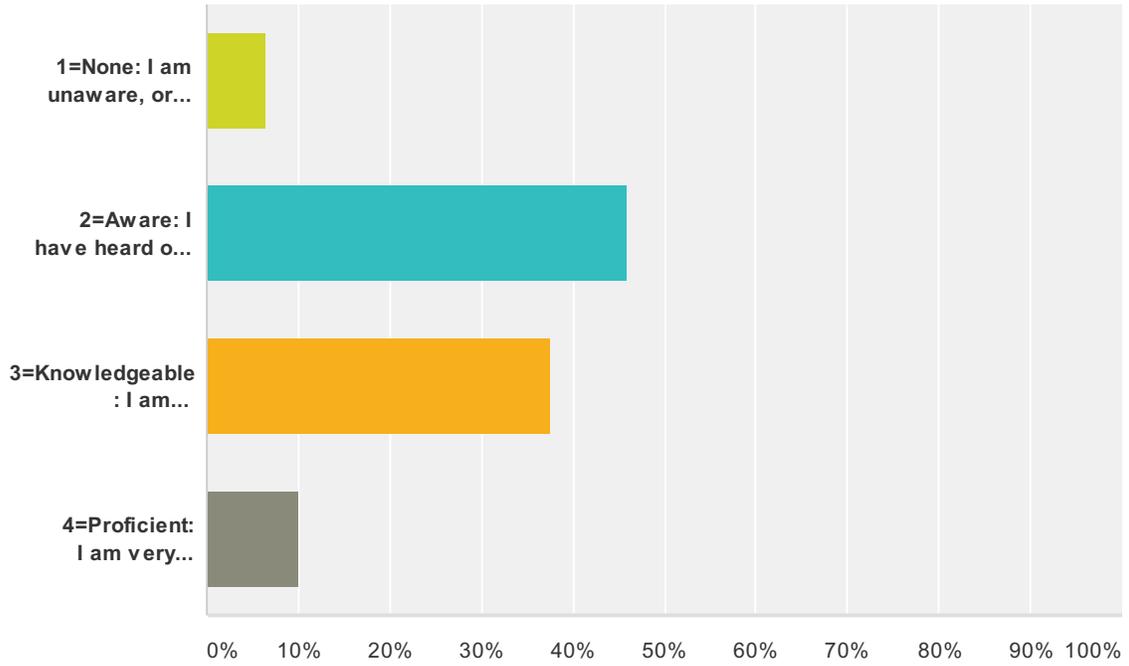
Answered: 109 Skipped: 149



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	10.09%	11
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	40.37%	44
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	38.53%	42
4=Proficient: I am very comfortable, an expert; could teach this to others	11.01%	12
Total		109

Q32 Identify the health literacy of populations served

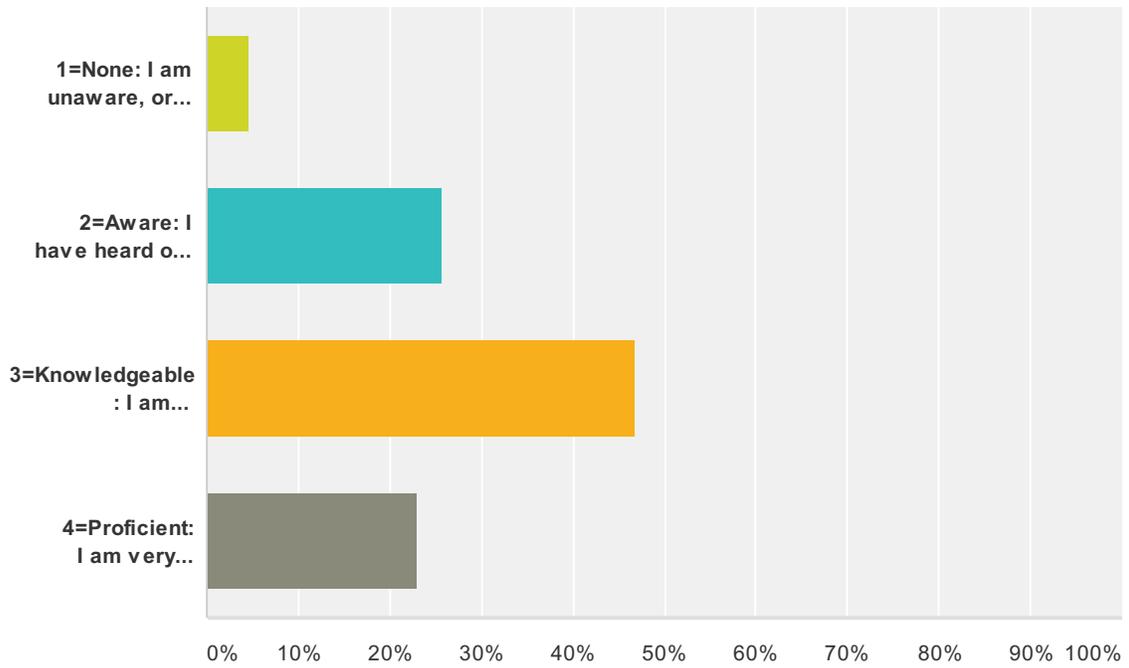
Answered: 109 Skipped: 149



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	6.42%	7
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	45.87%	50
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	37.61%	41
4=Proficient: I am very comfortable, an expert; could teach this to others	10.09%	11
Total		109

Q33 Communicate in writing and orally, in person, and through electronic means, with linguistic and cultural proficiency

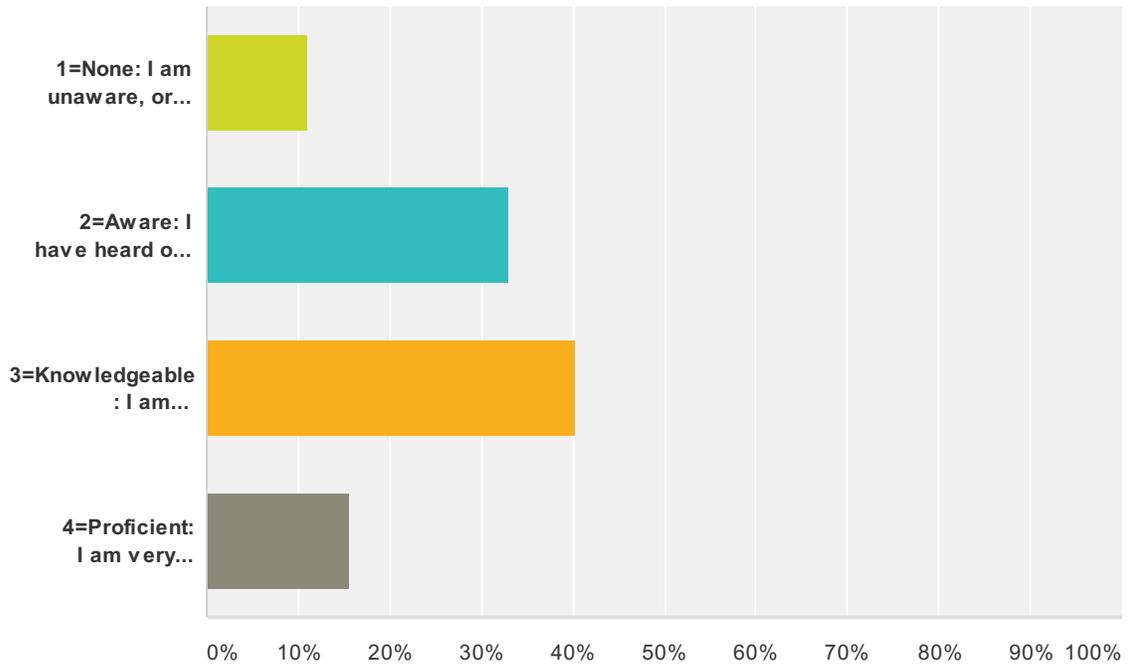
Answered: 109 Skipped: 149



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	4.59%	5
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	25.69%	28
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	46.79%	51
4=Proficient: I am very comfortable, an expert; could teach this to others	22.94%	25
Total		109

Q34 Solicit community-based input from individuals and organizations

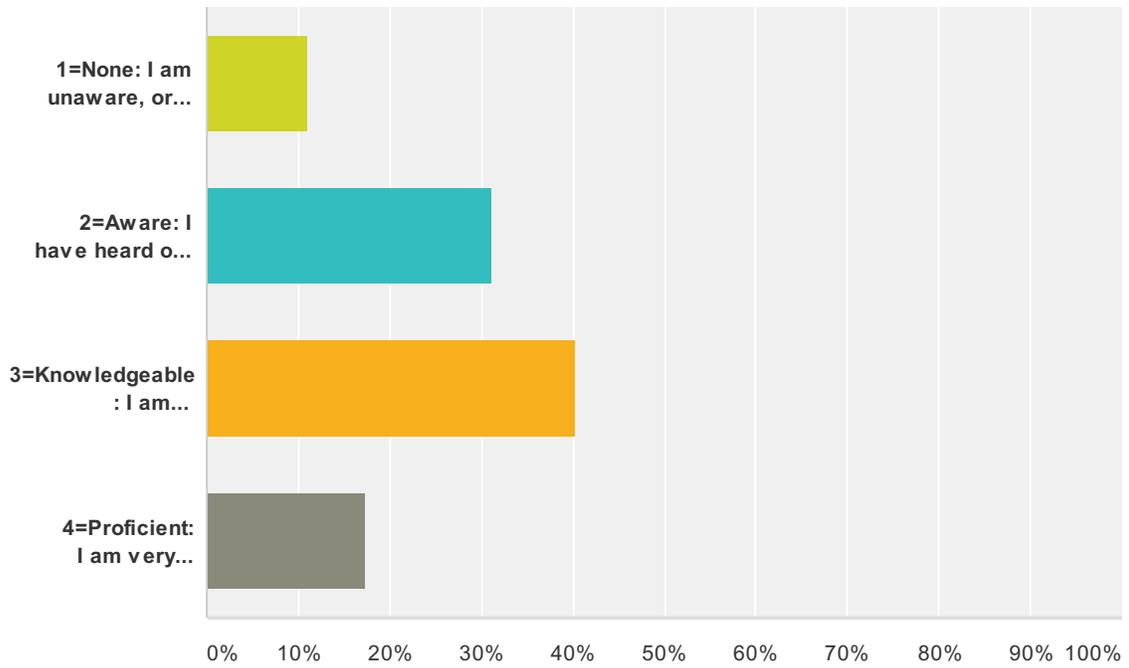
Answered: 109 Skipped: 149



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	11.01%	12
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	33.03%	36
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	40.37%	44
4=Proficient: I am very comfortable, an expert; could teach this to others	15.60%	17
Total		109

Q35 Convey public health information using a variety of approaches (e.g. social networks, media, blogs)

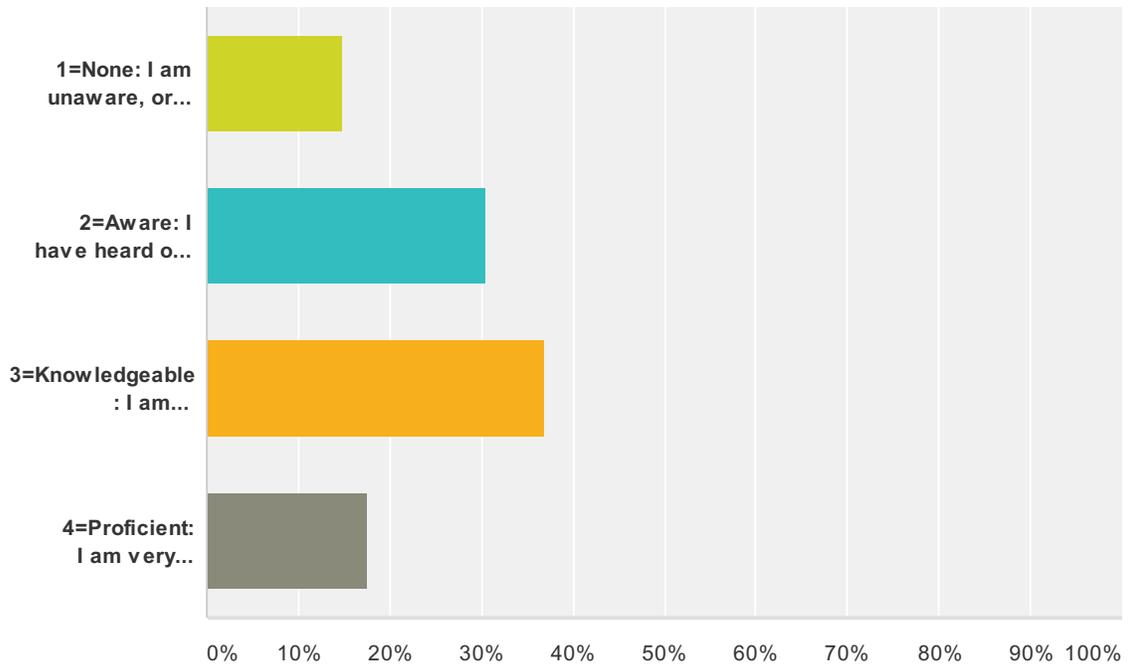
Answered: 109 Skipped: 149



Answer Choices	Responses
1=None: I am unaware, or have very little knowledge of the item	11.01% 12
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	31.19% 34
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	40.37% 44
4=Proficient: I am very comfortable, an expert; could teach this to others	17.43% 19
Total	109

Q36 Participate in the development of demographic, statistical, programmatic and scientific presentations

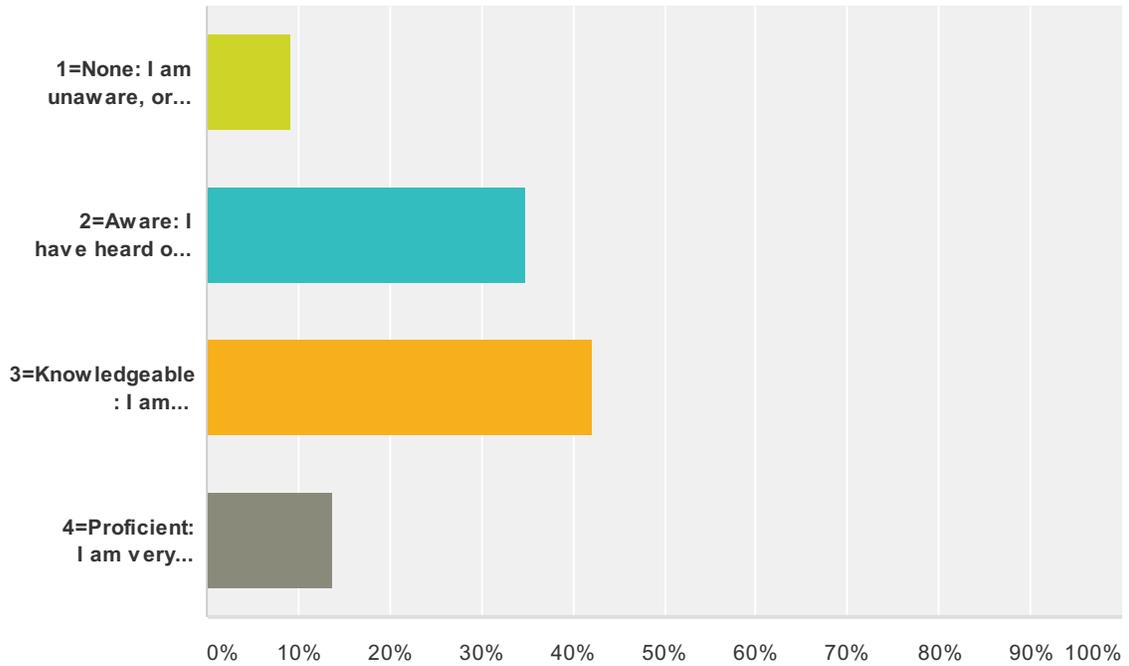
Answered: 108 Skipped: 150



Answer Choices	Responses
1=None: I am unaware, or have very little knowledge of the item	14.81% 16
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	30.56% 33
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	37.04% 40
4=Proficient: I am very comfortable, an expert; could teach this to others	17.59% 19
Total	108

Q37 Apply communication and group dynamic strategies (e.g. principled negotiation, conflict resolution, active listening, risk communication) in interactions with individuals and groups

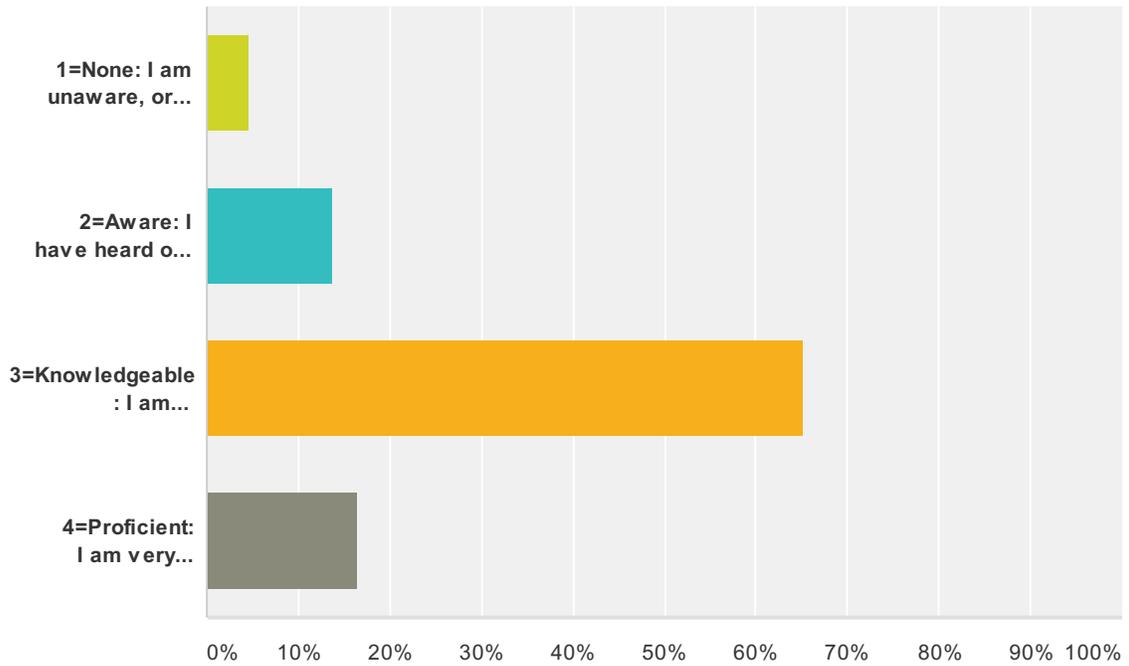
Answered: 109 Skipped: 149



Answer Choices	Responses
1=None: I am unaware, or have very little knowledge of the item	9.17% 10
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	34.86% 38
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	42.20% 46
4=Proficient: I am very comfortable, an expert; could teach this to others	13.76% 15
Total	109

Q38 Incorporate strategies for interacting with persons from diverse backgrounds (e.g. cultural, socioeconomic, educational, racial, gender, age, ethnic, sexual orientation, professional, religious affiliation, mental and physical capabilities)

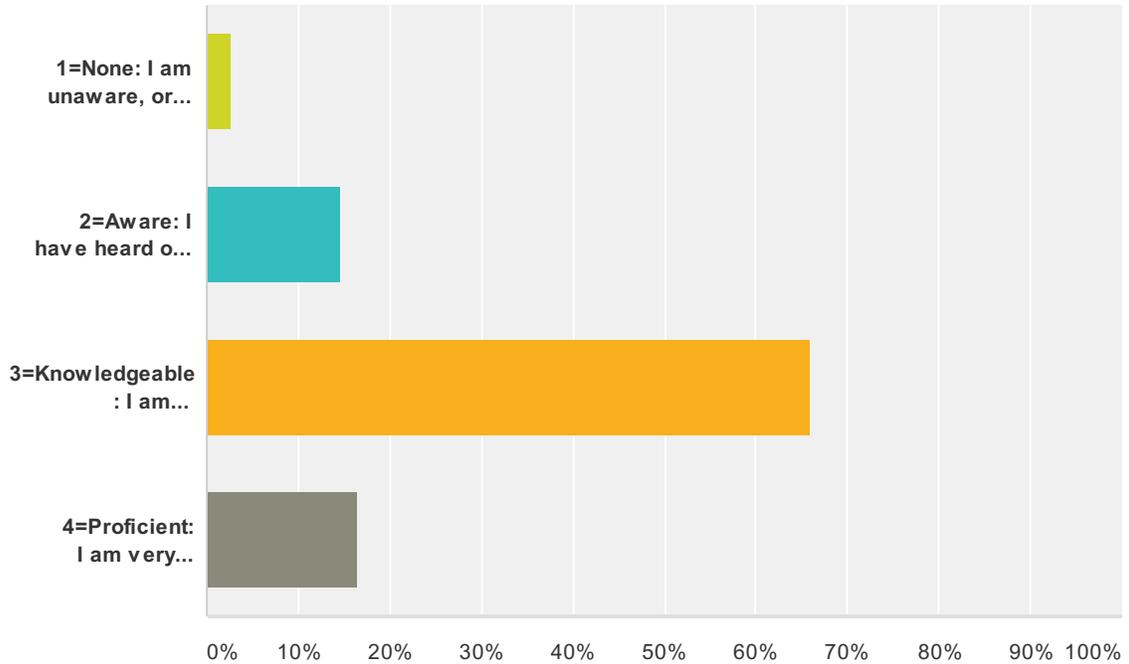
Answered: 109 Skipped: 149



Answer Choices	Responses
1=None: I am unaware, or have very little knowledge of the item	4.59% 5
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	13.76% 15
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	65.14% 71
4=Proficient: I am very comfortable, an expert; could teach this to others	16.51% 18
Total	109

Q39 Recognize the role of cultural, social, and behavioral factors in the accessibility, availability, acceptability, and delivery of public health services

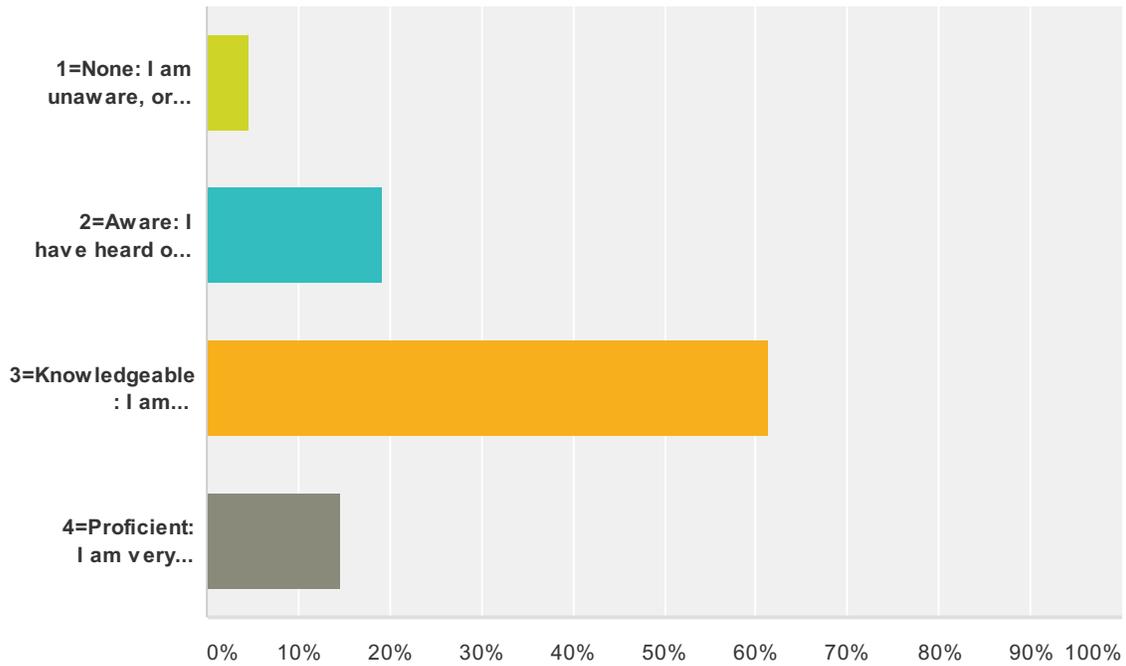
Answered: 109 Skipped: 149



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	2.75%	3
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	14.68%	16
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	66.06%	72
4=Proficient: I am very comfortable, an expert; could teach this to others	16.51%	18
Total		109

Q40 Respond to diverse needs that are the result of cultural differences

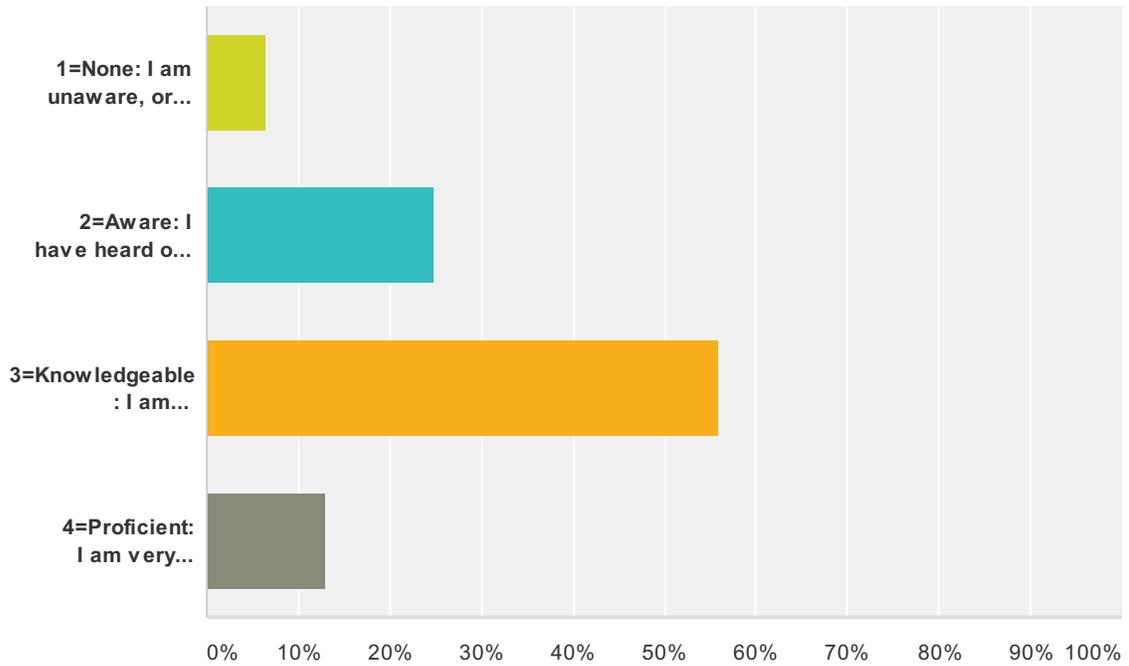
Answered: 109 Skipped: 149



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	4.59%	5
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	19.27%	21
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	61.47%	67
4=Proficient: I am very comfortable, an expert; could teach this to others	14.68%	16
Total		109

Q41 Describe the dynamic forces that contribute to cultural diversity

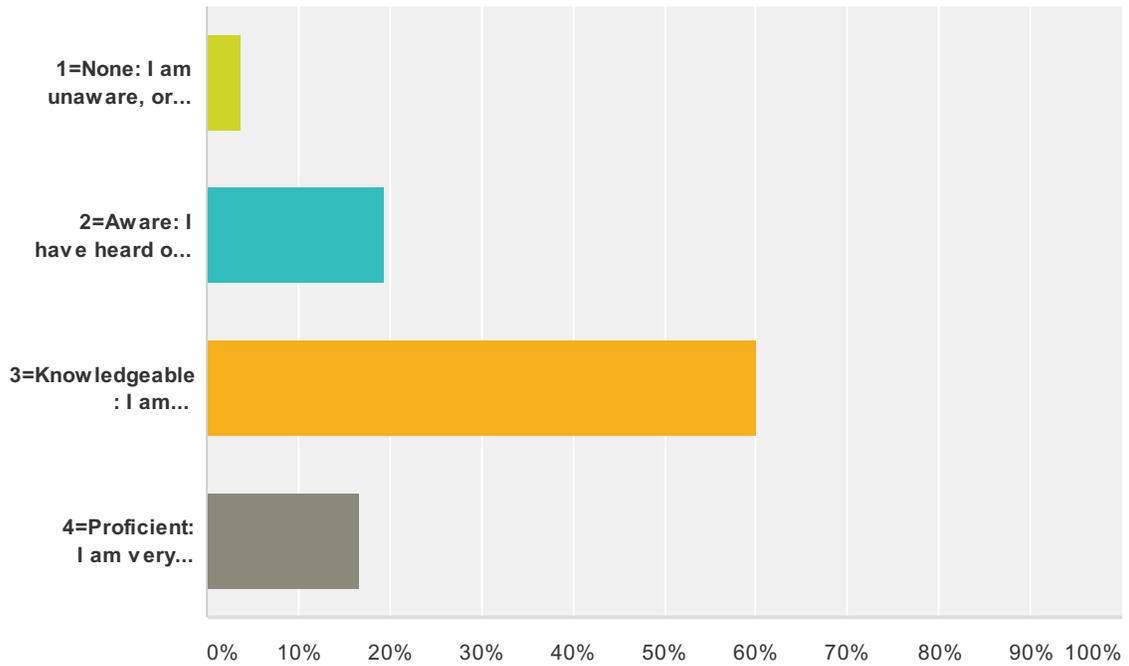
Answered: 109 Skipped: 149



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	6.42%	7
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	24.77%	27
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	55.96%	61
4=Proficient: I am very comfortable, an expert; could teach this to others	12.84%	14
Total		109

Q42 Describe the need for a diverse public health workforce

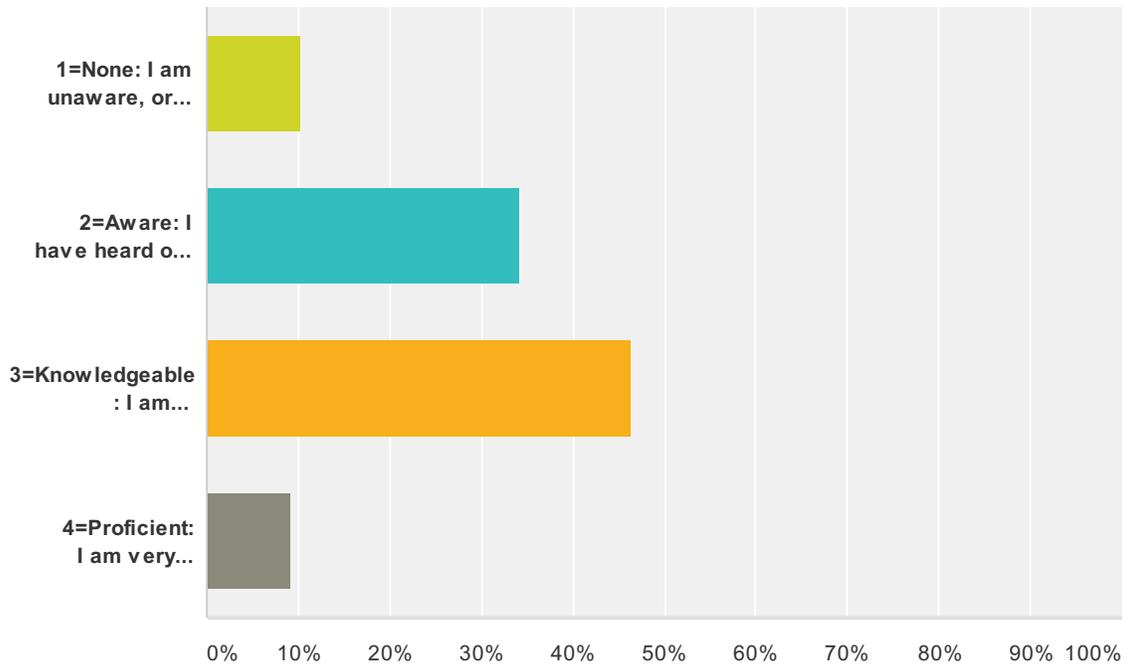
Answered: 108 Skipped: 150



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	3.70%	4
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	19.44%	21
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	60.19%	65
4=Proficient: I am very comfortable, an expert; could teach this to others	16.67%	18
Total		108

Q43 Participate in the assessment of the cultural competence of the public health organization

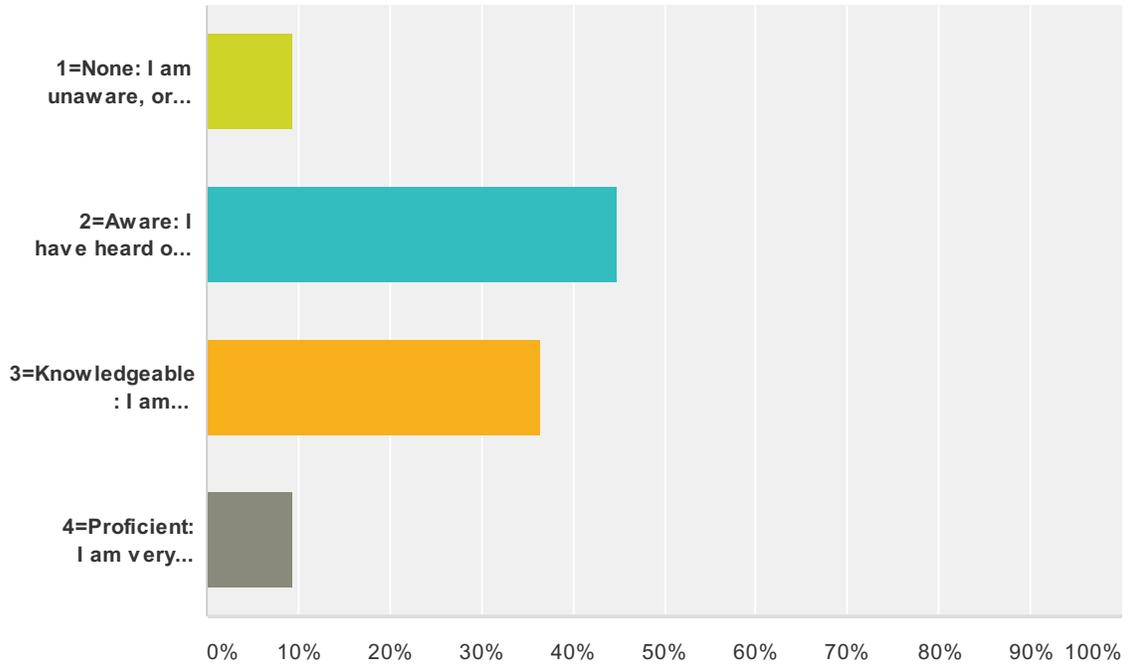
Answered: 108 Skipped: 150



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	10.19%	11
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	34.26%	37
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	46.30%	50
4=Proficient: I am very comfortable, an expert; could teach this to others	9.26%	10
Total		108

Q44 Recognize community linkages and relationships among multiple factors (or determinants) affecting health (e.g. The Socio-Ecological Model)

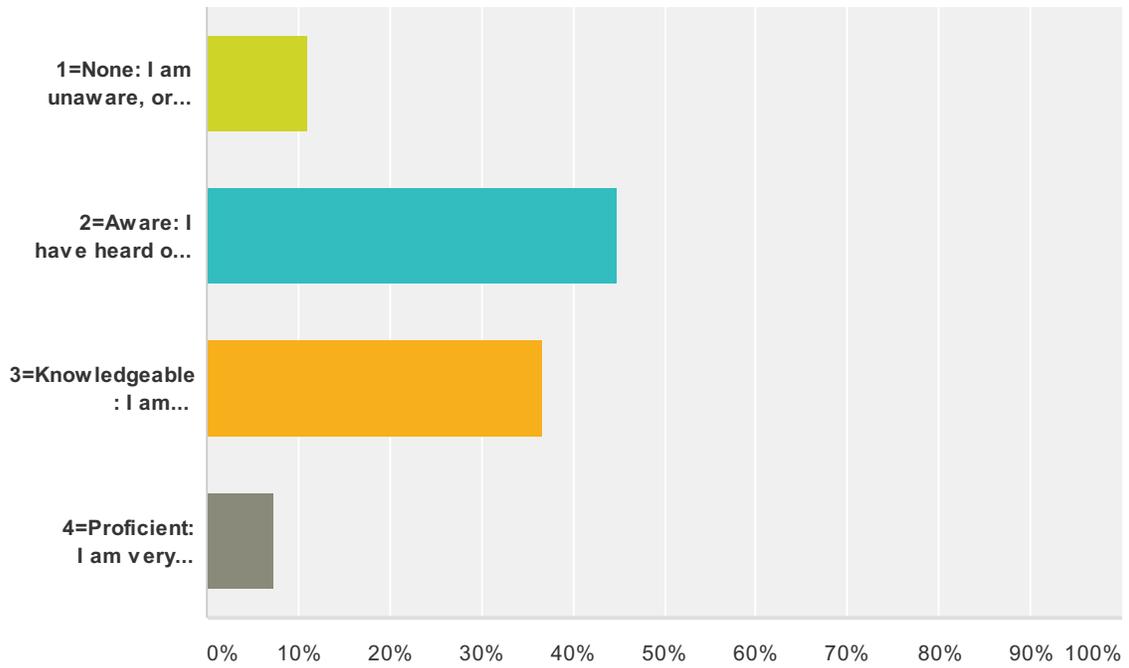
Answered: 107 Skipped: 151



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	9.35%	10
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	44.86%	48
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	36.45%	39
4=Proficient: I am very comfortable, an expert; could teach this to others	9.35%	10
Total		107

Q45 Demonstrate the capacity to work in community-based participatory research efforts

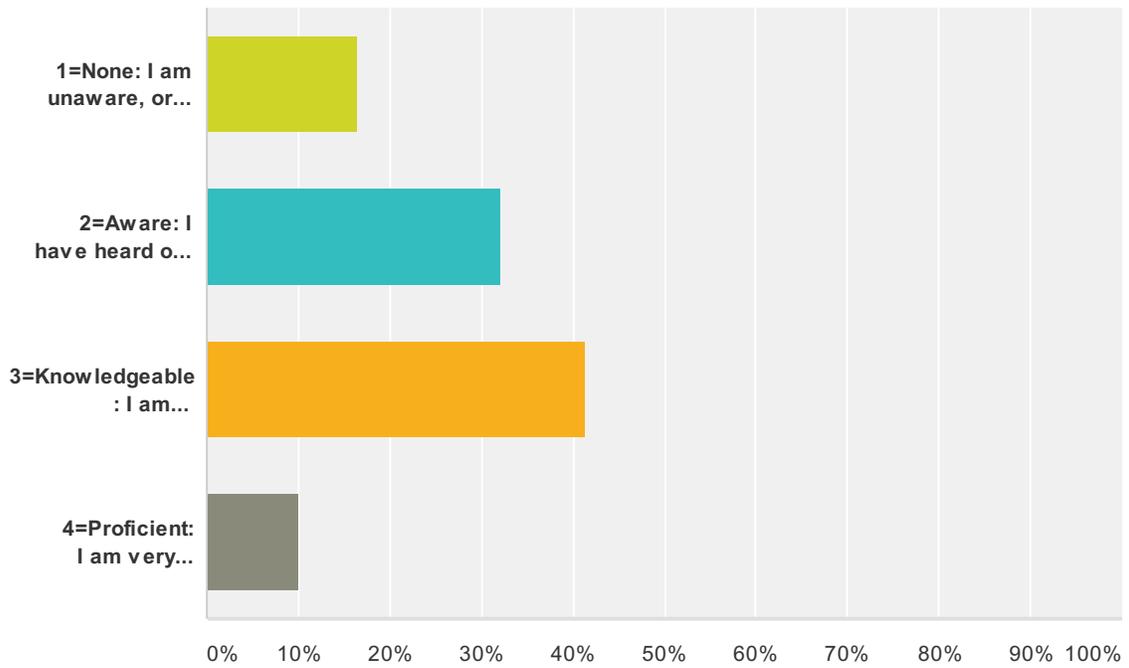
Answered: 109 Skipped: 149



Answer Choices	Responses
1=None: I am unaware, or have very little knowledge of the item	11.01% 12
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	44.95% 49
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	36.70% 40
4=Proficient: I am very comfortable, an expert; could teach this to others	7.34% 8
Total	109

Q46 Identify stakeholders

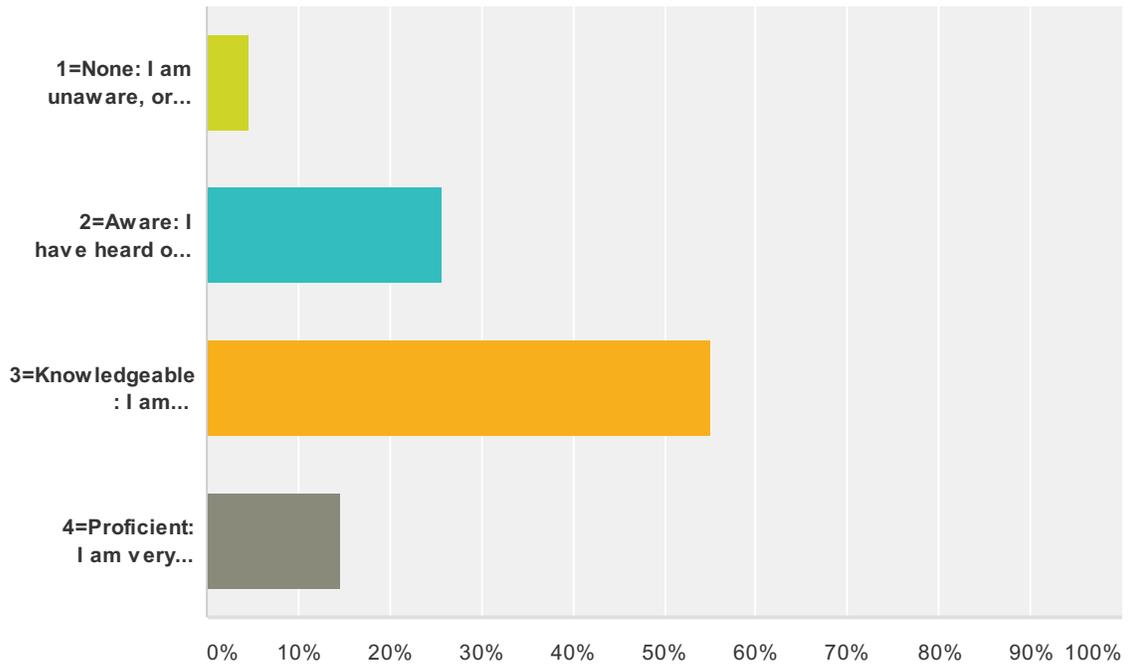
Answered: 109 Skipped: 149



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	16.51%	18
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	32.11%	35
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	41.28%	45
4=Proficient: I am very comfortable, an expert; could teach this to others	10.09%	11
Total		109

Q47 Collaborate with community partners to promote the health of the population

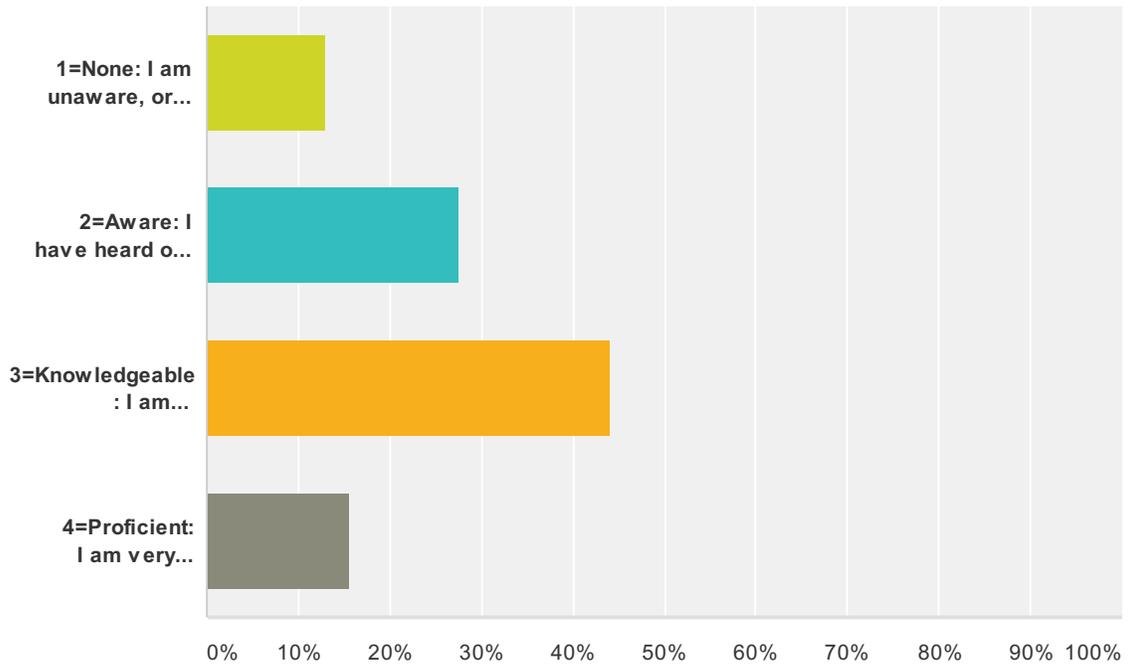
Answered: 109 Skipped: 149



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	4.59%	5
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	25.69%	28
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	55.05%	60
4=Proficient: I am very comfortable, an expert; could teach this to others	14.68%	16
Total		109

Q48 Maintain partnerships with key stakeholders

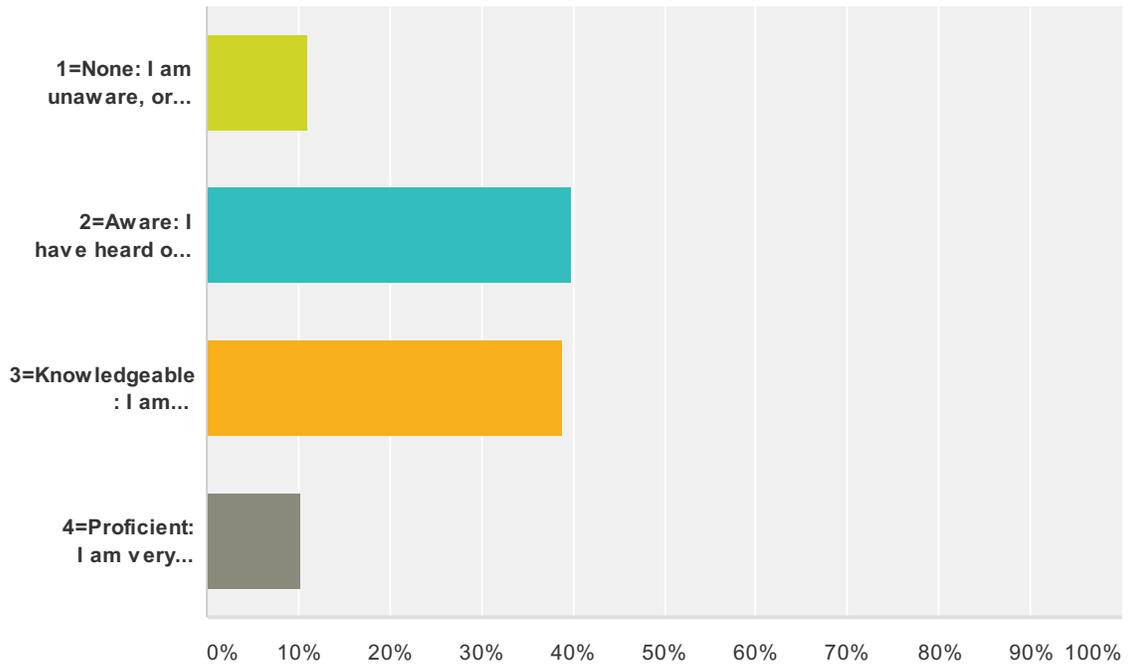
Answered: 109 Skipped: 149



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	12.84%	14
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	27.52%	30
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	44.04%	48
4=Proficient: I am very comfortable, an expert; could teach this to others	15.60%	17
Total		109

Q49 Use group processes to advance community involvement

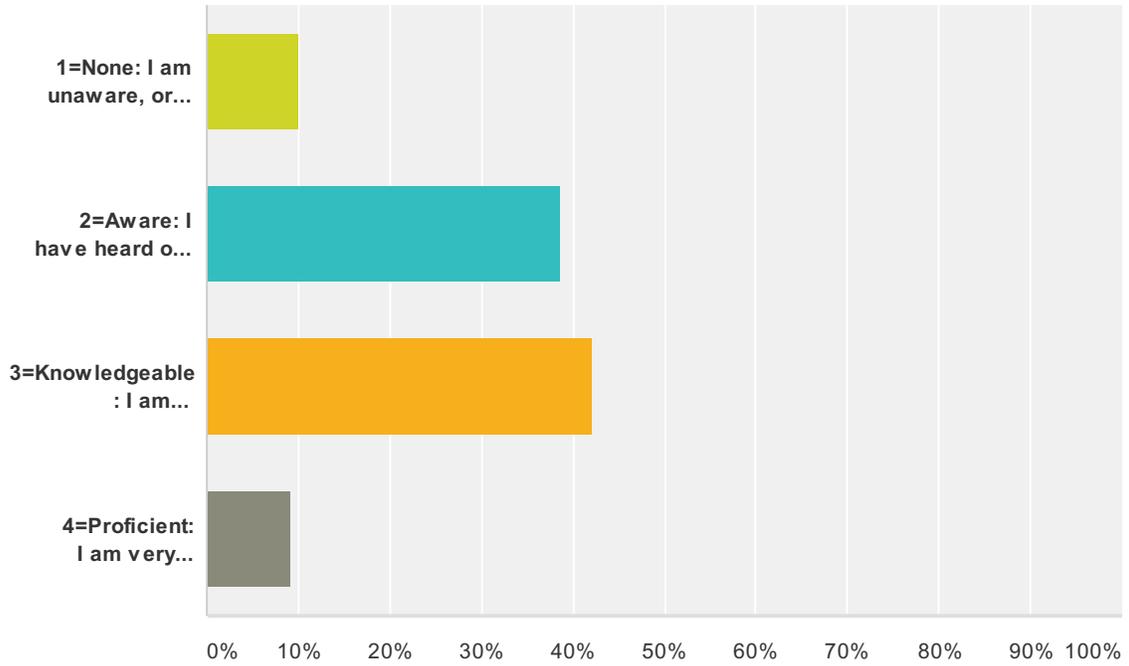
Answered: 108 Skipped: 150



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	11.11%	12
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	39.81%	43
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	38.89%	42
4=Proficient: I am very comfortable, an expert; could teach this to others	10.19%	11
Total		108

Q50 Describe the role of governmental and non-governmental organizations in the delivery of community health services

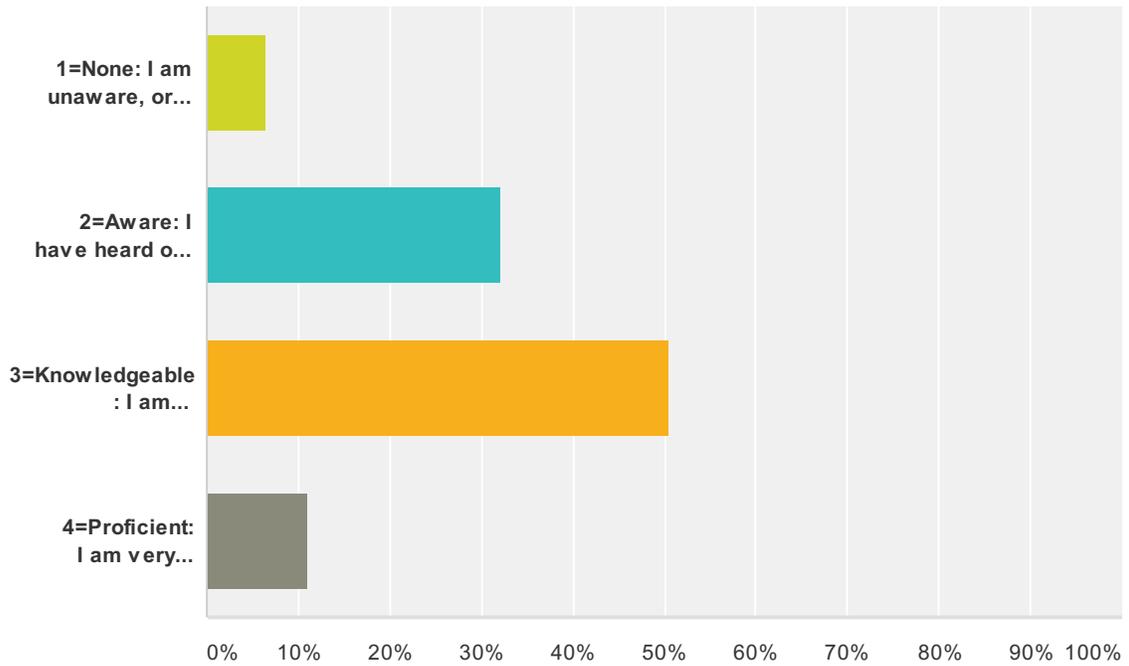
Answered: 109 Skipped: 149



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	10.09%	11
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	38.53%	42
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	42.20%	46
4=Proficient: I am very comfortable, an expert; could teach this to others	9.17%	10
Total		109

Q51 Identify community assets and resources

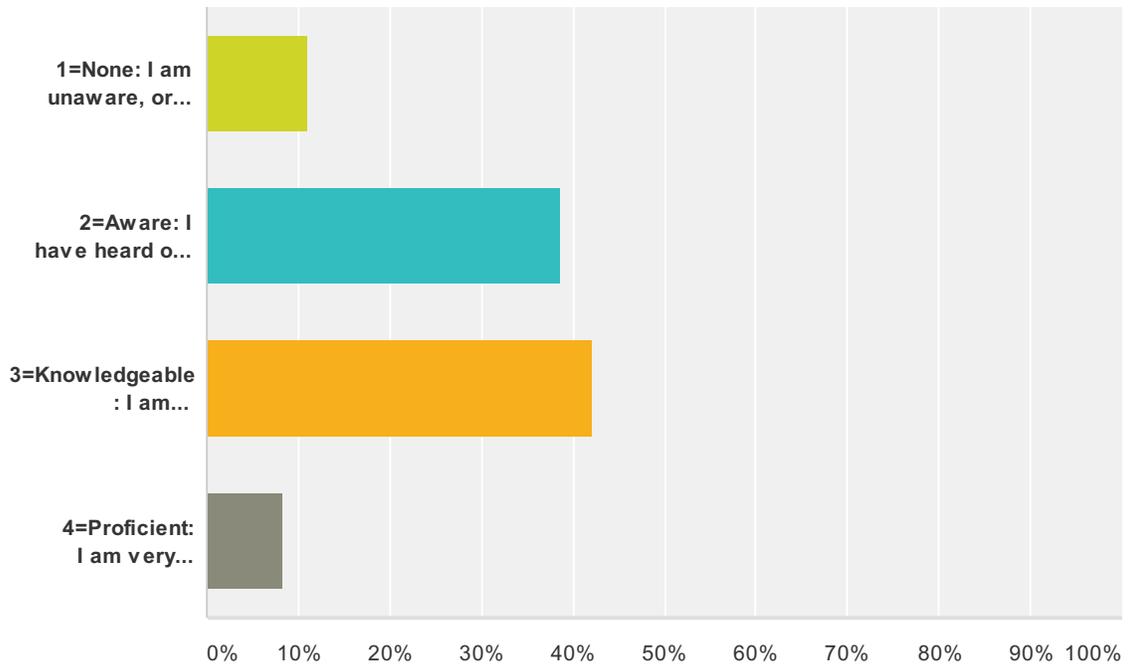
Answered: 109 Skipped: 149



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	6.42%	7
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	32.11%	35
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	50.46%	55
4=Proficient: I am very comfortable, an expert; could teach this to others	11.01%	12
Total		109

Q52 Gather input from the community to inform the development of public health policy and programs

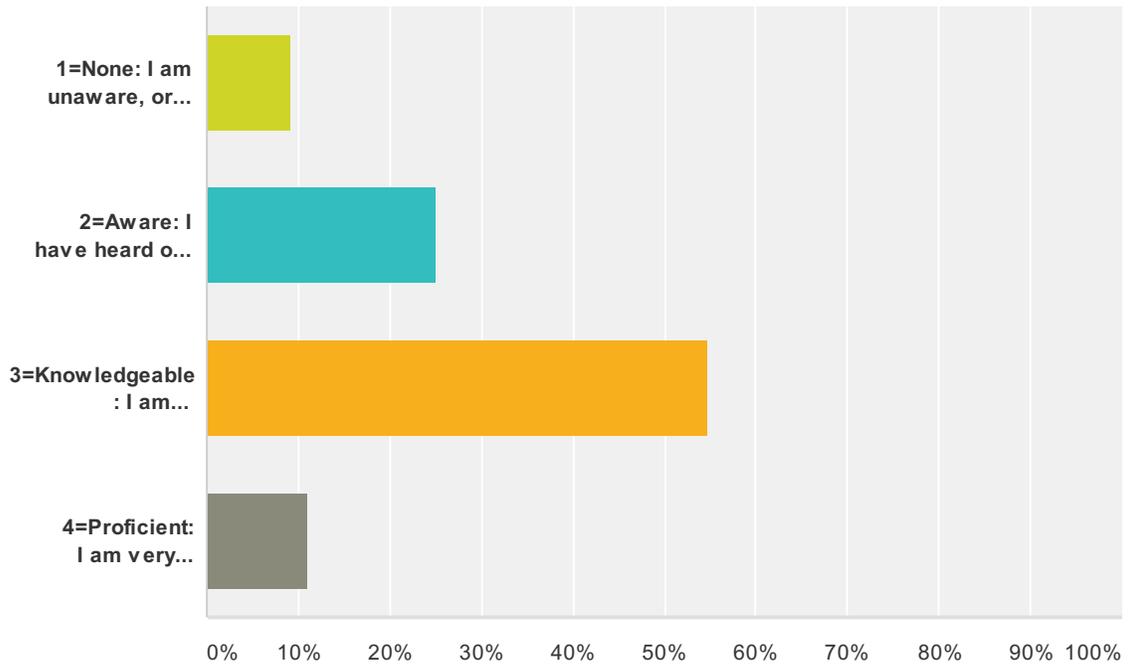
Answered: 109 Skipped: 149



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	11.01%	12
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	38.53%	42
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	42.20%	46
4=Proficient: I am very comfortable, an expert; could teach this to others	8.26%	9
Total		109

Q53 Inform the public about policies, programs, and resources

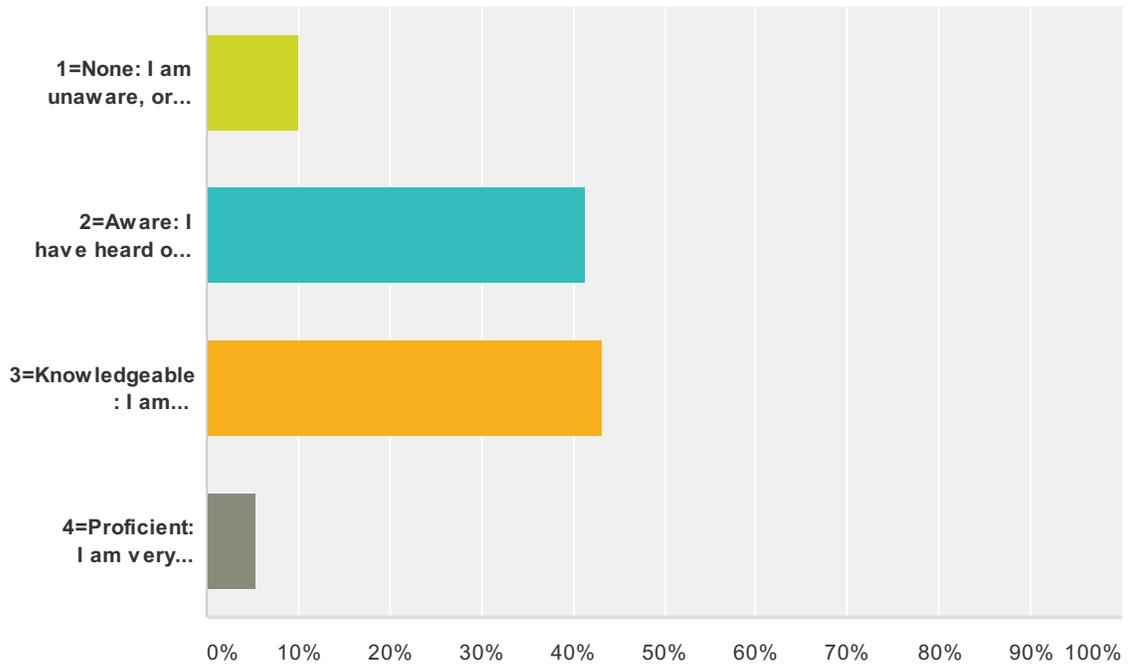
Answered: 108 Skipped: 150



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	9.26%	10
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	25.00%	27
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	54.63%	59
4=Proficient: I am very comfortable, an expert; could teach this to others	11.11%	12
Total		108

Q54 Describe the scientific foundation of the field of public health

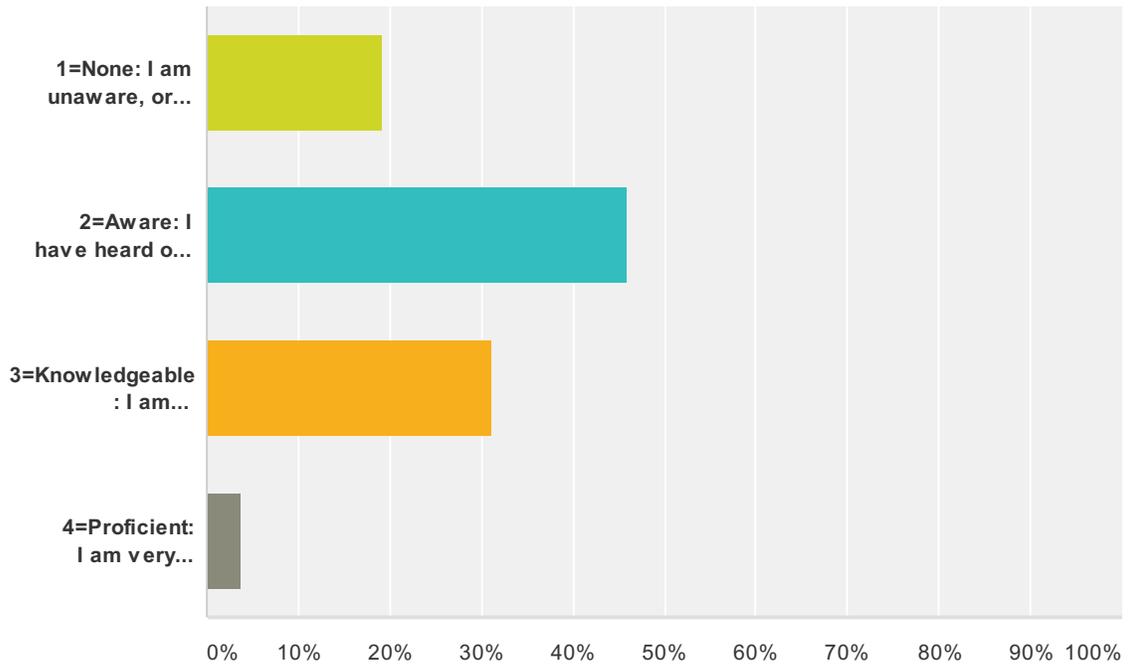
Answered: 109 Skipped: 149



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	10.09%	11
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	41.28%	45
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	43.12%	47
4=Proficient: I am very comfortable, an expert; could teach this to others	5.50%	6
Total		109

Q55 Identify prominent events in the history of the public health profession

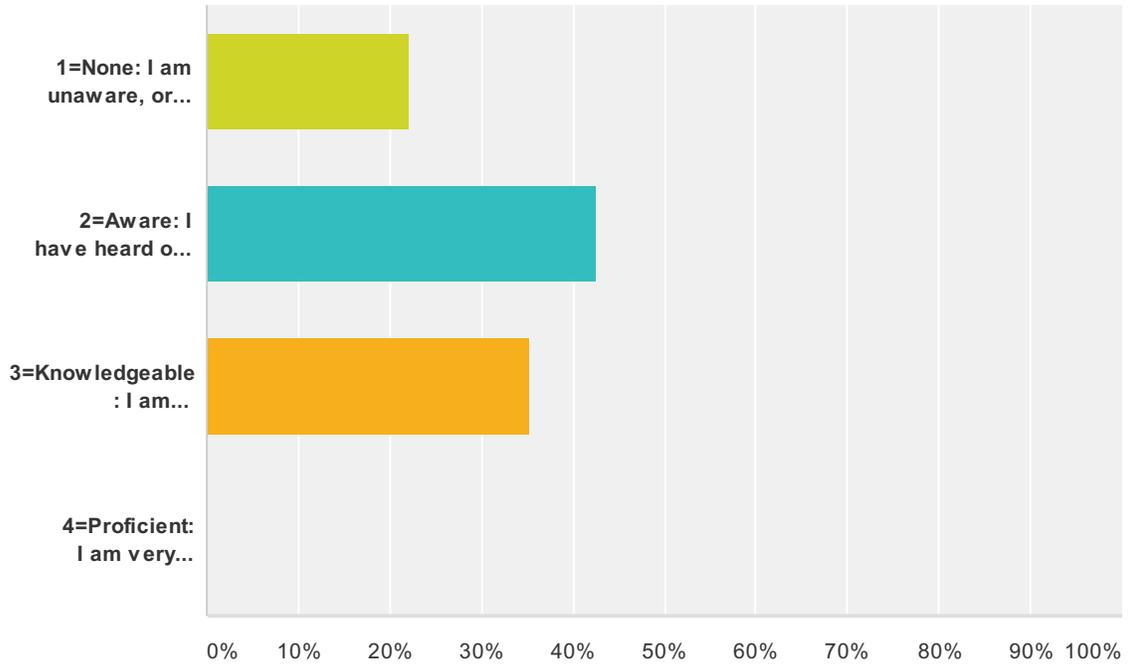
Answered: 109 Skipped: 149



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	19.27%	21
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	45.87%	50
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	31.19%	34
4=Proficient: I am very comfortable, an expert; could teach this to others	3.67%	4
Total		109

Q56 Relate public health science skills to the Core Public Health Functions and Ten Essential Services of Public Health

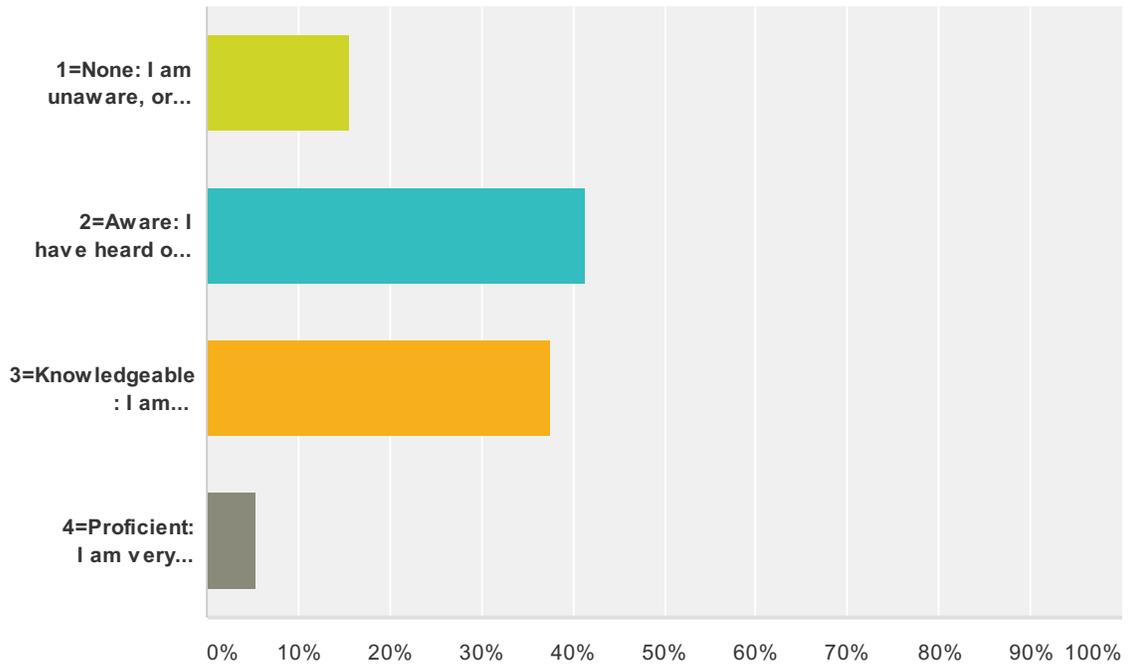
Answered: 108 Skipped: 150



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	22.22%	24
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	42.59%	46
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	35.19%	38
4=Proficient: I am very comfortable, an expert; could teach this to others	0.00%	0
Total		108

Q57 Identify the basic public health sciences (including, but not limited to, biostatistics, epidemiology, environmental health sciences, health services administration, and social and behavioral health sciences)

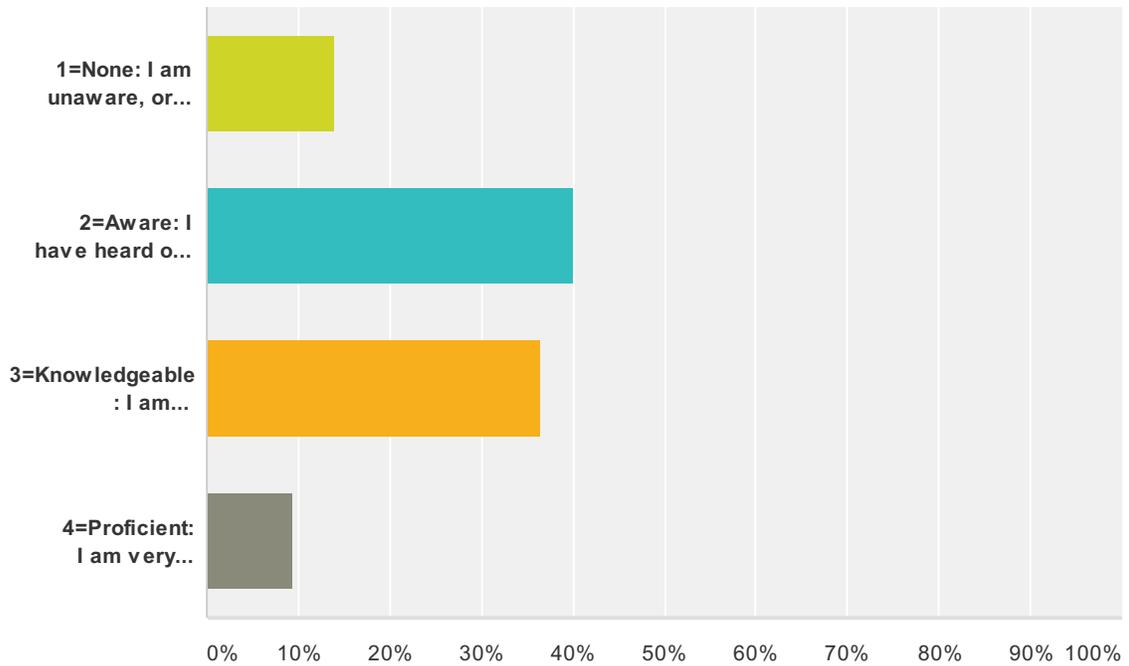
Answered: 109 Skipped: 149



Answer Choices	Responses
1=None: I am unaware, or have very little knowledge of the item	15.60% 17
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	41.28% 45
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	37.61% 41
4=Proficient: I am very comfortable, an expert; could teach this to others	5.50% 6
Total	109

Q58 Describe the scientific evidence related to a public health issue, concern, or intervention

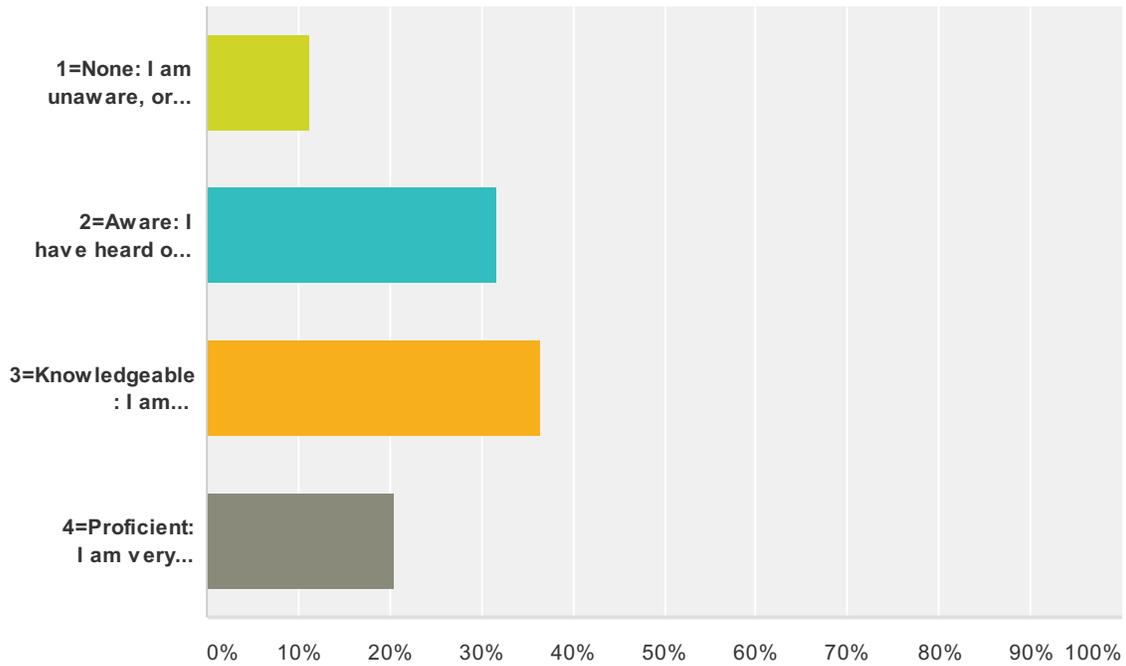
Answered: 107 Skipped: 151



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	14.02%	15
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	40.19%	43
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	36.45%	39
4=Proficient: I am very comfortable, an expert; could teach this to others	9.35%	10
Total		107

Q59 Retrieve scientific evidence from a variety of text and electronic sources

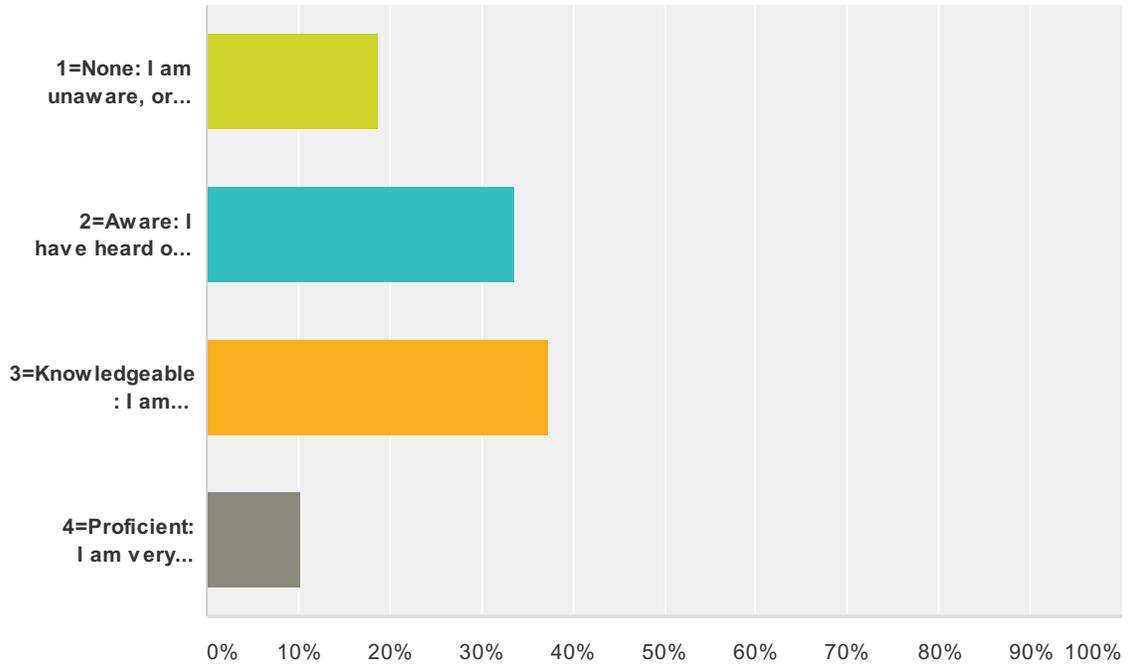
Answered: 107 Skipped: 151



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	11.21%	12
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	31.78%	34
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	36.45%	39
4=Proficient: I am very comfortable, an expert; could teach this to others	20.56%	22
Total		107

Q60 Discuss the limitations of research findings (e.g. limitations of data sources, importance of observations and interrelationships)

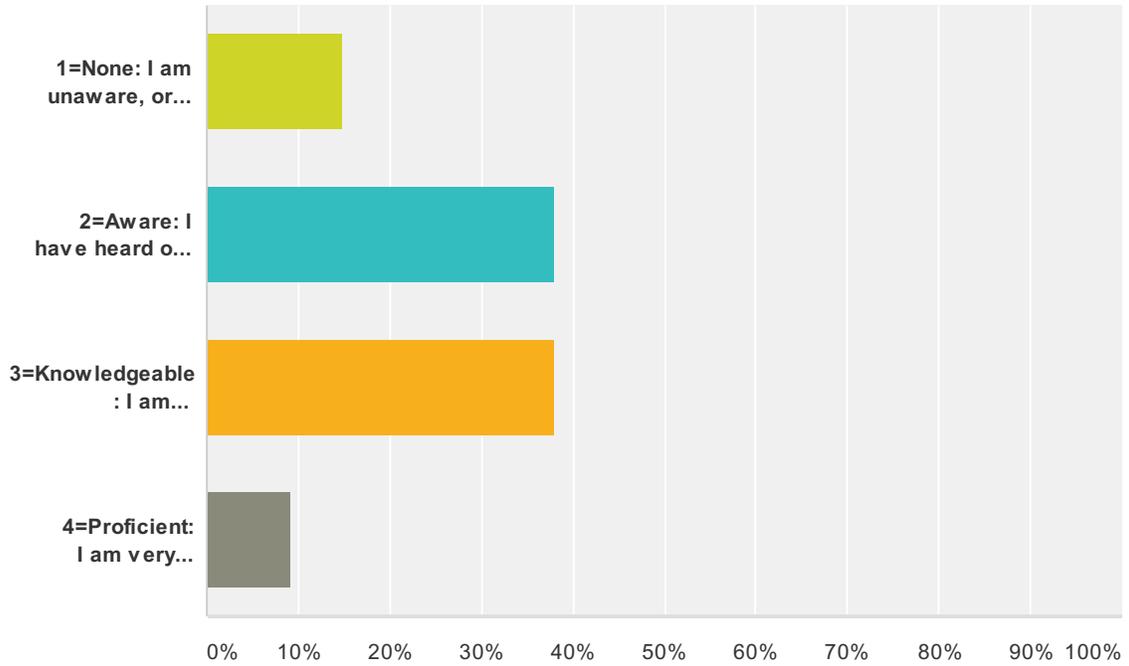
Answered: 107 Skipped: 151



Answer Choices	Responses
1=None: I am unaware, or have very little knowledge of the item	18.69% 20
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	33.64% 36
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	37.38% 40
4=Proficient: I am very comfortable, an expert; could teach this to others	10.28% 11
Total	107

Q61 Describe the laws, regulations, policies, and procedures for the ethical conduct of research (e.g. patient confidentiality, human subject processes)

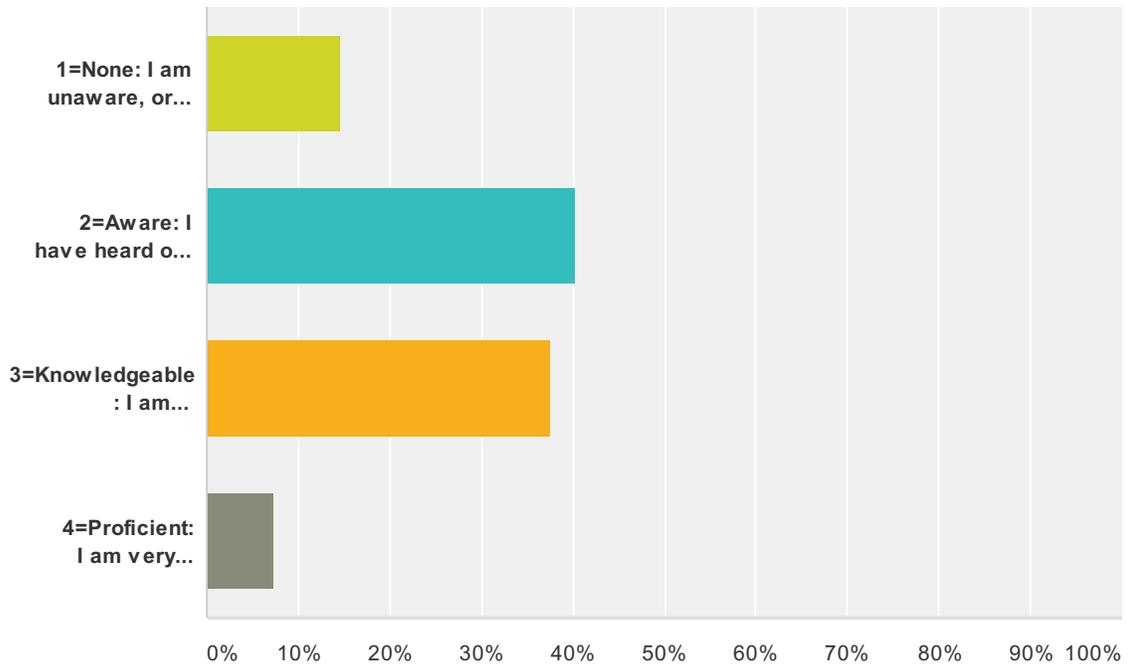
Answered: 108 Skipped: 150



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	14.81%	16
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	37.96%	41
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	37.96%	41
4=Proficient: I am very comfortable, an expert; could teach this to others	9.26%	10
Total		108

Q62 Partner with other public health professionals in building the scientific base of public health

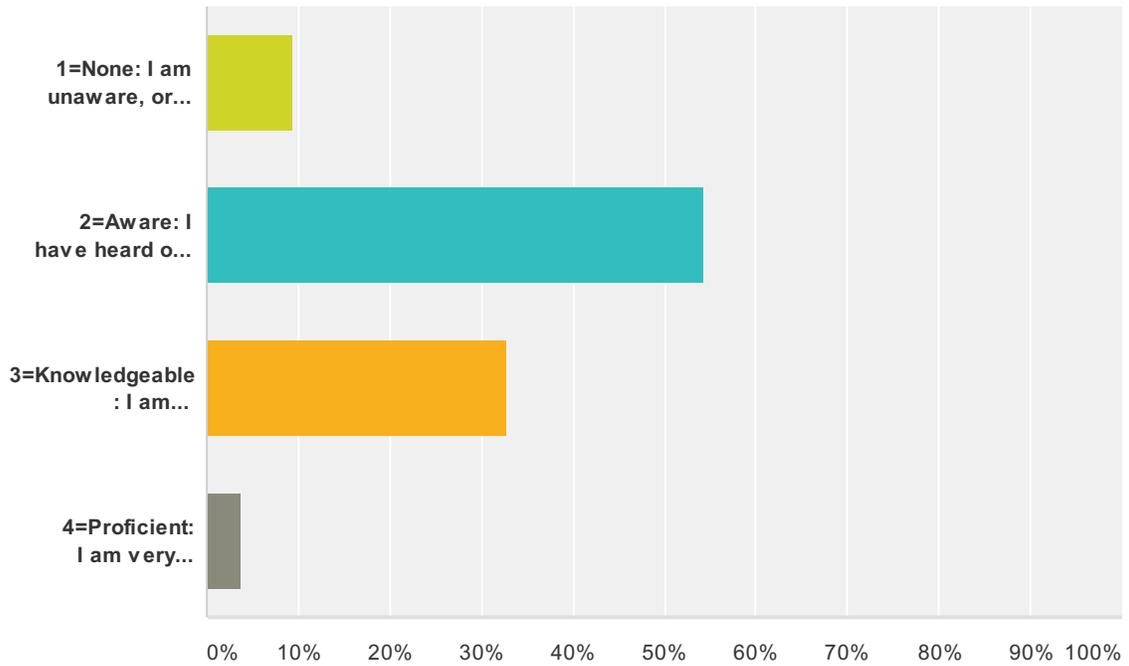
Answered: 109 Skipped: 149



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	14.68%	16
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	40.37%	44
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	37.61%	41
4=Proficient: I am very comfortable, an expert; could teach this to others	7.34%	8
Total		109

Q63 Describe the local, state, and federal public health and health care systems

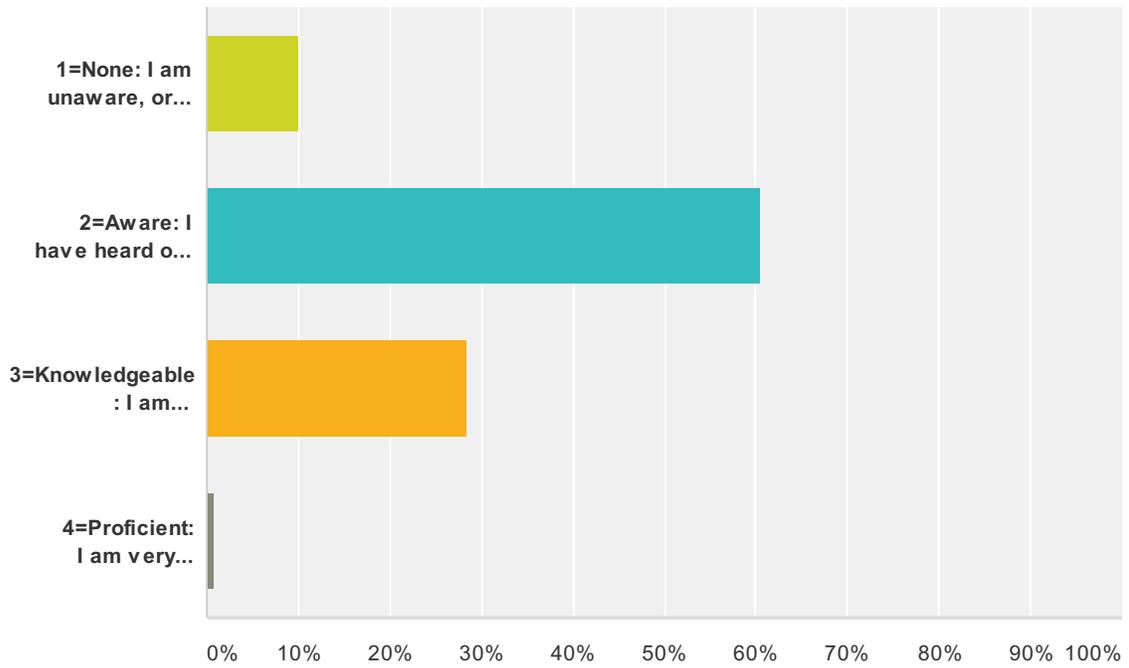
Answered: 107 Skipped: 151



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	9.35%	10
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	54.21%	58
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	32.71%	35
4=Proficient: I am very comfortable, an expert; could teach this to others	3.74%	4
Total		107

Q64 Describe the organizational structures, functions, and authorities of local, state, and federal public health agencies

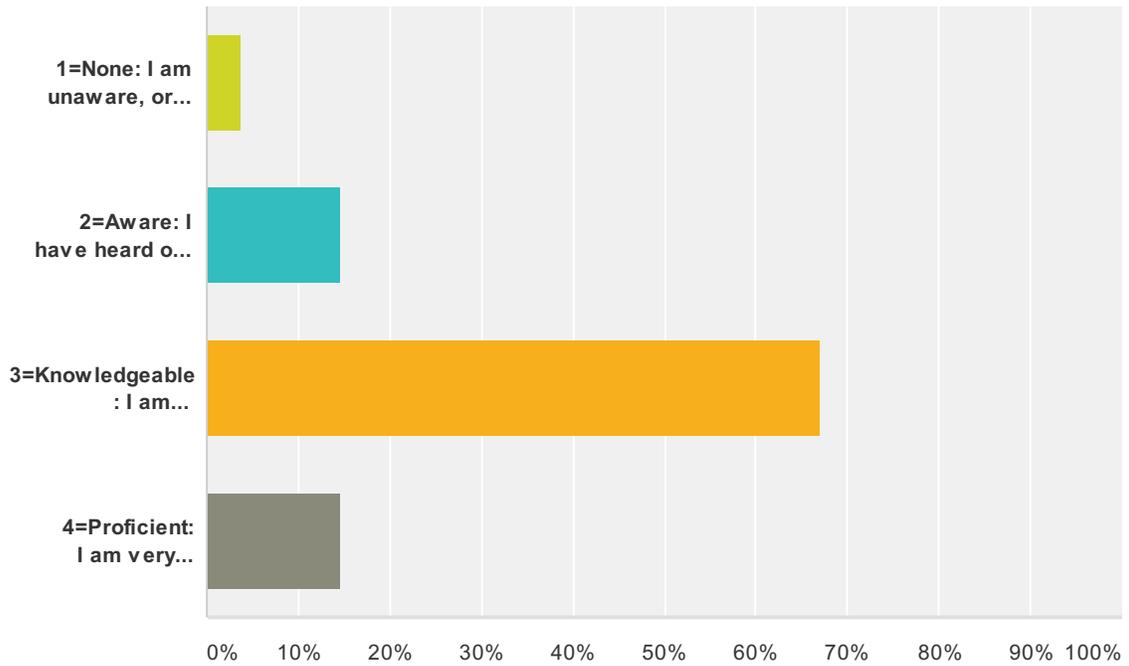
Answered: 109 Skipped: 149



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	10.09%	11
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	60.55%	66
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	28.44%	31
4=Proficient: I am very comfortable, an expert; could teach this to others	0.92%	1
Total		109

Q65 Adhere to the organization’s policies and procedures

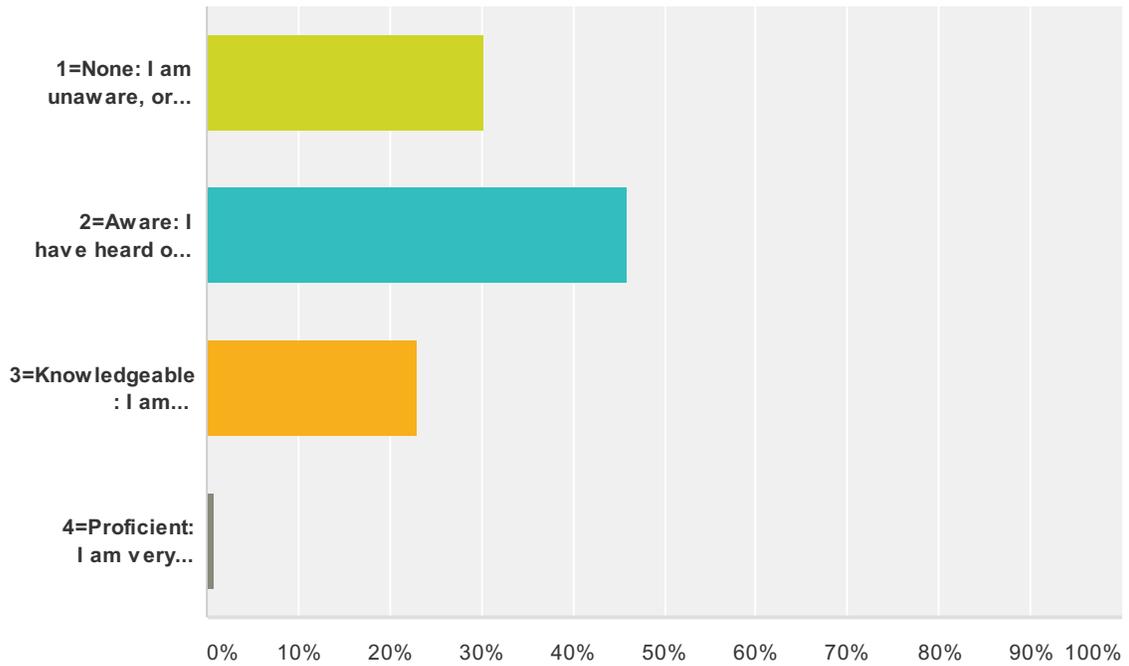
Answered: 109 Skipped: 149



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	3.67%	4
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	14.68%	16
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	66.97%	73
4=Proficient: I am very comfortable, an expert; could teach this to others	14.68%	16
Total		109

Q66 Participate in the development of a programmatic budget

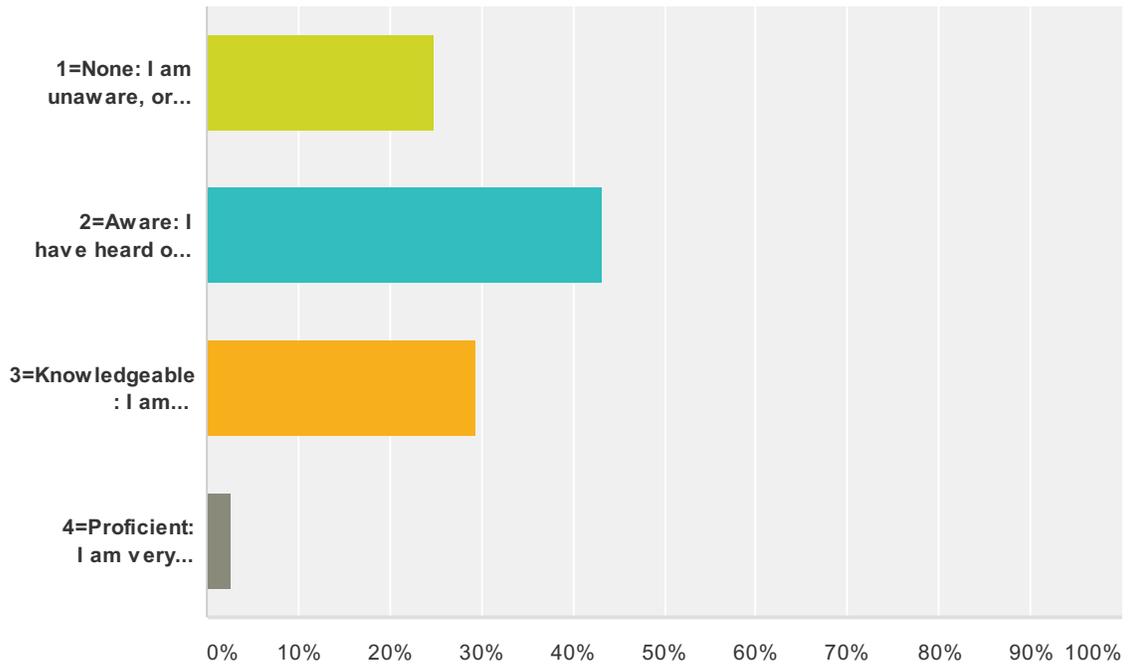
Answered: 109 Skipped: 149



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	30.28%	33
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	45.87%	50
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	22.94%	25
4=Proficient: I am very comfortable, an expert; could teach this to others	0.92%	1
Total		109

Q67 Operate programs within current and forecasted budget constraints

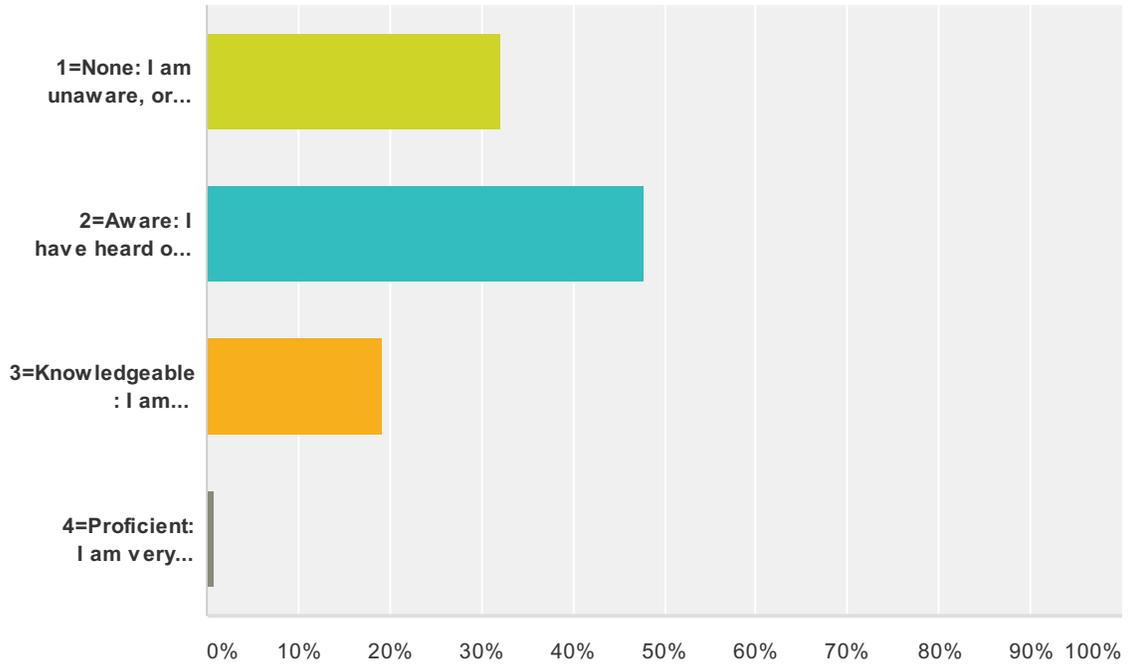
Answered: 109 Skipped: 149



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	24.77%	27
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	43.12%	47
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	29.36%	32
4=Proficient: I am very comfortable, an expert; could teach this to others	2.75%	3
Total		109

Q68 Identify strategies for determining budget priorities based on federal, state, and local financial contributions

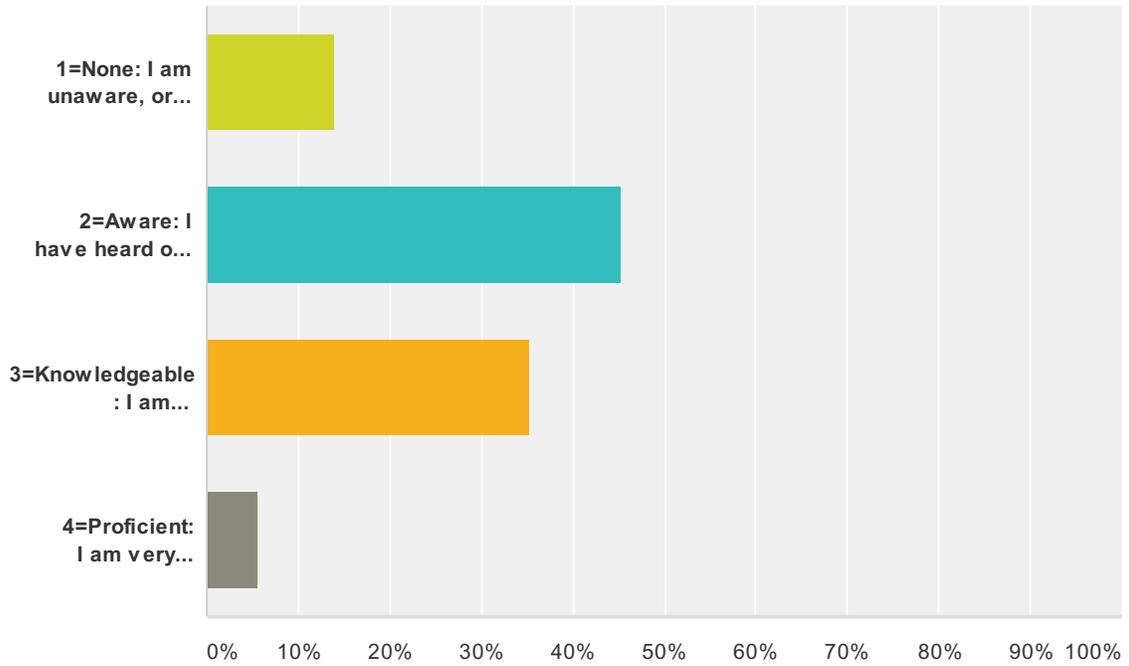
Answered: 109 Skipped: 149



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	32.11%	35
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	47.71%	52
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	19.27%	21
4=Proficient: I am very comfortable, an expert; could teach this to others	0.92%	1
Total		109

Q69 Report program performance

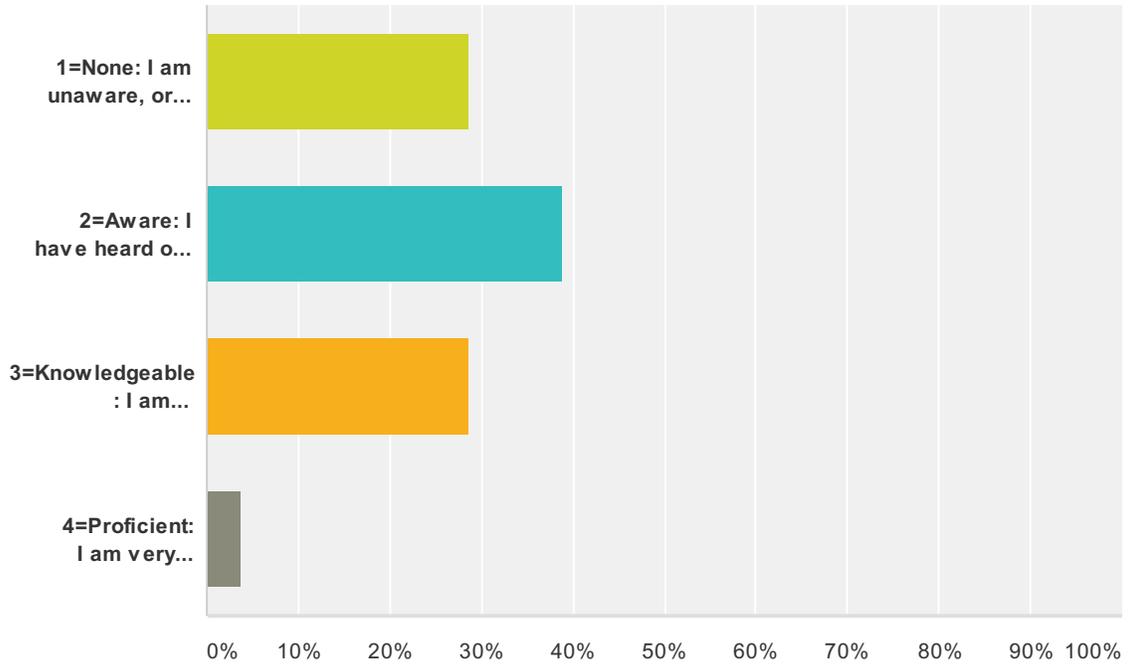
Answered: 108 Skipped: 150



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	13.89%	15
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	45.37%	49
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	35.19%	38
4=Proficient: I am very comfortable, an expert; could teach this to others	5.56%	6
Total		108

Q70 Translate evaluation report information into program performance improvement action steps

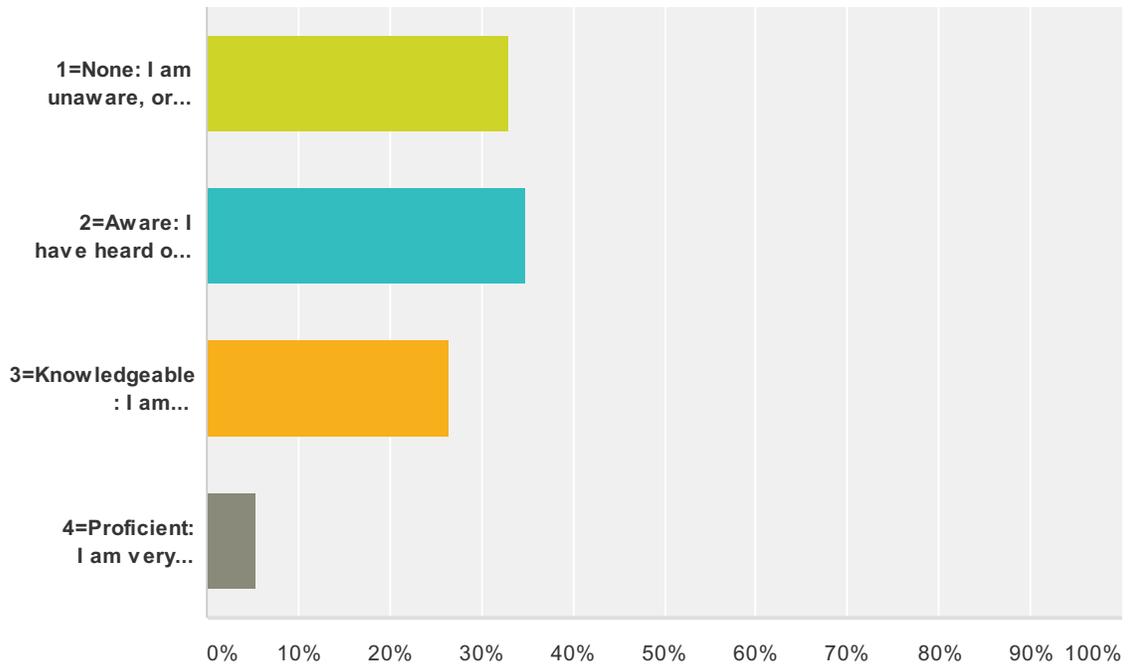
Answered: 108 Skipped: 150



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	28.70%	31
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	38.89%	42
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	28.70%	31
4=Proficient: I am very comfortable, an expert; could teach this to others	3.70%	4
Total		108

Q71 Contribute to the preparation of proposals for funding from external sources

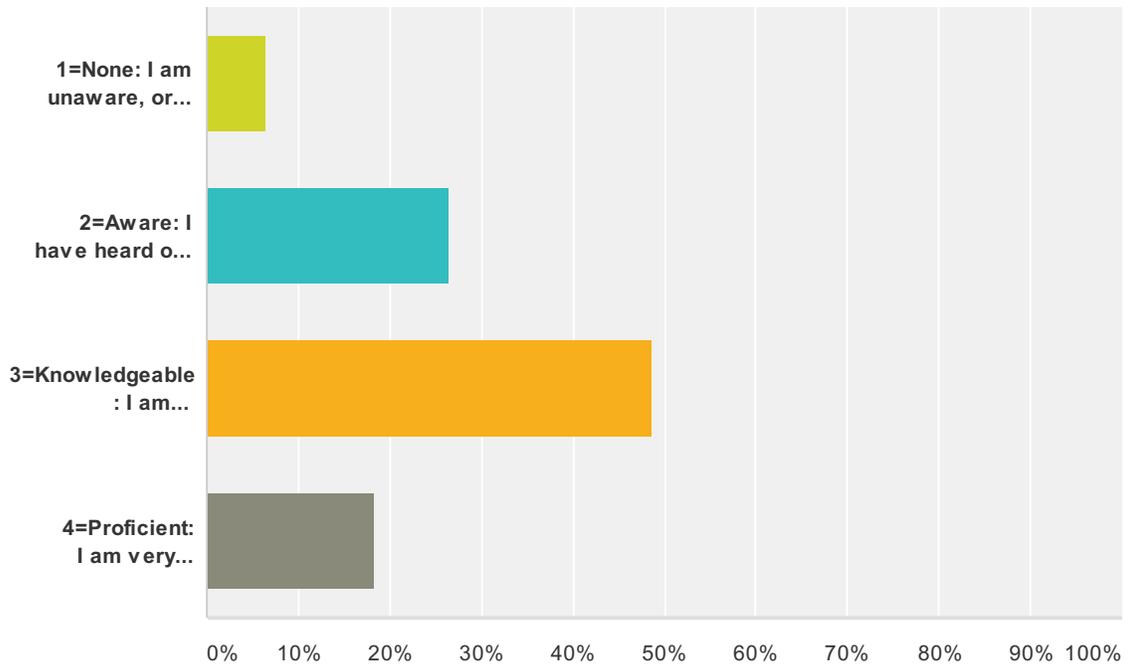
Answered: 109 Skipped: 149



Answer Choices	Responses
1=None: I am unaware, or have very little knowledge of the item	33.03% 36
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	34.86% 38
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	26.61% 29
4=Proficient: I am very comfortable, an expert; could teach this to others	5.50% 6
Total	109

Q72 Apply basic human relations skills to internal collaborations, motivation of colleagues, and resolution of conflicts

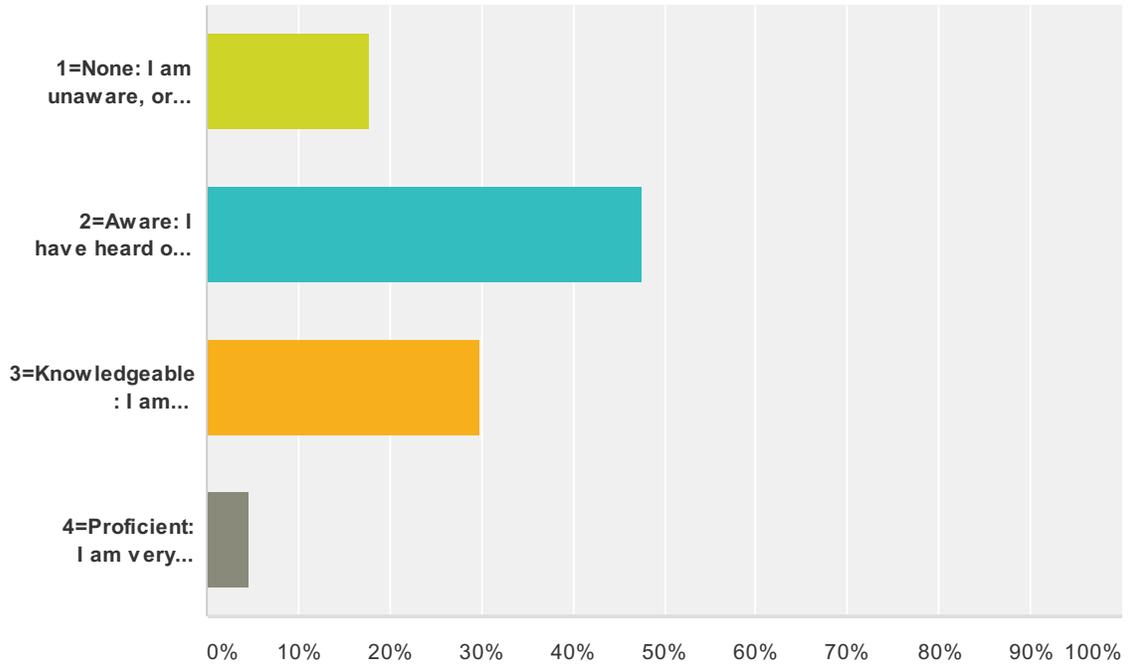
Answered: 109 Skipped: 149



Answer Choices	Responses
1=None: I am unaware, or have very little knowledge of the item	6.42% 7
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	26.61% 29
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	48.62% 53
4=Proficient: I am very comfortable, an expert; could teach this to others	18.35% 20
Total	109

Q73 Demonstrate public health informatics skills to improve program and business operations (e.g. performance management and improvement)

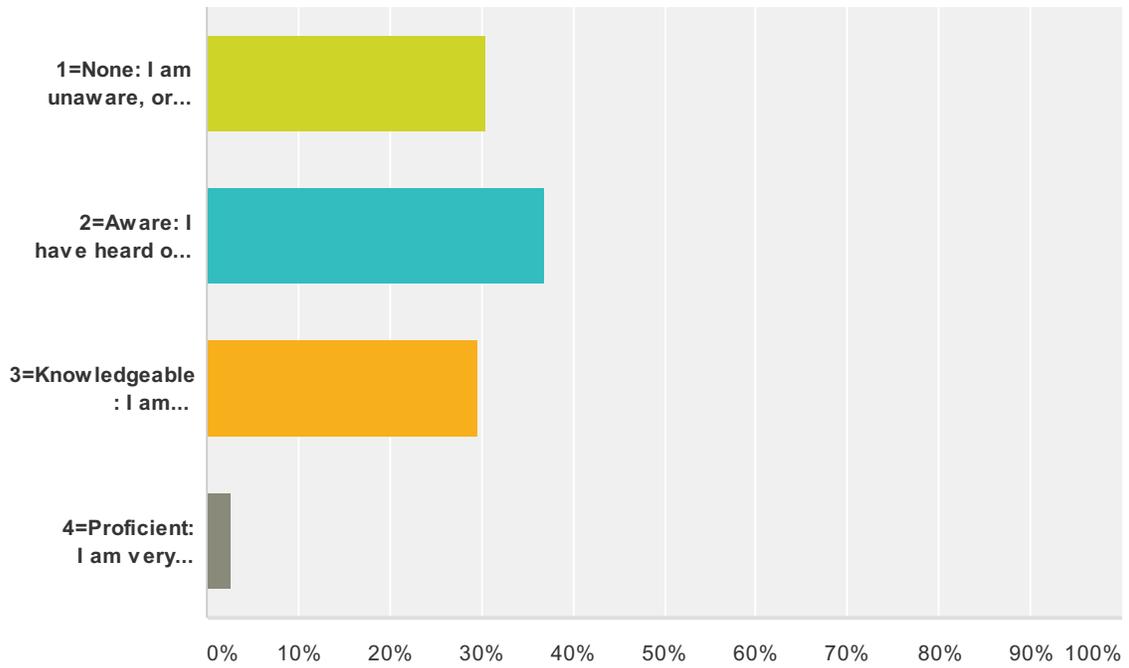
Answered: 107 Skipped: 151



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	17.76%	19
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	47.66%	51
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	29.91%	32
4=Proficient: I am very comfortable, an expert; could teach this to others	4.67%	5
Total		107

Q74 Participate in the development of contracts and other agreements for the provision of services

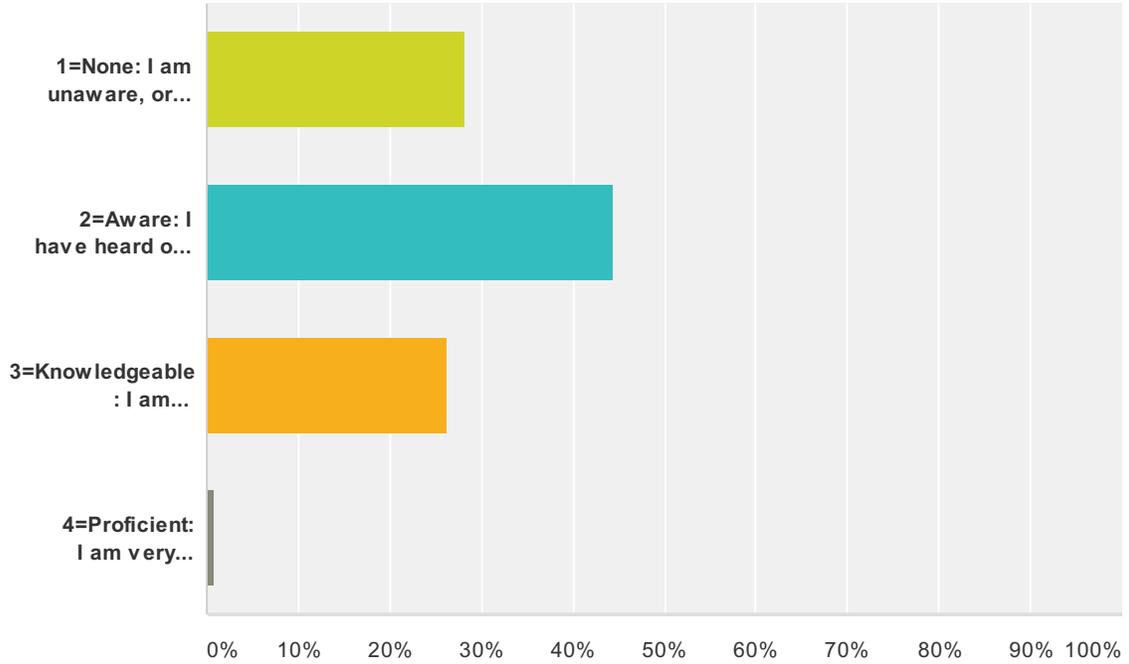
Answered: 108 Skipped: 150



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	30.56%	33
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	37.04%	40
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	29.63%	32
4=Proficient: I am very comfortable, an expert; could teach this to others	2.78%	3
Total		108

Q75 Describe how cost-effectiveness, cost-benefit, and cost-utility analyses affect programmatic prioritization and decision making

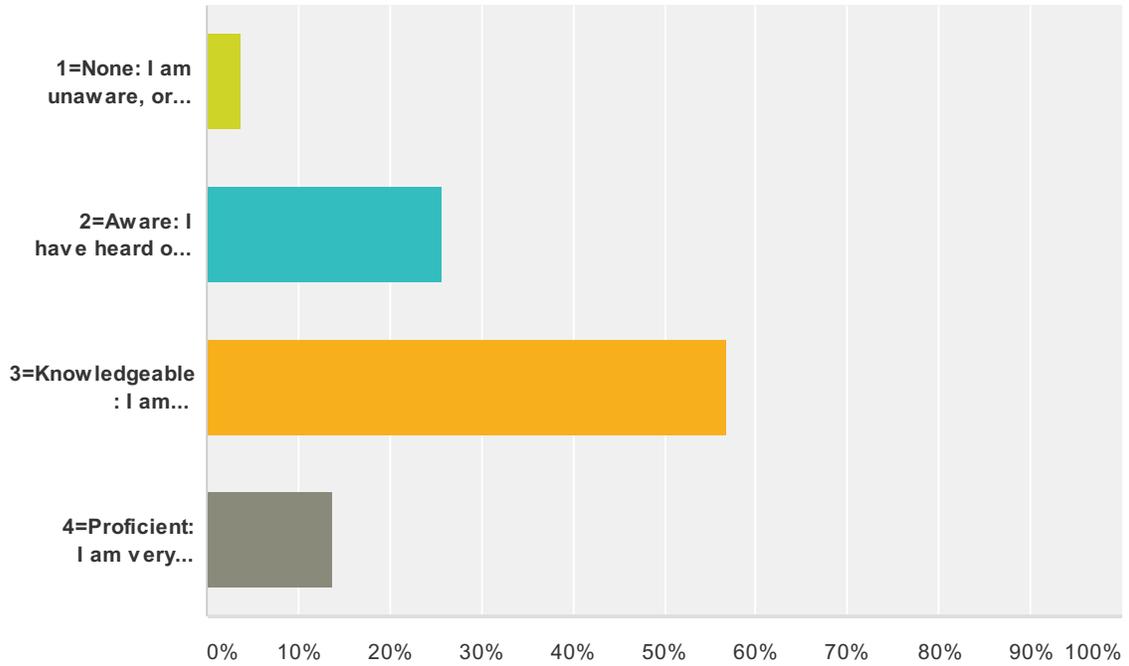
Answered: 110 Skipped: 148



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	28.18%	31
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	44.55%	49
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	26.36%	29
4=Proficient: I am very comfortable, an expert; could teach this to others	0.91%	1
Total		110

Q76 Incorporate ethical standards of practice as the basis of all interactions with organizations, communities, and individuals

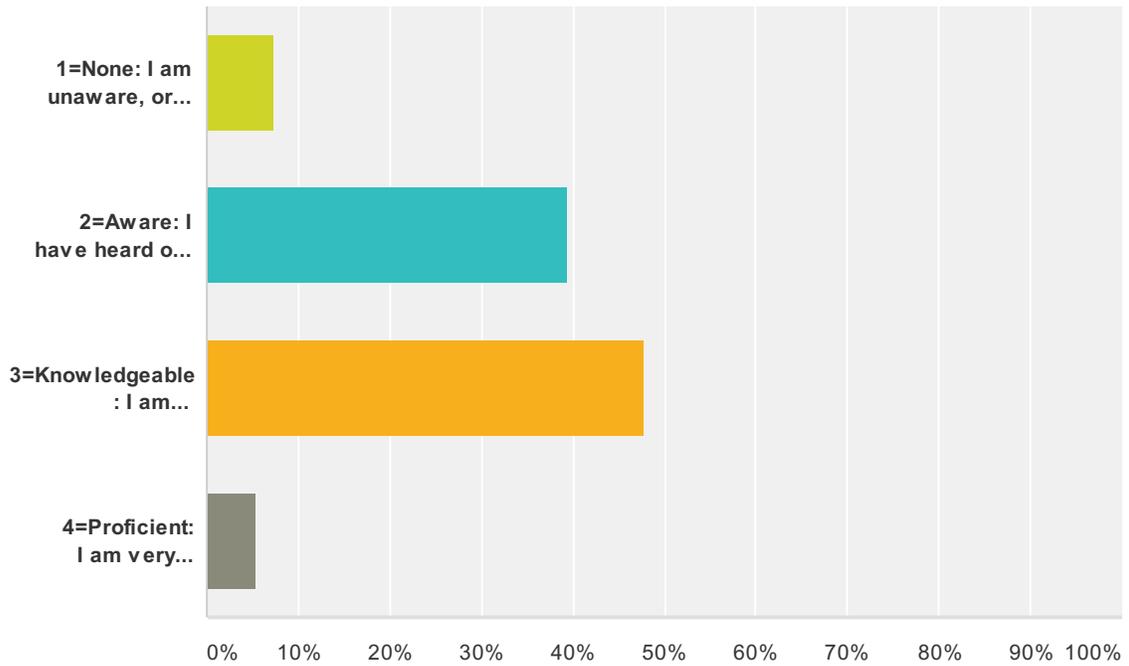
Answered: 109 Skipped: 149



Answer Choices	Responses
1=None: I am unaware, or have very little knowledge of the item	3.67% 4
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	25.69% 28
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	56.88% 62
4=Proficient: I am very comfortable, an expert; could teach this to others	13.76% 15
Total	109

Q77 Describe how public health operates within a larger system

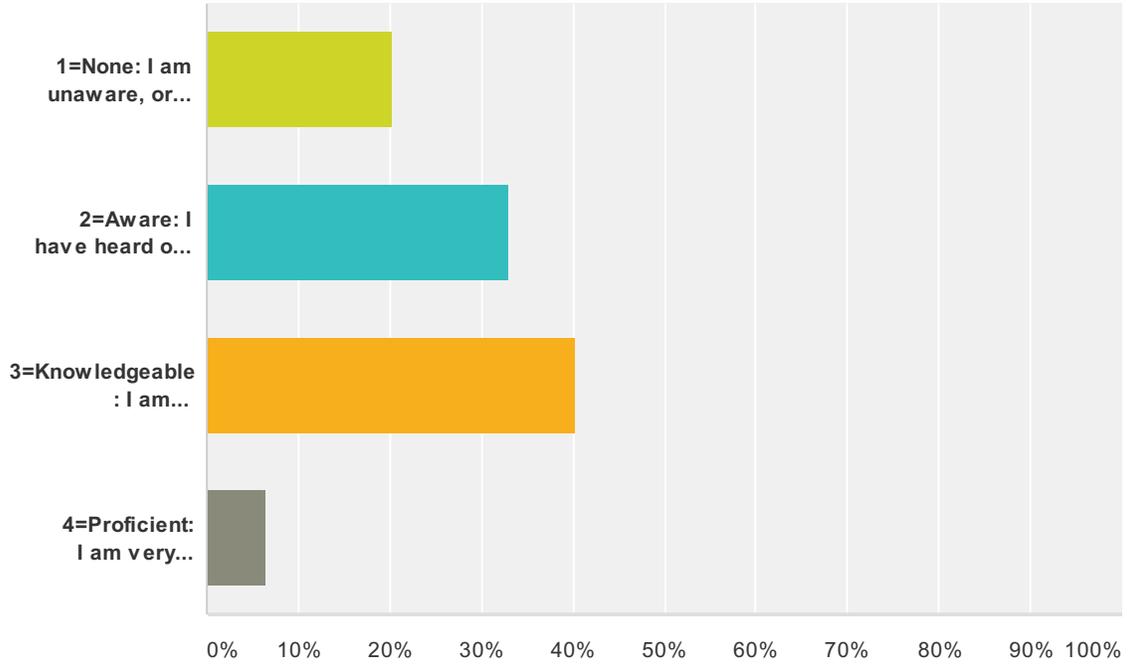
Answered: 109 Skipped: 149



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	7.34%	8
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	39.45%	43
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	47.71%	52
4=Proficient: I am very comfortable, an expert; could teach this to others	5.50%	6
Total		109

Q78 Participate with stakeholders in identifying key public health values and a shared public health vision as guiding principles for community action

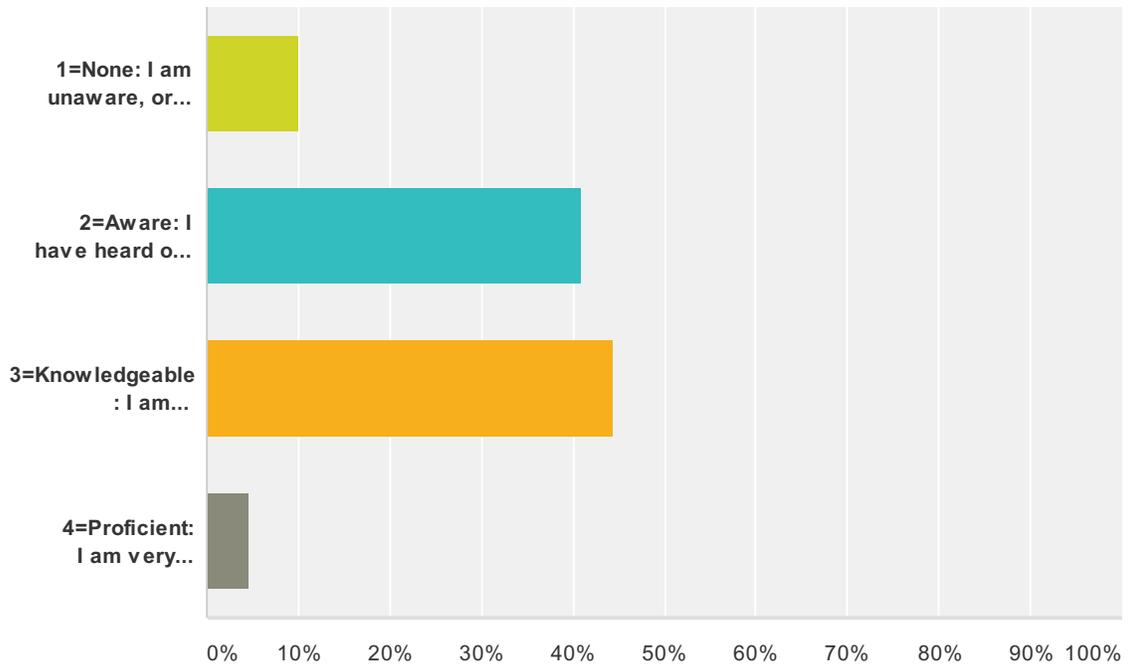
Answered: 109 Skipped: 149



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	20.18%	22
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	33.03%	36
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	40.37%	44
4=Proficient: I am very comfortable, an expert; could teach this to others	6.42%	7
Total		109

Q79 Identify internal and external problems that may affect the delivery of Essential Public Health Services

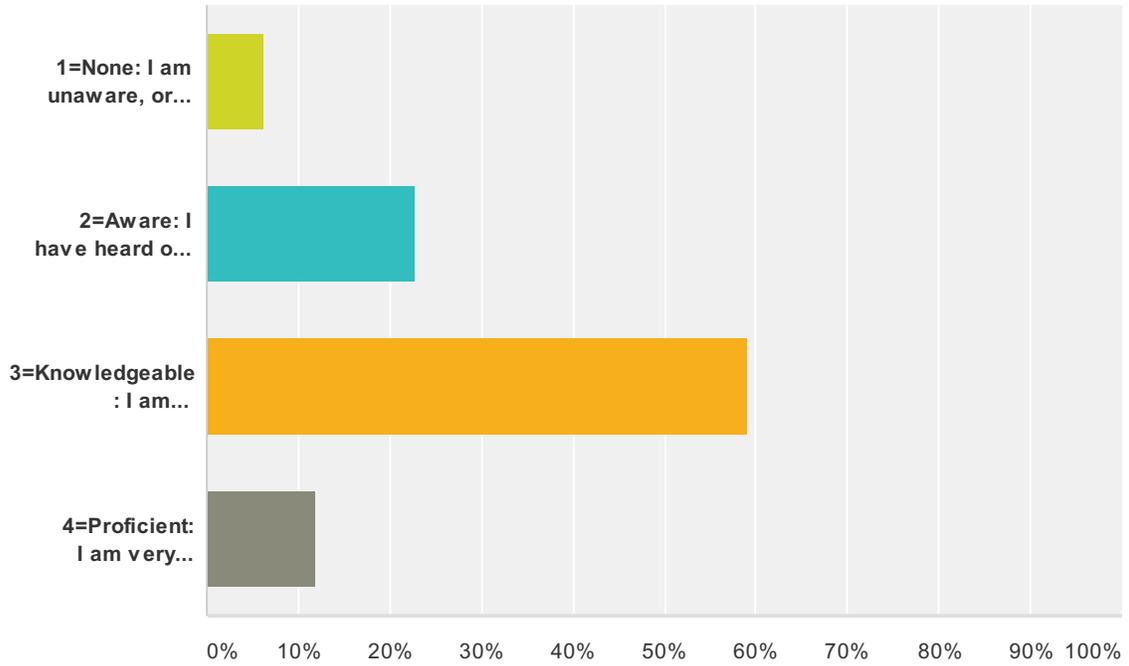
Answered: 110 Skipped: 148



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	10.00%	11
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	40.91%	45
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	44.55%	49
4=Proficient: I am very comfortable, an expert; could teach this to others	4.55%	5
Total		110

Q80 Use individual, team, and organizational learning opportunities for personal and professional development

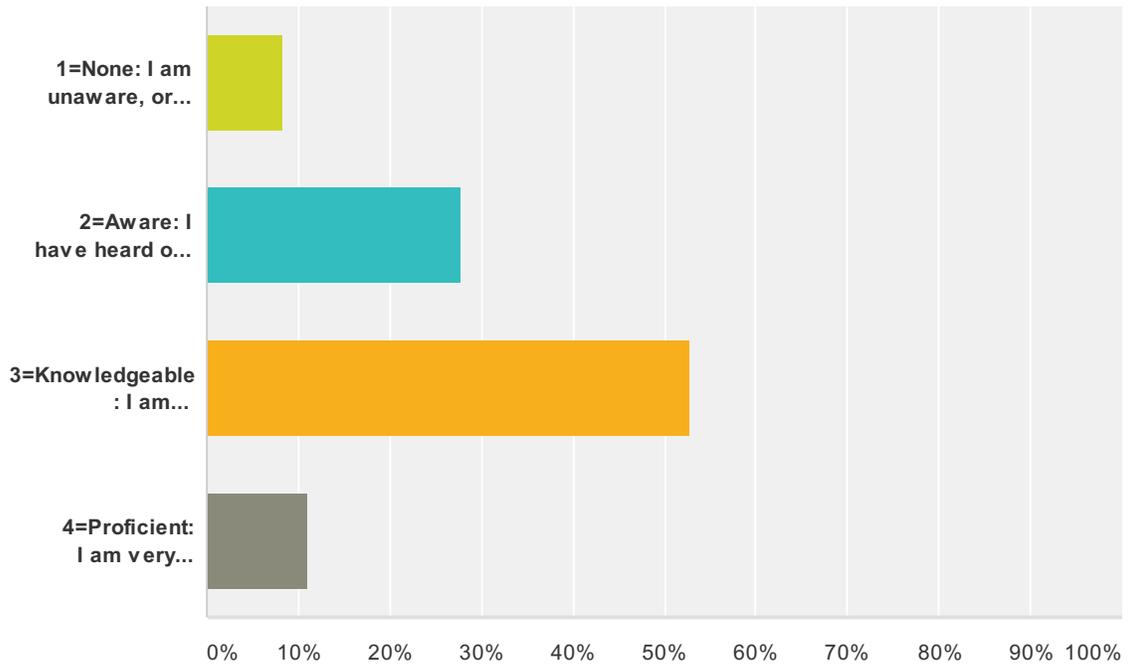
Answered: 110 Skipped: 148



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	6.36%	7
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	22.73%	25
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	59.09%	65
4=Proficient: I am very comfortable, an expert; could teach this to others	11.82%	13
Total		110

Q81 Participate in mentoring and peer review or coaching opportunities

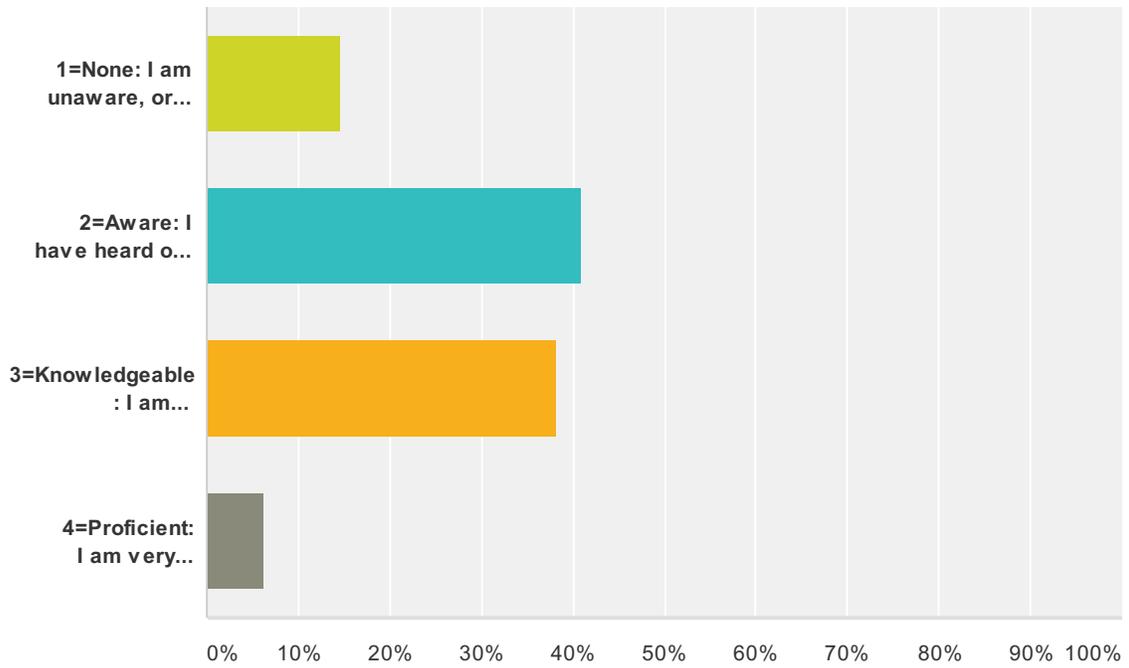
Answered: 108 Skipped: 150



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	8.33%	9
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	27.78%	30
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	52.78%	57
4=Proficient: I am very comfortable, an expert; could teach this to others	11.11%	12
Total		108

Q82 Participate in the measuring, reporting, and continuous improvement of organizational performance

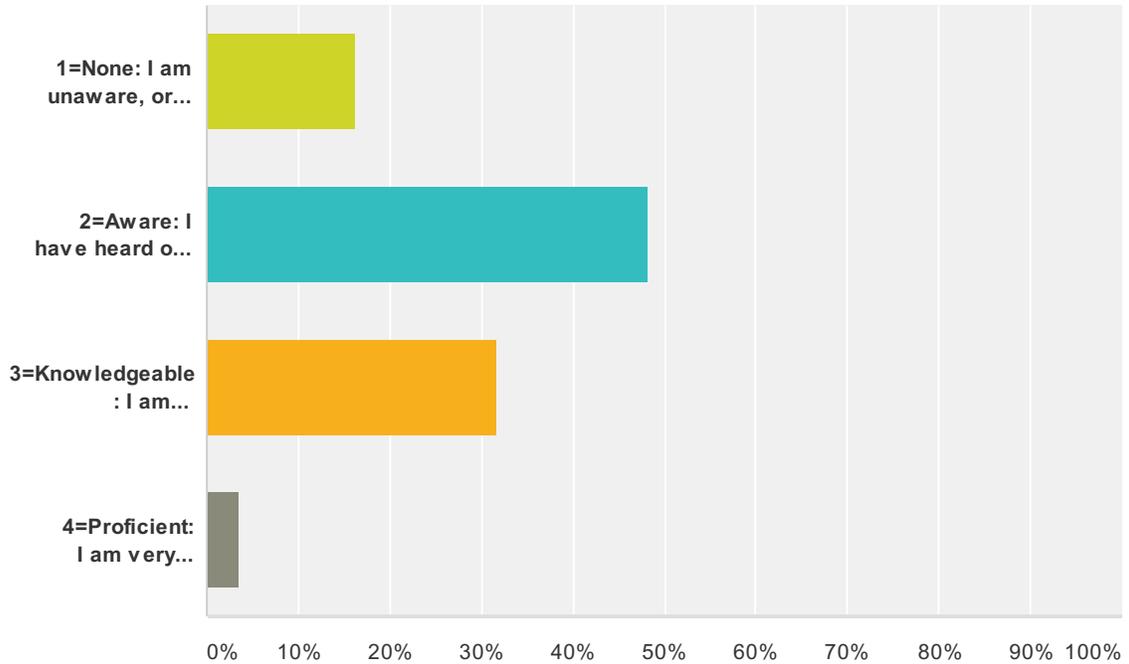
Answered: 110 Skipped: 148



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	14.55%	16
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	40.91%	45
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	38.18%	42
4=Proficient: I am very comfortable, an expert; could teach this to others	6.36%	7
Total		110

Q83 Describe the impact of changes in the public health system, and larger social, political, economic environment on organizational practices

Answered: 110 Skipped: 148



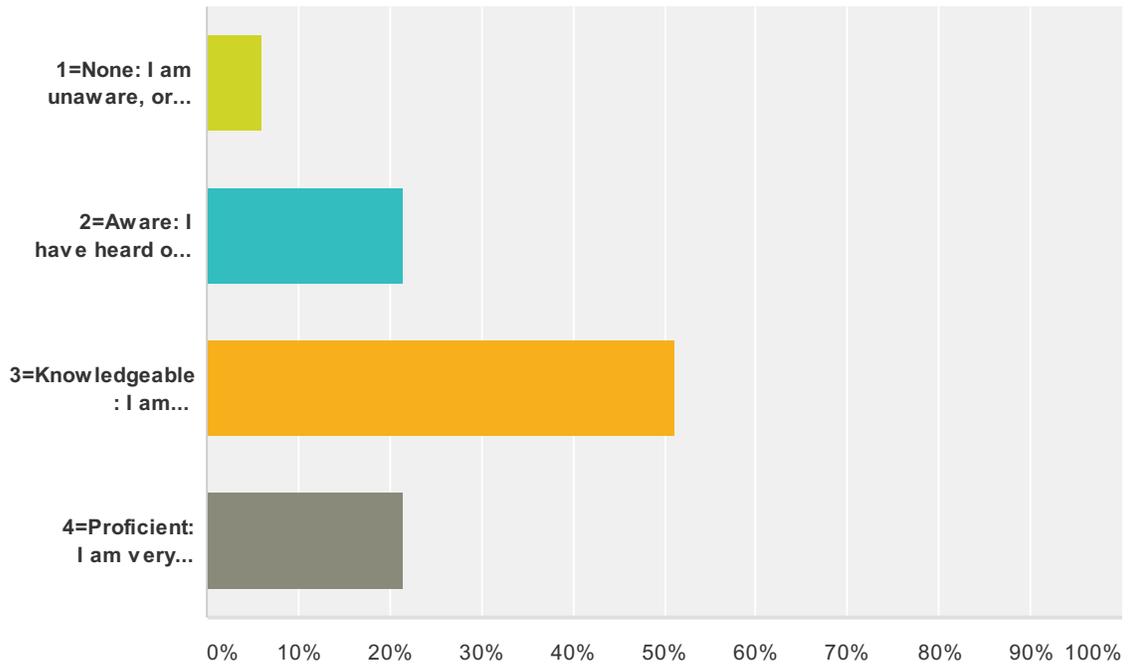
Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	16.36%	18
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	48.18%	53
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	31.82%	35
4=Proficient: I am very comfortable, an expert; could teach this to others	3.64%	4
Total		110

**Q84 Please comment on any other
workforce development or training areas.**

Answered: 14 Skipped: 244

Q85 Assess the health status of populations and their related determinants of health and illness (e.g. factors contributing to health promotion and disease prevention, availability and use of health services)

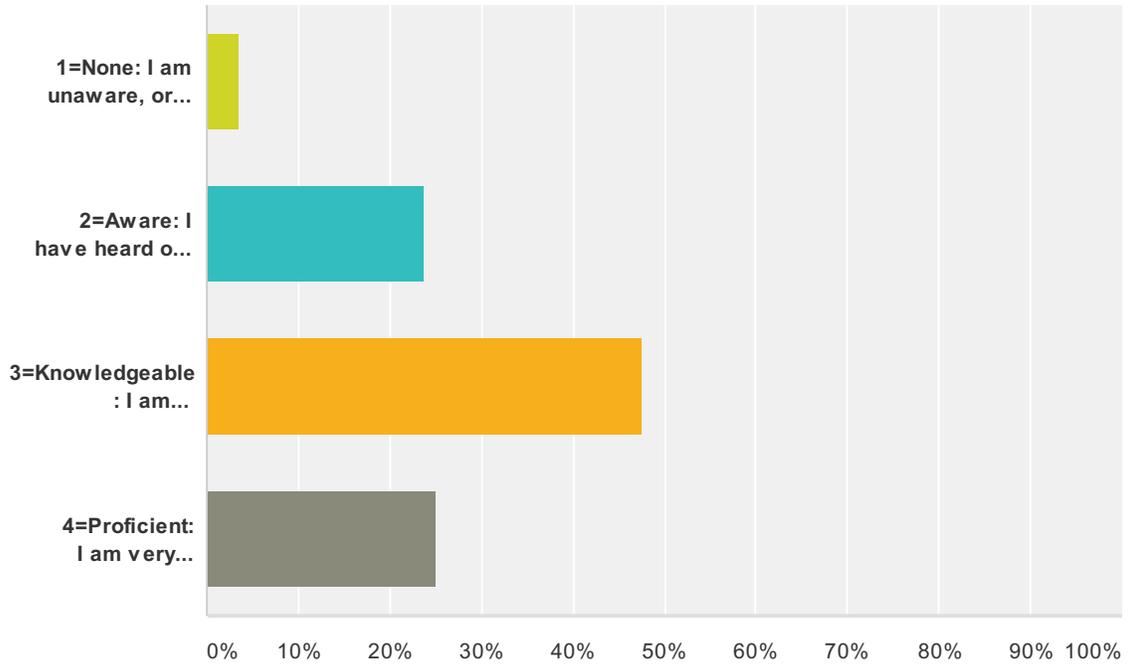
Answered: 84 Skipped: 174



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	5.95%	5
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	21.43%	18
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	51.19%	43
4=Proficient: I am very comfortable, an expert; could teach this to others	21.43%	18
Total		84

Q86 Describe the characteristics of a population-based health problem (e.g. equity, social determinants, environment)

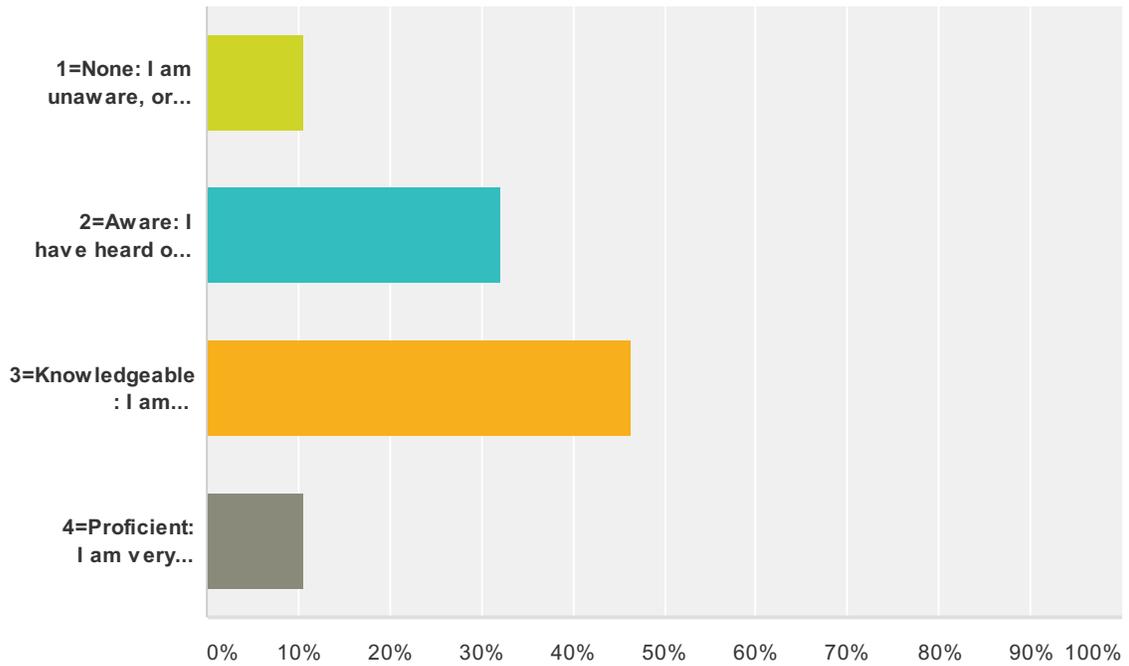
Answered: 84 Skipped: 174



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	3.57%	3
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	23.81%	20
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	47.62%	40
4=Proficient: I am very comfortable, an expert; could teach this to others	25.00%	21
Total		84

Q87 Generate variables that measure public health conditions

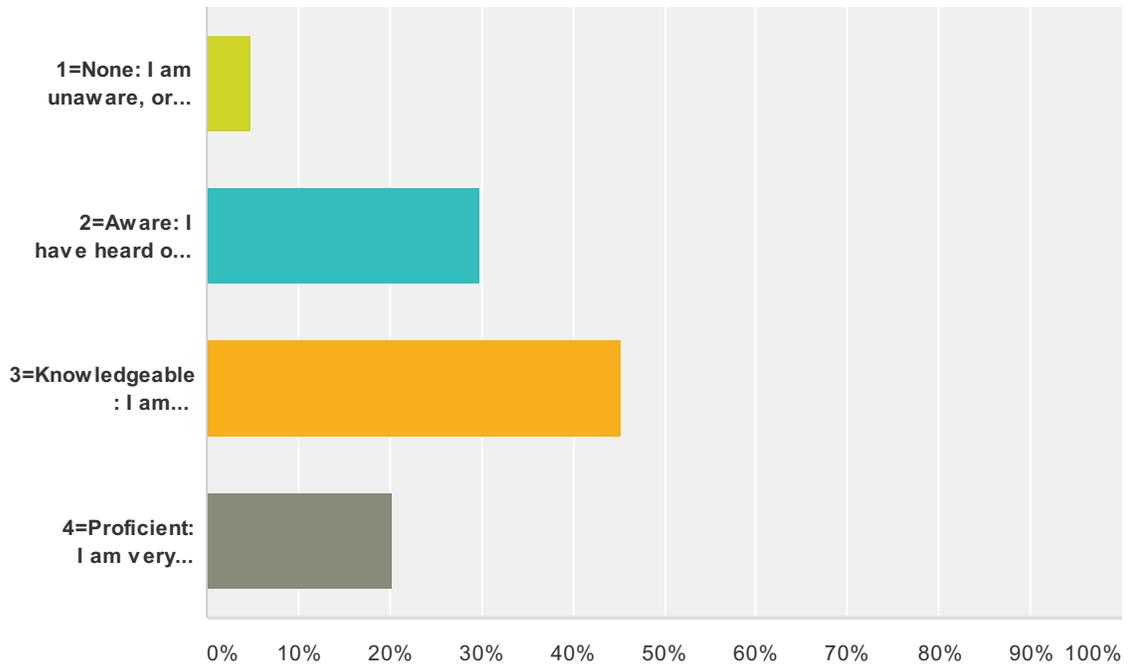
Answered: 84 Skipped: 174



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	10.71%	9
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	32.14%	27
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	46.43%	39
4=Proficient: I am very comfortable, an expert; could teach this to others	10.71%	9
Total		84

Q88 Use methods and instruments for collecting valid and reliable quantitative and qualitative data

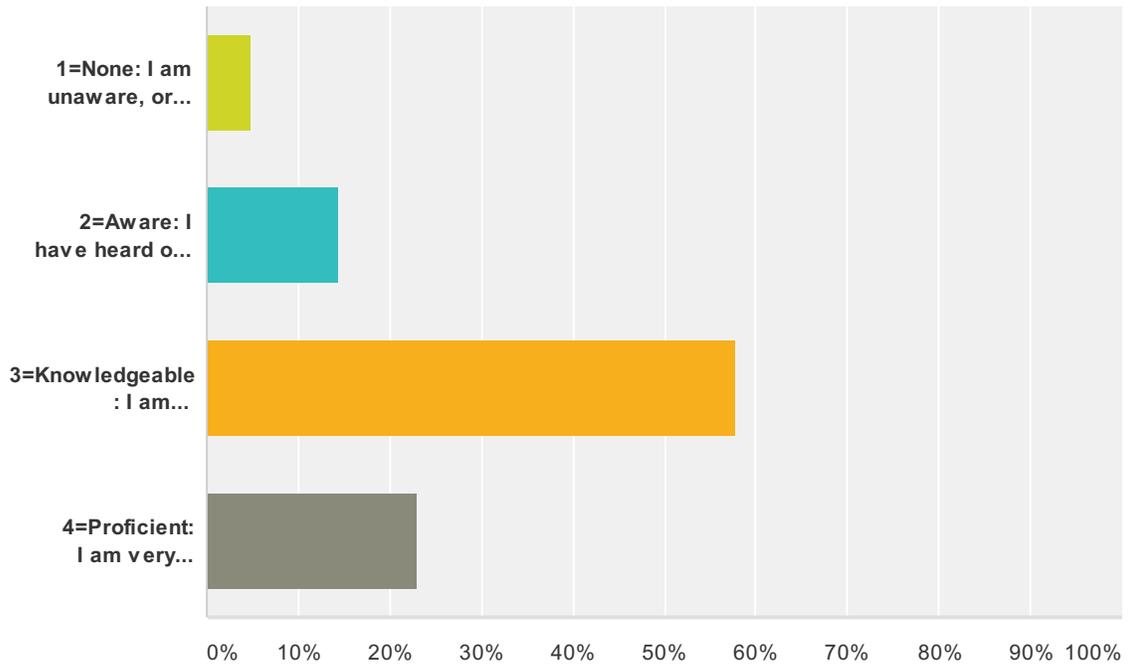
Answered: 84 Skipped: 174



Answer Choices	Responses
1=None: I am unaware, or have very little knowledge of the item	4.76% 4
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	29.76% 25
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	45.24% 38
4=Proficient: I am very comfortable, an expert; could teach this to others	20.24% 17
Total	84

Q89 Reference sources of public health data and information

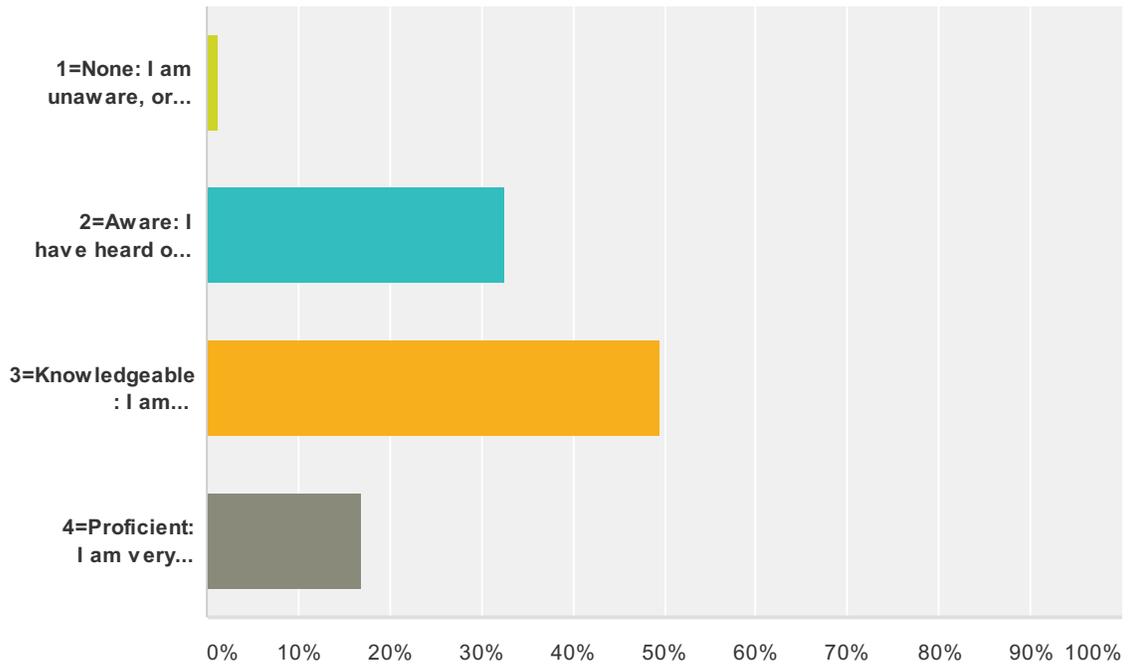
Answered: 83 Skipped: 175



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	4.82%	4
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	14.46%	12
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	57.83%	48
4=Proficient: I am very comfortable, an expert; could teach this to others	22.89%	19
Total		83

Q90 Examine the integrity and comparability of data

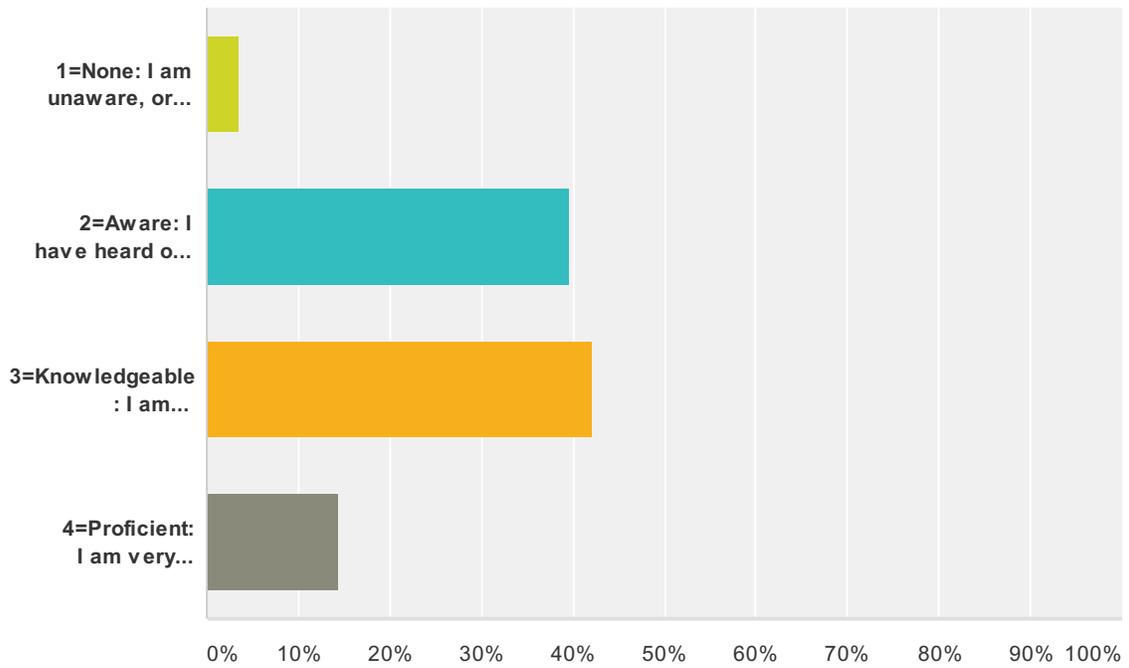
Answered: 83 Skipped: 175



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	1.20%	1
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	32.53%	27
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	49.40%	41
4=Proficient: I am very comfortable, an expert; could teach this to others	16.87%	14
Total		83

Q91 Identify gaps in data sources

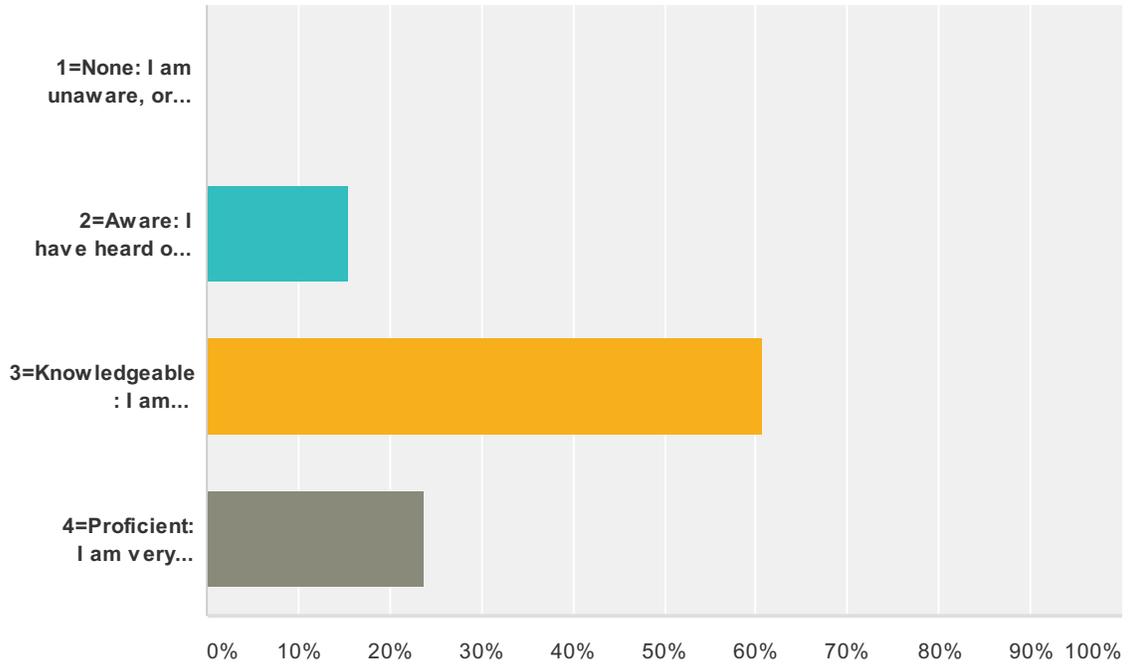
Answered: 83 Skipped: 175



Answer Choices	Responses
1=None: I am unaware, or have very little knowledge of the item	3.61% 3
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	39.76% 33
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	42.17% 35
4=Proficient: I am very comfortable, an expert; could teach this to others	14.46% 12
Total	83

Q92 Employ ethical principles in the collection, maintenance, use, and dissemination of data and information

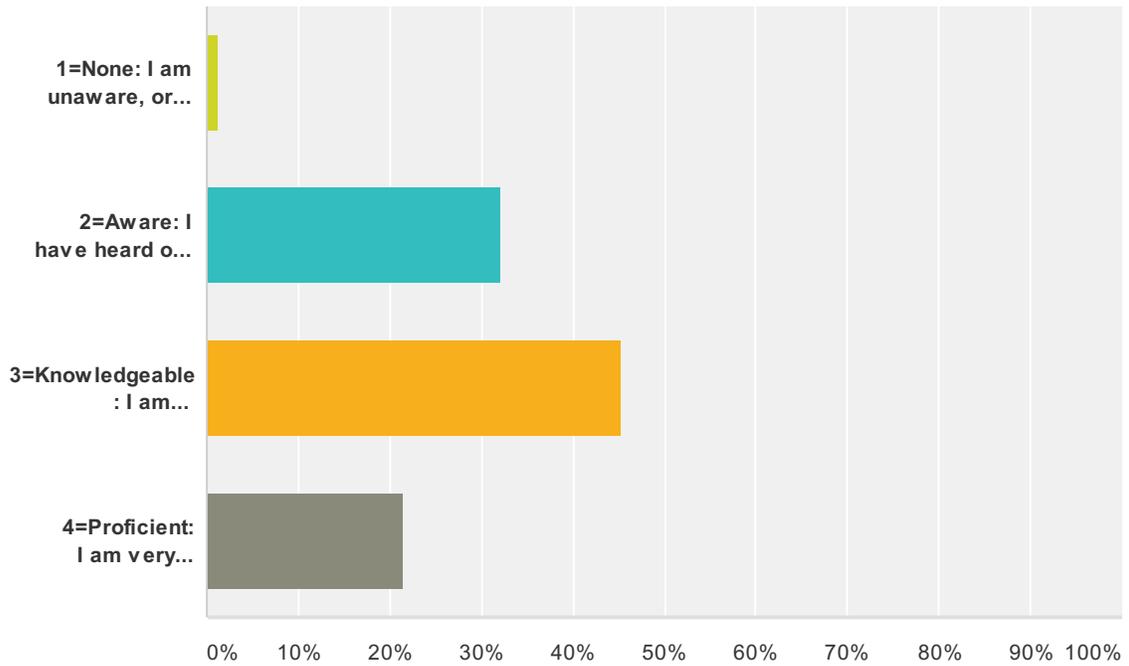
Answered: 84 Skipped: 174



Answer Choices	Responses
1=None: I am unaware, or have very little knowledge of the item	0.00% 0
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	15.48% 13
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	60.71% 51
4=Proficient: I am very comfortable, an expert; could teach this to others	23.81% 20
Total	84

Q93 Interpret quantitative and qualitative data

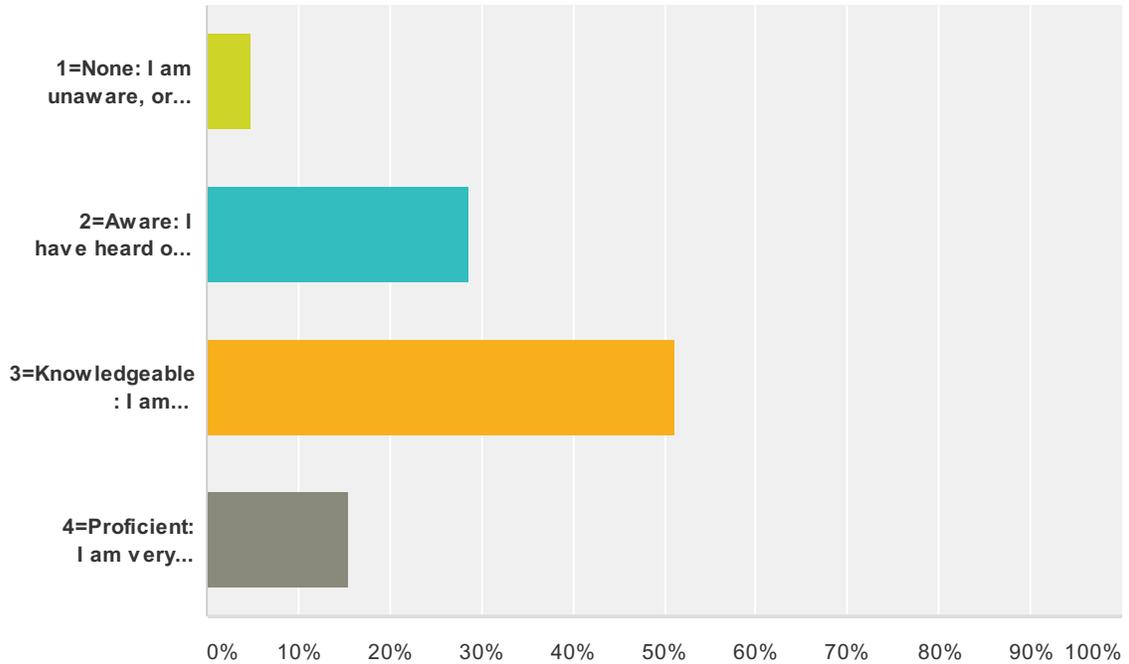
Answered: 84 Skipped: 174



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	1.19%	1
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	32.14%	27
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	45.24%	38
4=Proficient: I am very comfortable, an expert; could teach this to others	21.43%	18
Total		84

Q94 Make community-specific inferences from quantitative and qualitative data (e.g. risks and benefits to the community, health and resource needs)

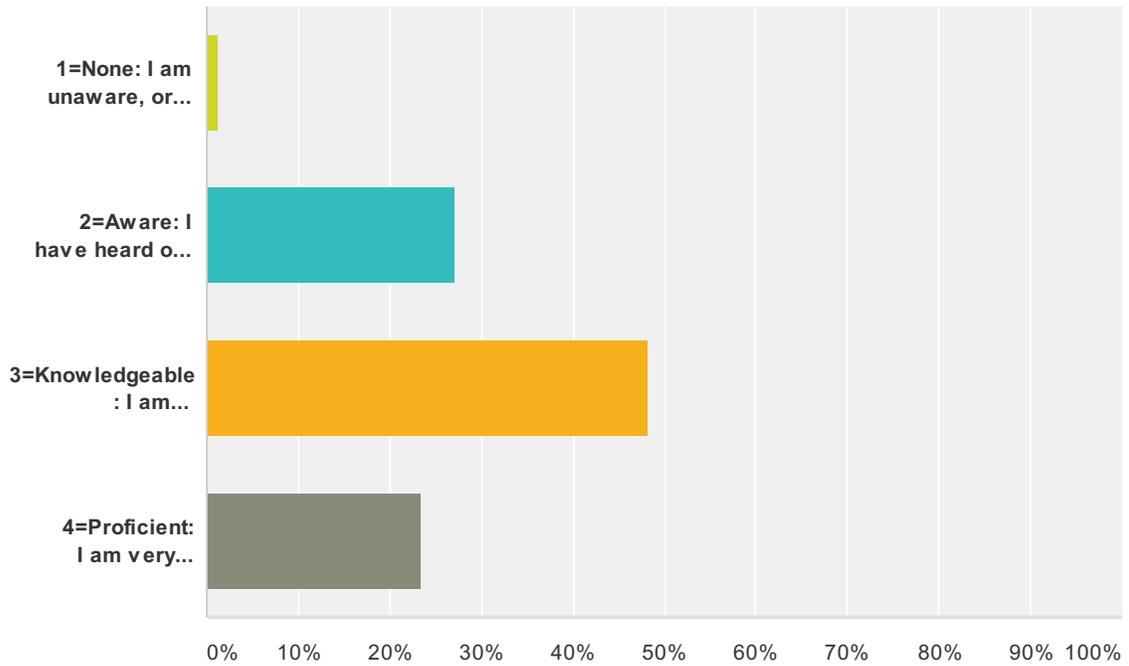
Answered: 84 Skipped: 174



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	4.76%	4
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	28.57%	24
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	51.19%	43
4=Proficient: I am very comfortable, an expert; could teach this to others	15.48%	13
Total		84

Q95 Use information technology to collect, store, and retrieve data

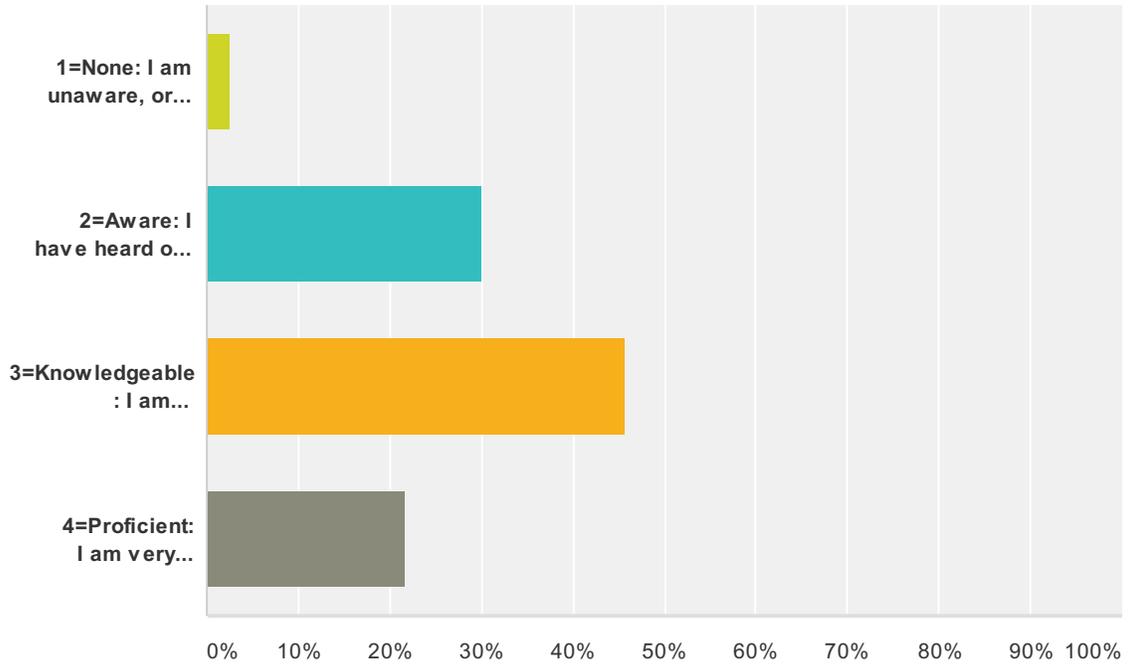
Answered: 81 Skipped: 177



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	1.23%	1
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	27.16%	22
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	48.15%	39
4=Proficient: I am very comfortable, an expert; could teach this to others	23.46%	19
Total		81

Q96 Use data to address scientific, political, ethical, and social public health issues

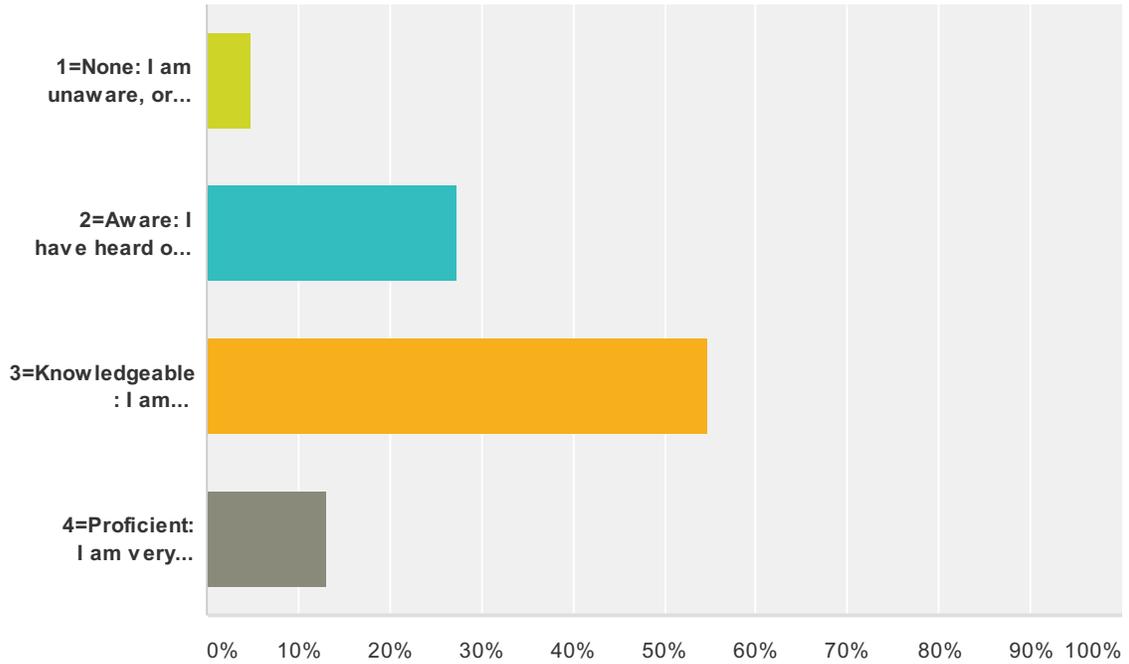
Answered: 83 Skipped: 175



Answer Choices	Responses
1=None: I am unaware, or have very little knowledge of the item	2.41% 2
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	30.12% 25
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	45.78% 38
4=Proficient: I am very comfortable, an expert; could teach this to others	21.69% 18
Total	83

Q97 Analyze information relevant to specific public health policy issues

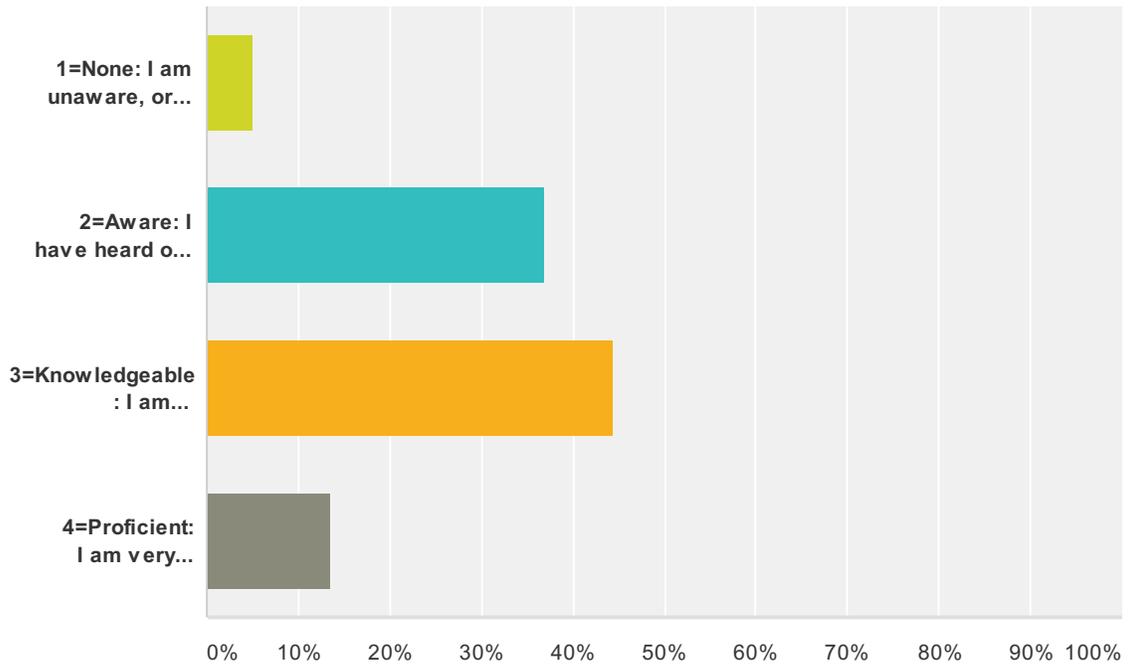
Answered: 84 Skipped: 174



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	4.76%	4
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	27.38%	23
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	54.76%	46
4=Proficient: I am very comfortable, an expert; could teach this to others	13.10%	11
Total		84

Q98 Analyze policy options for public health programs

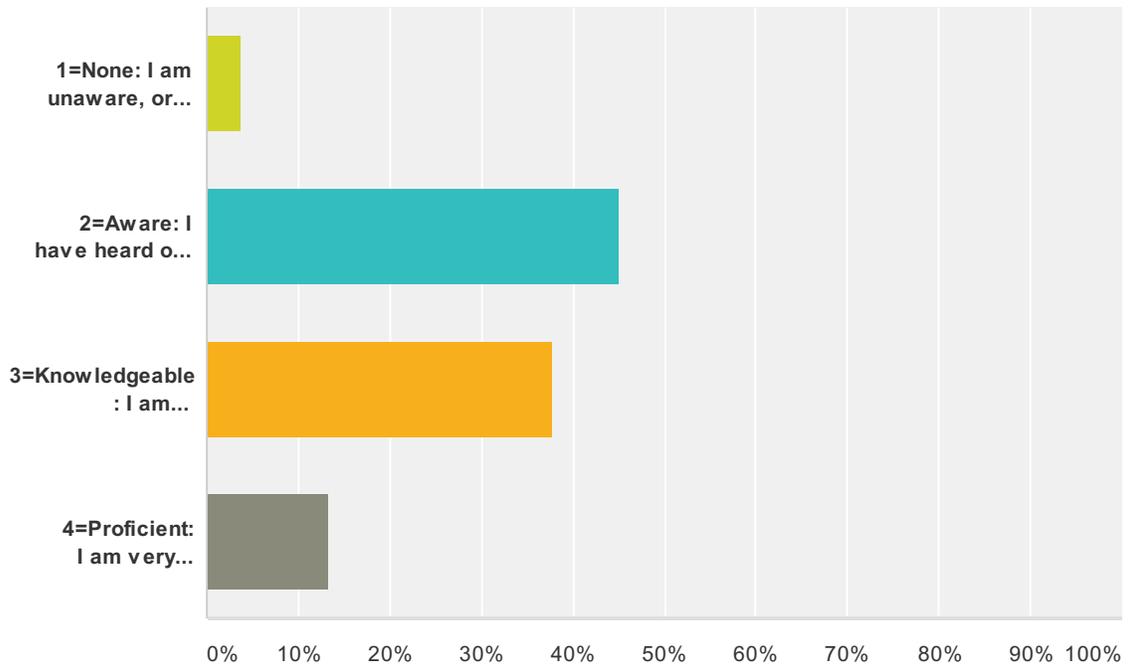
Answered: 81 Skipped: 177



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	4.94%	4
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	37.04%	30
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	44.44%	36
4=Proficient: I am very comfortable, an expert; could teach this to others	13.58%	11
Total		81

Q99 Determine the feasibility and expected outcomes of policy options (e.g. health, fiscal, administrative, legal, ethical, social, political)

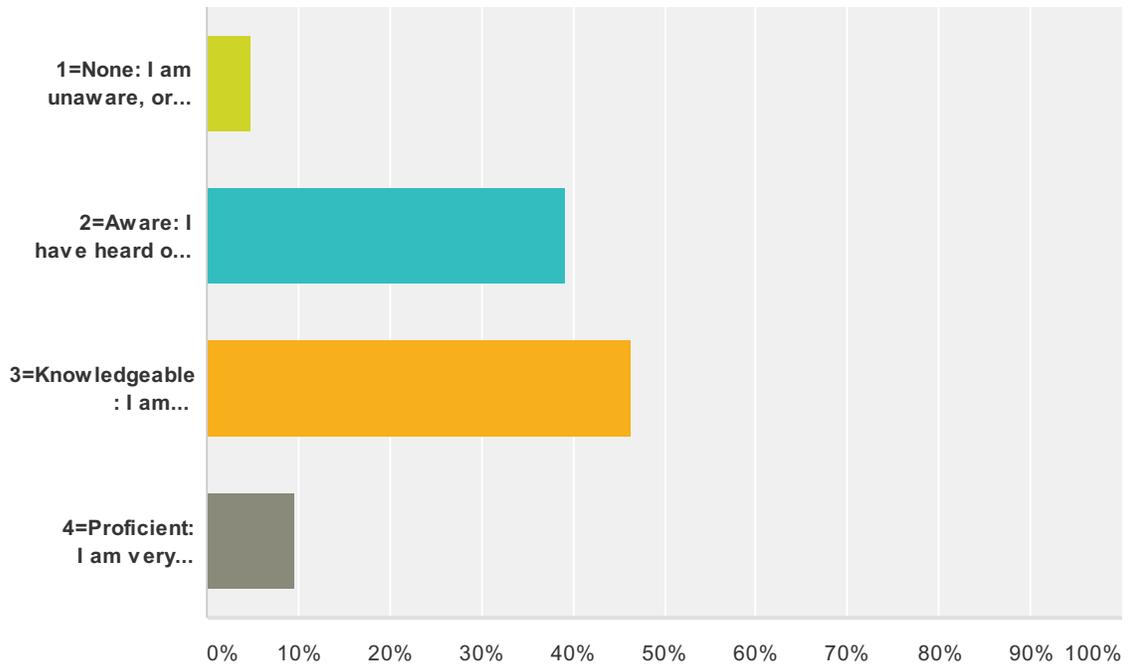
Answered: 82 Skipped: 176



Answer Choices	Responses
1=None: I am unaware, or have very little knowledge of the item	3.66% 3
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	45.12% 37
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	37.80% 31
4=Proficient: I am very comfortable, an expert; could teach this to others	13.41% 11
Total	82

Q100 Describe the implications of policy options (e.g. health, fiscal, administrative, legal, ethical, social, political)

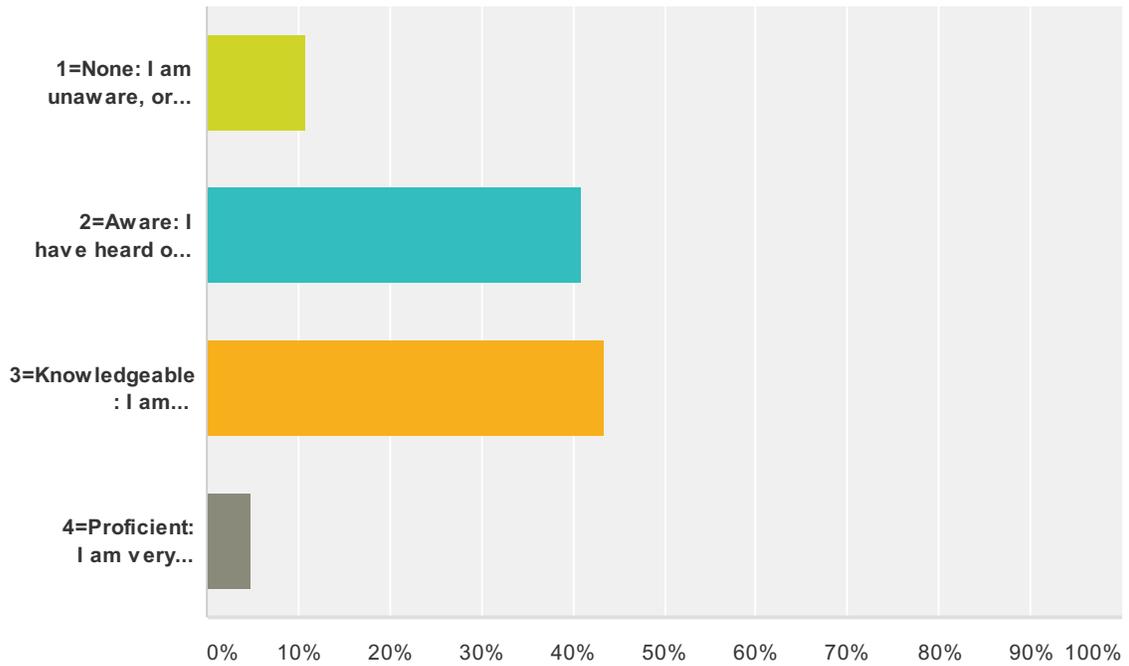
Answered: 84 Skipped: 174



Answer Choices	Responses
1=None: I am unaware, or have very little knowledge of the item	4.76% 4
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	39.29% 33
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	46.43% 39
4=Proficient: I am very comfortable, an expert; could teach this to others	9.52% 8
Total	84

Q101 Use decision analysis for policy development and program planning

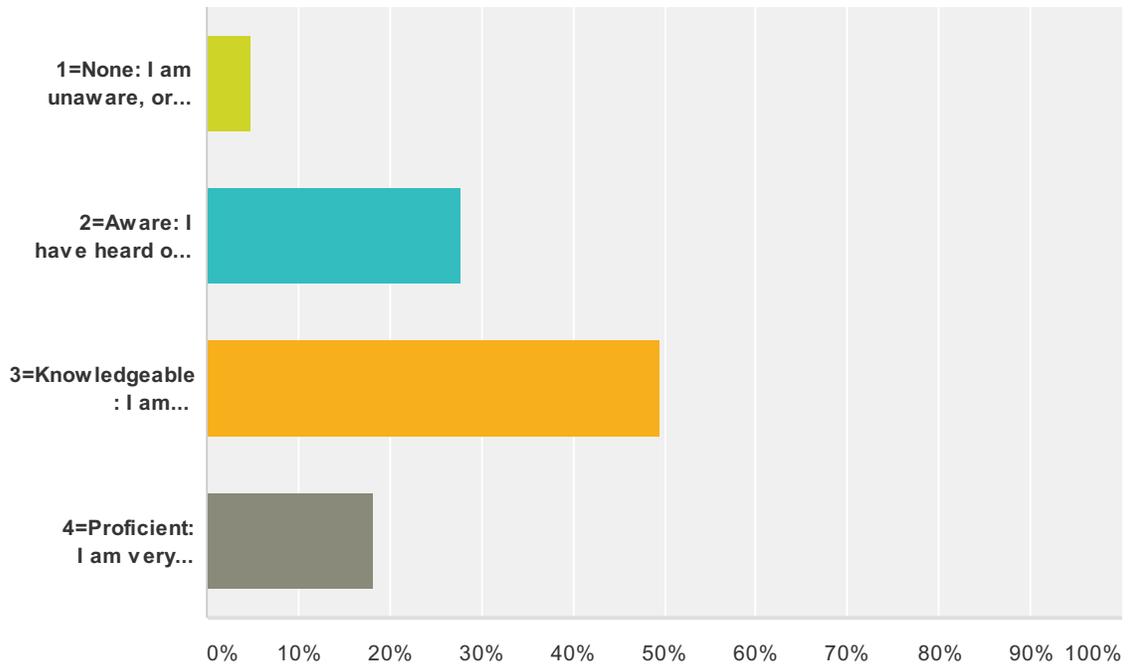
Answered: 83 Skipped: 175



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	10.84%	9
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	40.96%	34
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	43.37%	36
4=Proficient: I am very comfortable, an expert; could teach this to others	4.82%	4
Total		83

Q102 Manage public health programs consistent with public health laws and regulations

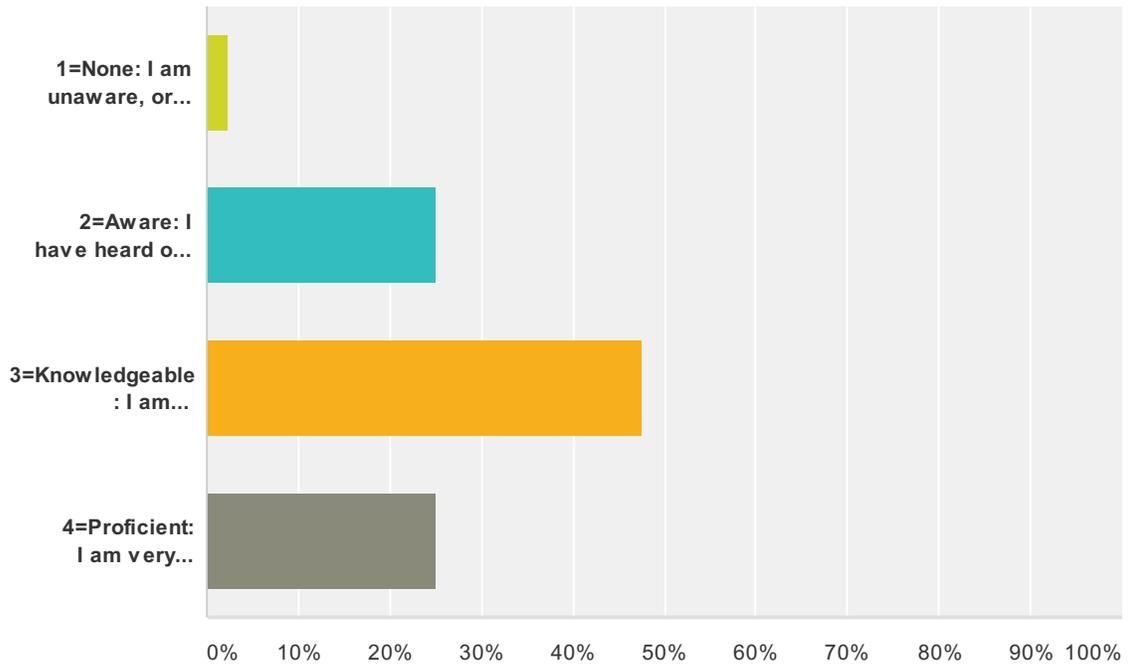
Answered: 83 Skipped: 175



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	4.82%	4
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	27.71%	23
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	49.40%	41
4=Proficient: I am very comfortable, an expert; could teach this to others	18.07%	15
Total		83

Q103 Develop plans to implement policies and programs

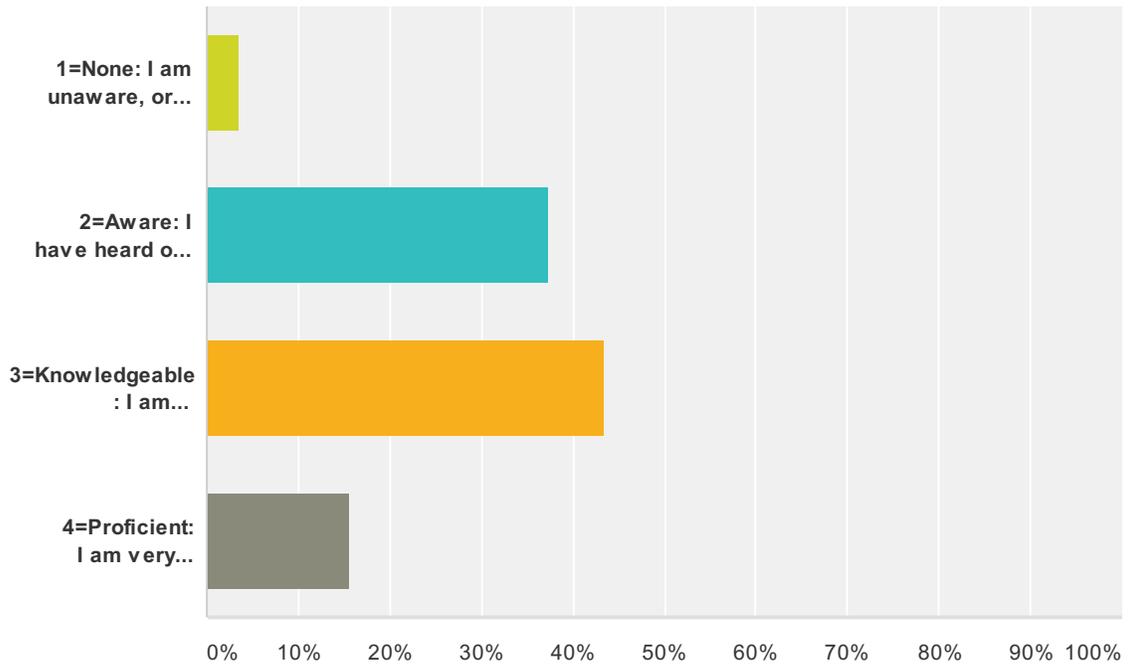
Answered: 84 Skipped: 174



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	2.38%	2
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	25.00%	21
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	47.62%	40
4=Proficient: I am very comfortable, an expert; could teach this to others	25.00%	21
Total		84

Q104 Develop policies for organizational plans, structures, and programs

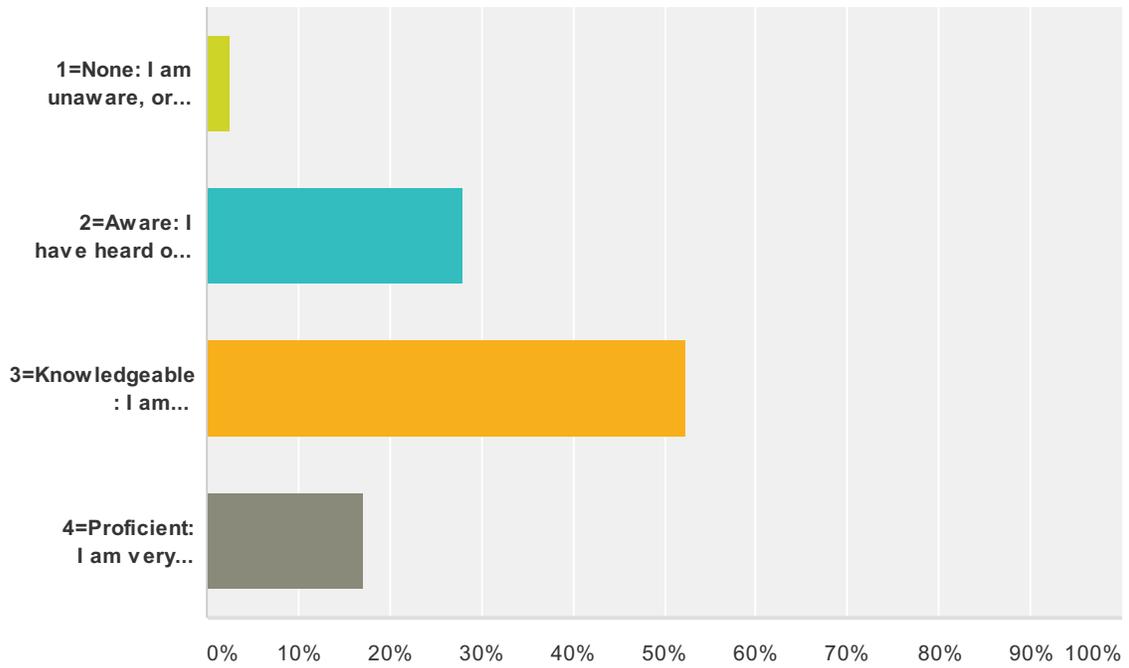
Answered: 83 Skipped: 175



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	3.61%	3
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	37.35%	31
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	43.37%	36
4=Proficient: I am very comfortable, an expert; could teach this to others	15.66%	13
Total		83

Q105 Develop mechanisms to monitor and evaluate programs for their effectiveness and quality

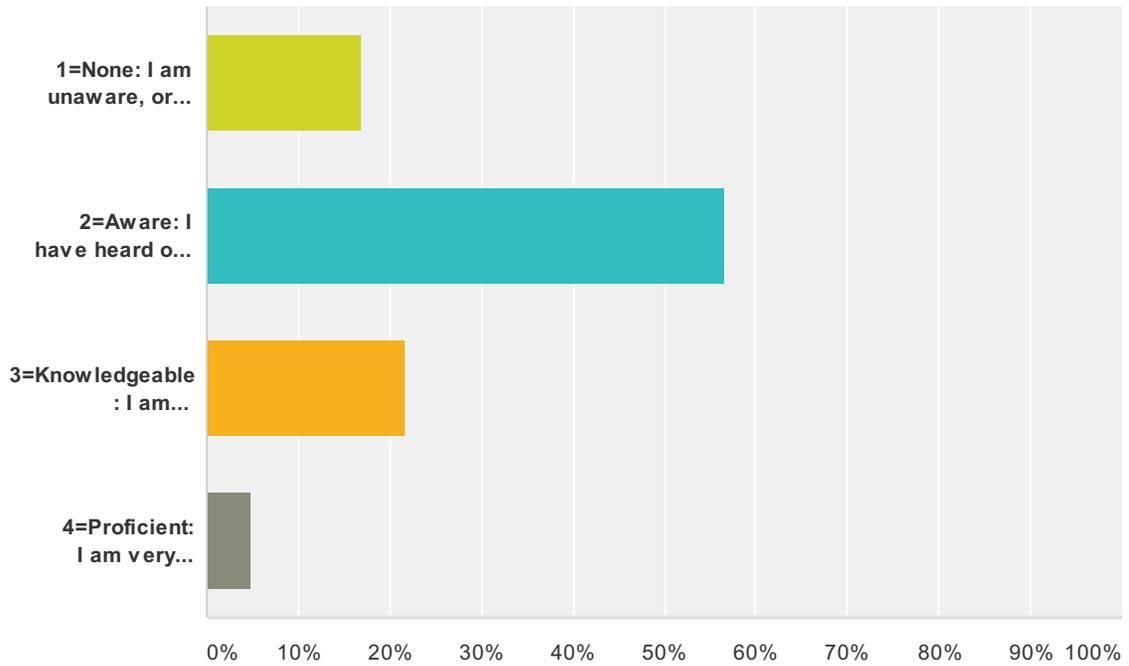
Answered: 82 Skipped: 176



Answer Choices	Responses
1=None: I am unaware, or have very little knowledge of the item	2.44% 2
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	28.05% 23
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	52.44% 43
4=Proficient: I am very comfortable, an expert; could teach this to others	17.07% 14
Total	82

Q106 Incorporate public health informatics practices (e.g. use of data and information technology standards across the agency where applicable, and use of standard software development life cycle principles when developing new IT applications)

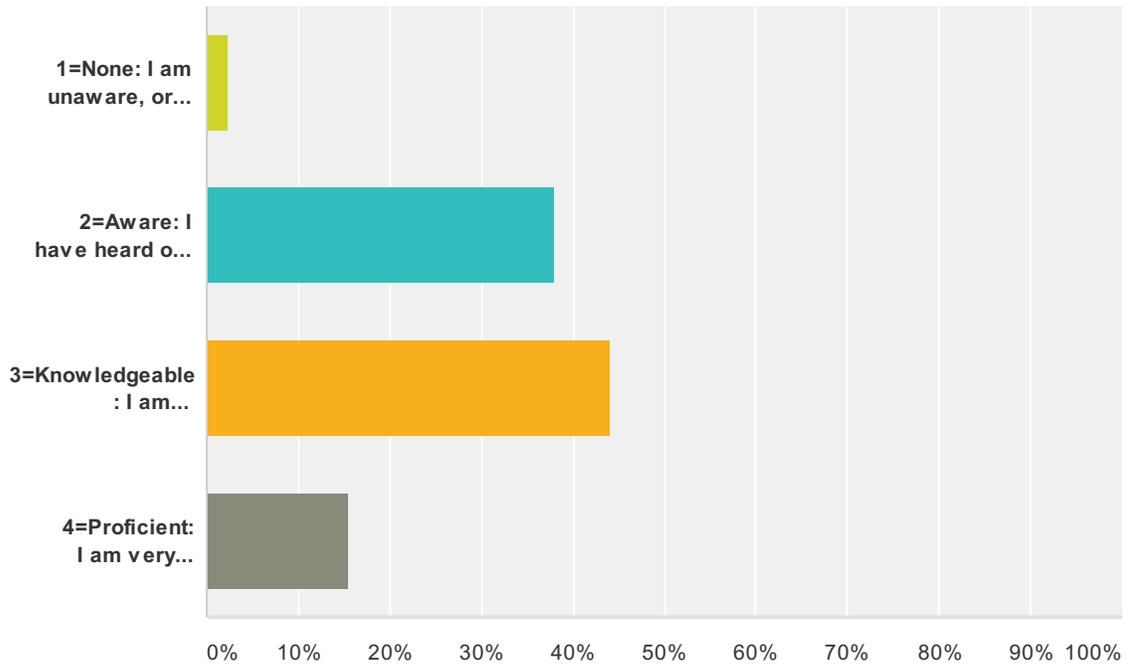
Answered: 83 Skipped: 175



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	16.87%	14
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	56.63%	47
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	21.69%	18
4=Proficient: I am very comfortable, an expert; could teach this to others	4.82%	4
Total		83

Q107 Develop strategies for continuous quality improvement

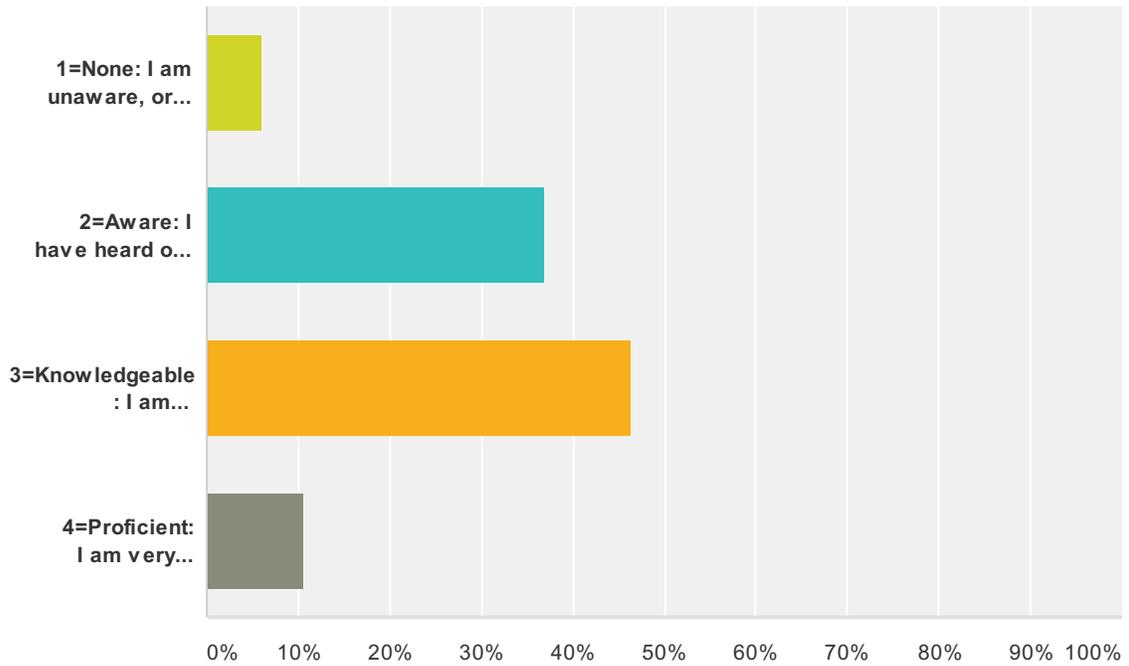
Answered: 84 Skipped: 174



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	2.38%	2
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	38.10%	32
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	44.05%	37
4=Proficient: I am very comfortable, an expert; could teach this to others	15.48%	13
Total		84

Q108 Assess the health literacy of populations served

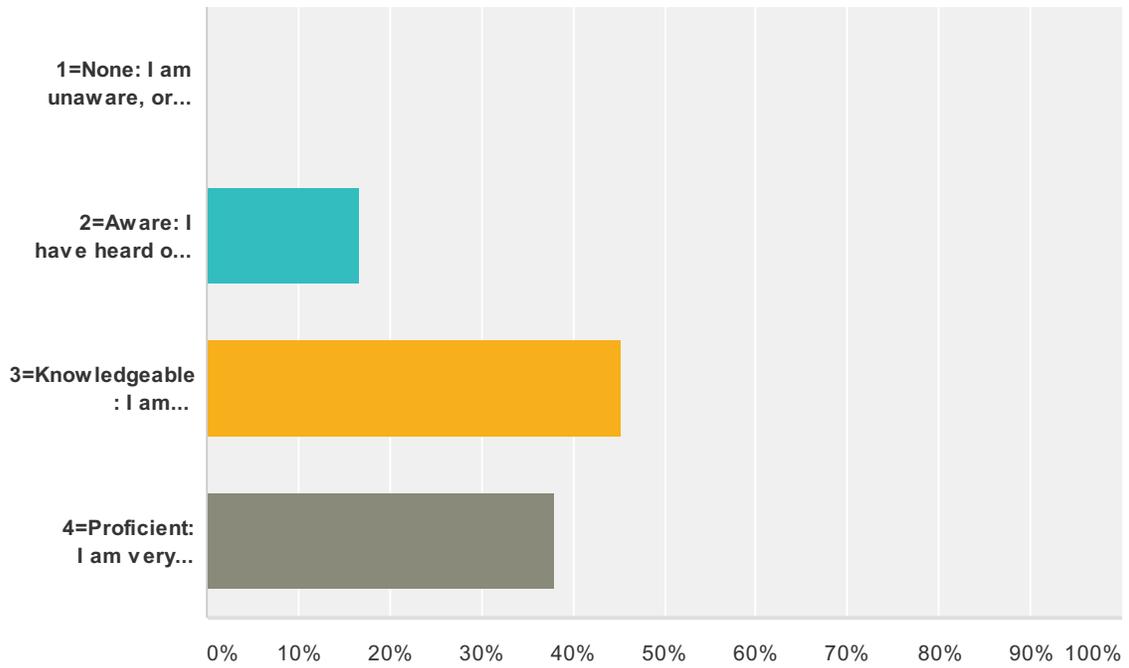
Answered: 84 Skipped: 174



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	5.95%	5
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	36.90%	31
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	46.43%	39
4=Proficient: I am very comfortable, an expert; could teach this to others	10.71%	9
Total		84

Q109 Communicate in writing and orally, in person, and through electronic means, with linguistic and cultural proficiency

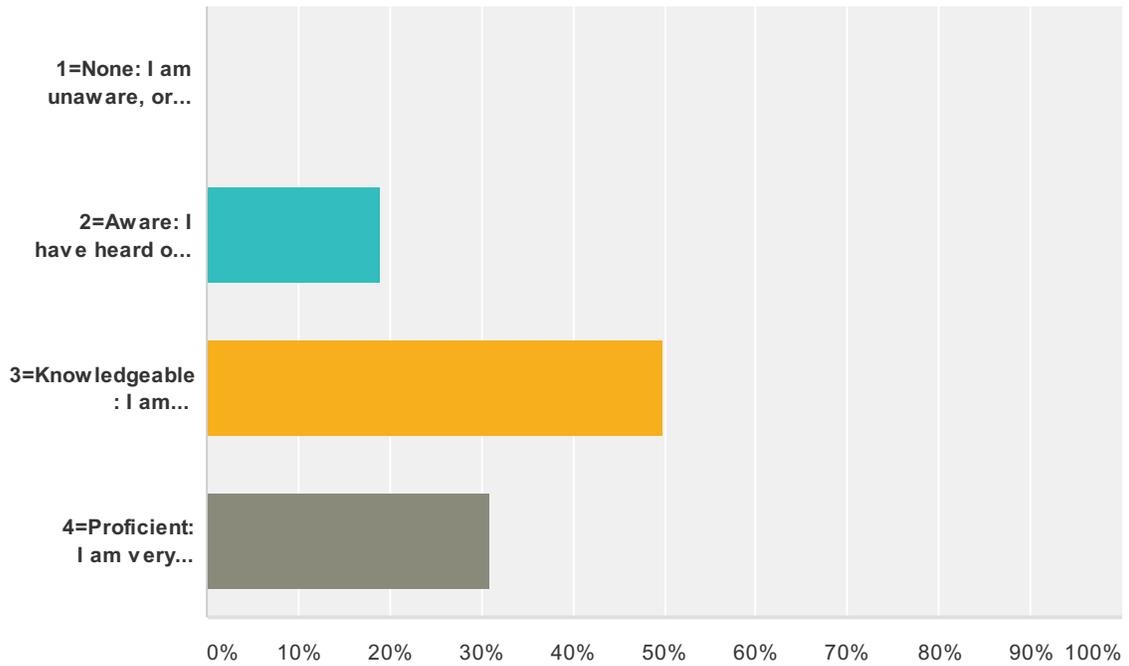
Answered: 84 Skipped: 174



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	0.00%	0
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	16.67%	14
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	45.24%	38
4=Proficient: I am very comfortable, an expert; could teach this to others	38.10%	32
Total		84

Q110 Solicit input from individuals and organizations

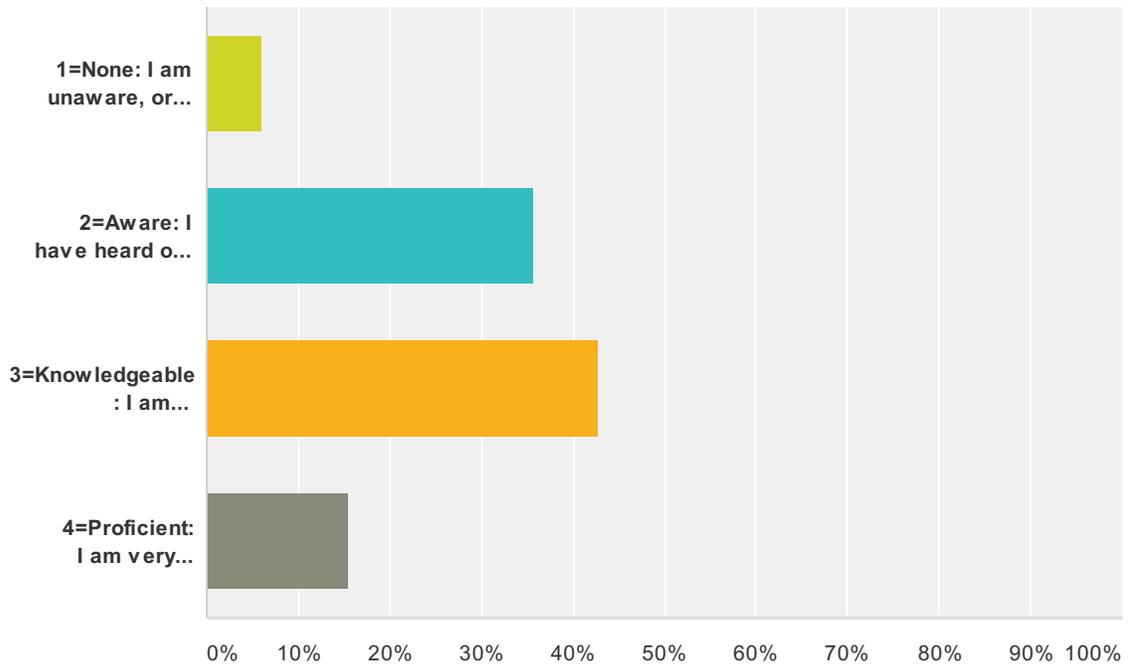
Answered: 84 Skipped: 174



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	0.00%	0
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	19.05%	16
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	50.00%	42
4=Proficient: I am very comfortable, an expert; could teach this to others	30.95%	26
Total		84

Q111 Use a variety of approaches to disseminate public health information (e.g. social networks, media, blogs)

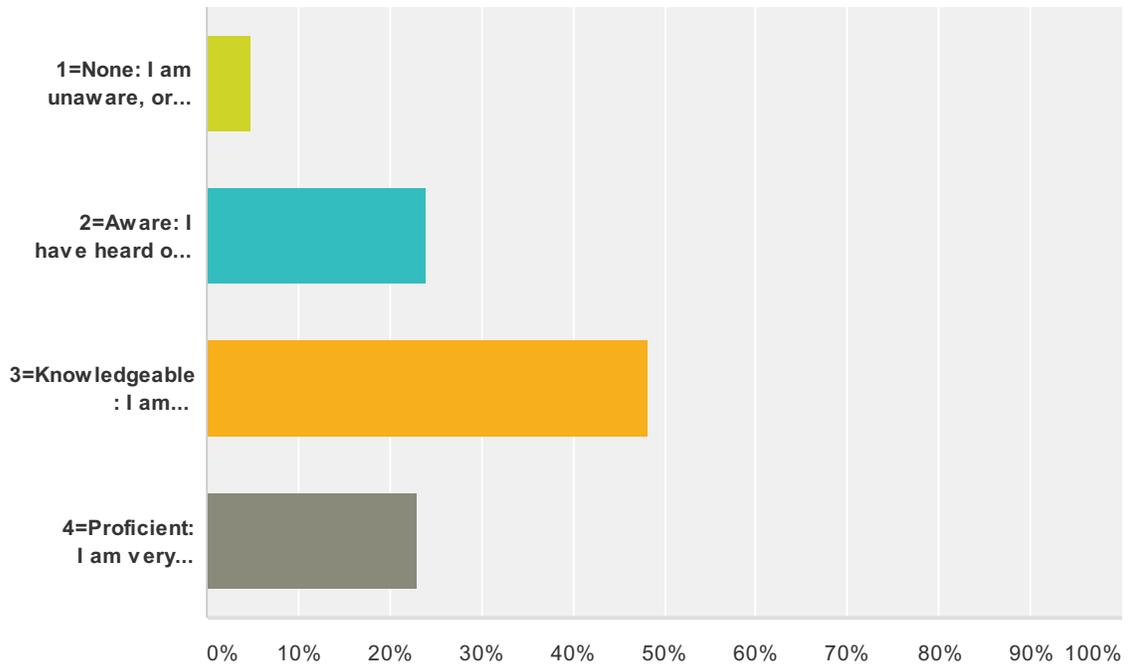
Answered: 84 Skipped: 174



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	5.95%	5
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	35.71%	30
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	42.86%	36
4=Proficient: I am very comfortable, an expert; could teach this to others	15.48%	13
Total		84

Q112 Present demographic, statistical, programmatic, and scientific information for use by professional and lay audiences

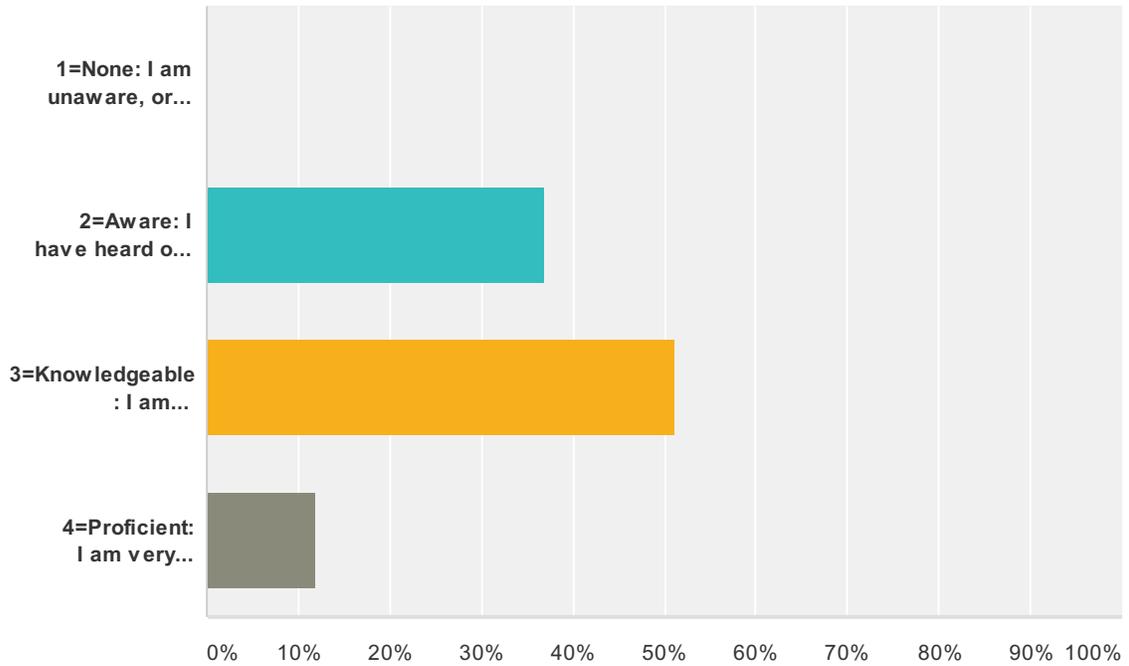
Answered: 83 Skipped: 175



Answer Choices	Responses
1=None: I am unaware, or have very little knowledge of the item	4.82% 4
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	24.10% 20
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	48.19% 40
4=Proficient: I am very comfortable, an expert; could teach this to others	22.89% 19
Total	83

Q113 Apply communication and group dynamic strategies (e.g. principled negotiation, conflict resolution, active listening, risk communication) in interactions with individuals and groups

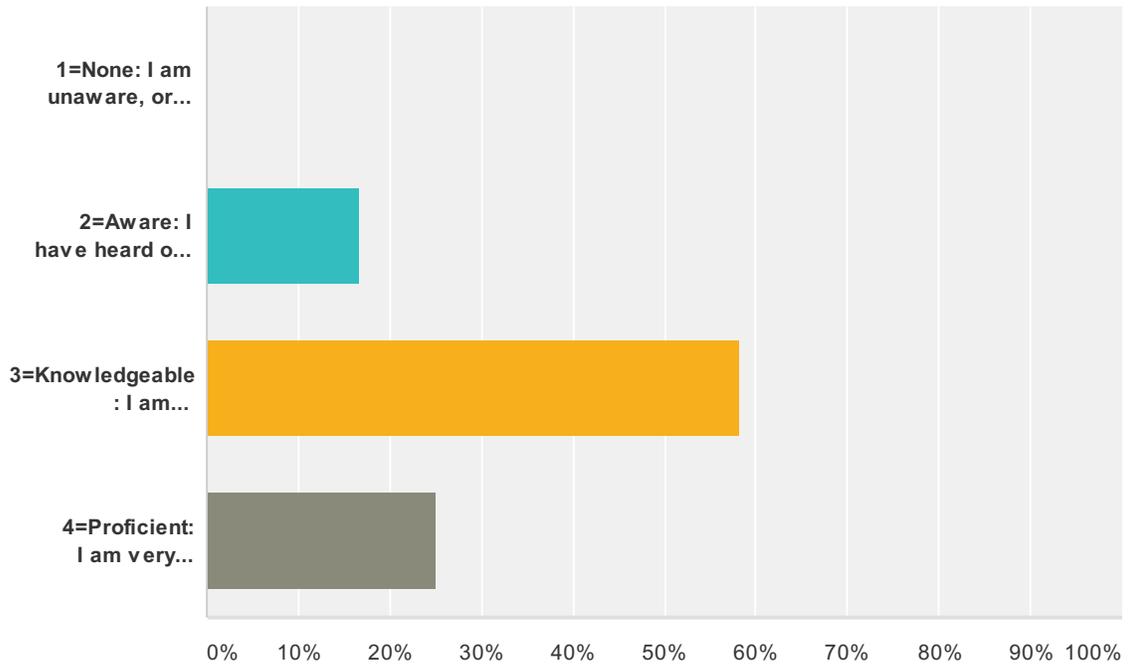
Answered: 84 Skipped: 174



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	0.00%	0
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	36.90%	31
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	51.19%	43
4=Proficient: I am very comfortable, an expert; could teach this to others	11.90%	10
Total		84

Q114 Incorporate strategies for interacting with persons from diverse backgrounds (e.g. cultural, socioeconomic, educational, racial, gender, age, ethnic, sexual orientation, professional, religious affiliation, mental and physical capabilities)

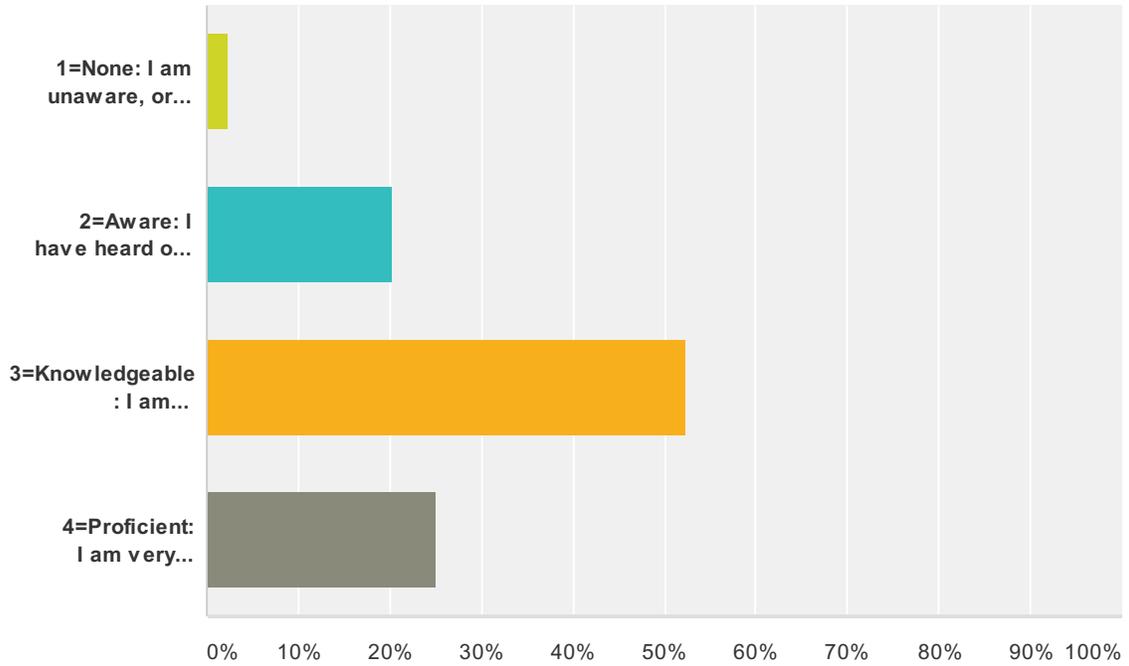
Answered: 84 Skipped: 174



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	0.00%	0
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	16.67%	14
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	58.33%	49
4=Proficient: I am very comfortable, an expert; could teach this to others	25.00%	21
Total		84

Q115 Consider the role of cultural, social, and behavioral factors in the accessibility, availability, acceptability, and delivery of public health services

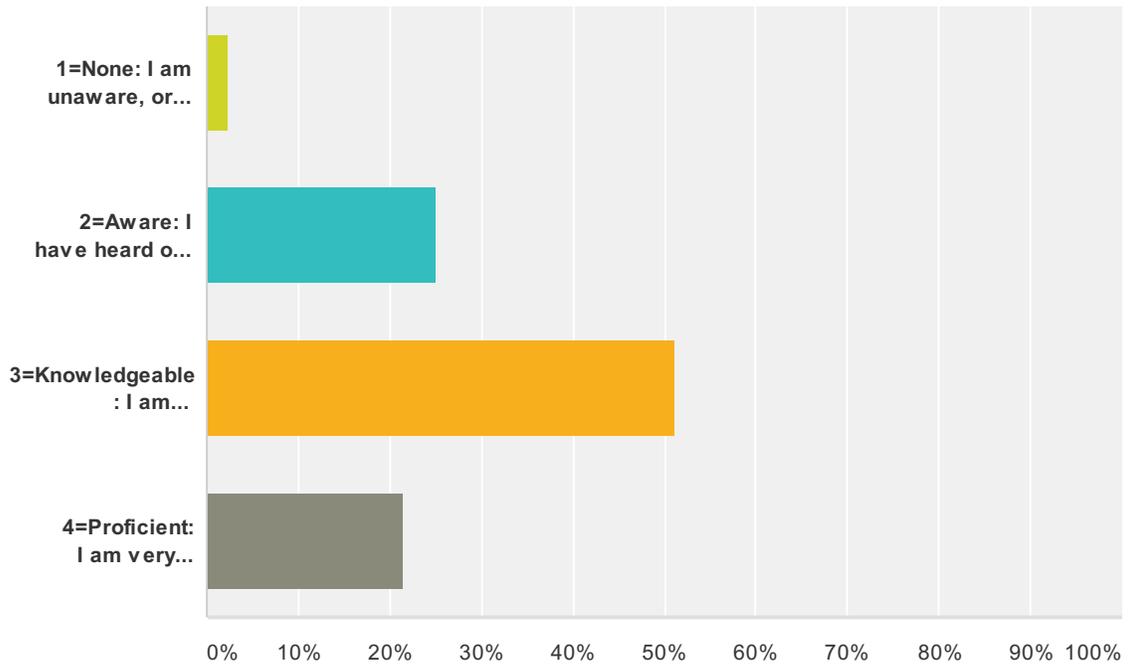
Answered: 84 Skipped: 174



Answer Choices	Responses
1=None: I am unaware, or have very little knowledge of the item	2.38% 2
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	20.24% 17
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	52.38% 44
4=Proficient: I am very comfortable, an expert; could teach this to others	25.00% 21
Total	84

Q116 Respond to diverse needs that are the result of cultural differences

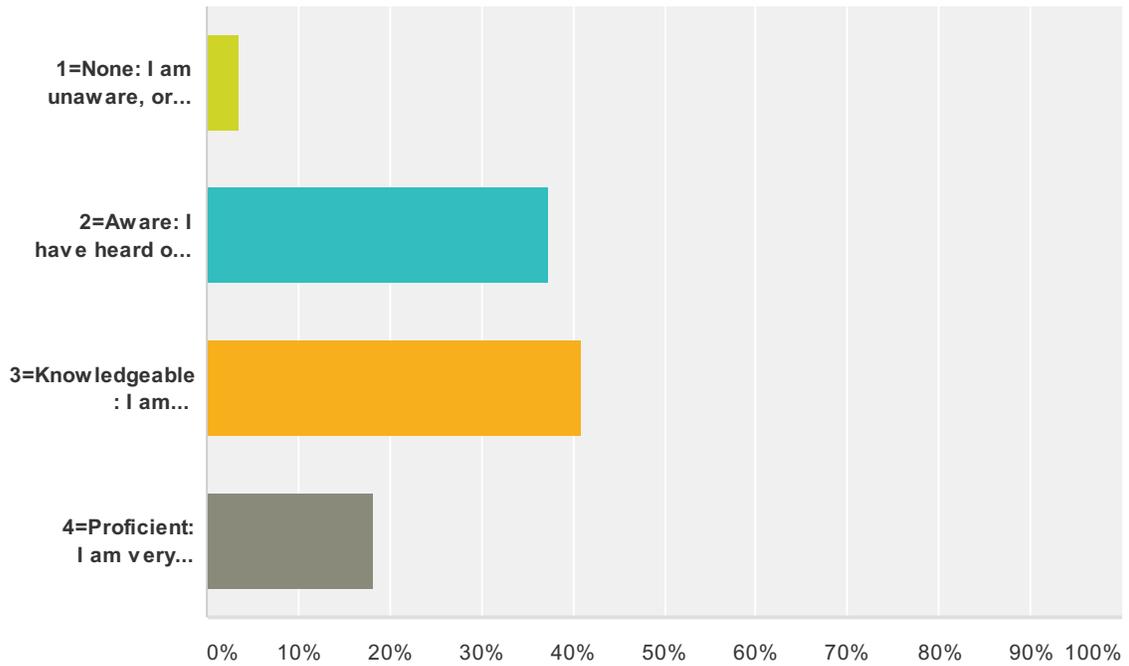
Answered: 84 Skipped: 174



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	2.38%	2
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	25.00%	21
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	51.19%	43
4=Proficient: I am very comfortable, an expert; could teach this to others	21.43%	18
Total		84

Q117 Explain the dynamic forces that contribute to cultural diversity

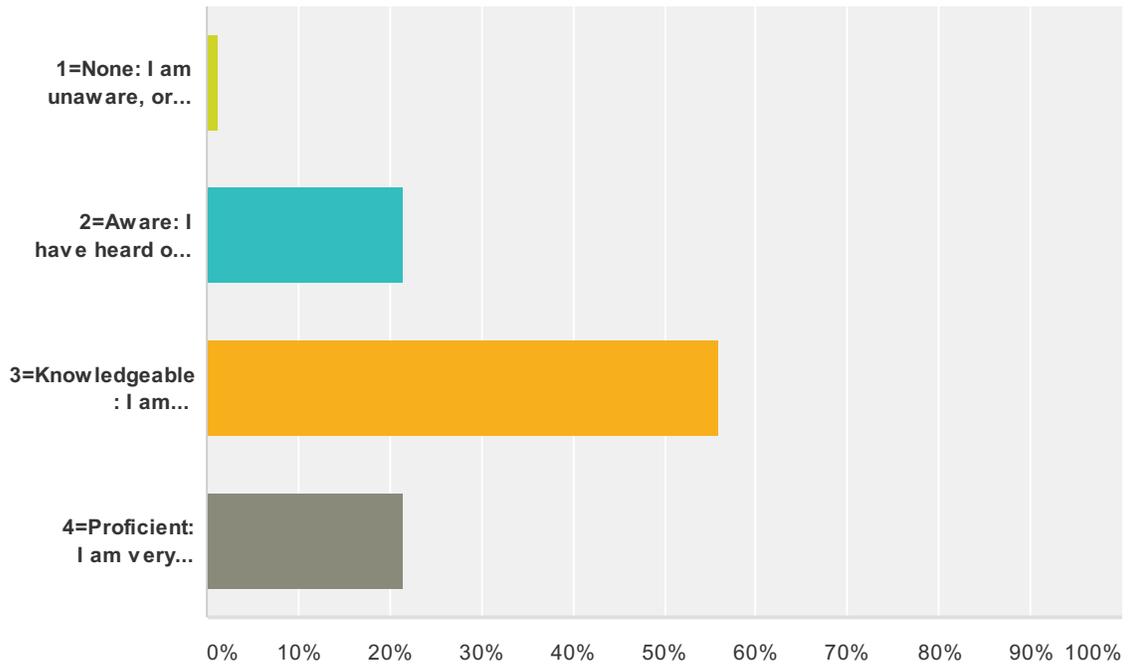
Answered: 83 Skipped: 175



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	3.61%	3
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	37.35%	31
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	40.96%	34
4=Proficient: I am very comfortable, an expert; could teach this to others	18.07%	15
Total		83

Q118 Describe the need for a diverse public health workforce

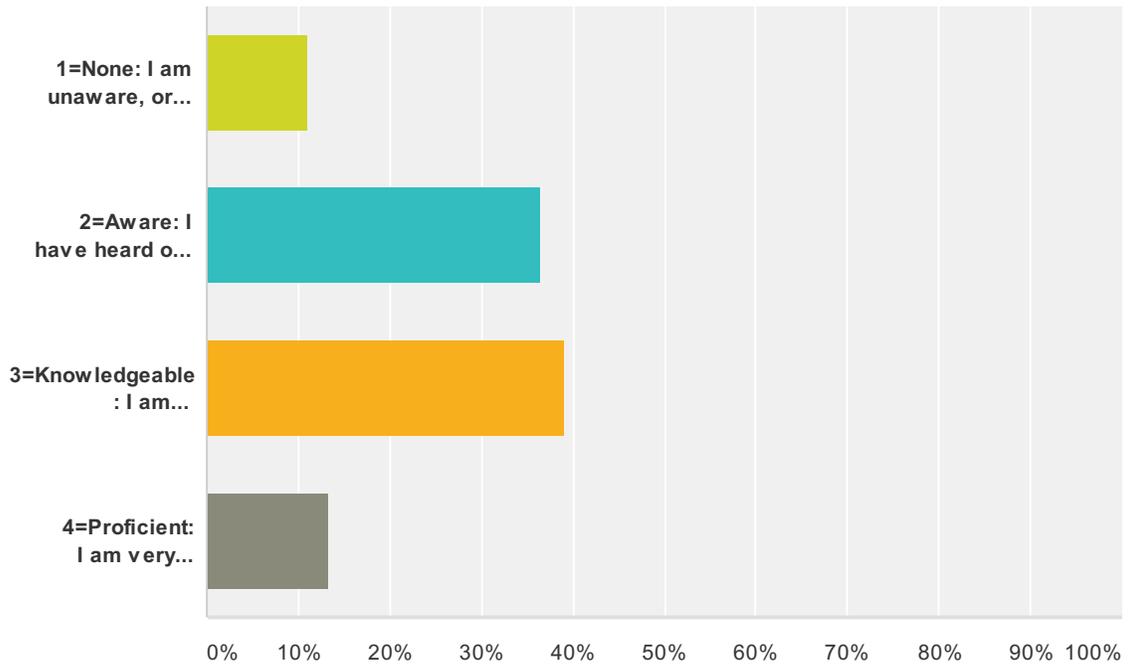
Answered: 84 Skipped: 174



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	1.19%	1
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	21.43%	18
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	55.95%	47
4=Proficient: I am very comfortable, an expert; could teach this to others	21.43%	18
Total		84

Q119 Assess public health programs for their cultural competence

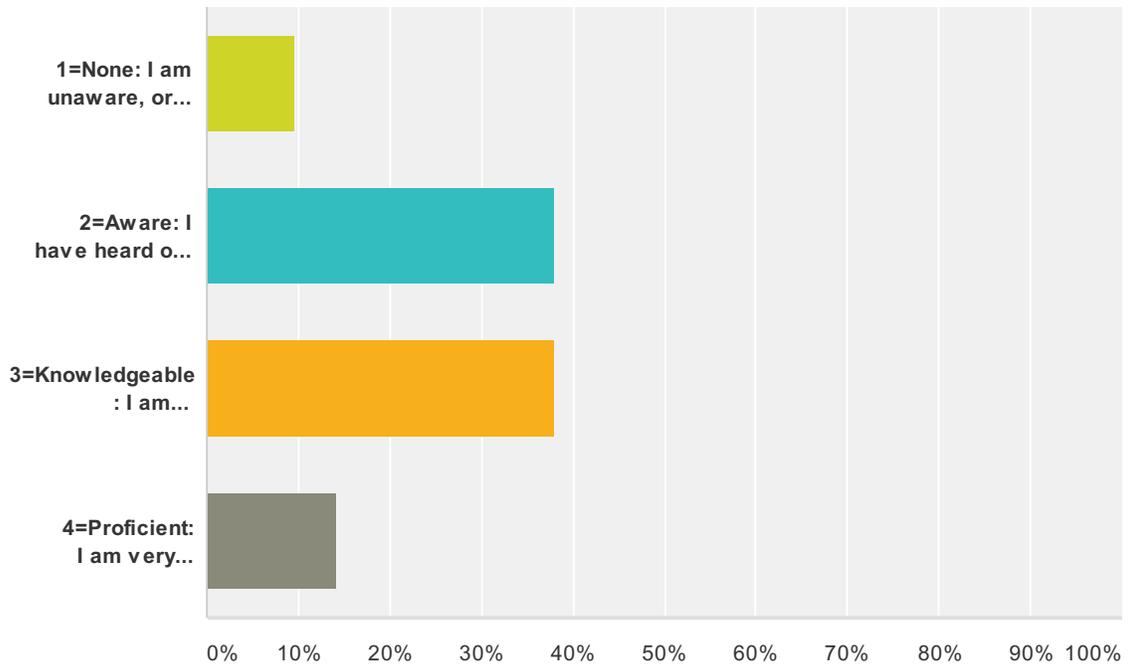
Answered: 82 Skipped: 176



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	10.98%	9
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	36.59%	30
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	39.02%	32
4=Proficient: I am very comfortable, an expert; could teach this to others	13.41%	11
Total		82

Q120 Assess community linkages and relationships among multiple factors (or determinants) affecting health

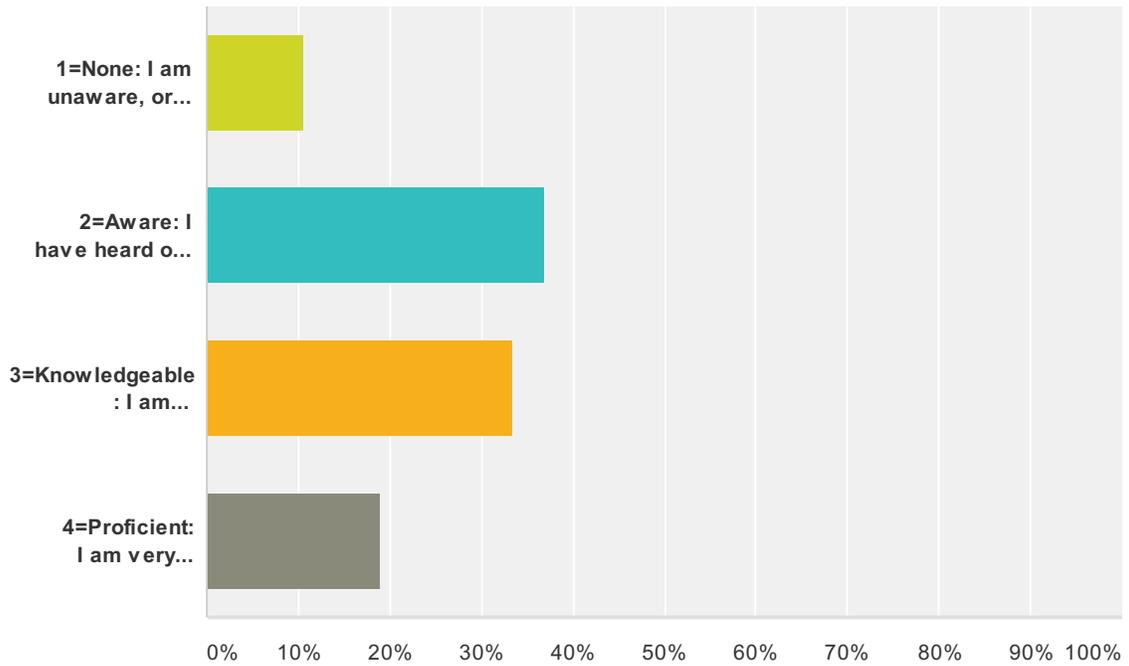
Answered: 84 Skipped: 174



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	9.52%	8
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	38.10%	32
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	38.10%	32
4=Proficient: I am very comfortable, an expert; could teach this to others	14.29%	12
Total		84

Q121 Collaborate in community-based participatory research efforts

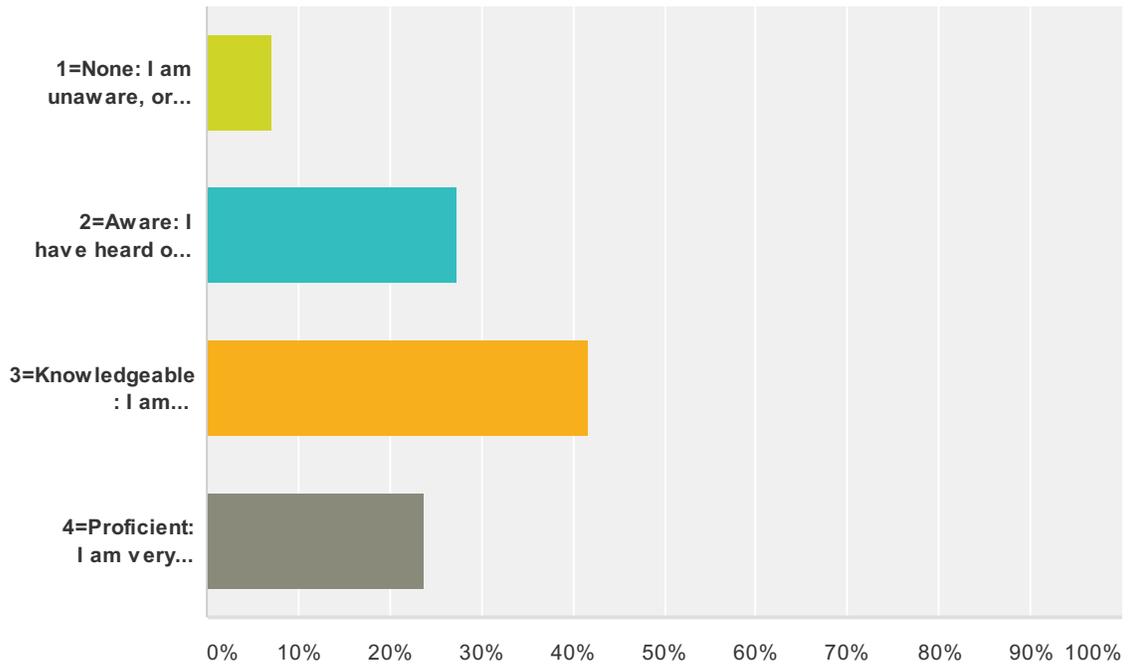
Answered: 84 Skipped: 174



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	10.71%	9
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	36.90%	31
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	33.33%	28
4=Proficient: I am very comfortable, an expert; could teach this to others	19.05%	16
Total		84

Q122 Establish linkages with key stakeholders

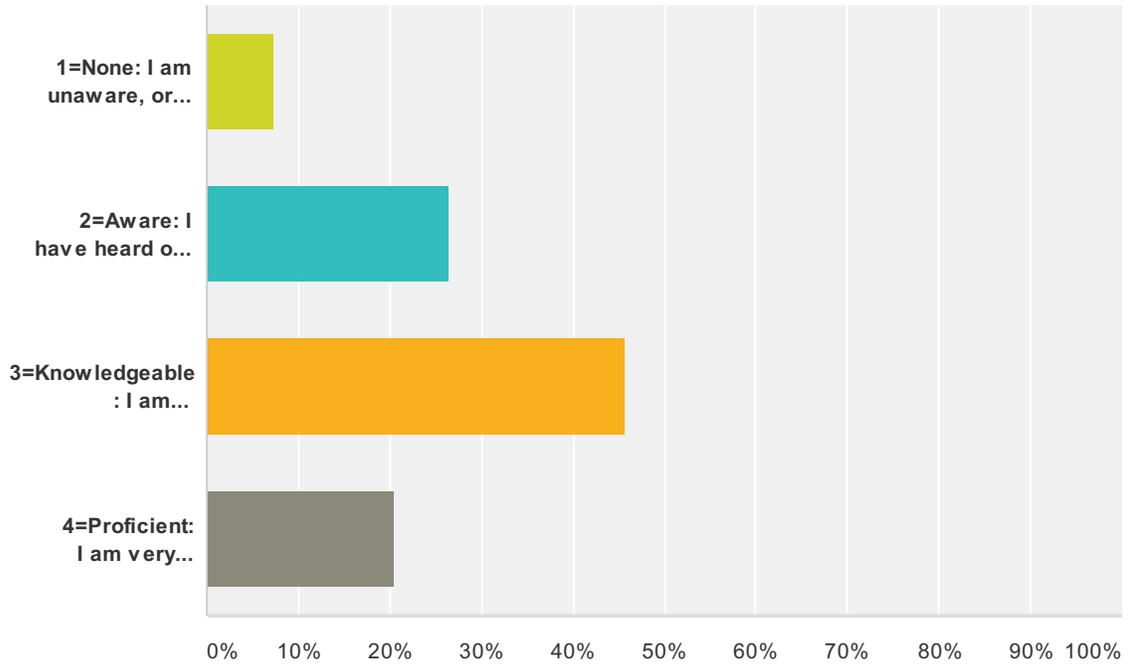
Answered: 84 Skipped: 174



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	7.14%	6
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	27.38%	23
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	41.67%	35
4=Proficient: I am very comfortable, an expert; could teach this to others	23.81%	20
Total		84

Q123 Facilitate collaboration and partnerships to ensure participation of key stakeholders

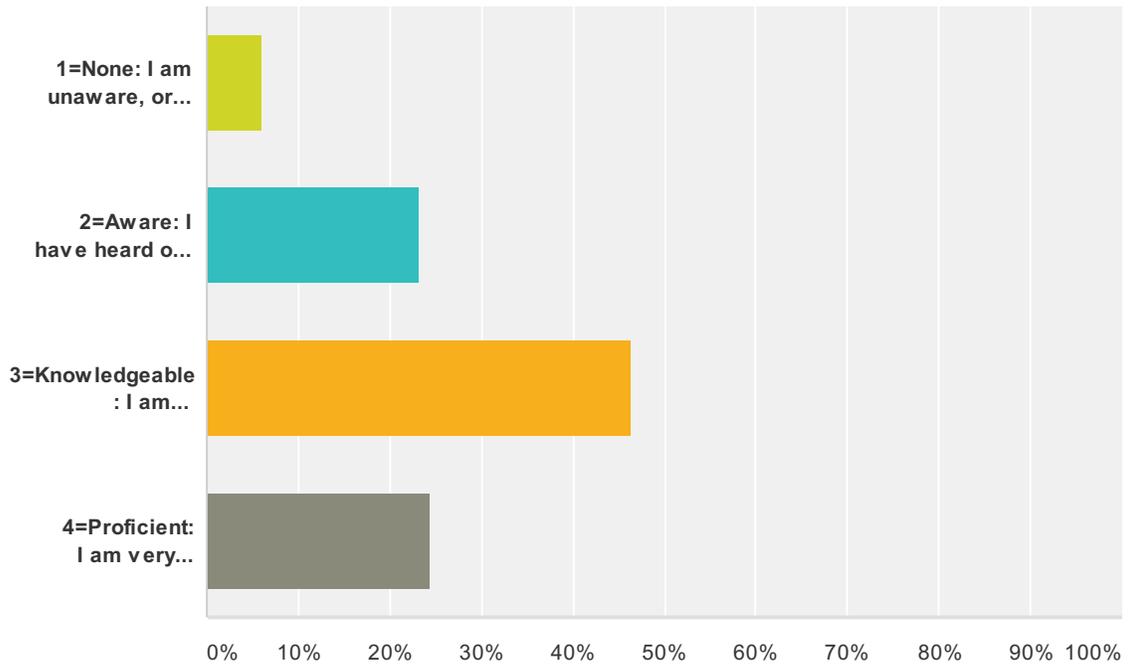
Answered: 83 Skipped: 175



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	7.23%	6
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	26.51%	22
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	45.78%	38
4=Proficient: I am very comfortable, an expert; could teach this to others	20.48%	17
Total		83

Q124 Maintain partnerships with key stakeholders

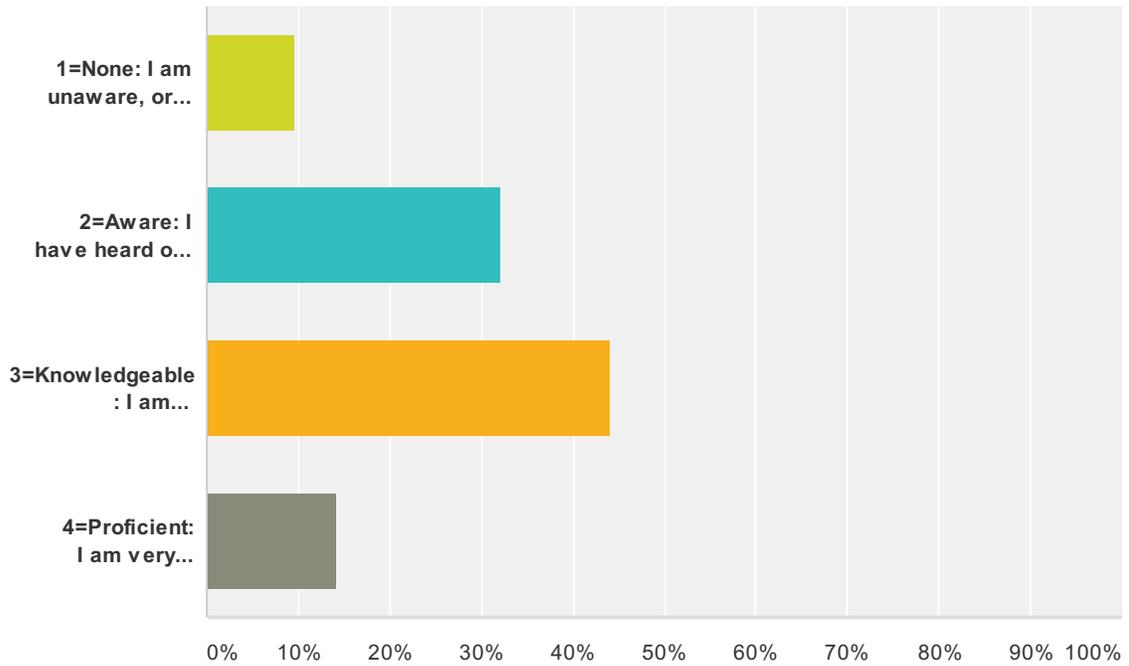
Answered: 82 Skipped: 176



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	6.10%	5
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	23.17%	19
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	46.34%	38
4=Proficient: I am very comfortable, an expert; could teach this to others	24.39%	20
Total		82

Q125 Use group processes to advance community involvement

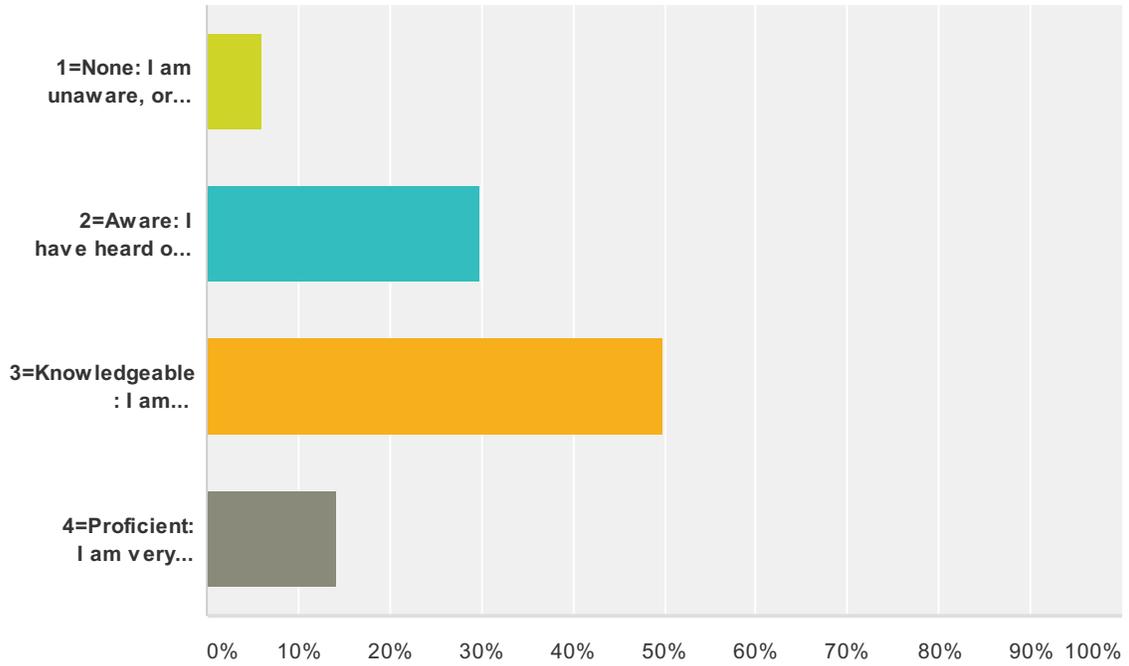
Answered: 84 Skipped: 174



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	9.52%	8
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	32.14%	27
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	44.05%	37
4=Proficient: I am very comfortable, an expert; could teach this to others	14.29%	12
Total		84

Q126 Distinguish the role of governmental and non-governmental organizations in the delivery of community health services

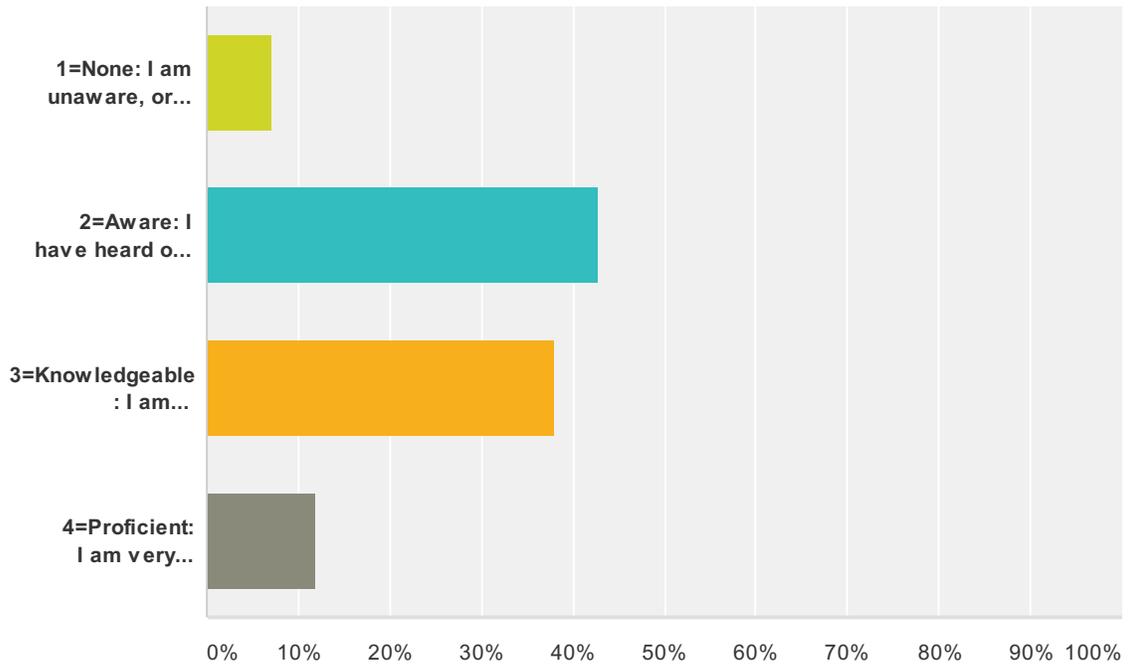
Answered: 84 Skipped: 174



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	5.95%	5
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	29.76%	25
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	50.00%	42
4=Proficient: I am very comfortable, an expert; could teach this to others	14.29%	12
Total		84

Q127 Negotiate for the use of community assets and resources

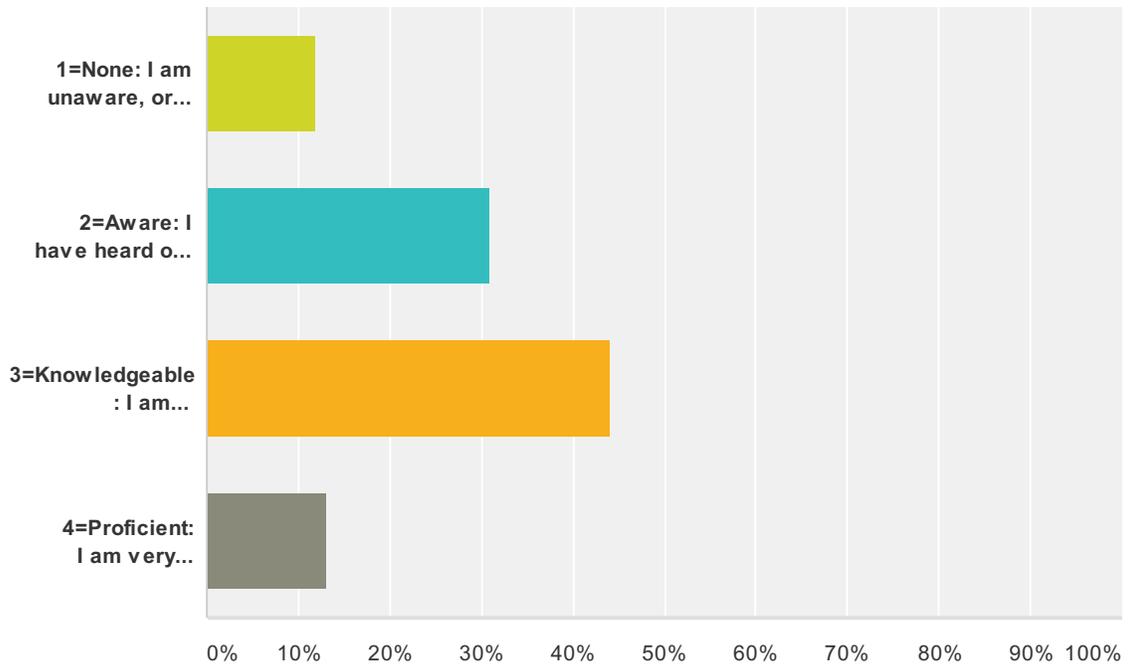
Answered: 84 Skipped: 174



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	7.14%	6
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	42.86%	36
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	38.10%	32
4=Proficient: I am very comfortable, an expert; could teach this to others	11.90%	10
Total		84

Q128 Use community input when developing public health policies and programs

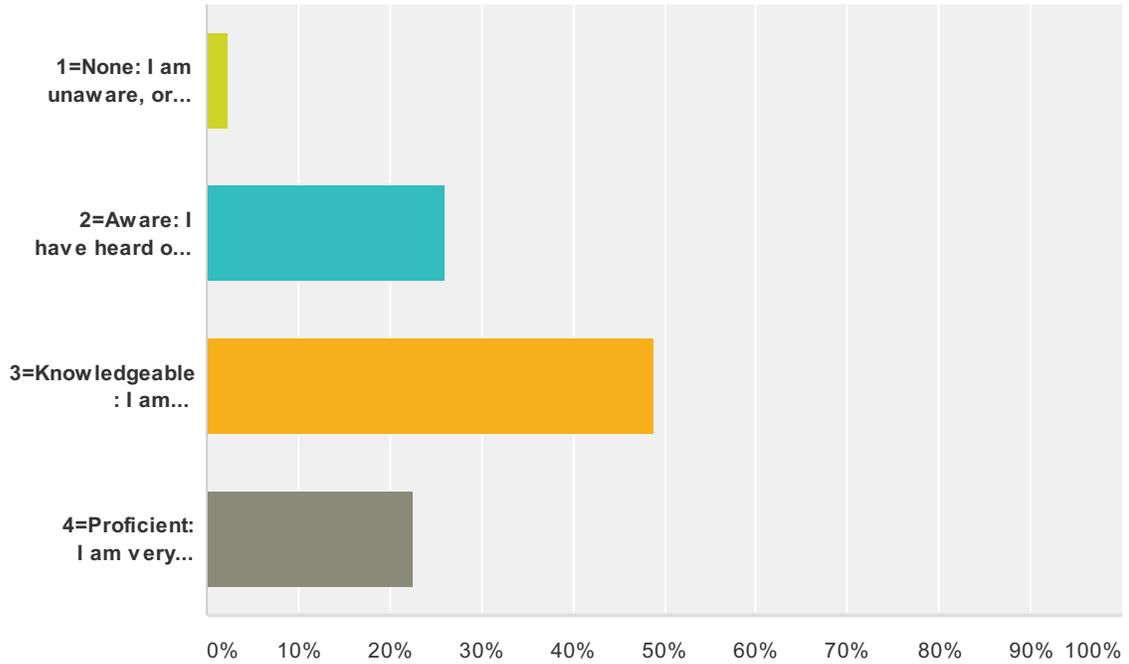
Answered: 84 Skipped: 174



Answer Choices	Responses
1=None: I am unaware, or have very little knowledge of the item	11.90% 10
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	30.95% 26
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	44.05% 37
4=Proficient: I am very comfortable, an expert; could teach this to others	13.10% 11
Total	84

Q129 Promote public health policies, programs, and resources

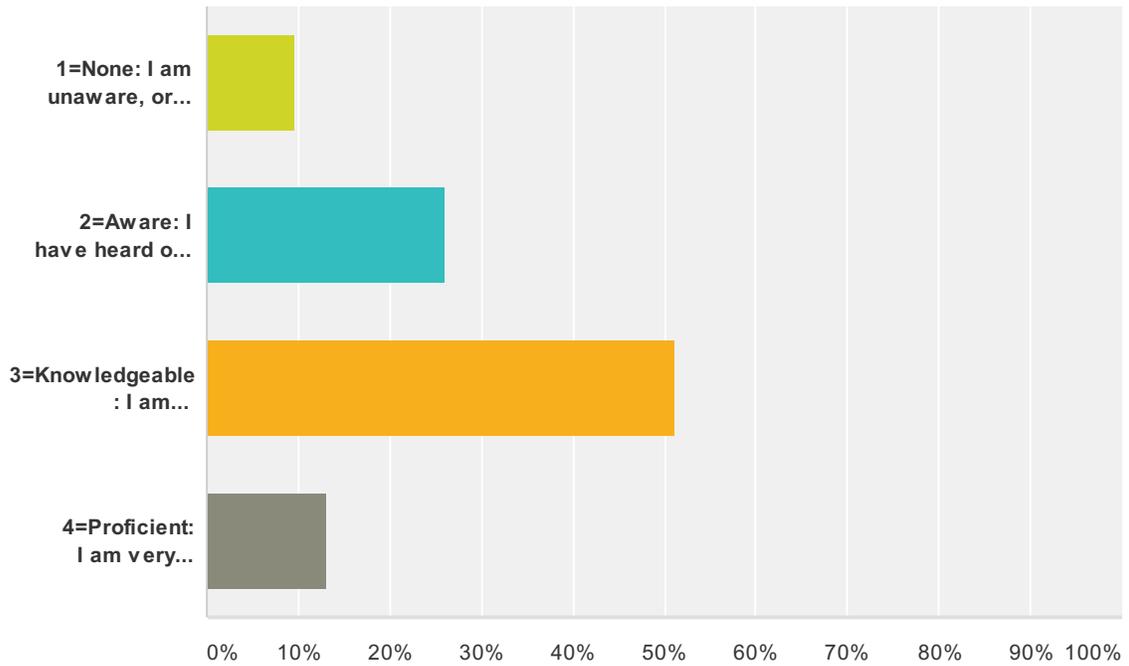
Answered: 84 Skipped: 174



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	2.38%	2
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	26.19%	22
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	48.81%	41
4=Proficient: I am very comfortable, an expert; could teach this to others	22.62%	19
Total		84

Q130 Discuss the scientific foundation of the field of public health

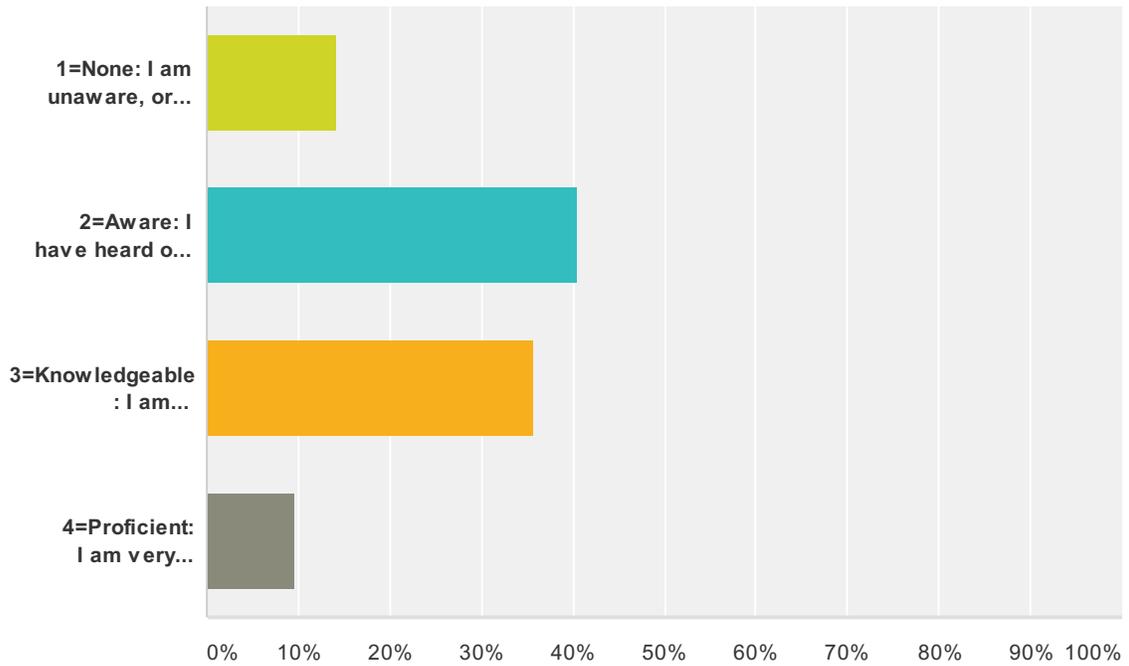
Answered: 84 Skipped: 174



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	9.52%	8
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	26.19%	22
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	51.19%	43
4=Proficient: I am very comfortable, an expert; could teach this to others	13.10%	11
Total		84

Q131 Distinguish prominent events in the history of the public health profession

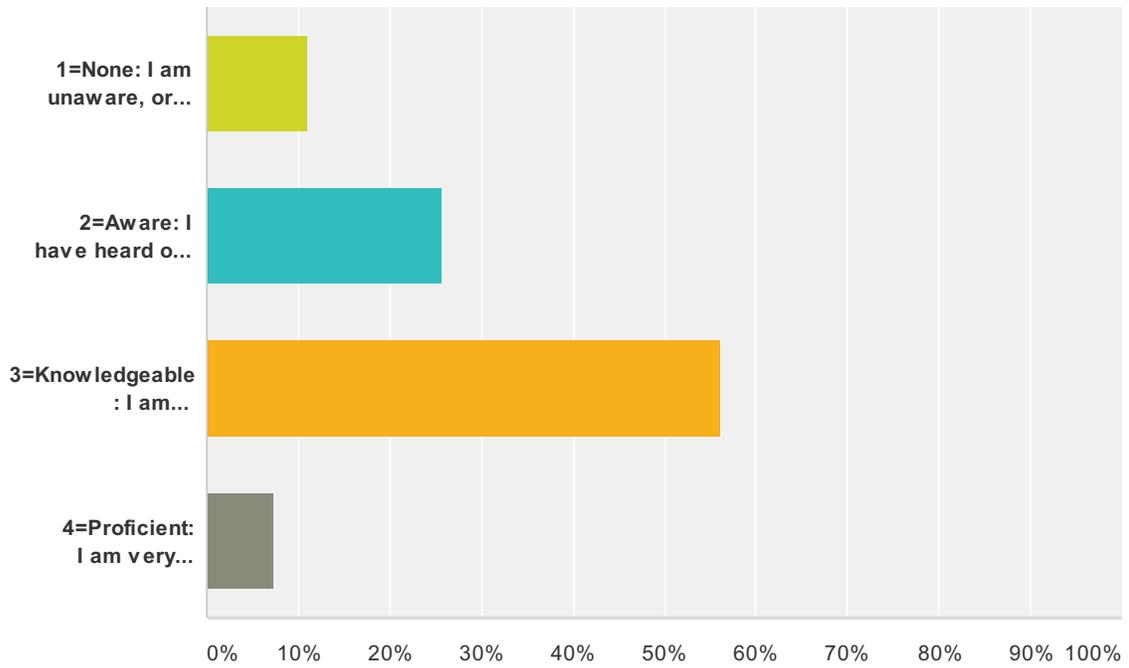
Answered: 84 Skipped: 174



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	14.29%	12
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	40.48%	34
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	35.71%	30
4=Proficient: I am very comfortable, an expert; could teach this to others	9.52%	8
Total		84

Q132 Relate public health science skills to the Core Public Health Functions and Ten Essential Services of Public Health

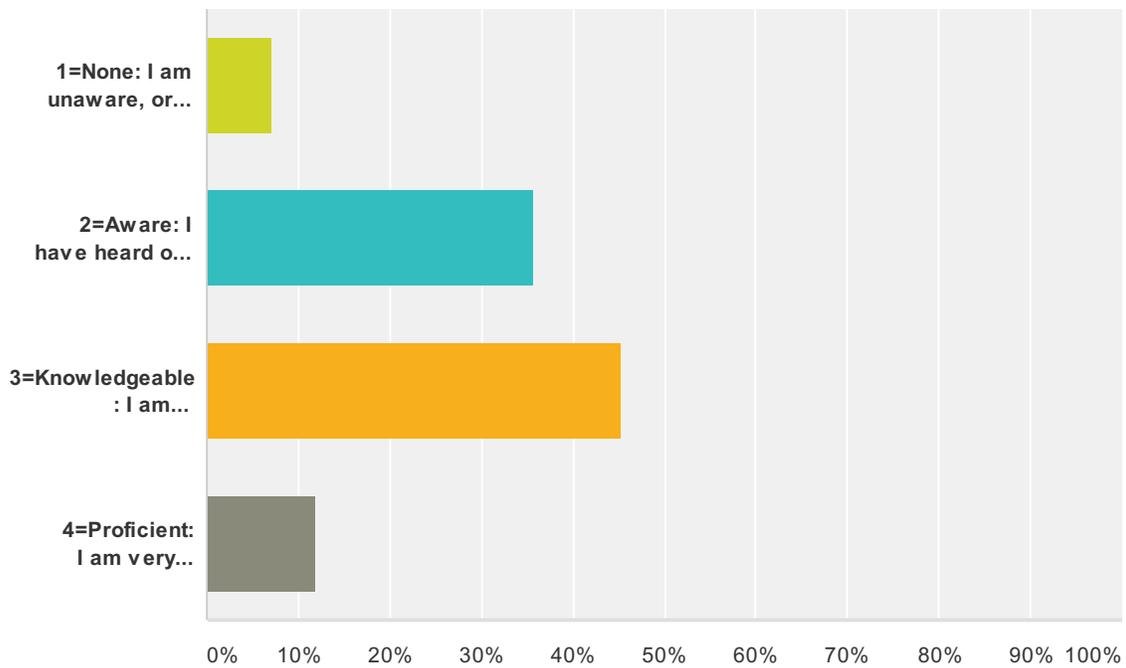
Answered: 82 Skipped: 176



Answer Choices	Responses
1=None: I am unaware, or have very little knowledge of the item	10.98% 9
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	25.61% 21
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	56.10% 46
4=Proficient: I am very comfortable, an expert; could teach this to others	7.32% 6
Total	82

Q133 Apply the basic public health sciences (including, but not limited to, biostatistics, epidemiology, environmental health sciences, health services administration, and social and behavioral health sciences) to public health policies and programs

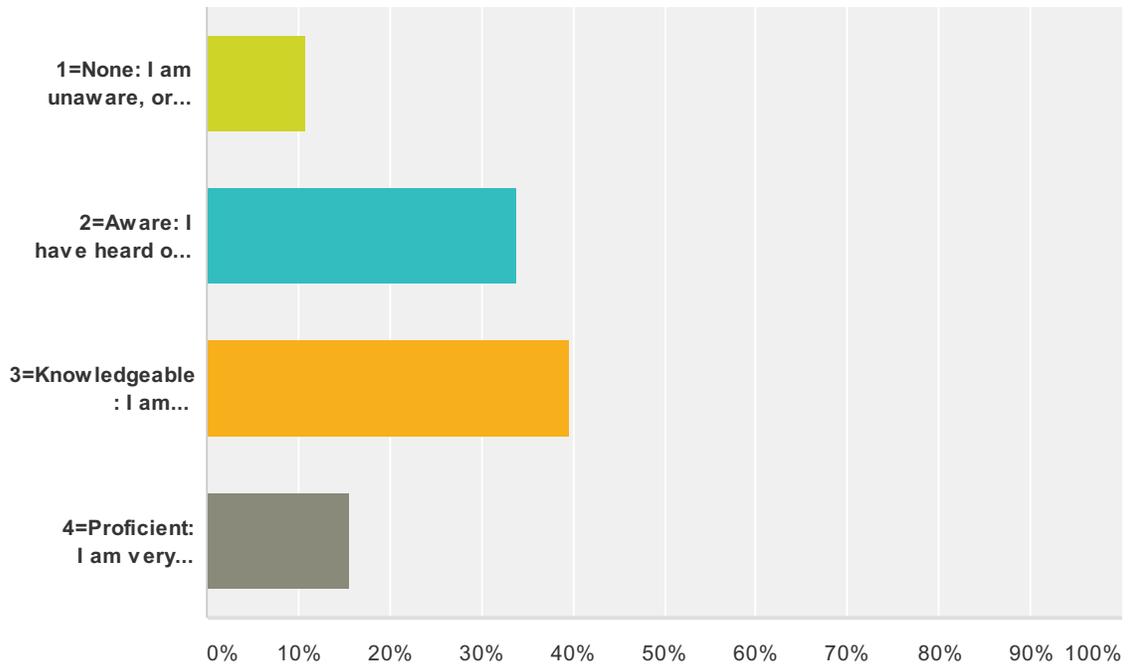
Answered: 84 Skipped: 174



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	7.14%	6
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	35.71%	30
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	45.24%	38
4=Proficient: I am very comfortable, an expert; could teach this to others	11.90%	10
Total		84

Q134 Conduct a comprehensive review of the scientific evidence related to a public health issue, concern, or intervention

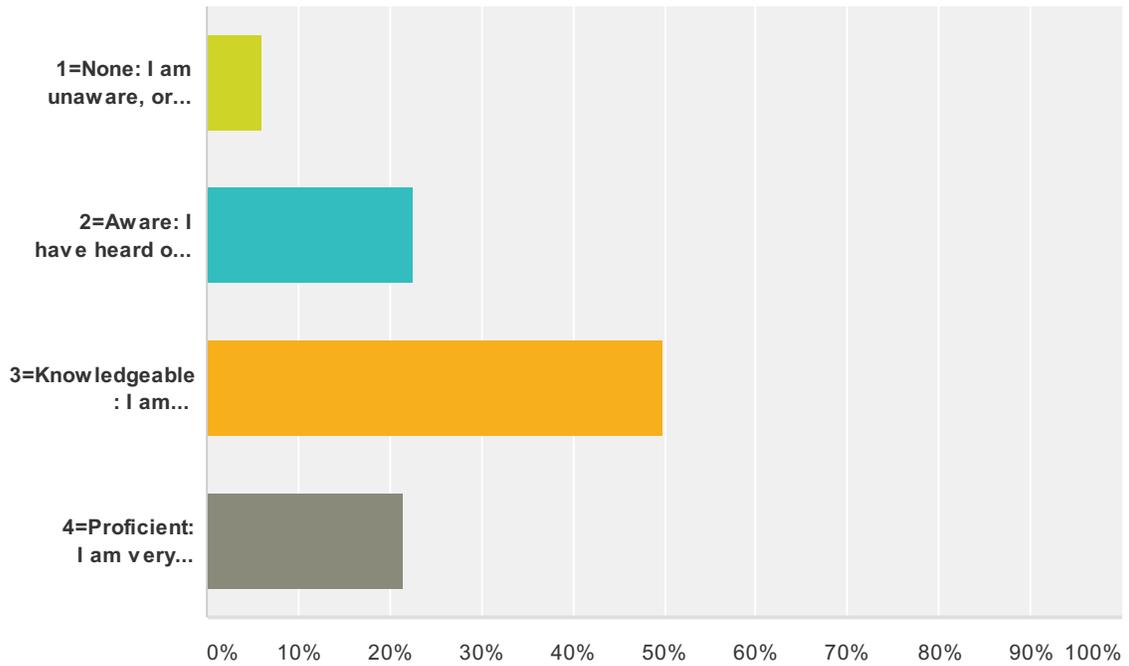
Answered: 83 Skipped: 175



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	10.84%	9
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	33.73%	28
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	39.76%	33
4=Proficient: I am very comfortable, an expert; could teach this to others	15.66%	13
Total		83

Q135 Retrieve scientific evidence from a variety of text and electronic sources

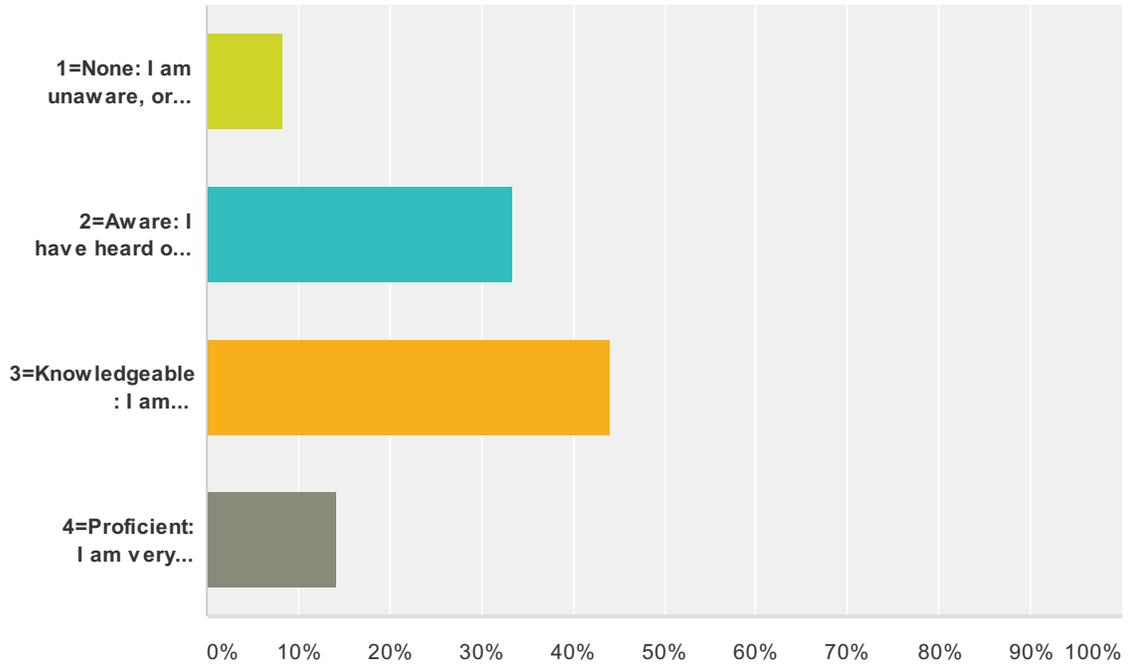
Answered: 84 Skipped: 174



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	5.95%	5
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	22.62%	19
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	50.00%	42
4=Proficient: I am very comfortable, an expert; could teach this to others	21.43%	18
Total		84

Q136 Determine the limitations of research findings (e.g. limitations of data sources, importance of observations and interrelationships)

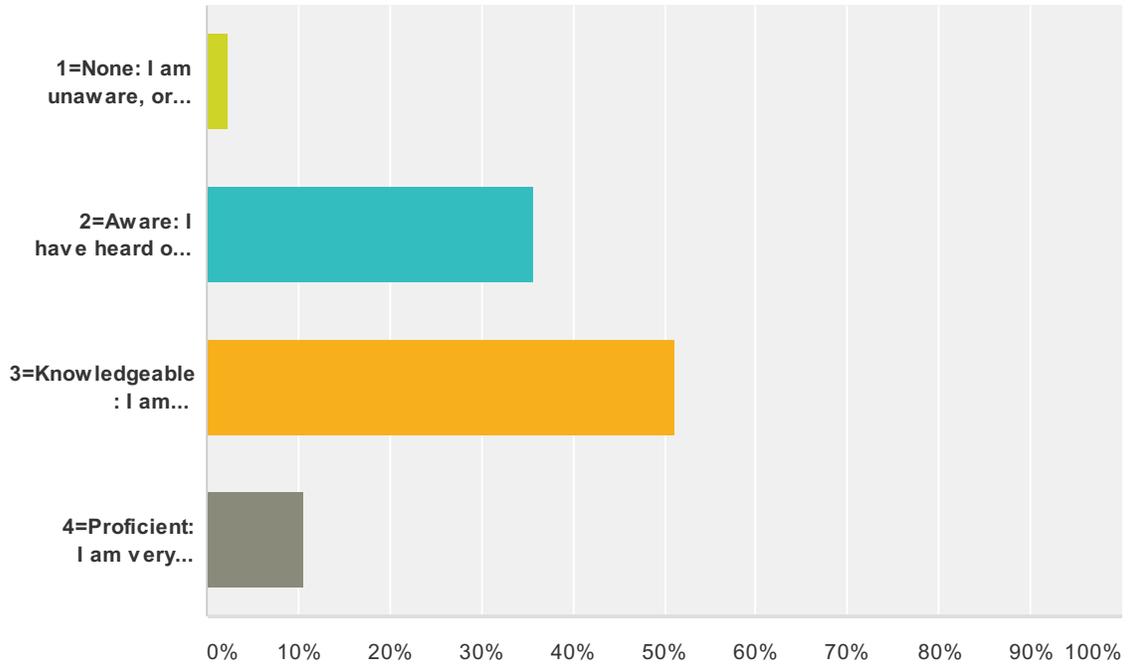
Answered: 84 Skipped: 174



Answer Choices	Responses
1=None: I am unaware, or have very little knowledge of the item	8.33% 7
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	33.33% 28
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	44.05% 37
4=Proficient: I am very comfortable, an expert; could teach this to others	14.29% 12
Total	84

Q137 Determine the laws, regulations, policies, and procedures for the ethical conduct of research (e.g. patient confidentiality, human subject processes)

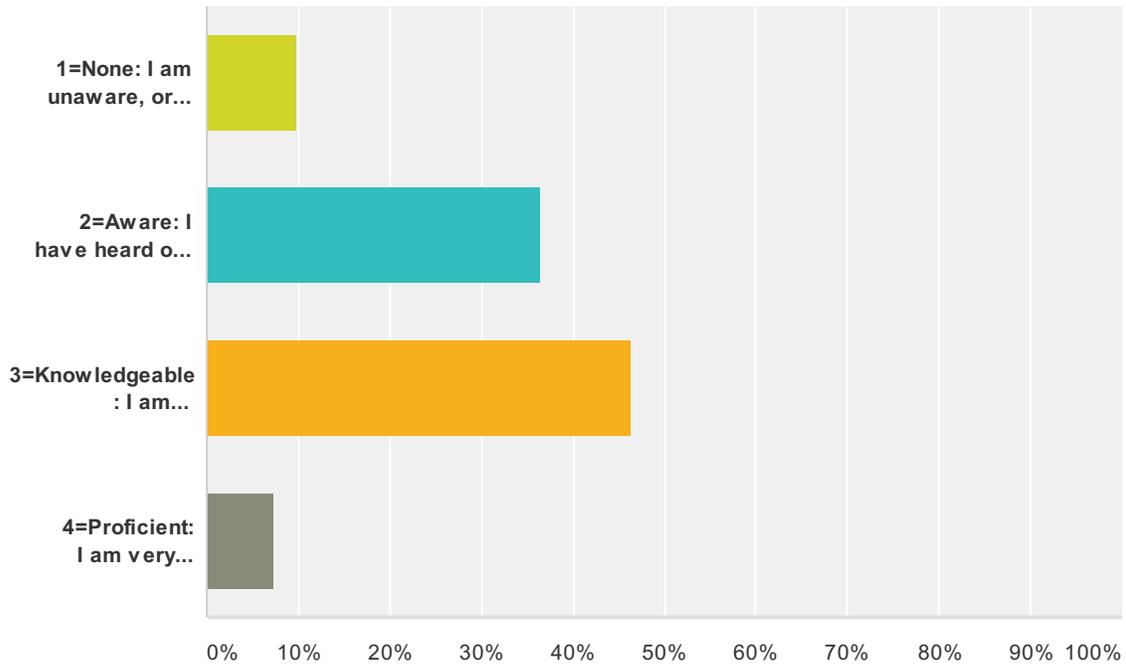
Answered: 84 Skipped: 174



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	2.38%	2
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	35.71%	30
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	51.19%	43
4=Proficient: I am very comfortable, an expert; could teach this to others	10.71%	9
Total		84

Q138 Contribute to building the scientific base of public health

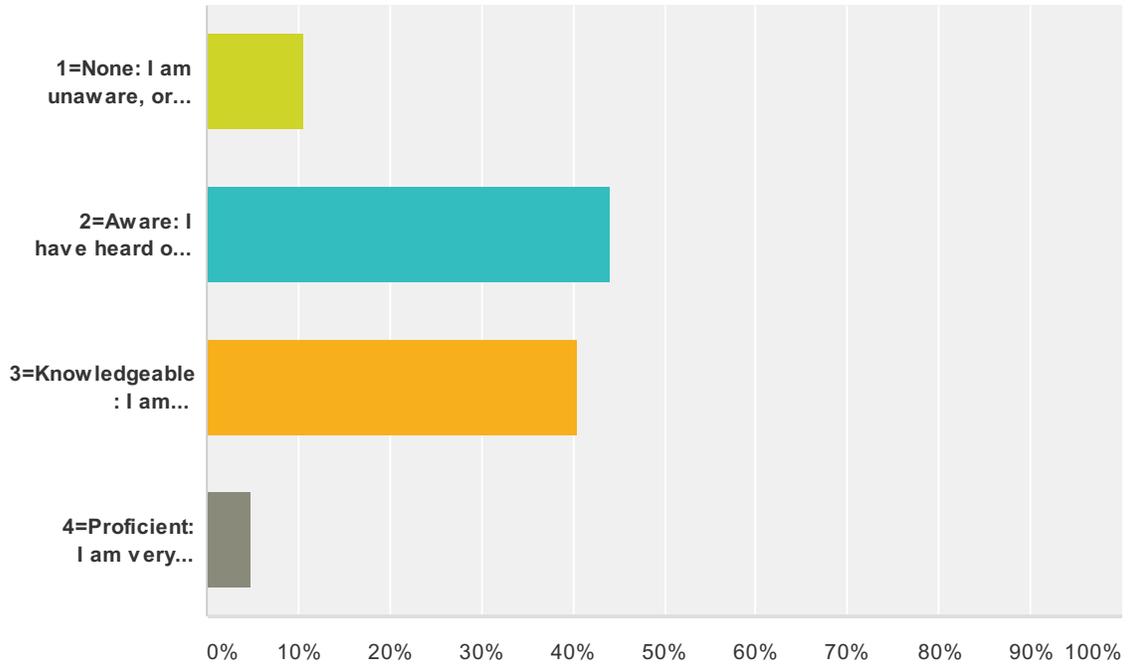
Answered: 82 Skipped: 176



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	9.76%	8
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	36.59%	30
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	46.34%	38
4=Proficient: I am very comfortable, an expert; could teach this to others	7.32%	6
Total		82

Q139 Interpret the interrelationships of local, state, and federal public health and health care systems for public health program management

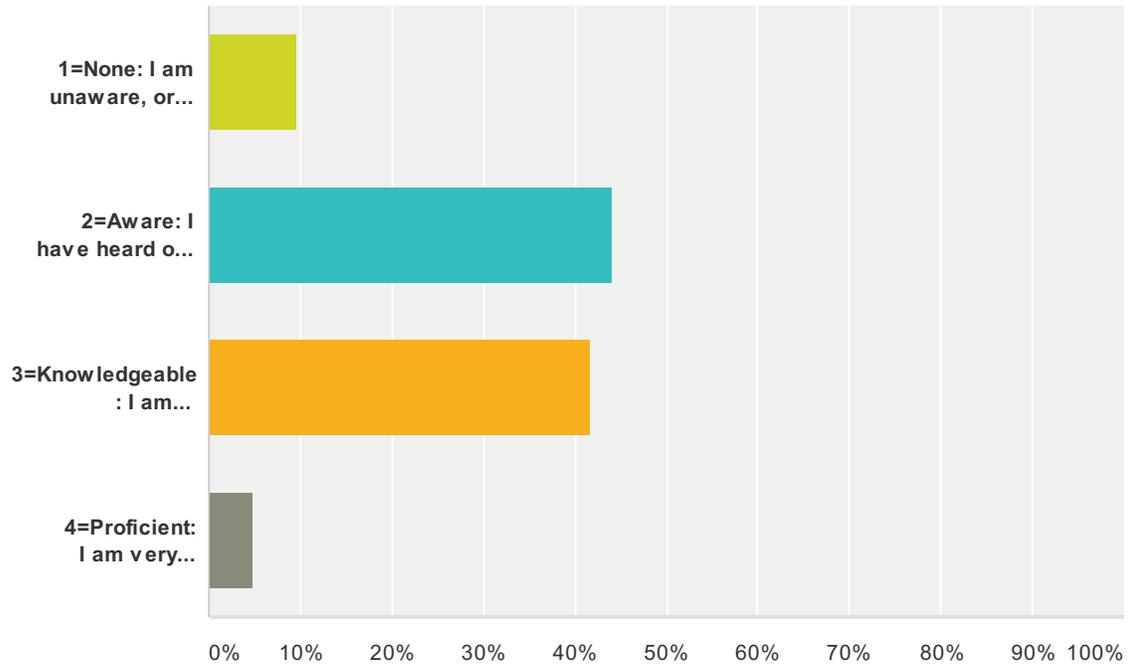
Answered: 84 Skipped: 174



Answer Choices	Responses
1=None: I am unaware, or have very little knowledge of the item	10.71% 9
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	44.05% 37
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	40.48% 34
4=Proficient: I am very comfortable, an expert; could teach this to others	4.76% 4
Total	84

Q140 Interpret the organizational structures, functions, and authorities of local, state, and federal public health agencies for public health program management

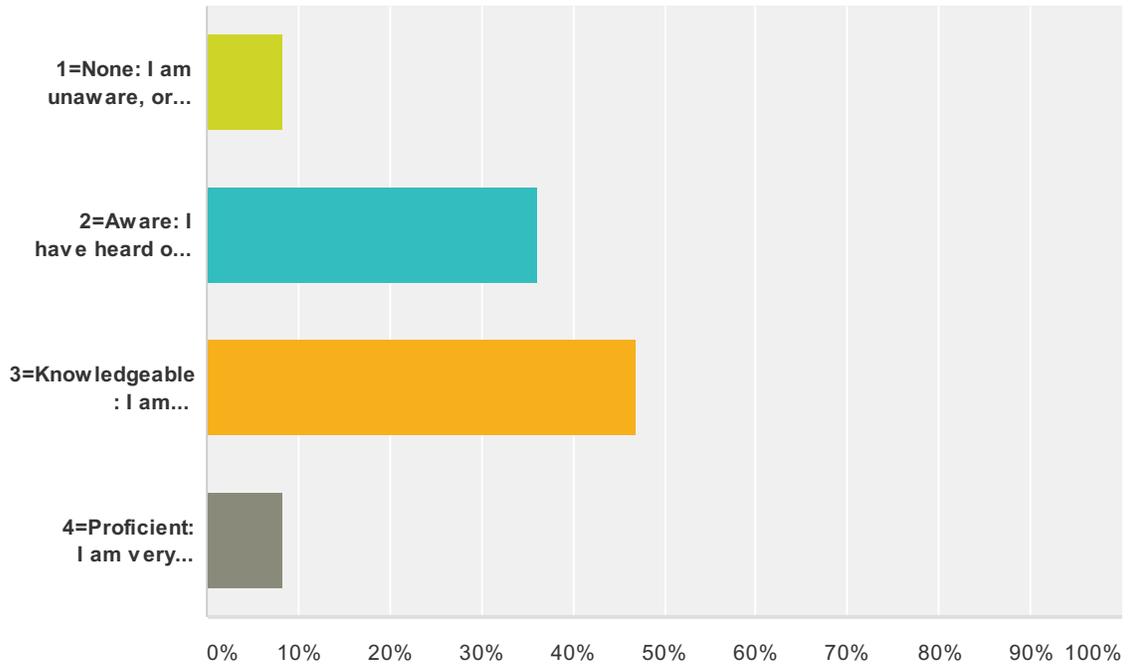
Answered: 84 Skipped: 174



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	9.52%	8
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	44.05%	37
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	41.67%	35
4=Proficient: I am very comfortable, an expert; could teach this to others	4.76%	4
Total		84

Q141 Develop partnerships with agencies within the federal, state, and local levels of government that have authority over public health situations or with specific issues, such as emergency events

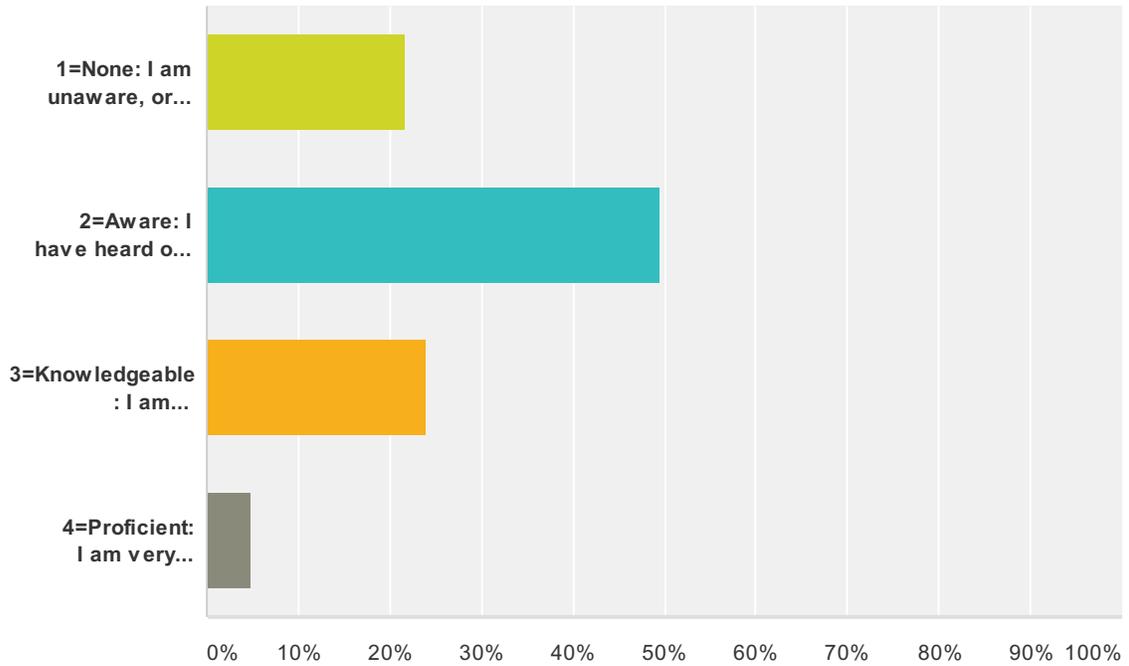
Answered: 83 Skipped: 175



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	8.43%	7
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	36.14%	30
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	46.99%	39
4=Proficient: I am very comfortable, an expert; could teach this to others	8.43%	7
Total		83

Q142 Implement the judicial and operational procedures of the governing body and/or administrative unit that oversees the operations of the public health organization

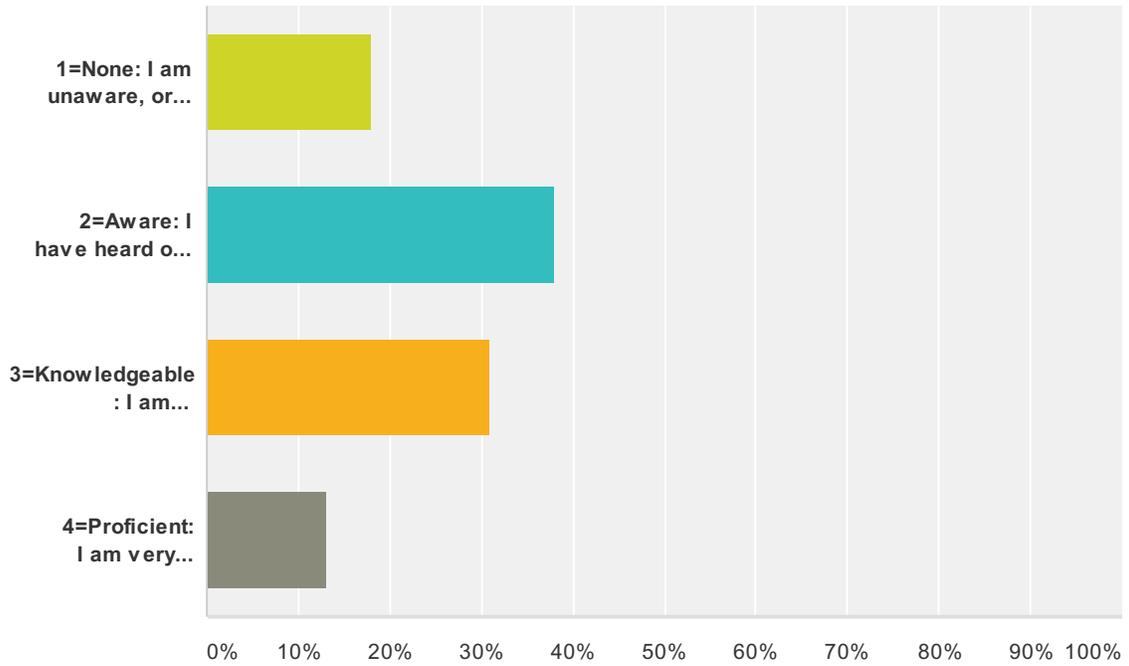
Answered: 83 Skipped: 175



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	21.69%	18
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	49.40%	41
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	24.10%	20
4=Proficient: I am very comfortable, an expert; could teach this to others	4.82%	4
Total		83

Q143 Develop a programmatic budget

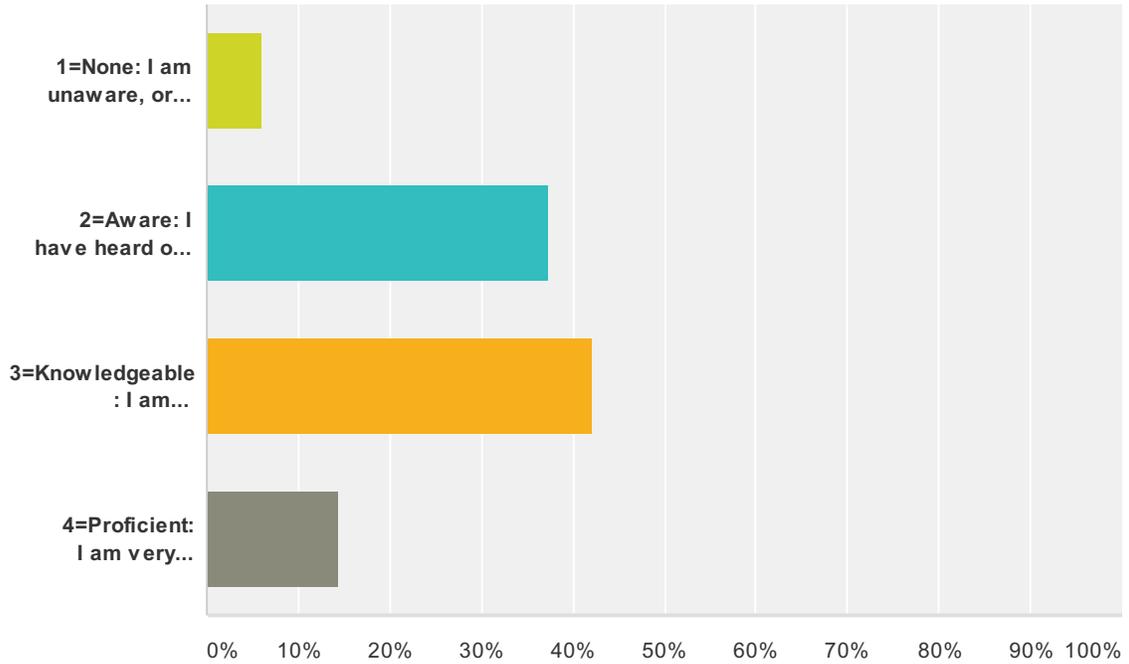
Answered: 84 Skipped: 174



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	17.86%	15
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	38.10%	32
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	30.95%	26
4=Proficient: I am very comfortable, an expert; could teach this to others	13.10%	11
Total		84

Q144 Manage programs within current and forecasted budget constraints

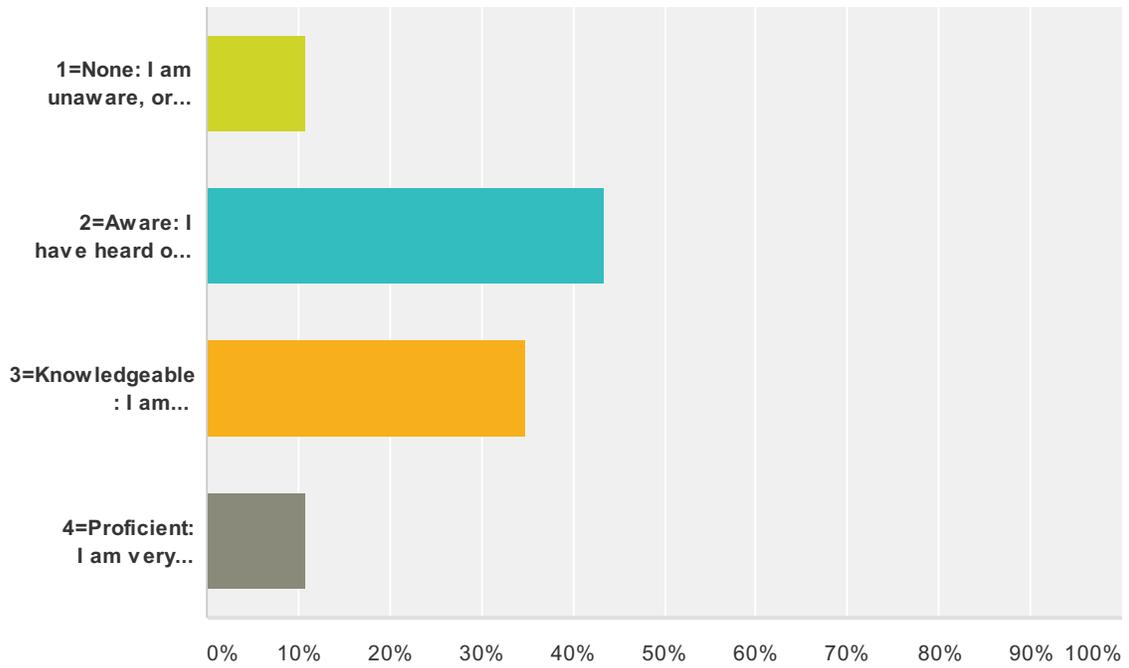
Answered: 83 Skipped: 175



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	6.02%	5
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	37.35%	31
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	42.17%	35
4=Proficient: I am very comfortable, an expert; could teach this to others	14.46%	12
Total		83

Q145 Develop strategies for determining budget priorities based on federal, state, and local financial contributions

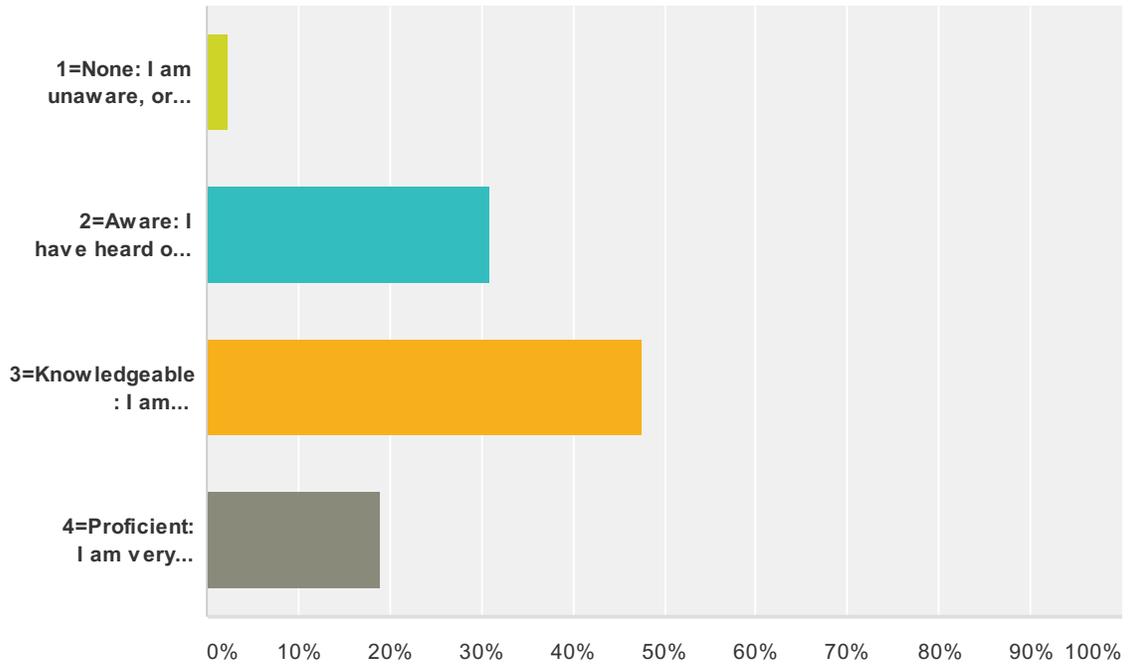
Answered: 83 Skipped: 175



Answer Choices	Responses
1=None: I am unaware, or have very little knowledge of the item	10.84% 9
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	43.37% 36
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	34.94% 29
4=Proficient: I am very comfortable, an expert; could teach this to others	10.84% 9
Total	83

Q146 Evaluate program performance

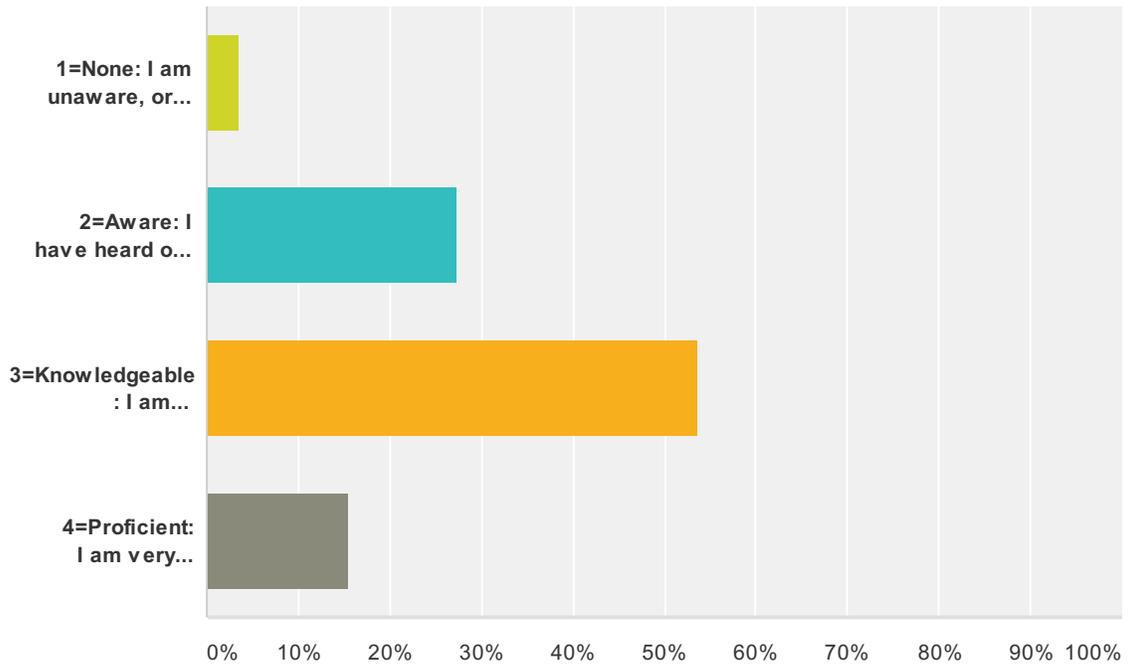
Answered: 84 Skipped: 174



Answer Choices	Responses
1=None: I am unaware, or have very little knowledge of the item	2.38% 2
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	30.95% 26
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	47.62% 40
4=Proficient: I am very comfortable, an expert; could teach this to others	19.05% 16
Total	84

Q147 Use evaluation results to improve performance

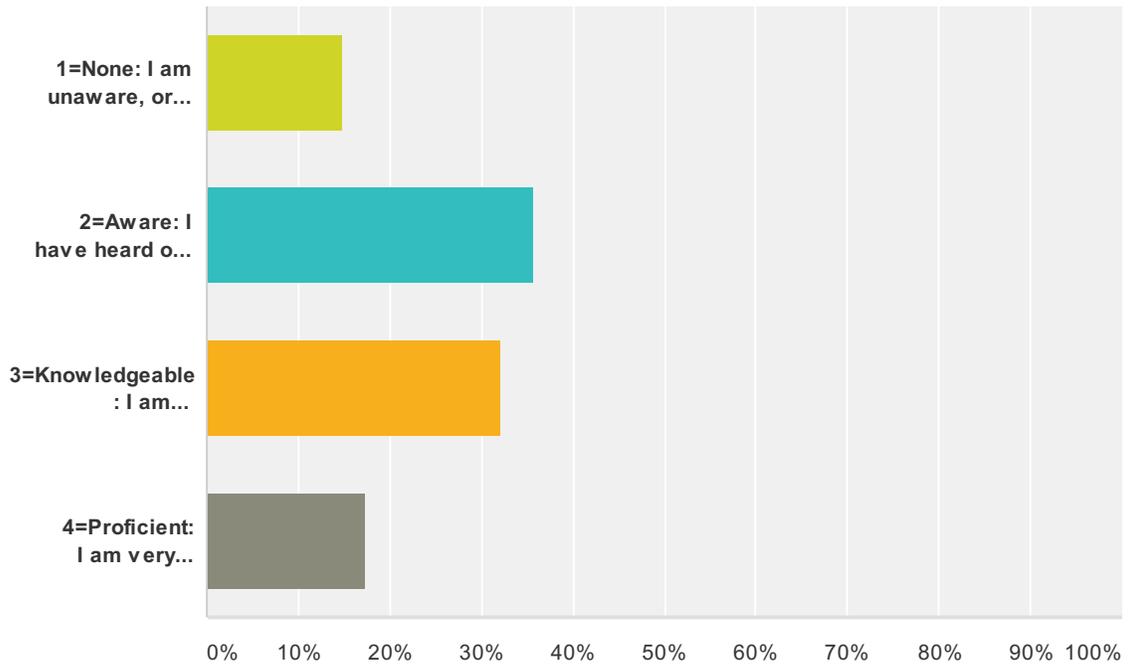
Answered: 84 Skipped: 174



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	3.57%	3
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	27.38%	23
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	53.57%	45
4=Proficient: I am very comfortable, an expert; could teach this to others	15.48%	13
Total		84

Q148 Prepare proposals for funding from external sources

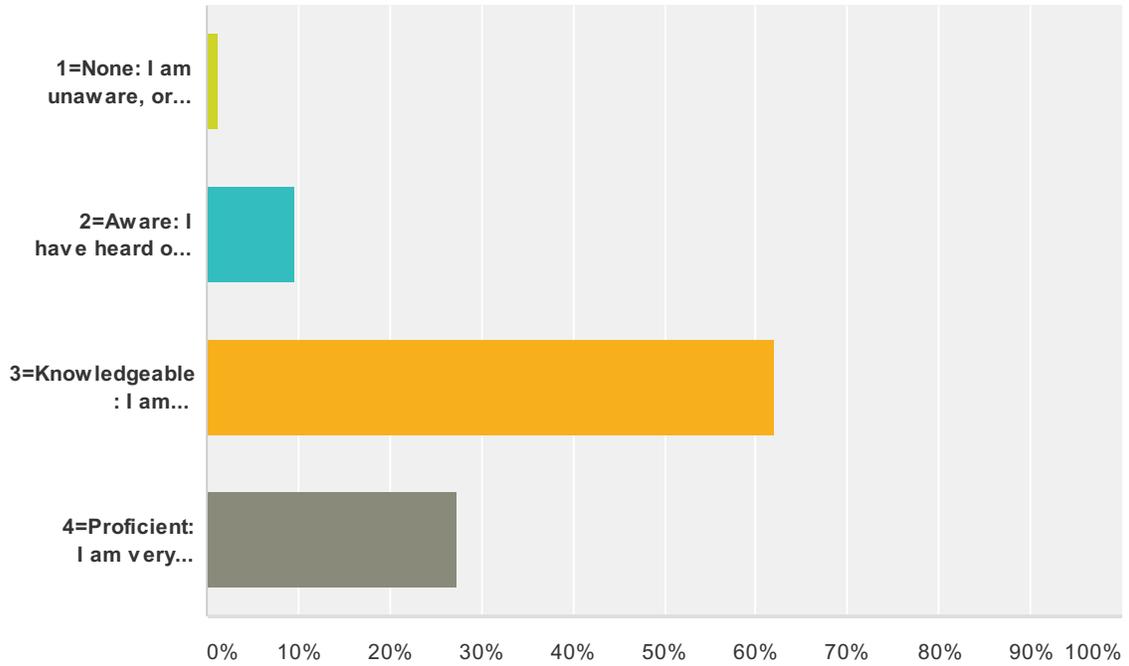
Answered: 81 Skipped: 177



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	14.81%	12
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	35.80%	29
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	32.10%	26
4=Proficient: I am very comfortable, an expert; could teach this to others	17.28%	14
Total		81

Q149 Apply basic human relations skills to the management of organizations, motivation of personnel, and resolution of conflicts

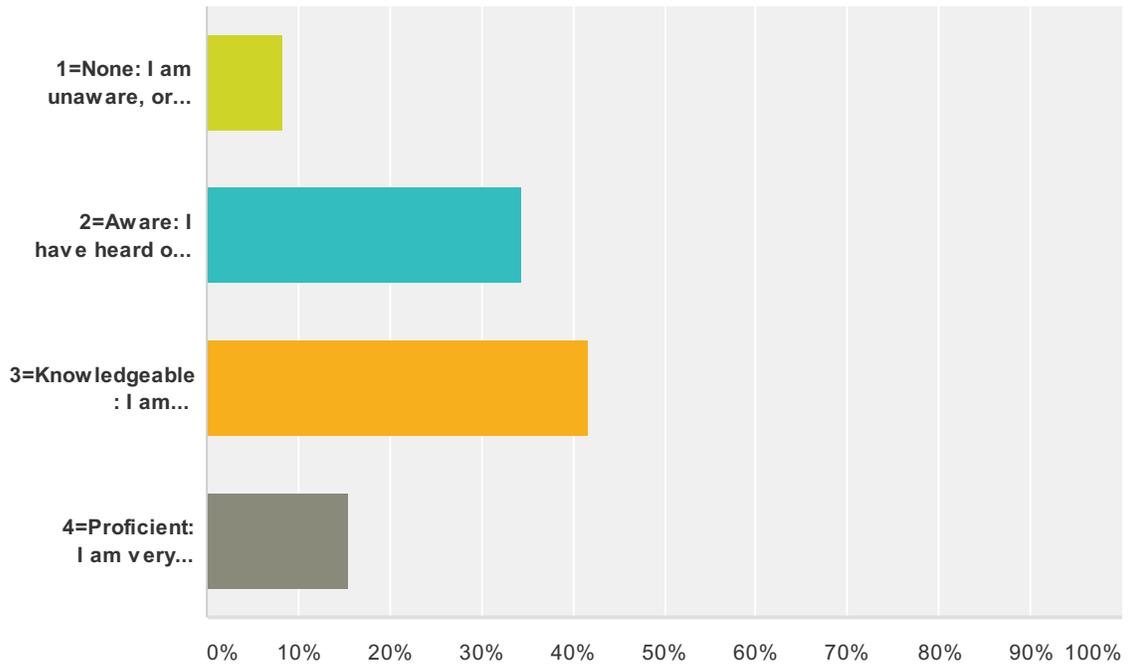
Answered: 84 Skipped: 174



Answer Choices	Responses
1=None: I am unaware, or have very little knowledge of the item	1.19% 1
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	9.52% 8
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	61.90% 52
4=Proficient: I am very comfortable, an expert; could teach this to others	27.38% 23
Total	84

Q150 Negotiate contracts and other agreements for the provision of services

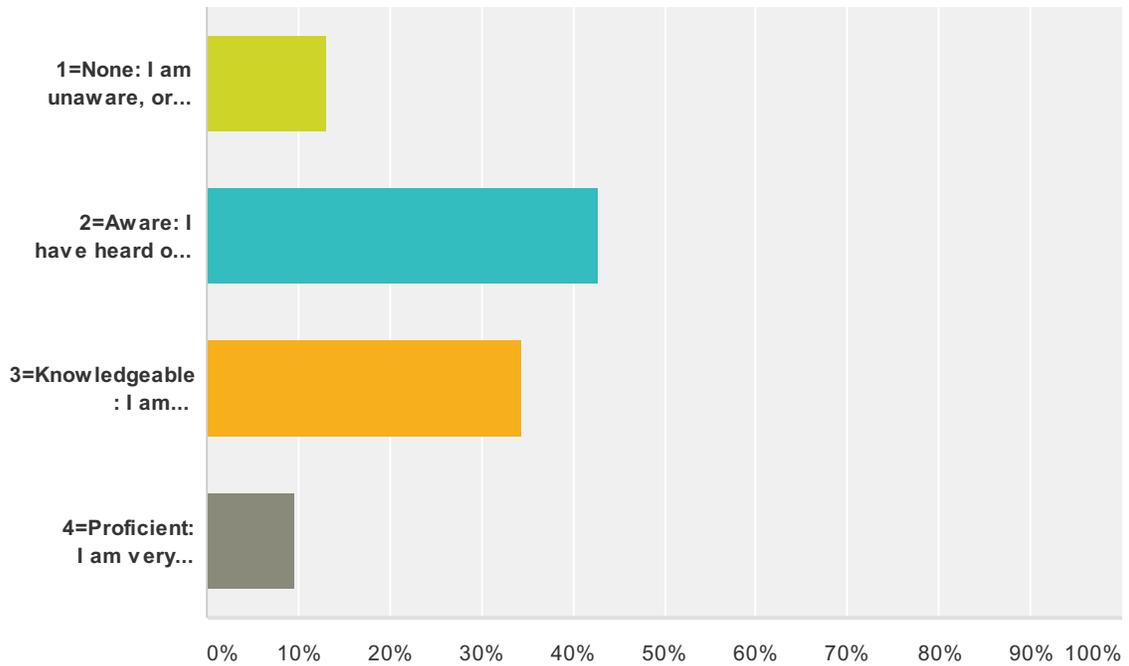
Answered: 84 Skipped: 174



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	8.33%	7
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	34.52%	29
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	41.67%	35
4=Proficient: I am very comfortable, an expert; could teach this to others	15.48%	13
Total		84

Q151 Use cost-effectiveness, cost-benefit, and cost-utility analyses in programmatic prioritization and decision making

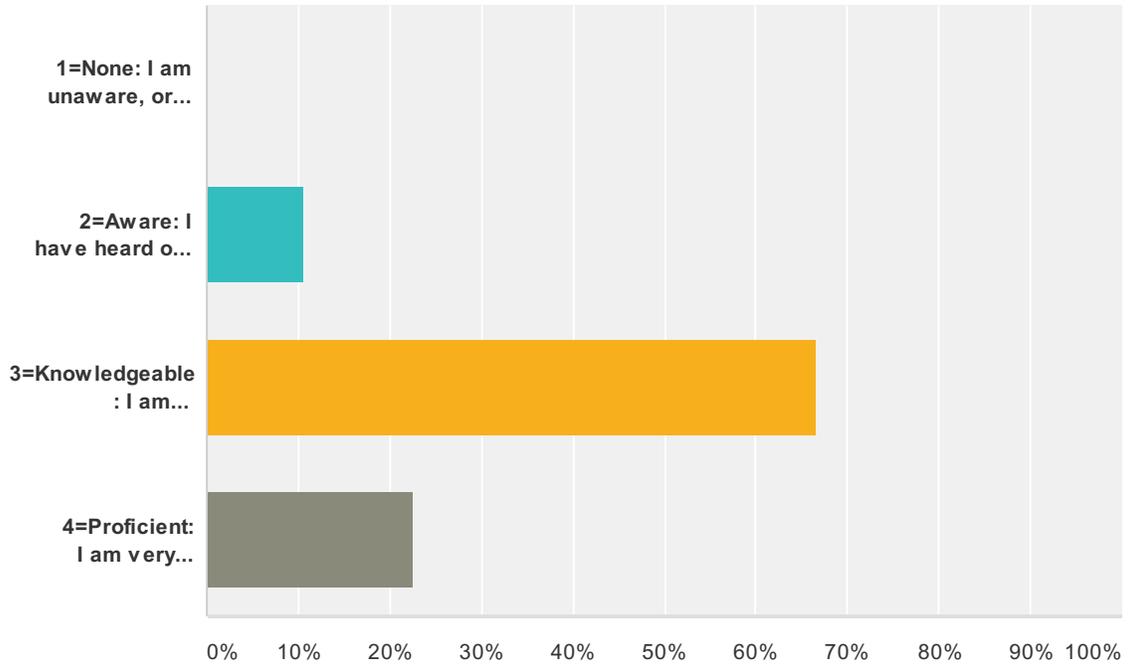
Answered: 84 Skipped: 174



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	13.10%	11
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	42.86%	36
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	34.52%	29
4=Proficient: I am very comfortable, an expert; could teach this to others	9.52%	8
Total		84

Q152 Incorporate ethical standards of practice as the basis of all interactions with organizations, communities, and individuals

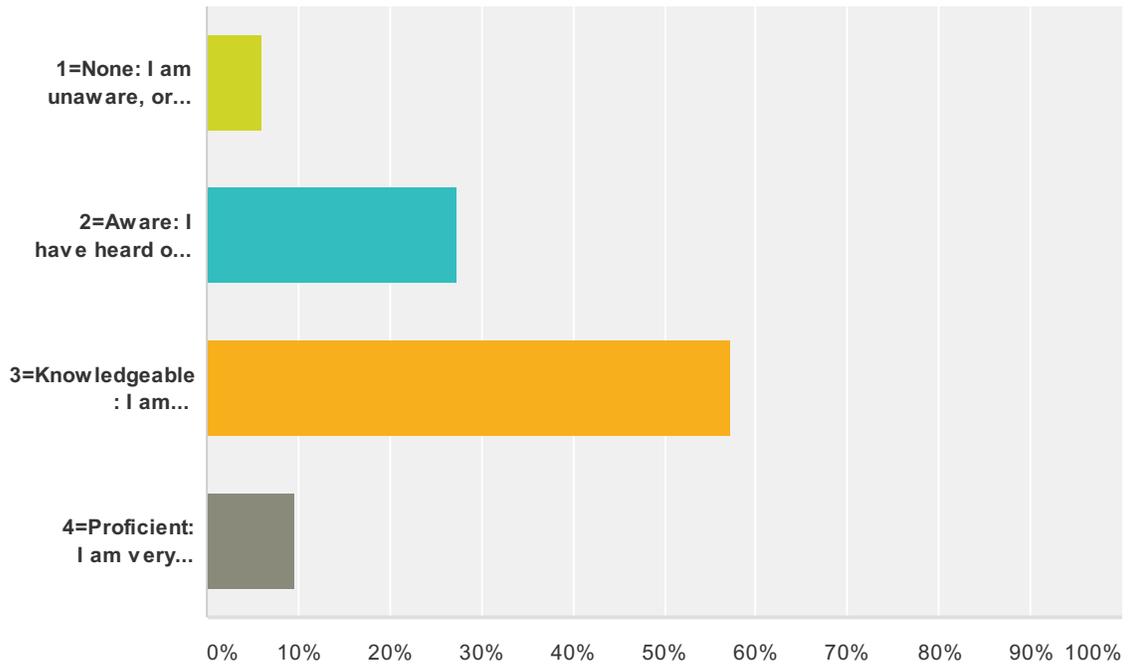
Answered: 84 Skipped: 174



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	0.00%	0
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	10.71%	9
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	66.67%	56
4=Proficient: I am very comfortable, an expert; could teach this to others	22.62%	19
Total		84

Q153 Incorporate systems thinking into public health practice

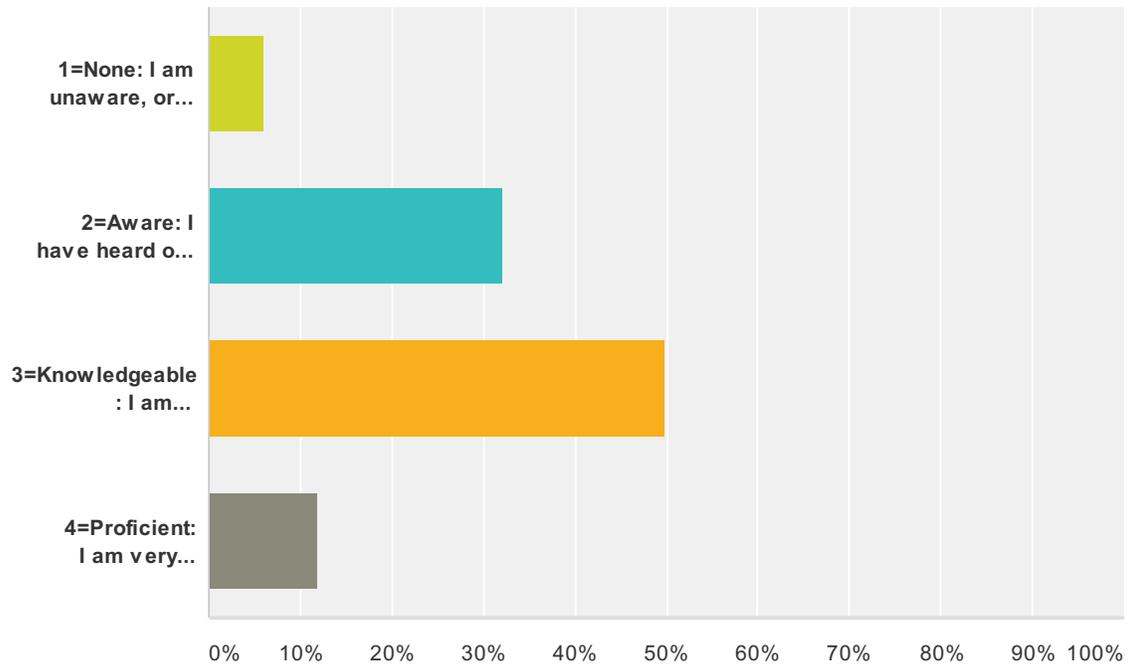
Answered: 84 Skipped: 174



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	5.95%	5
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	27.38%	23
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	57.14%	48
4=Proficient: I am very comfortable, an expert; could teach this to others	9.52%	8
Total		84

Q154 Participate with stakeholders in identifying key values and a shared vision as guiding principles for community action

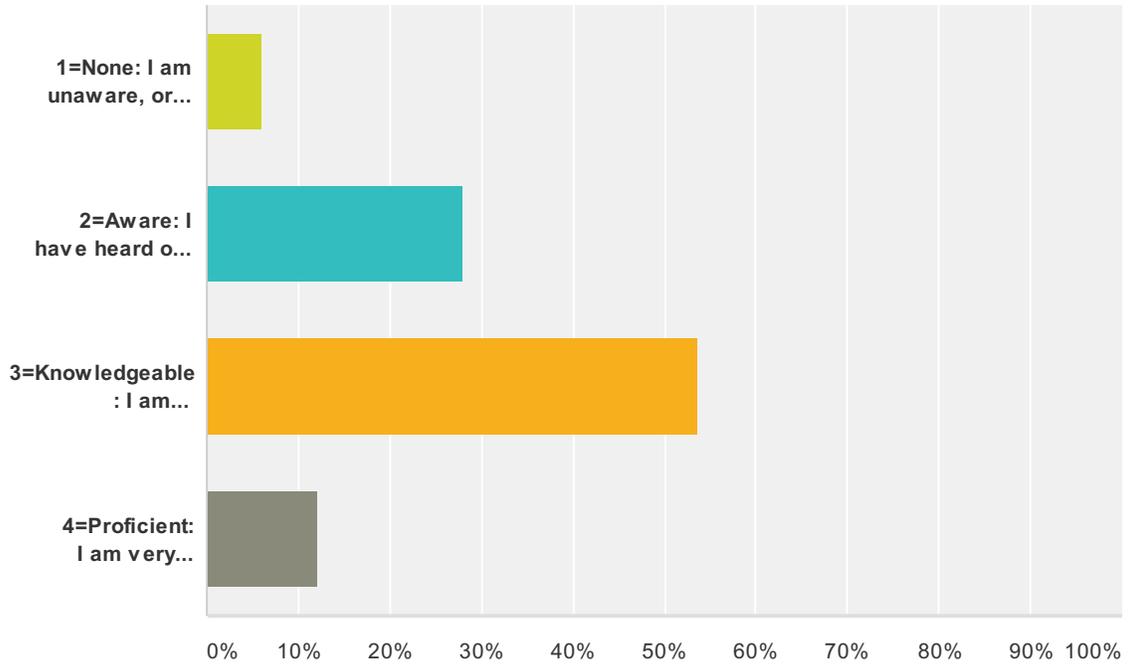
Answered: 84 Skipped: 174



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	5.95%	5
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	32.14%	27
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	50.00%	42
4=Proficient: I am very comfortable, an expert; could teach this to others	11.90%	10
Total		84

Q155 Analyze internal and external problems that may affect the delivery of Essential Public Health Services

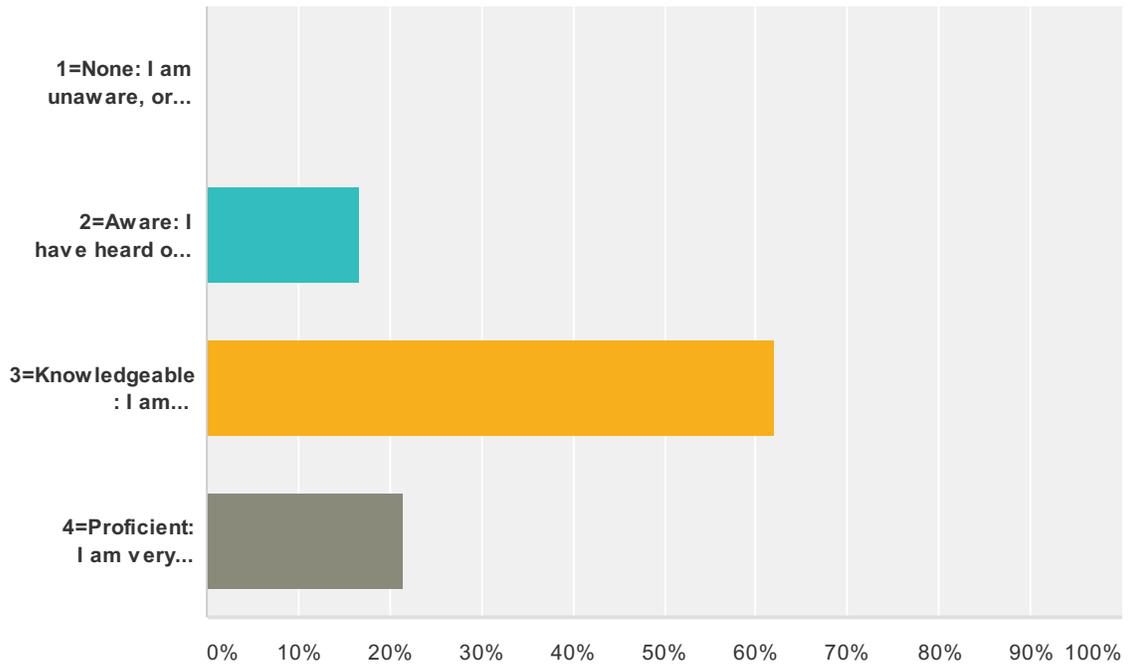
Answered: 82 Skipped: 176



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	6.10%	5
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	28.05%	23
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	53.66%	44
4=Proficient: I am very comfortable, an expert; could teach this to others	12.20%	10
Total		82

Q156 Promote individual, team, and organizational learning opportunities

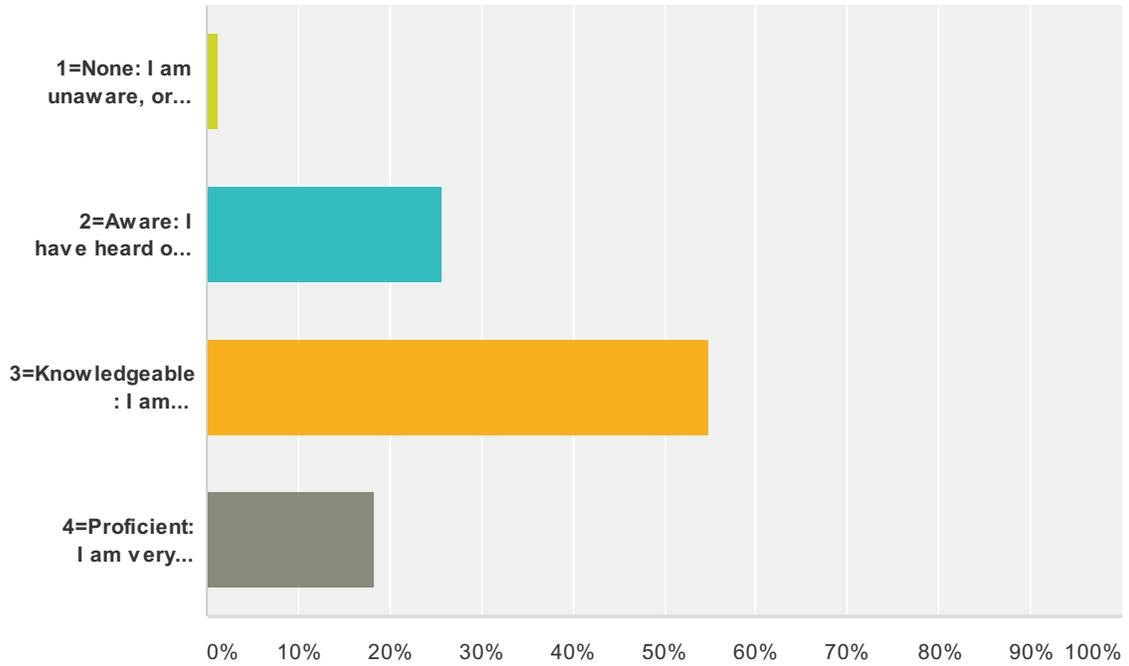
Answered: 84 Skipped: 174



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	0.00%	0
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	16.67%	14
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	61.90%	52
4=Proficient: I am very comfortable, an expert; could teach this to others	21.43%	18
Total		84

Q157 Establish mentoring, peer advising, coaching, or other personal development opportunities for the public health workforce

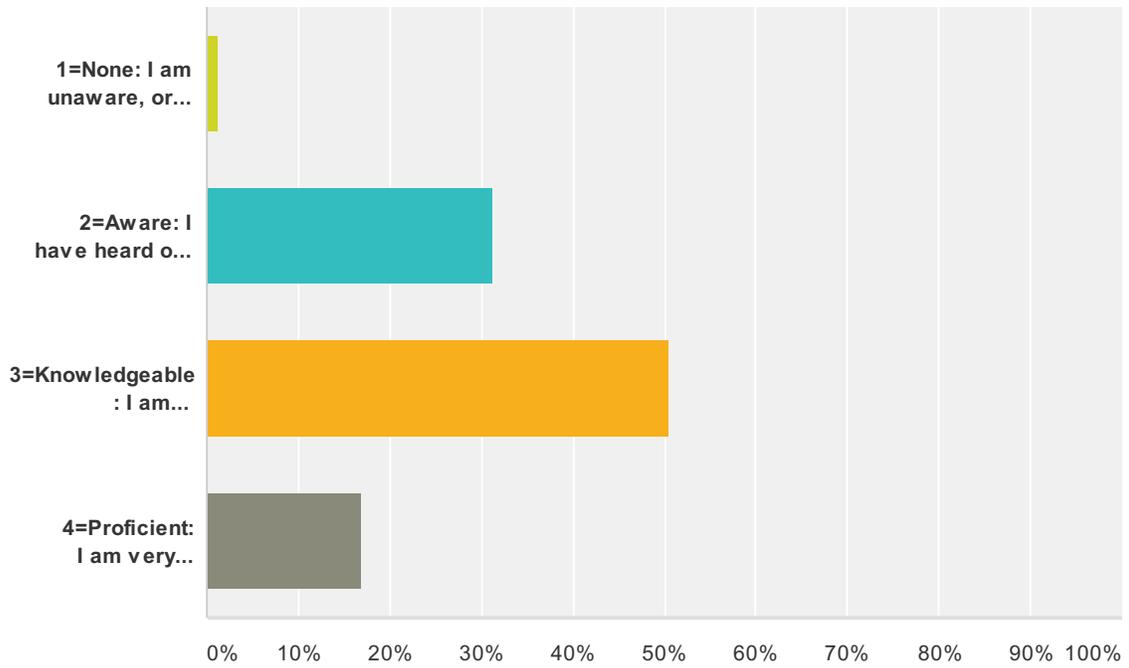
Answered: 82 Skipped: 176



Answer Choices	Responses
1=None: I am unaware, or have very little knowledge of the item	1.22% 1
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	25.61% 21
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	54.88% 45
4=Proficient: I am very comfortable, an expert; could teach this to others	18.29% 15
Total	82

Q158 Contribute to the measuring, reporting, and continuous improvement of organizational performance

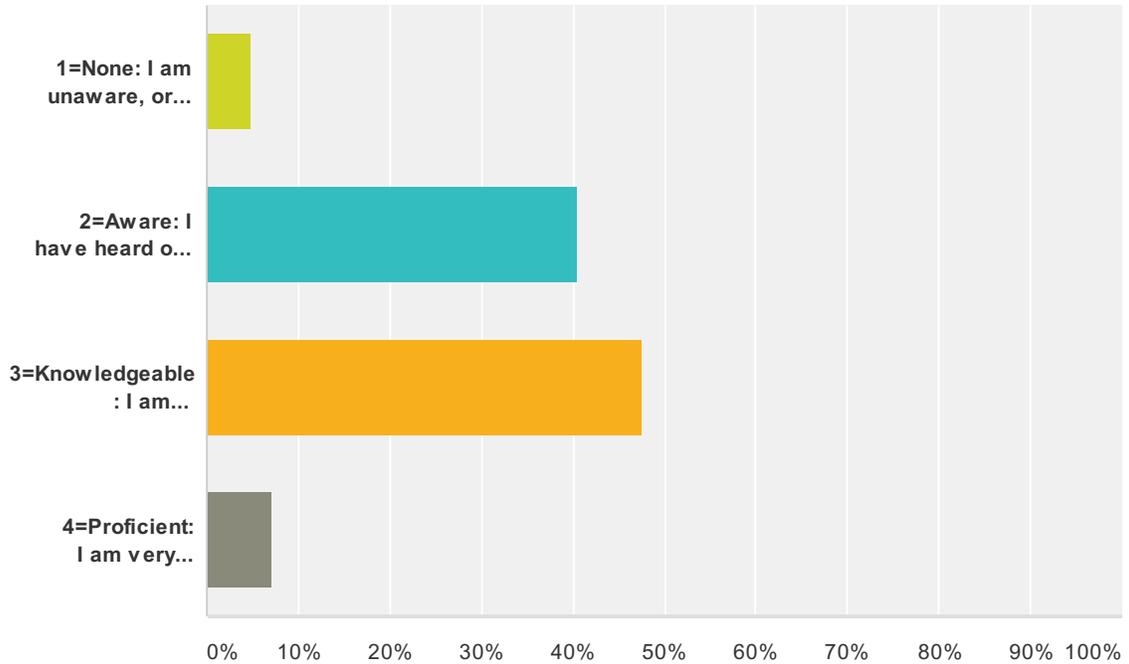
Answered: 83 Skipped: 175



Answer Choices	Responses
1=None: I am unaware, or have very little knowledge of the item	1.20% 1
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	31.33% 26
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	50.60% 42
4=Proficient: I am very comfortable, an expert; could teach this to others	16.87% 14
Total	83

Q159 Modify organizational practices in consideration of changes in the public health system, and the larger social, political, and economic environment

Answered: 84 Skipped: 174



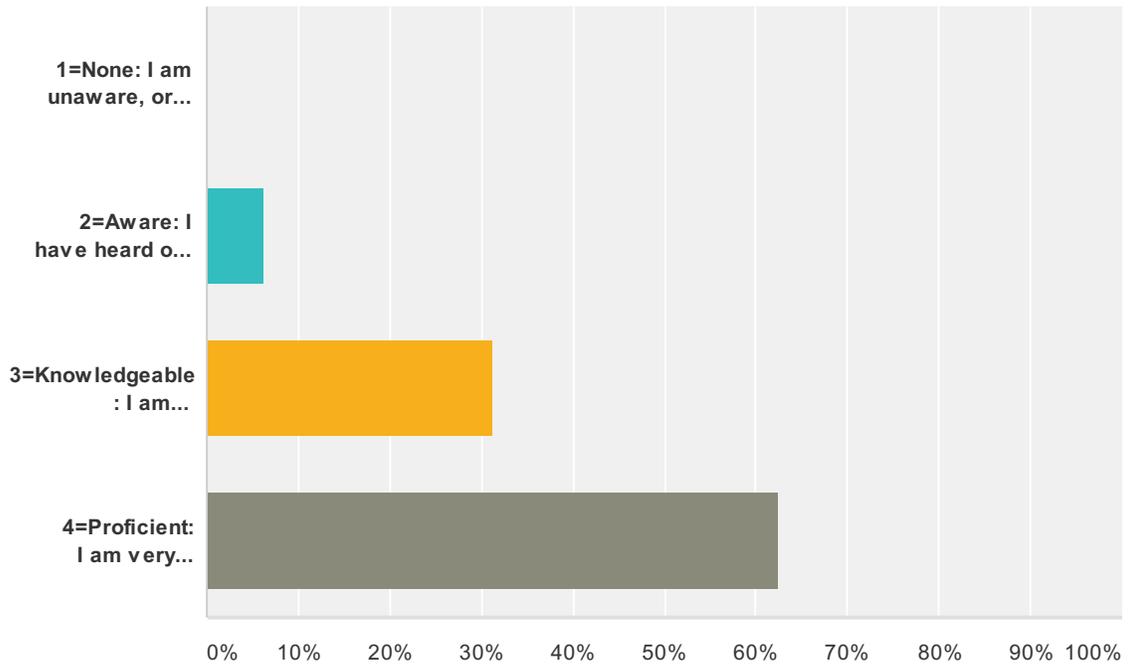
Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	4.76%	4
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	40.48%	34
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	47.62%	40
4=Proficient: I am very comfortable, an expert; could teach this to others	7.14%	6
Total		84

**Q160 Please comment on any other
workforce development or training areas.**

Answered: 12 Skipped: 246

Q161 Review the health status of populations and their related determinants of health and illness conducted by the organization (e.g. factors contributing to health promotion and disease prevention, availability and use of health services)

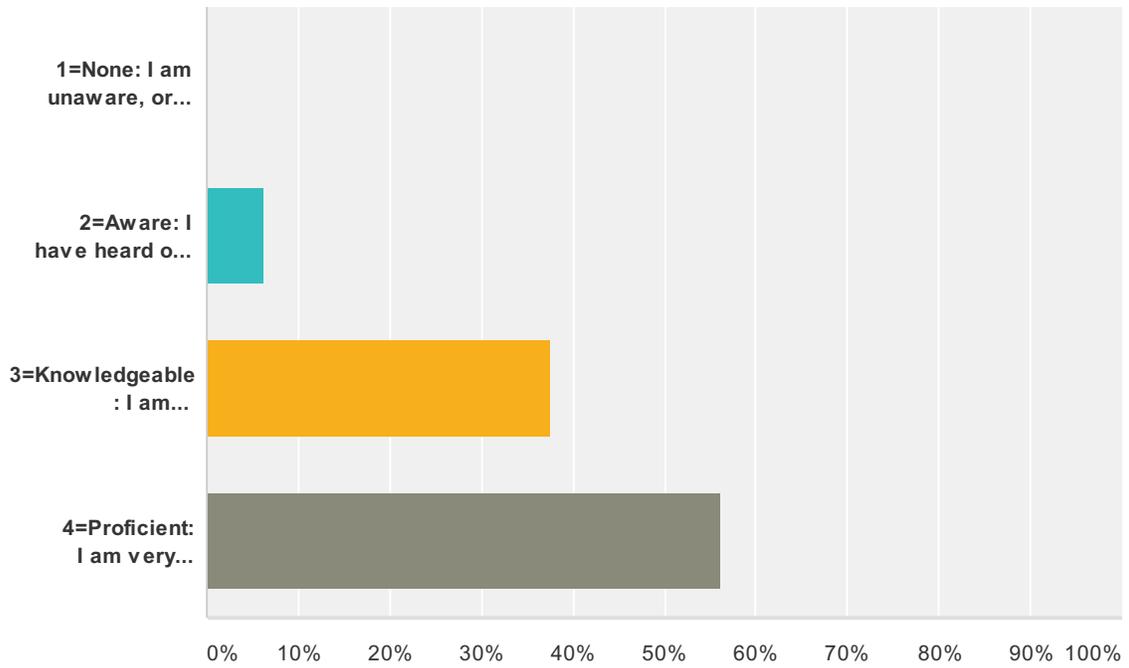
Answered: 16 Skipped: 242



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	0.00%	0
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	6.25%	1
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	31.25%	5
4=Proficient: I am very comfortable, an expert; could teach this to others	62.50%	10
Total		16

Q162 Describe the characteristics of a population-based health problem (e.g. equity, social determinants, environment)

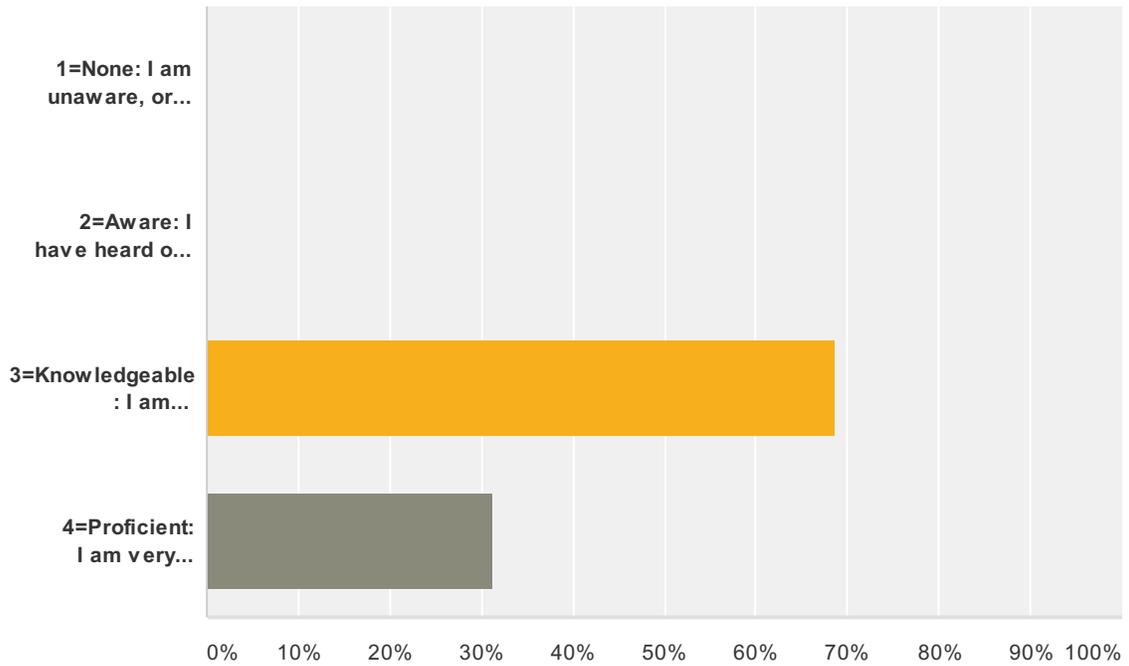
Answered: 16 Skipped: 242



Answer Choices	Responses
1=None: I am unaware, or have very little knowledge of the item	0.00% 0
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	6.25% 1
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	37.50% 6
4=Proficient: I am very comfortable, an expert; could teach this to others	56.25% 9
Total	16

Q163 Evaluate variables that measure public health conditions

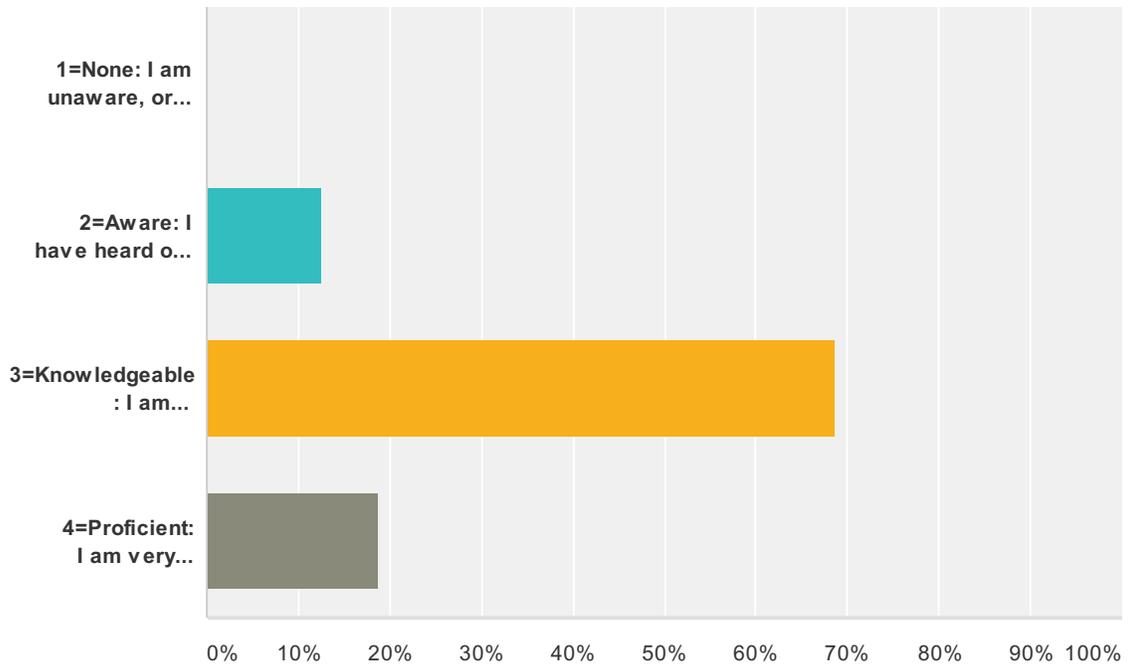
Answered: 16 Skipped: 242



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	0.00%	0
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	0.00%	0
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	68.75%	11
4=Proficient: I am very comfortable, an expert; could teach this to others	31.25%	5
Total		16

Q164 Critique methods and instruments for collecting valid and reliable quantitative and qualitative data

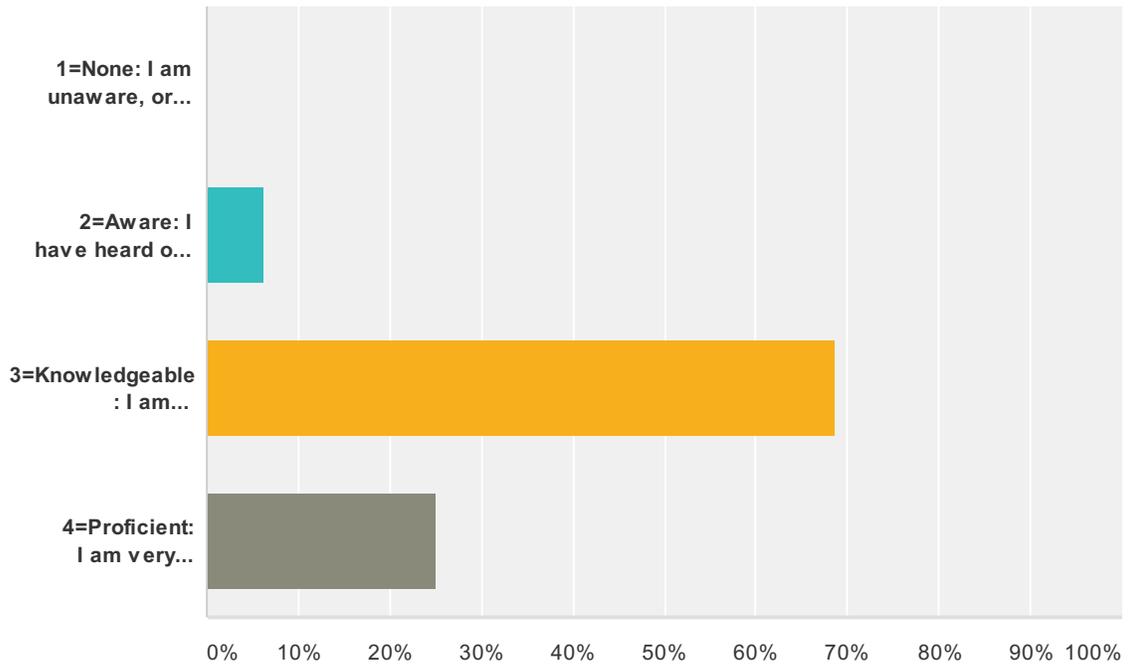
Answered: 16 Skipped: 242



Answer Choices	Responses
1=None: I am unaware, or have very little knowledge of the item	0.00% 0
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	12.50% 2
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	68.75% 11
4=Proficient: I am very comfortable, an expert; could teach this to others	18.75% 3
Total	16

Q165 Expand access to public health data and information

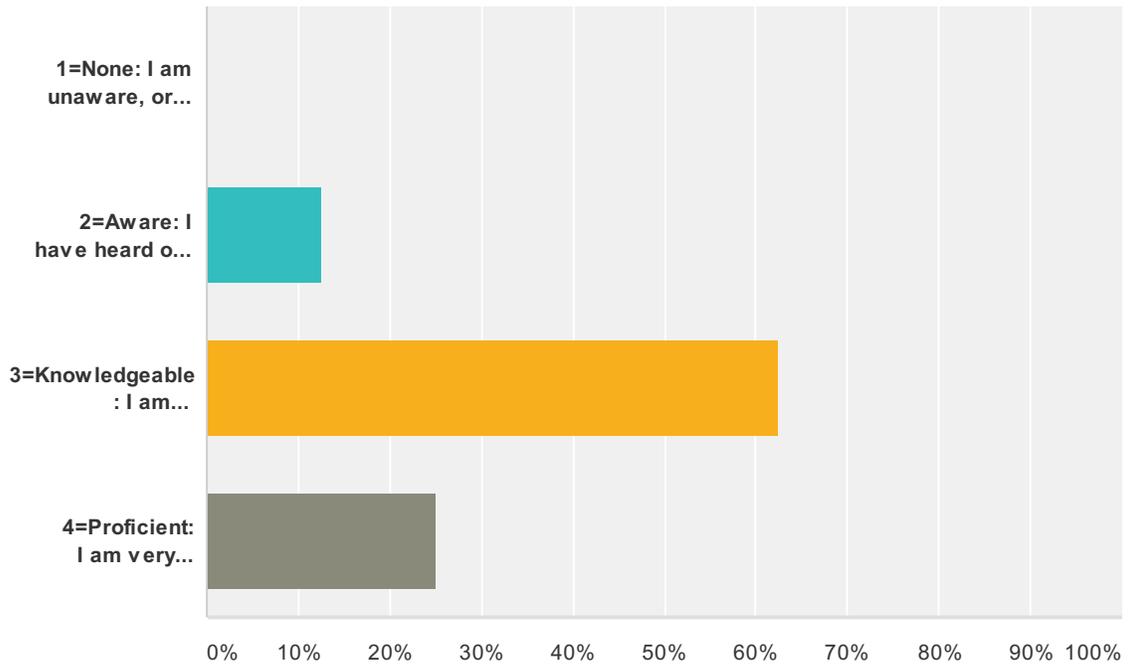
Answered: 16 Skipped: 242



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	0.00%	0
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	6.25%	1
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	68.75%	11
4=Proficient: I am very comfortable, an expert; could teach this to others	25.00%	4
Total		16

Q166 Evaluate the integrity and comparability of data

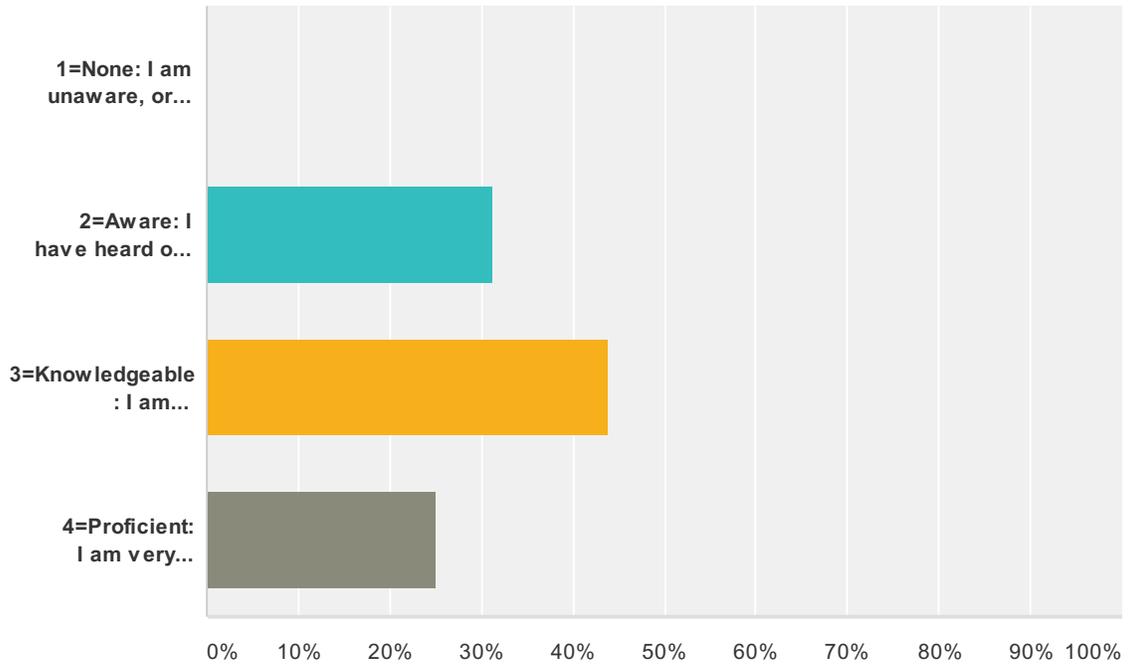
Answered: 16 Skipped: 242



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	0.00%	0
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	12.50%	2
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	62.50%	10
4=Proficient: I am very comfortable, an expert; could teach this to others	25.00%	4
Total		16

Q167 Rectify gaps in data sources

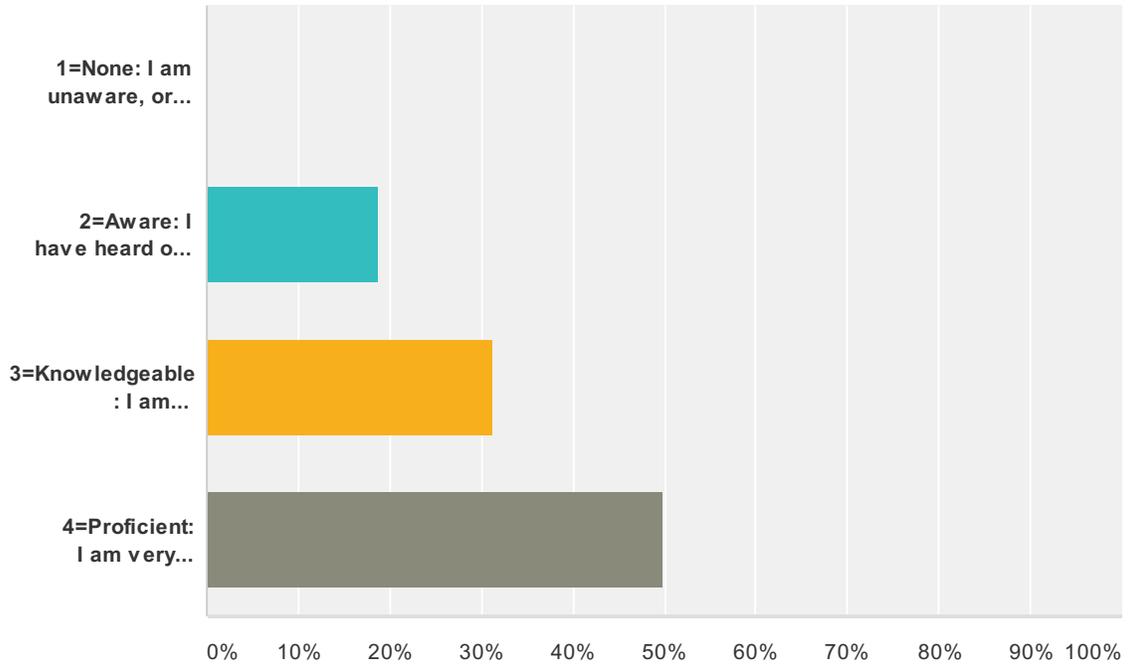
Answered: 16 Skipped: 242



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	0.00%	0
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	31.25%	5
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	43.75%	7
4=Proficient: I am very comfortable, an expert; could teach this to others	25.00%	4
Total		16

Q168 Ensure the application of ethical principles in the collection, maintenance, use, and dissemination of data and information

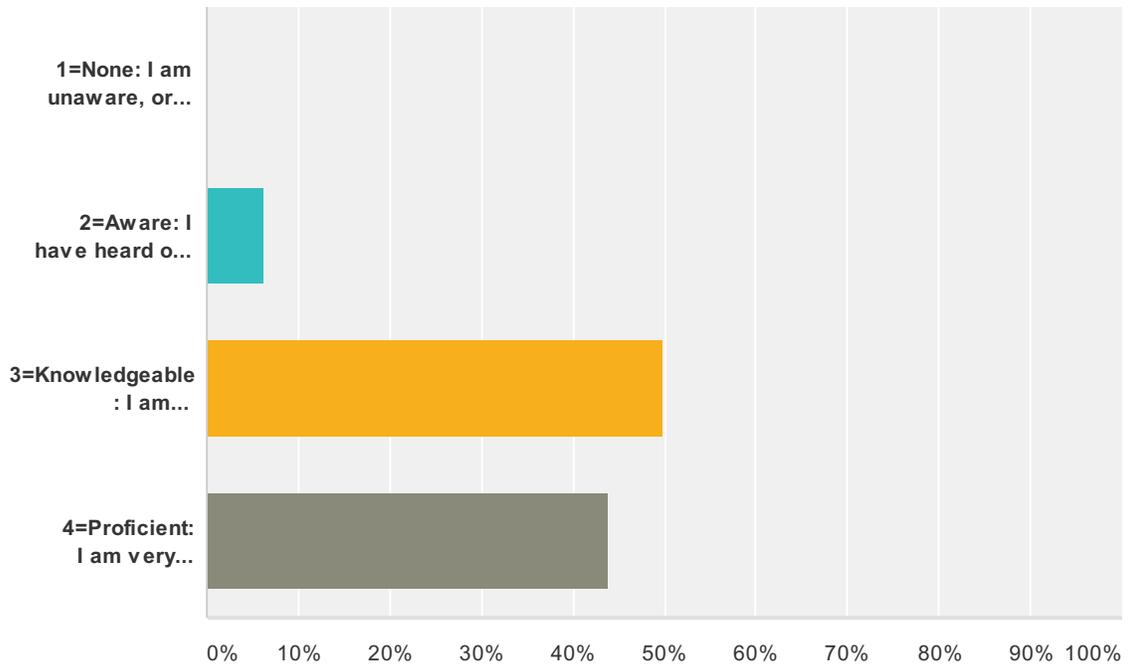
Answered: 16 Skipped: 242



Answer Choices	Responses
1=None: I am unaware, or have very little knowledge of the item	0.00% 0
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	18.75% 3
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	31.25% 5
4=Proficient: I am very comfortable, an expert; could teach this to others	50.00% 8
Total	16

Q169 Integrate the findings from quantitative and qualitative data into organizational operations

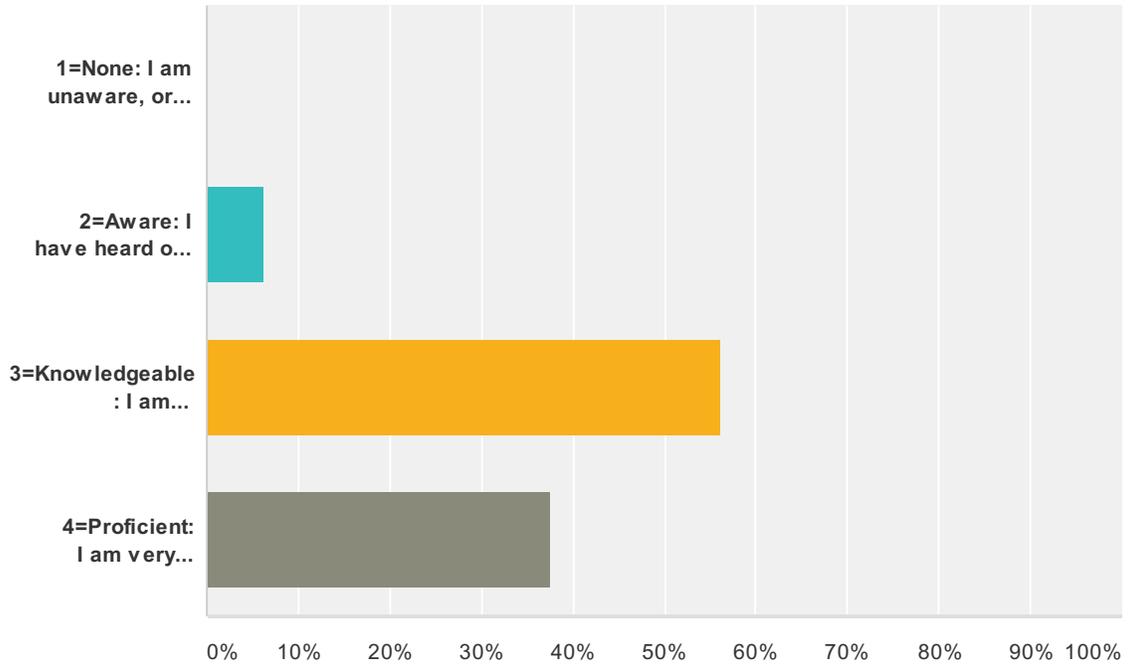
Answered: 16 Skipped: 242



Answer Choices	Responses
1=None: I am unaware, or have very little knowledge of the item	0.00% 0
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	6.25% 1
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	50.00% 8
4=Proficient: I am very comfortable, an expert; could teach this to others	43.75% 7
Total	16

Q170 Determine community-specific trends from quantitative and qualitative data (e.g. risks and benefits to the community, health and resource needs)

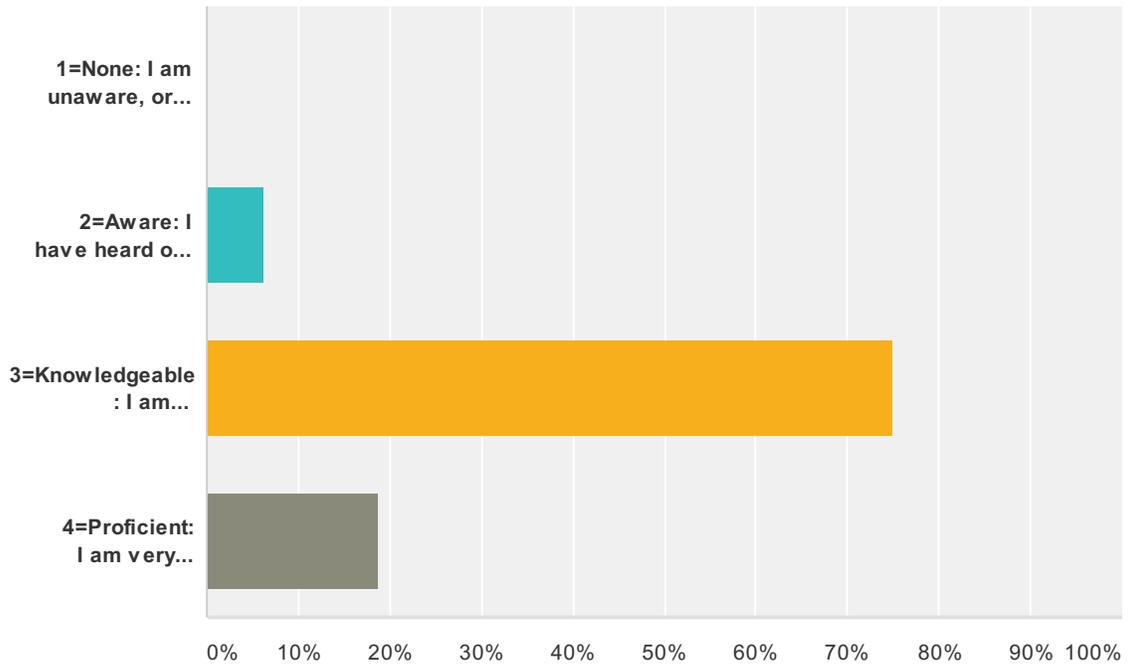
Answered: 16 Skipped: 242



Answer Choices	Responses
1=None: I am unaware, or have very little knowledge of the item	0.00% 0
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	6.25% 1
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	56.25% 9
4=Proficient: I am very comfortable, an expert; could teach this to others	37.50% 6
Total	16

Q171 Use information technology to collect, store, and retrieve data

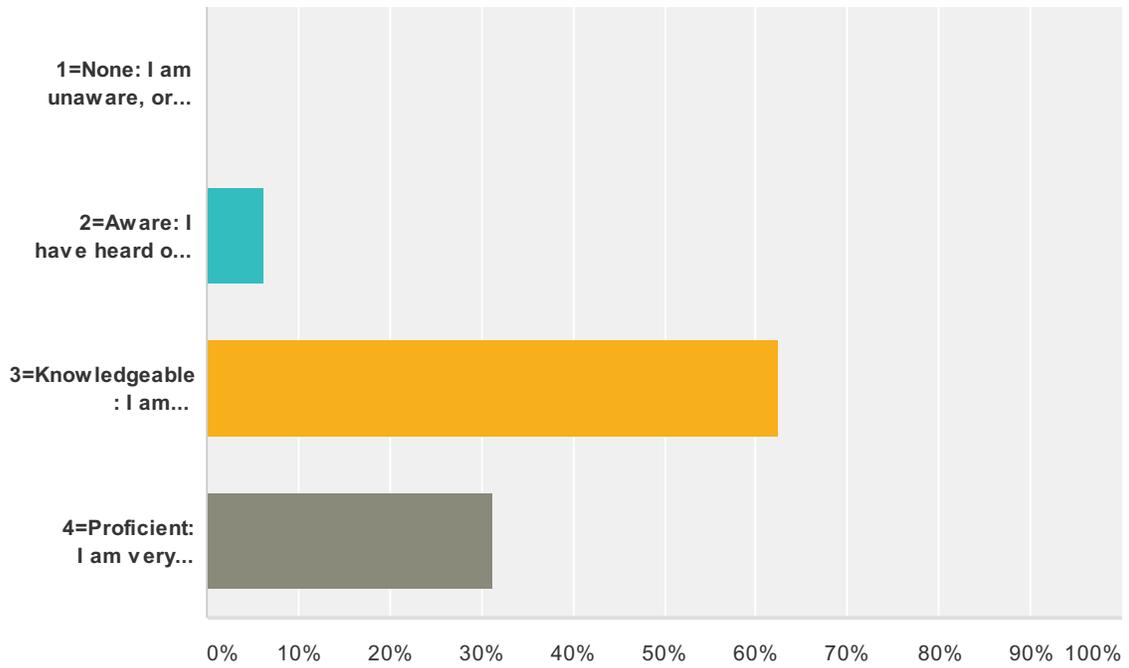
Answered: 16 Skipped: 242



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	0.00%	0
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	6.25%	1
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	75.00%	12
4=Proficient: I am very comfortable, an expert; could teach this to others	18.75%	3
Total		16

Q172 Incorporate data into the resolution of scientific, political, ethical, and social public health concerns

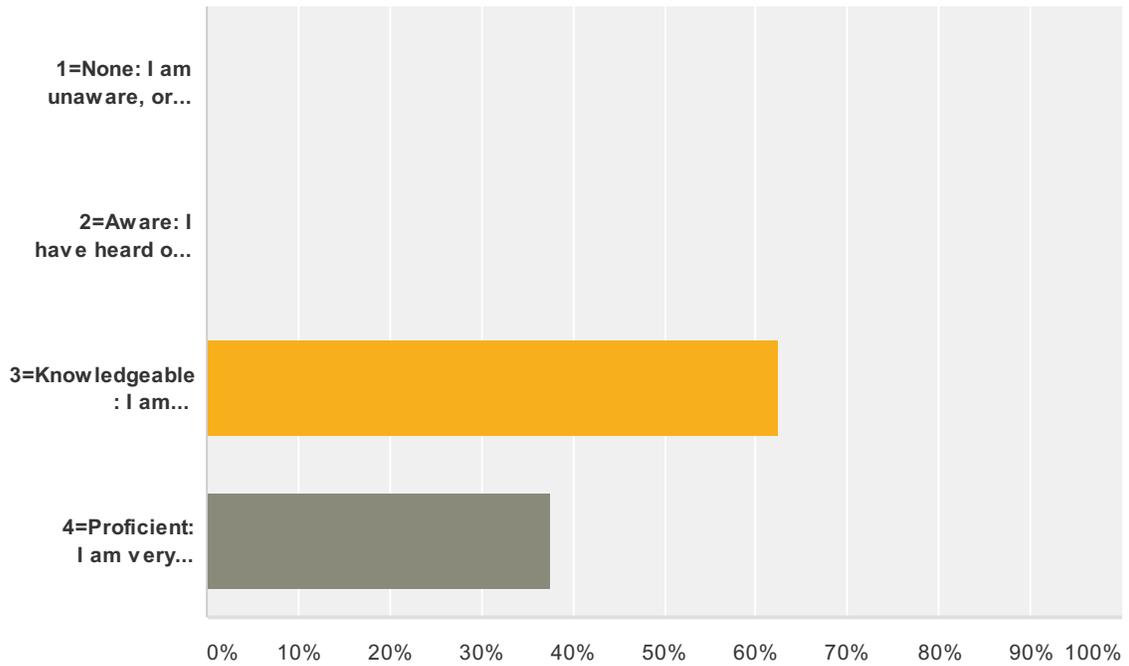
Answered: 16 Skipped: 242



Answer Choices	Responses
1=None: I am unaware, or have very little knowledge of the item	0.00% 0
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	6.25% 1
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	62.50% 10
4=Proficient: I am very comfortable, an expert; could teach this to others	31.25% 5
Total	16

Q173 Identify the resources to meet community health needs

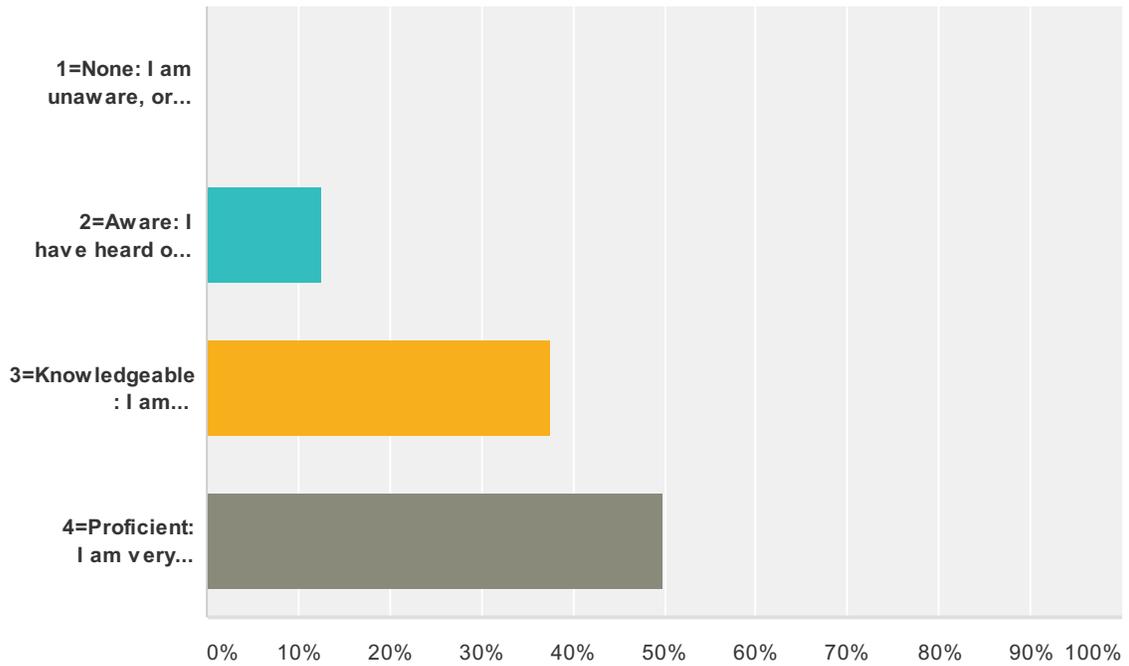
Answered: 16 Skipped: 242



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	0.00%	0
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	0.00%	0
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	62.50%	10
4=Proficient: I am very comfortable, an expert; could teach this to others	37.50%	6
Total		16

Q174 Evaluate information relevant to specific public health policy issues

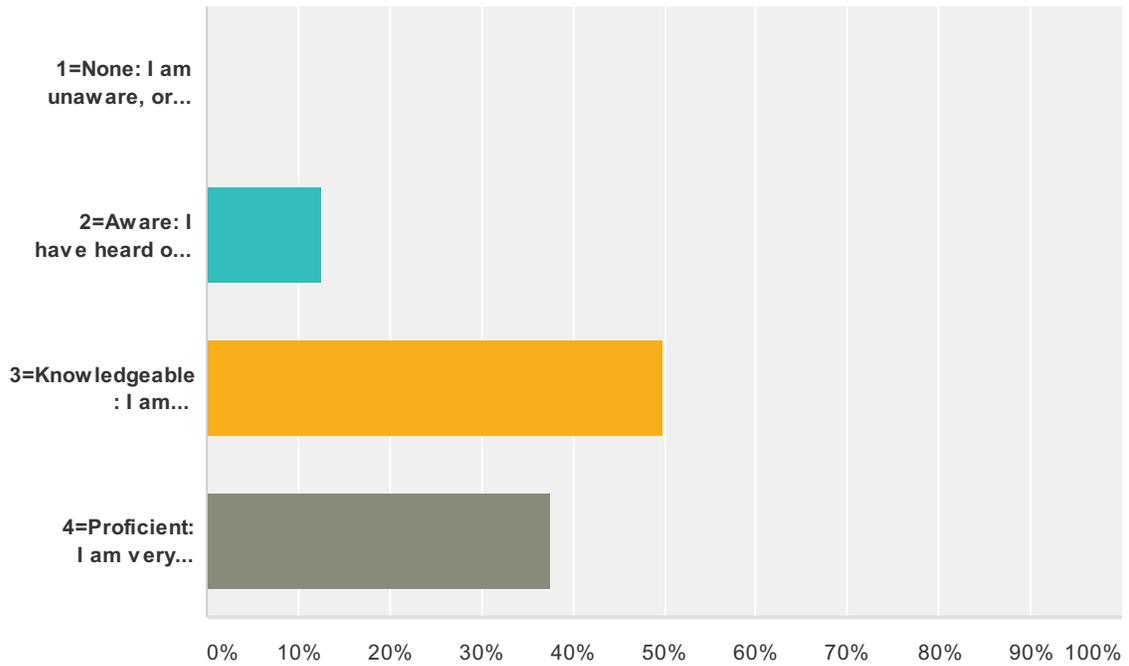
Answered: 16 Skipped: 242



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	0.00%	0
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	12.50%	2
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	37.50%	6
4=Proficient: I am very comfortable, an expert; could teach this to others	50.00%	8
Total		16

Q175 Decide policy options for public health organization

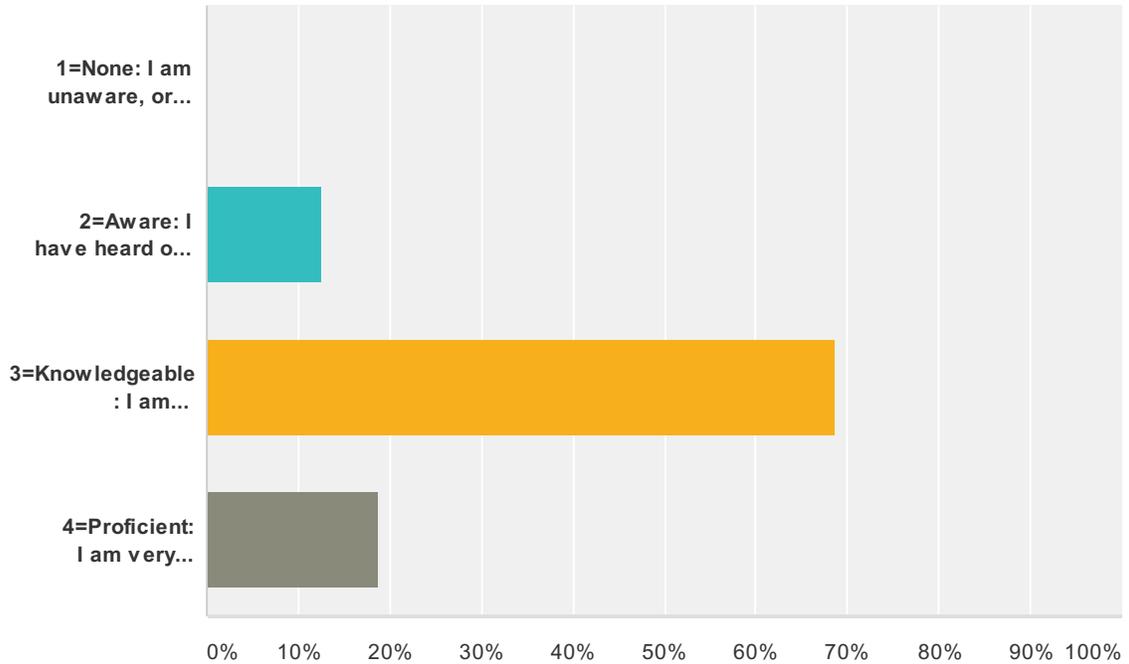
Answered: 16 Skipped: 242



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	0.00%	0
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	12.50%	2
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	50.00%	8
4=Proficient: I am very comfortable, an expert; could teach this to others	37.50%	6
Total		16

Q176 Critique the feasibility and expected outcomes of various policy options (e.g. health, fiscal, administrative, legal, ethical, social, political)

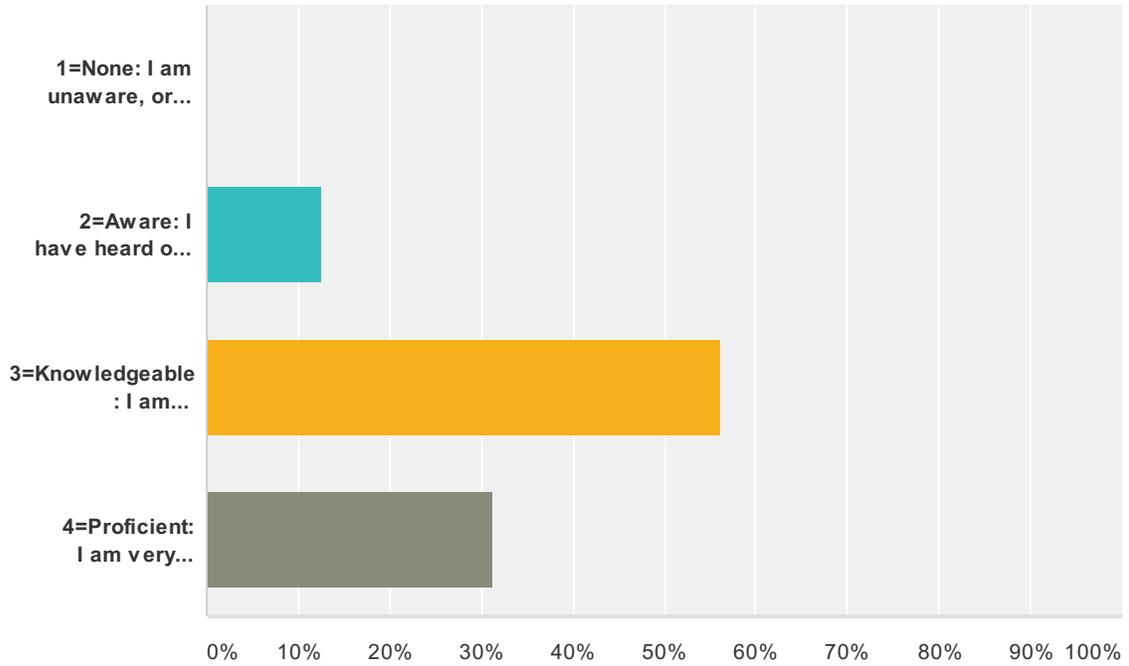
Answered: 16 Skipped: 242



Answer Choices	Responses
1=None: I am unaware, or have very little knowledge of the item	0.00% 0
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	12.50% 2
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	68.75% 11
4=Proficient: I am very comfortable, an expert; could teach this to others	18.75% 3
Total	16

Q177 Critique selected policy options using data and information (e.g. health, fiscal, administrative, legal, ethical, social, political)

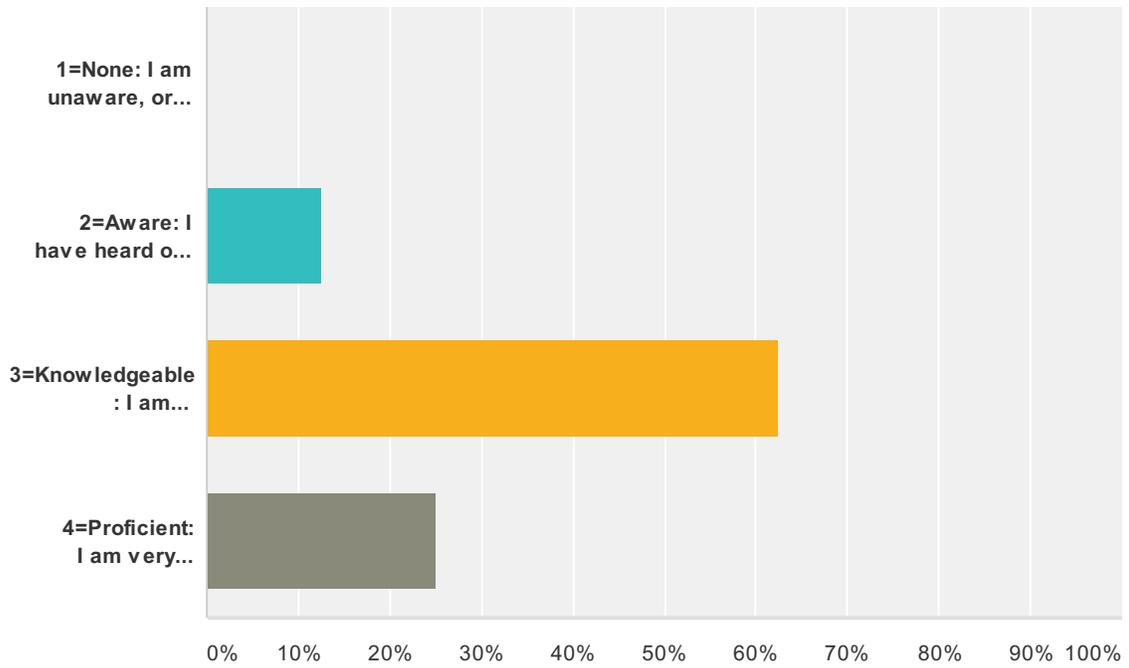
Answered: 16 Skipped: 242



Answer Choices	Responses
1=None: I am unaware, or have very little knowledge of the item	0.00% 0
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	12.50% 2
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	56.25% 9
4=Proficient: I am very comfortable, an expert; could teach this to others	31.25% 5
Total	16

Q178 Determine policy for the public health organization with guidance from the organization's governing body

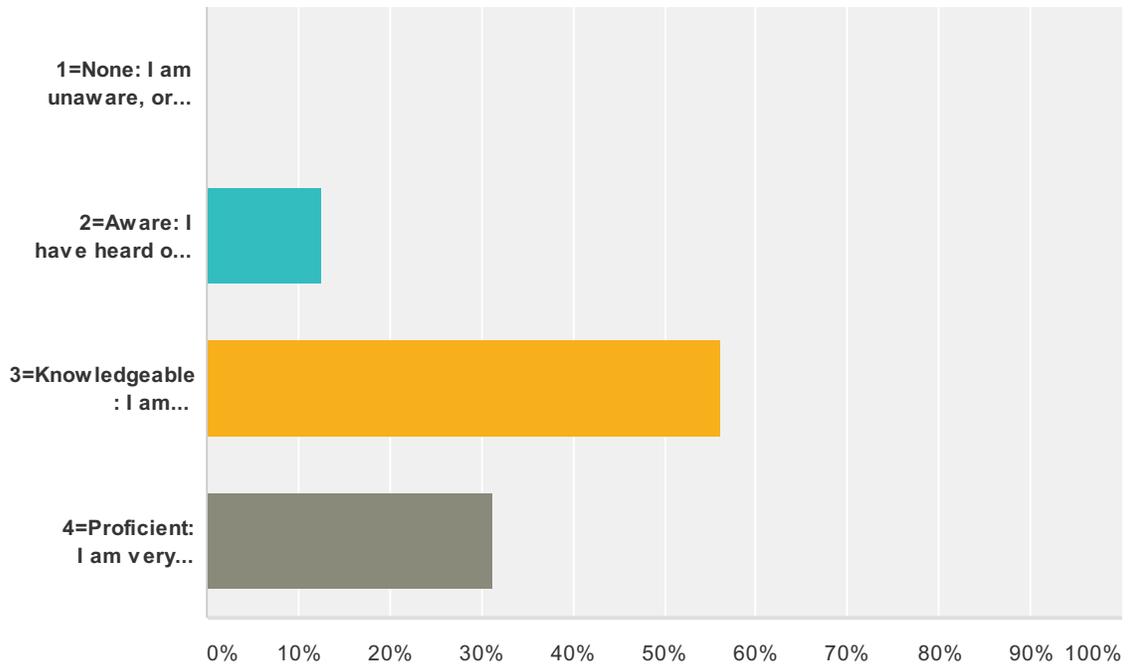
Answered: 16 Skipped: 242



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	0.00%	0
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	12.50%	2
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	62.50%	10
4=Proficient: I am very comfortable, an expert; could teach this to others	25.00%	4
Total		16

Q179 Critique decision analyses that result in policy development and program planning

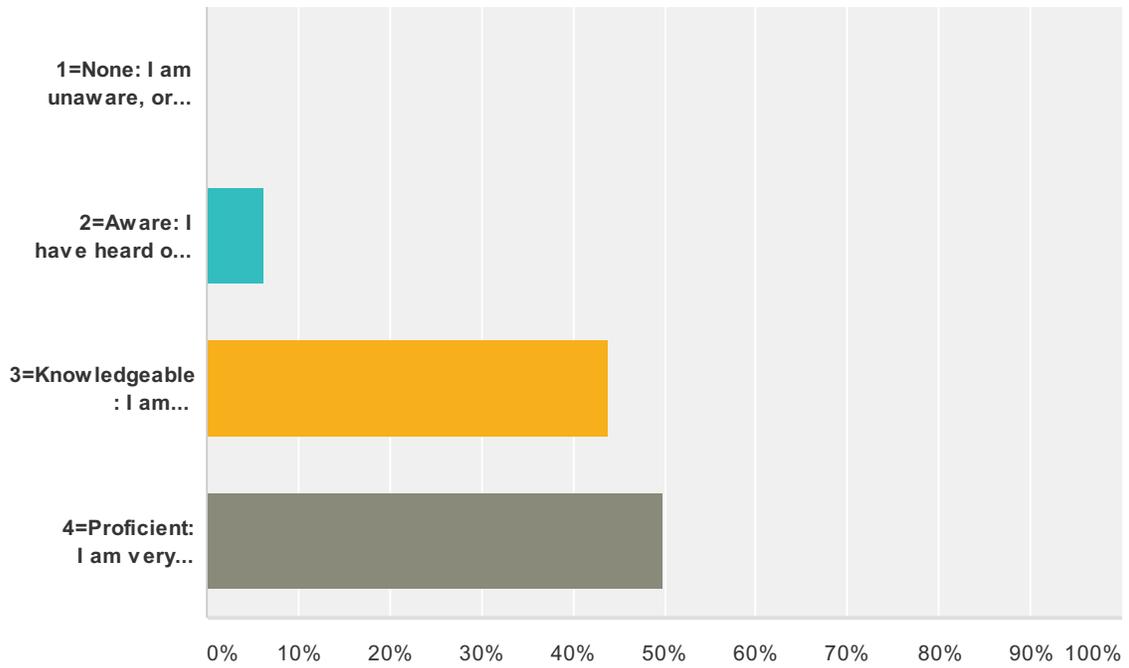
Answered: 16 Skipped: 242



Answer Choices	Responses
1=None: I am unaware, or have very little knowledge of the item	0.00% 0
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	12.50% 2
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	56.25% 9
4=Proficient: I am very comfortable, an expert; could teach this to others	31.25% 5
Total	16

Q180 Ensure public health programs are consistent with public health laws and regulations

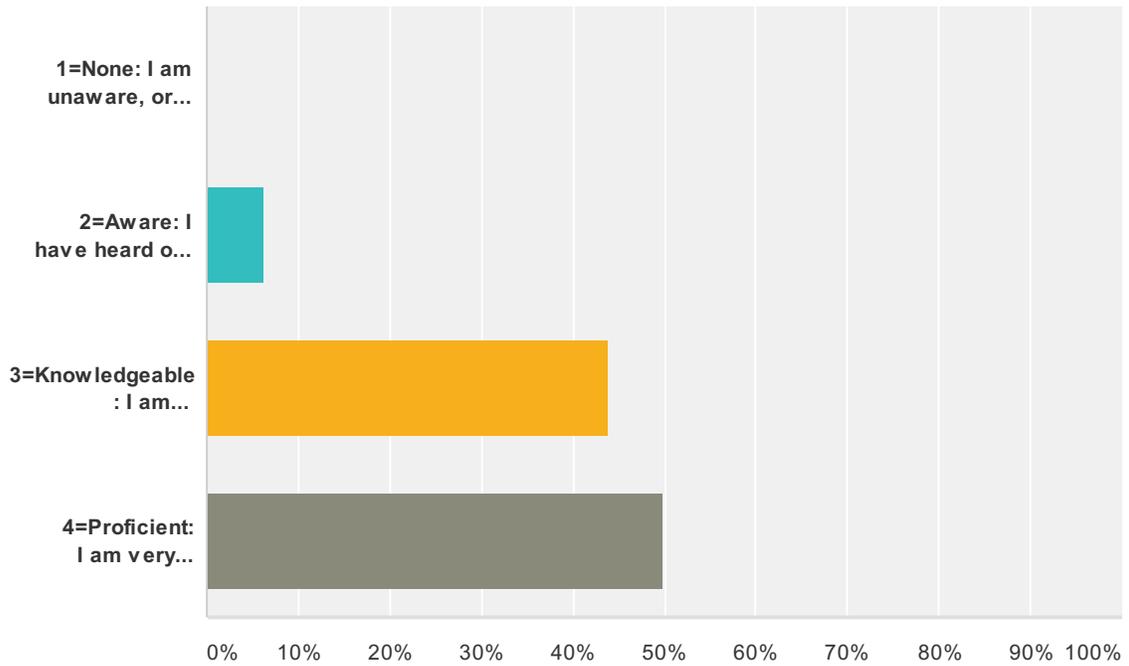
Answered: 16 Skipped: 242



Answer Choices	Responses
1=None: I am unaware, or have very little knowledge of the item	0.00% 0
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	6.25% 1
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	43.75% 7
4=Proficient: I am very comfortable, an expert; could teach this to others	50.00% 8
Total	16

Q181 Implement plans and programs consistent with policies

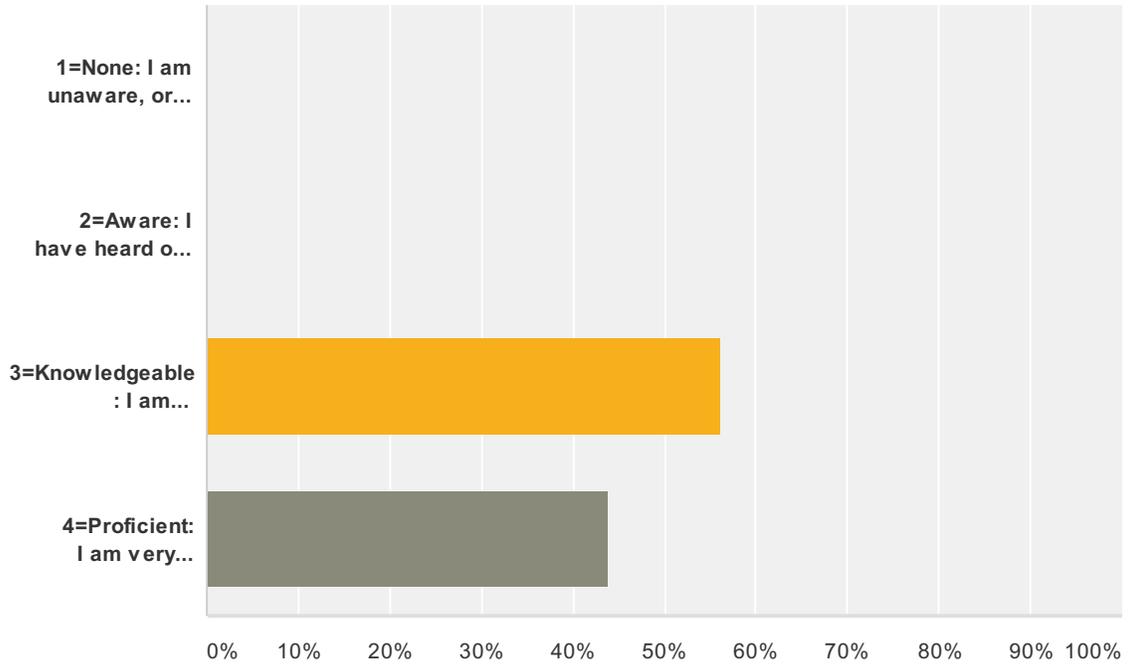
Answered: 16 Skipped: 242



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	0.00%	0
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	6.25%	1
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	43.75%	7
4=Proficient: I am very comfortable, an expert; could teach this to others	50.00%	8
Total		16

Q182 Ensure the consistency of policy integration into organizational plans, procedures, structures, and programs

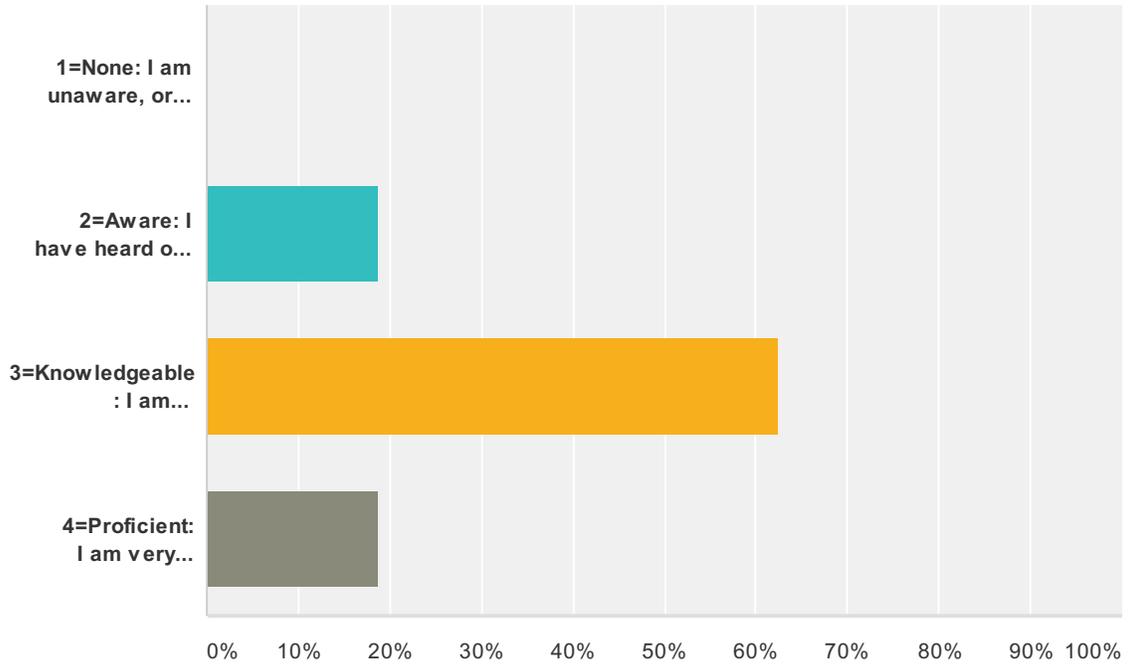
Answered: 16 Skipped: 242



Answer Choices	Responses
1=None: I am unaware, or have very little knowledge of the item	0.00% 0
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	0.00% 0
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	56.25% 9
4=Proficient: I am very comfortable, an expert; could teach this to others	43.75% 7
Total	16

Q183 Critique mechanisms to evaluate programs for their effectiveness and quality

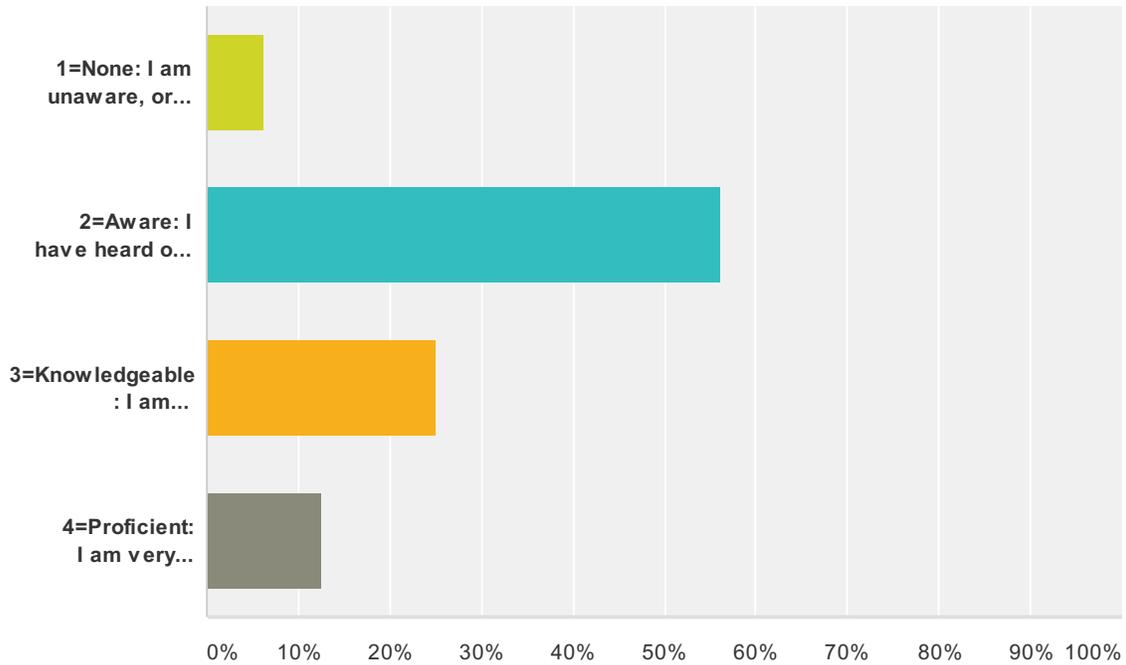
Answered: 16 Skipped: 242



Answer Choices	Responses
1=None: I am unaware, or have very little knowledge of the item	0.00% 0
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	18.75% 3
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	62.50% 10
4=Proficient: I am very comfortable, an expert; could teach this to others	18.75% 3
Total	16

Q184 Oversee public health informatics practices and procedures (e.g. use of data and information technology standards across the agency where applicable, and use of standard software development life cycle principles when developing new IT applications)

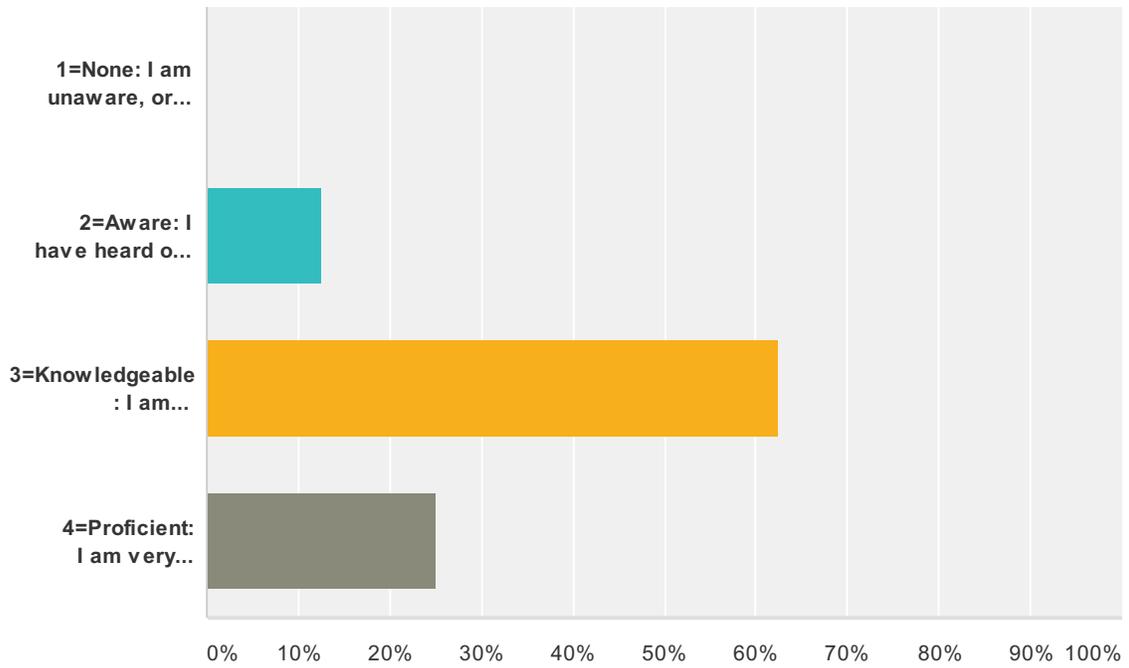
Answered: 16 Skipped: 242



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	6.25%	1
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	56.25%	9
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	25.00%	4
4=Proficient: I am very comfortable, an expert; could teach this to others	12.50%	2
Total		16

Q185 Implement organizational and system-wide strategies for continuous quality improvement

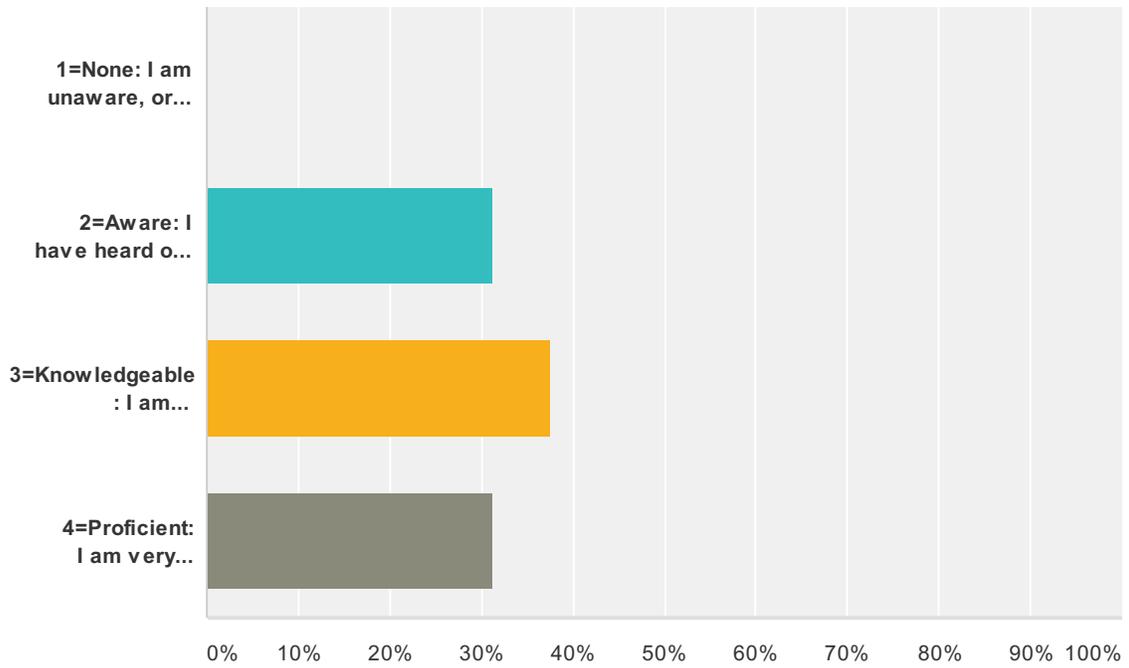
Answered: 16 Skipped: 242



Answer Choices	Responses
1=None: I am unaware, or have very little knowledge of the item	0.00% 0
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	12.50% 2
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	62.50% 10
4=Proficient: I am very comfortable, an expert; could teach this to others	25.00% 4
Total	16

Q186 Integrate emerging trends of the fiscal, social, and political environment into public health strategic planning

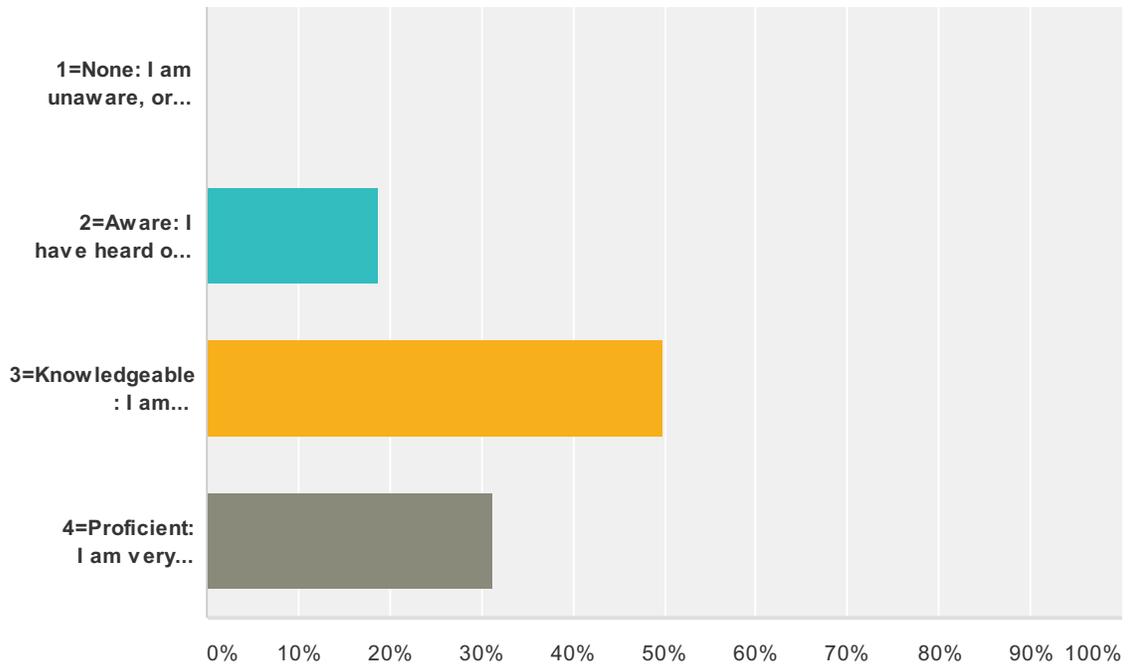
Answered: 16 Skipped: 242



Answer Choices	Responses
1=None: I am unaware, or have very little knowledge of the item	0.00% 0
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	31.25% 5
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	37.50% 6
4=Proficient: I am very comfortable, an expert; could teach this to others	31.25% 5
Total	16

Q187 Ensure that the health literacy of populations served is considered throughout all communication strategies

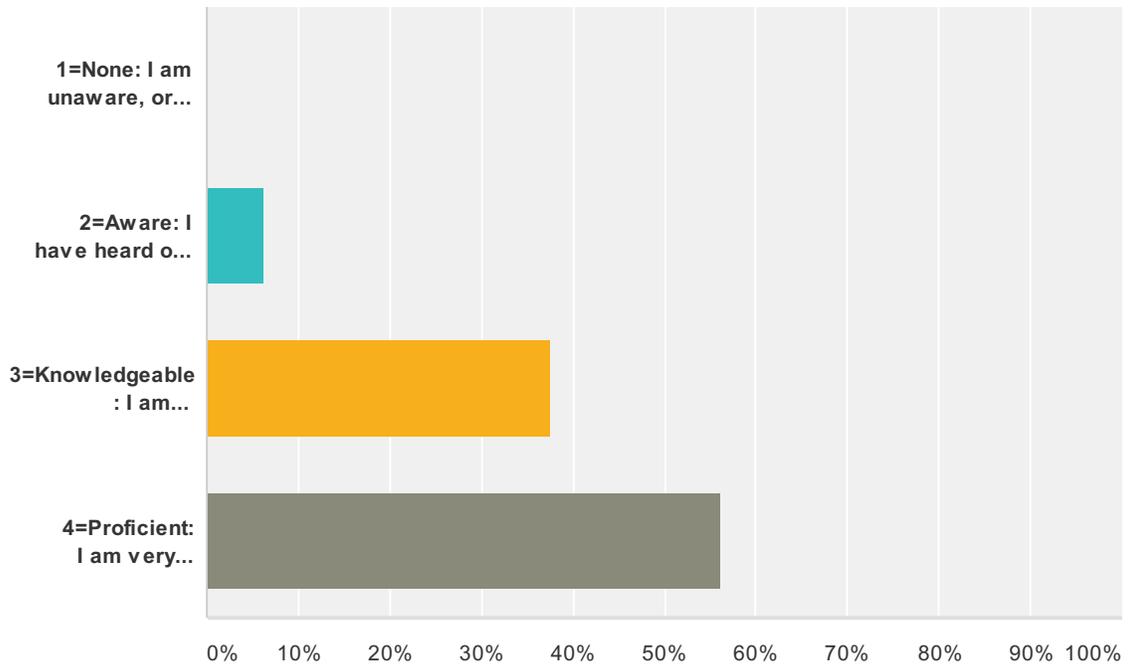
Answered: 16 Skipped: 242



Answer Choices	Responses
1=None: I am unaware, or have very little knowledge of the item	0.00% 0
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	18.75% 3
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	50.00% 8
4=Proficient: I am very comfortable, an expert; could teach this to others	31.25% 5
Total	16

Q188 Communicate in writing and orally, in person, and through electronic means, with linguistic and cultural proficiency

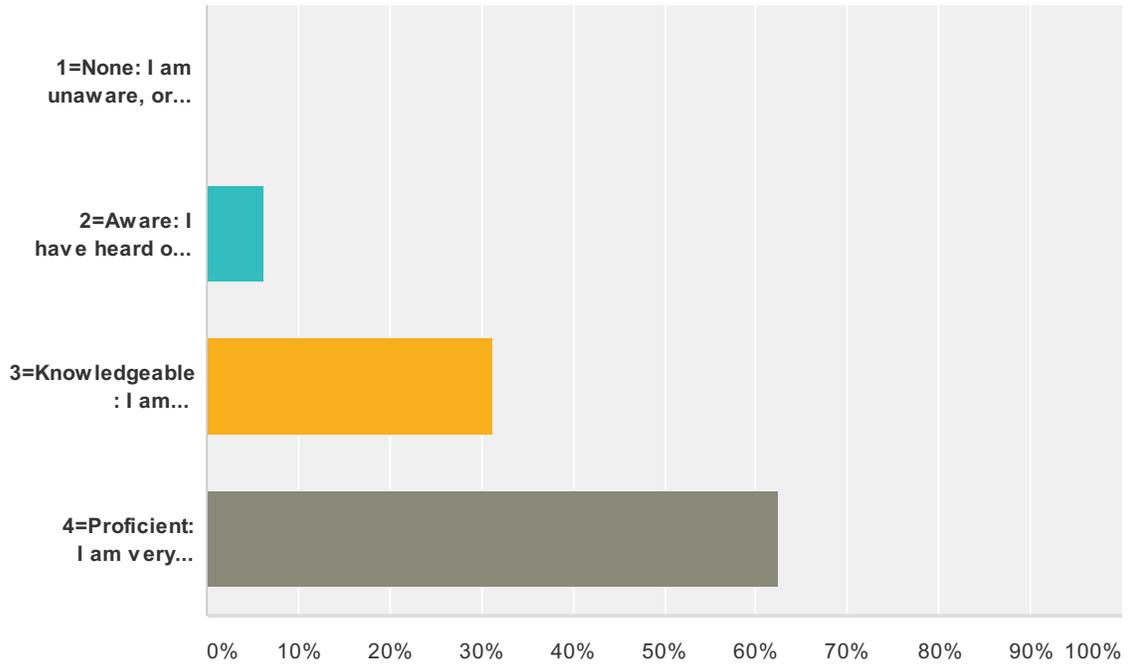
Answered: 16 Skipped: 242



Answer Choices	Responses
1=None: I am unaware, or have very little knowledge of the item	0.00% 0
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	6.25% 1
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	37.50% 6
4=Proficient: I am very comfortable, an expert; could teach this to others	56.25% 9
Total	16

Q189 Ensure that the public health organization seeks input from other organizations and individuals

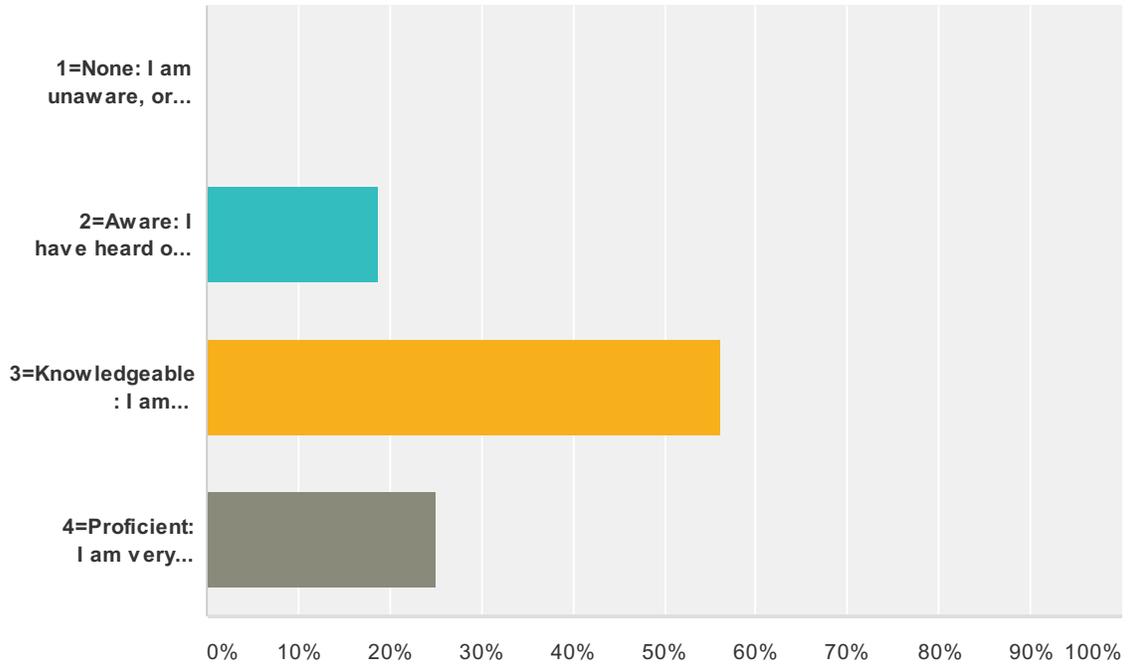
Answered: 16 Skipped: 242



Answer Choices	Responses
1=None: I am unaware, or have very little knowledge of the item	0.00% 0
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	6.25% 1
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	31.25% 5
4=Proficient: I am very comfortable, an expert; could teach this to others	62.50% 10
Total	16

Q190 Ensure a variety of approaches are considered and used to disseminate public health information (e.g. social networks, media, blogs)

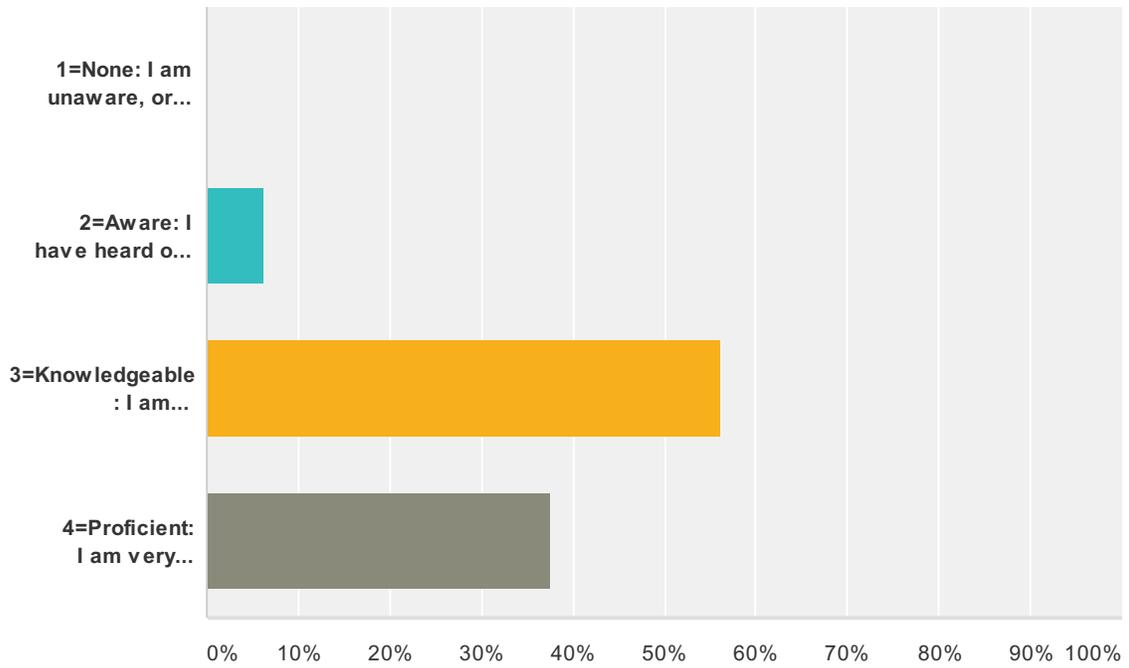
Answered: 16 Skipped: 242



Answer Choices	Responses
1=None: I am unaware, or have very little knowledge of the item	0.00% 0
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	18.75% 3
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	56.25% 9
4=Proficient: I am very comfortable, an expert; could teach this to others	25.00% 4
Total	16

Q191 Interpret demographic, statistical, programmatic, and scientific information for use by professional and lay audiences

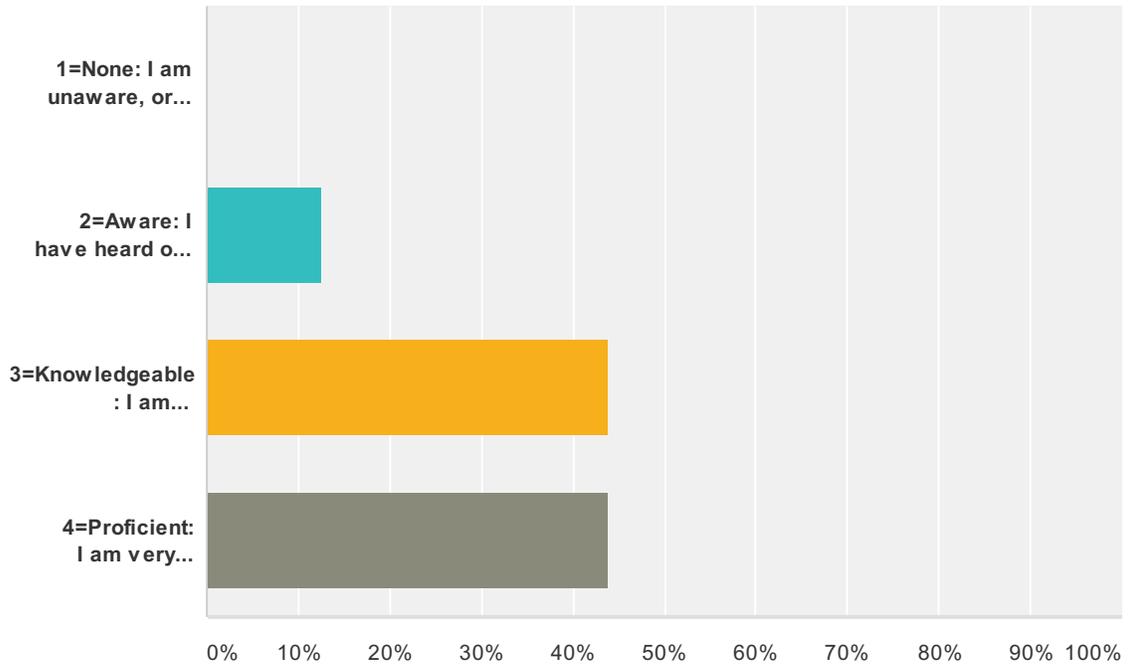
Answered: 16 Skipped: 242



Answer Choices	Responses
1=None: I am unaware, or have very little knowledge of the item	0.00% 0
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	6.25% 1
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	56.25% 9
4=Proficient: I am very comfortable, an expert; could teach this to others	37.50% 6
Total	16

Q192 Apply communication and group dynamic strategies (e.g. principled negotiation, conflict resolution, active listening, risk communication) in interactions with individuals and groups

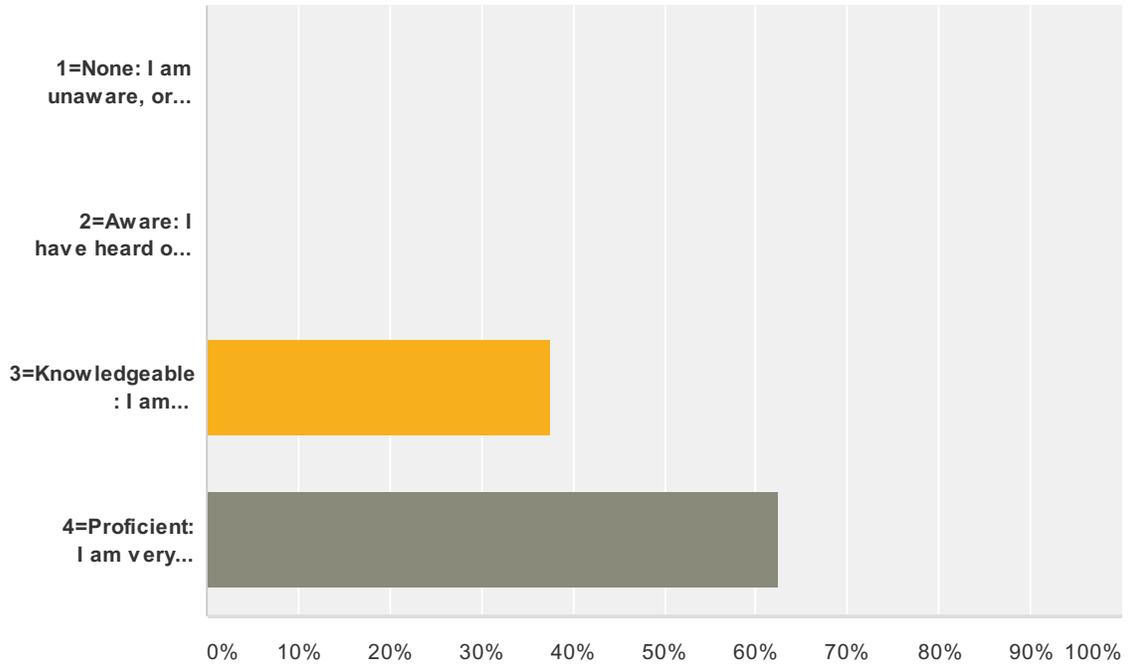
Answered: 16 Skipped: 242



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	0.00%	0
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	12.50%	2
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	43.75%	7
4=Proficient: I am very comfortable, an expert; could teach this to others	43.75%	7
Total		16

Q193 Communicate the role of public health within the overall health system (e.g., federal, state, county, local government)

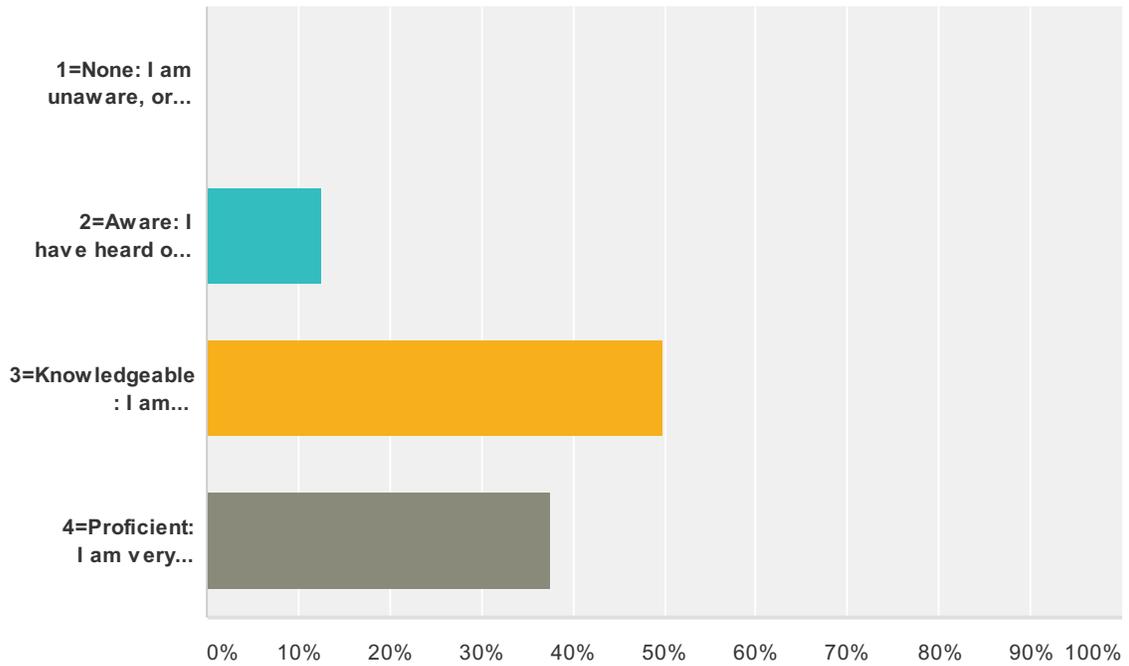
Answered: 16 Skipped: 242



Answer Choices	Responses
1=None: I am unaware, or have very little knowledge of the item	0.00% 0
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	0.00% 0
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	37.50% 6
4=Proficient: I am very comfortable, an expert; could teach this to others	62.50% 10
Total	16

Q194 Ensure that there are strategies for interacting with persons from diverse backgrounds (e.g. cultural, socioeconomic, educational, racial, gender, age, ethnic, sexual orientation, professional, religious affiliation, mental and physical capabilities)

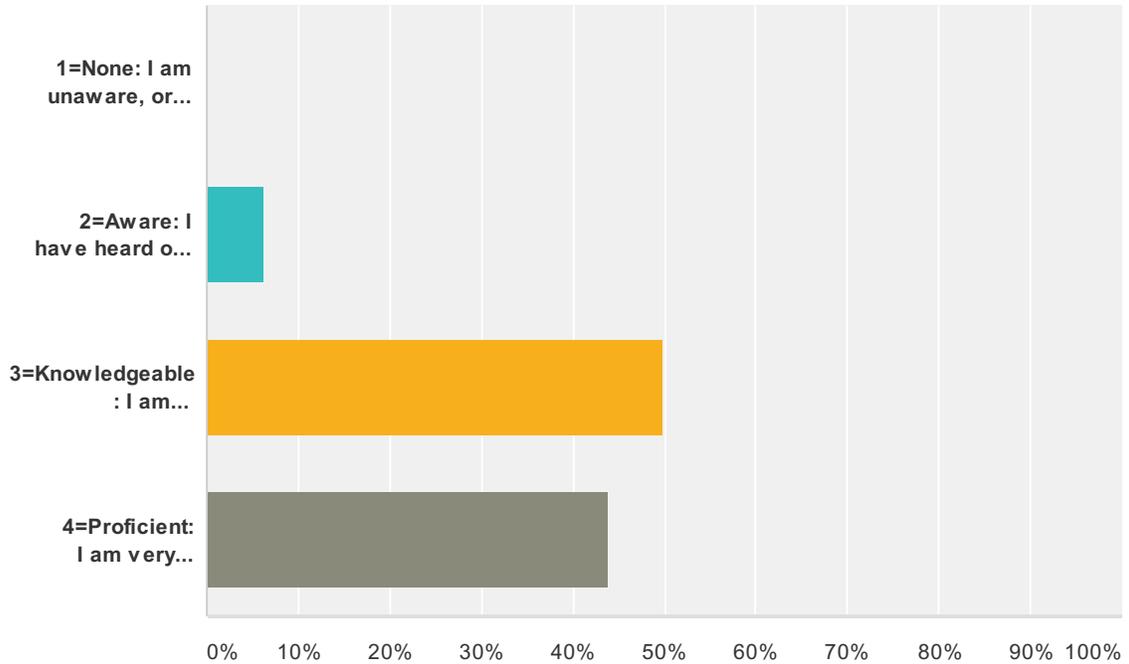
Answered: 16 Skipped: 242



Answer Choices	Responses
1=None: I am unaware, or have very little knowledge of the item	0.00% 0
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	12.50% 2
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	50.00% 8
4=Proficient: I am very comfortable, an expert; could teach this to others	37.50% 6
Total	16

Q195 Ensure the consideration of the role of cultural, social, and behavioral factors in the accessibility, availability, acceptability, and delivery of public health services

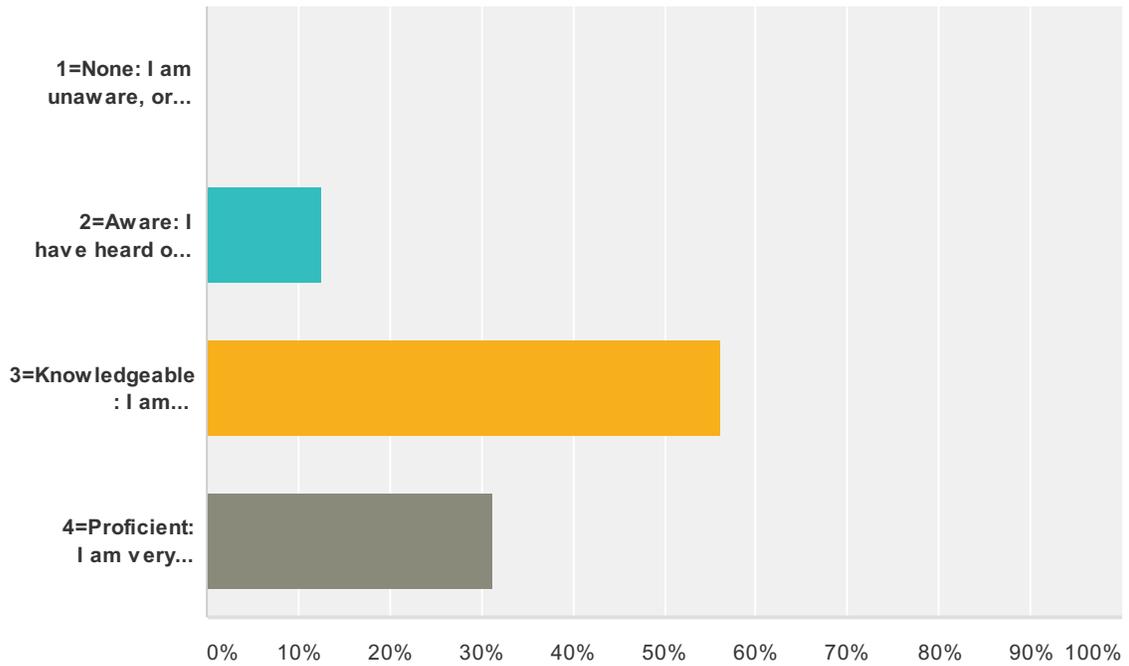
Answered: 16 Skipped: 242



Answer Choices	Responses
1=None: I am unaware, or have very little knowledge of the item	0.00% 0
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	6.25% 1
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	50.00% 8
4=Proficient: I am very comfortable, an expert; could teach this to others	43.75% 7
Total	16

Q196 Respond to diverse needs that are the result of cultural differences

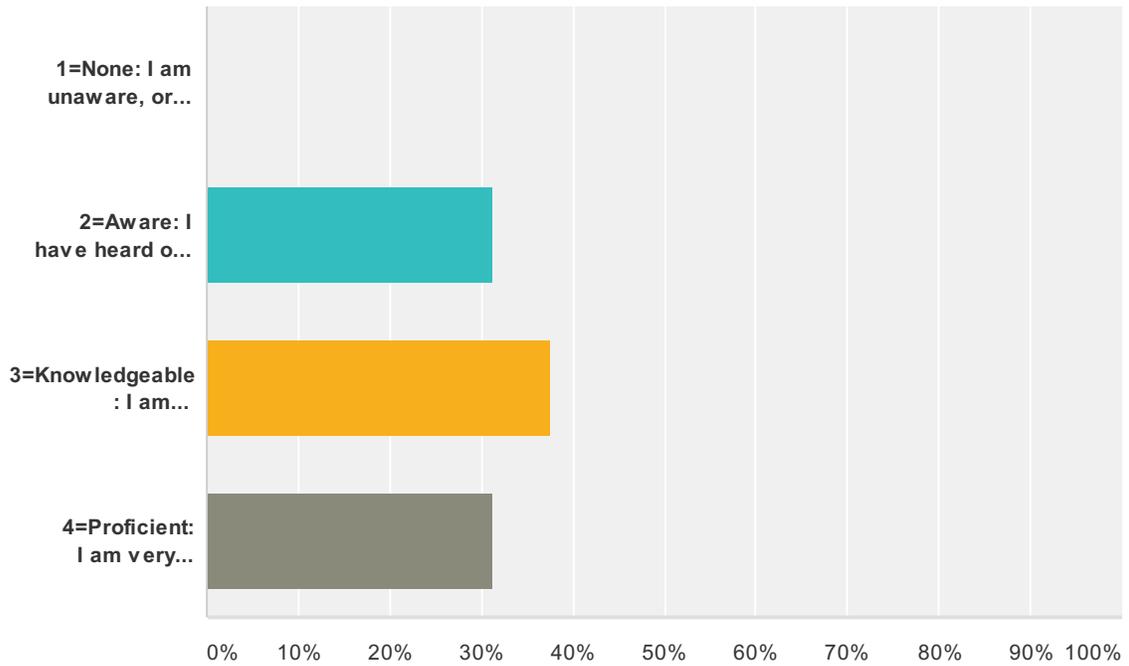
Answered: 16 Skipped: 242



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	0.00%	0
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	12.50%	2
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	56.25%	9
4=Proficient: I am very comfortable, an expert; could teach this to others	31.25%	5
Total		16

Q197 Assess the dynamic forces that contribute to cultural diversity

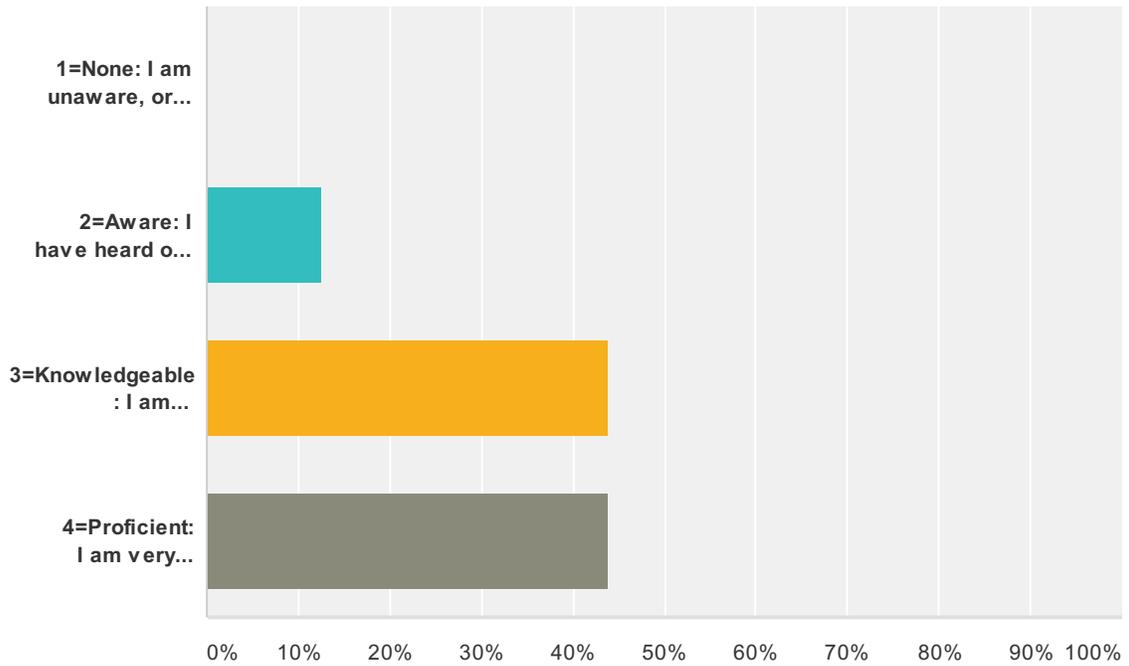
Answered: 16 Skipped: 242



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	0.00%	0
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	31.25%	5
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	37.50%	6
4=Proficient: I am very comfortable, an expert; could teach this to others	31.25%	5
Total		16

Q198 Assess the need for a diverse public health workforce

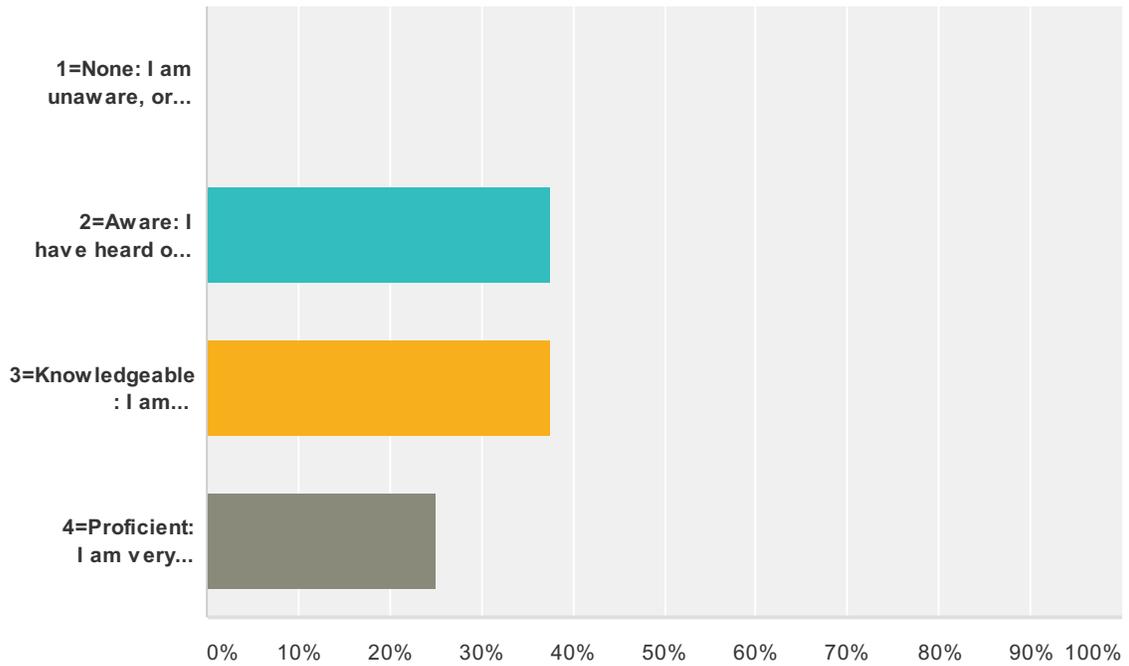
Answered: 16 Skipped: 242



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	0.00%	0
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	12.50%	2
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	43.75%	7
4=Proficient: I am very comfortable, an expert; could teach this to others	43.75%	7
Total		16

Q199 Assess the public health organization for its cultural competence

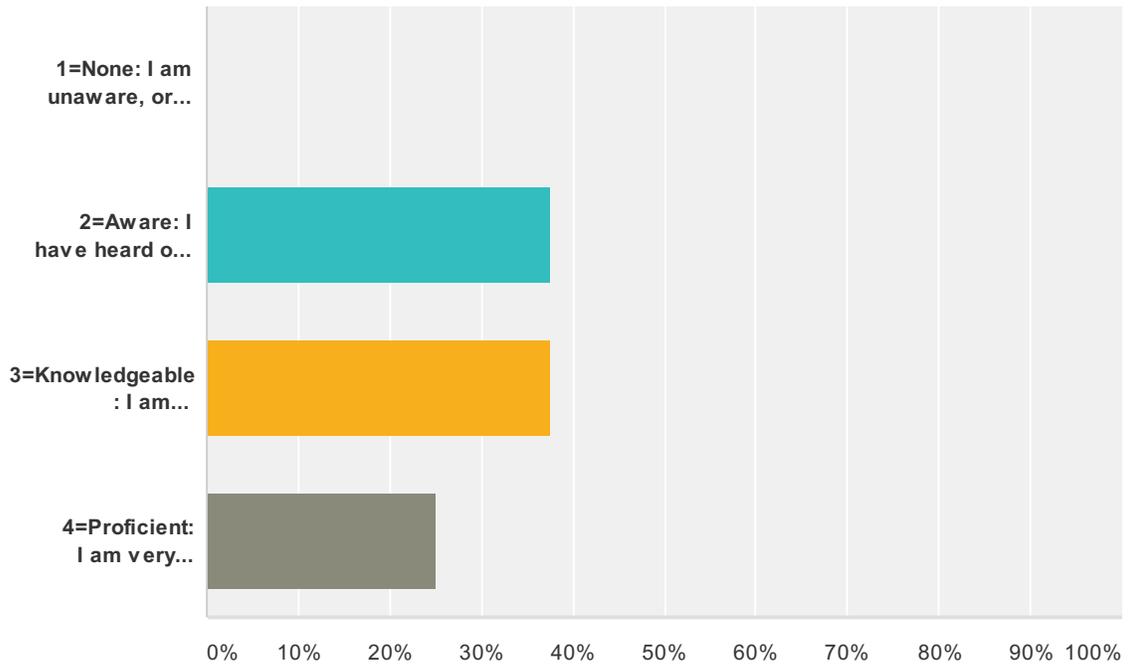
Answered: 16 Skipped: 242



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	0.00%	0
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	37.50%	6
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	37.50%	6
4=Proficient: I am very comfortable, an expert; could teach this to others	25.00%	4
Total		16

Q200 Ensure the public health organization's cultural competence

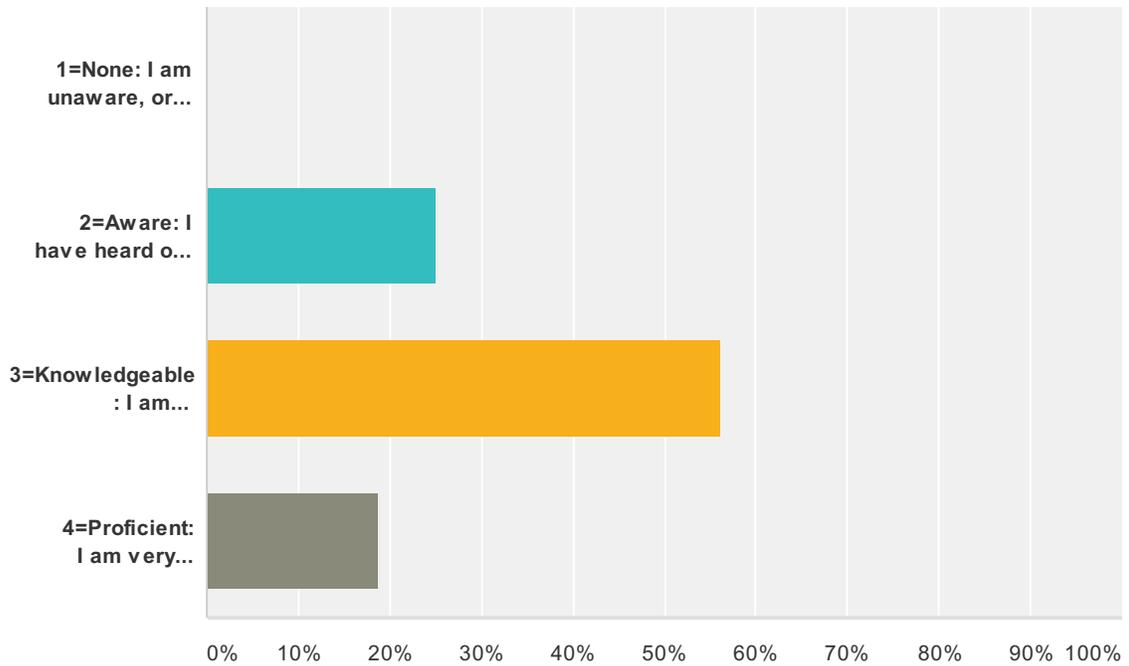
Answered: 16 Skipped: 242



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	0.00%	0
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	37.50%	6
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	37.50%	6
4=Proficient: I am very comfortable, an expert; could teach this to others	25.00%	4
Total		16

Q201 Evaluate the community linkages and relationships among multiple factors (or determinants) affecting health

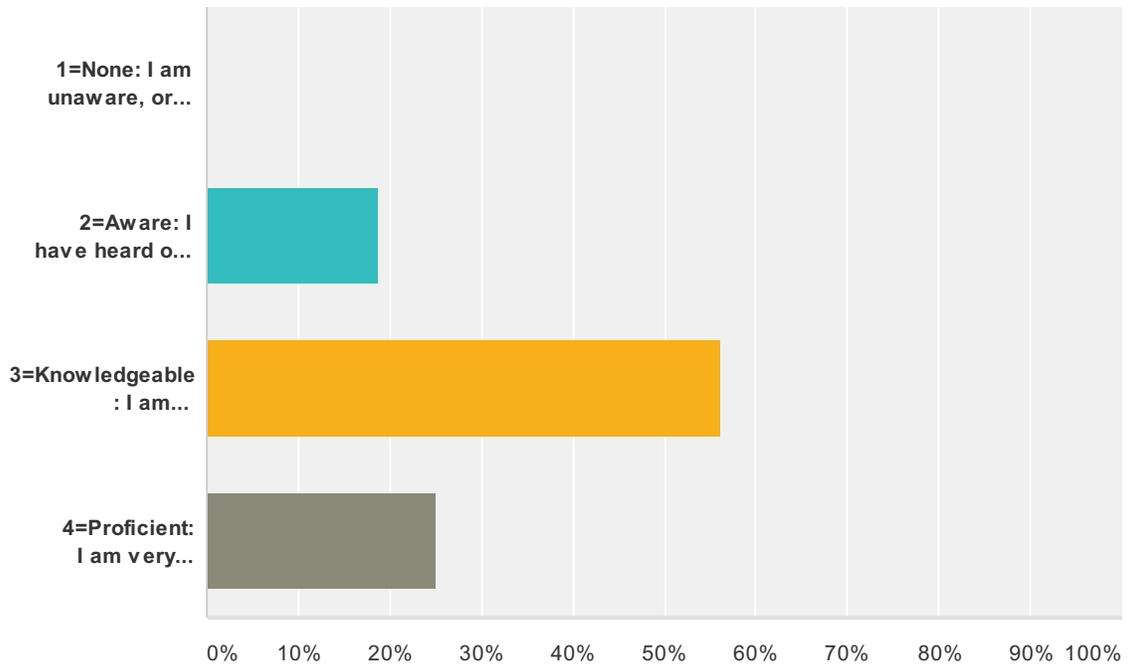
Answered: 16 Skipped: 242



Answer Choices	Responses
1=None: I am unaware, or have very little knowledge of the item	0.00% 0
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	25.00% 4
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	56.25% 9
4=Proficient: I am very comfortable, an expert; could teach this to others	18.75% 3
Total	16

Q202 Encourage community-based participatory research efforts within the public health organization

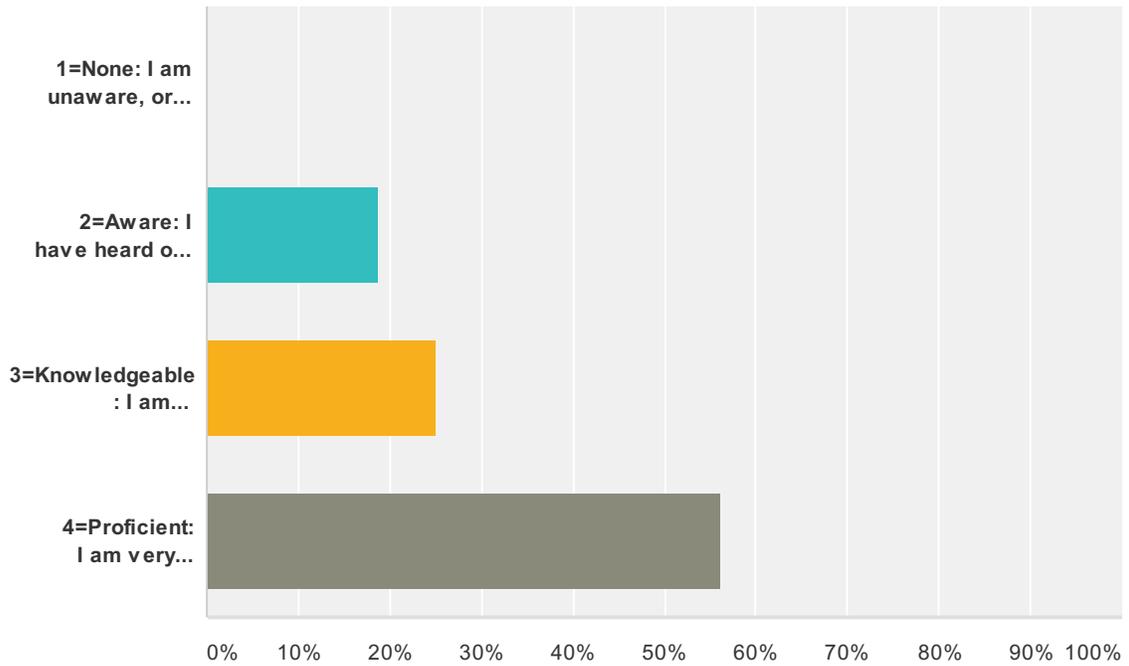
Answered: 16 Skipped: 242



Answer Choices	Responses
1=None: I am unaware, or have very little knowledge of the item	0.00% 0
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	18.75% 3
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	56.25% 9
4=Proficient: I am very comfortable, an expert; could teach this to others	25.00% 4
Total	16

Q203 Establish linkages with key stakeholders

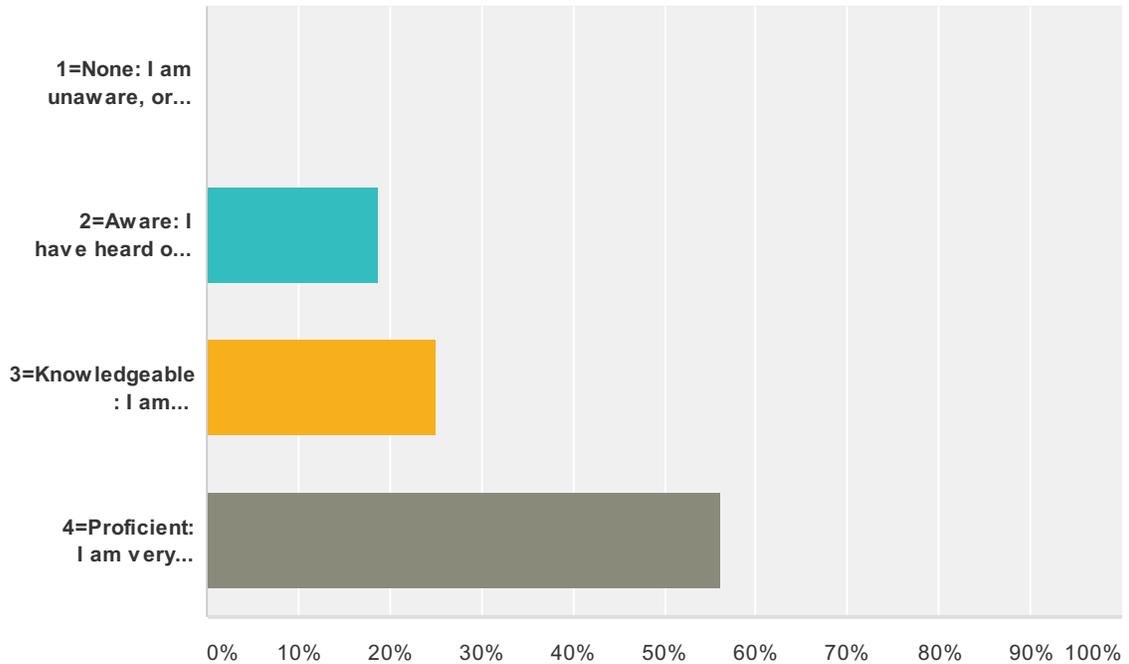
Answered: 16 Skipped: 242



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	0.00%	0
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	18.75%	3
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	25.00%	4
4=Proficient: I am very comfortable, an expert; could teach this to others	56.25%	9
Total		16

Q204 Ensure the collaboration and partnerships of key stakeholders through the development of formal and informal agreements (e.g. MOUs, contracts, letters of endorsement)

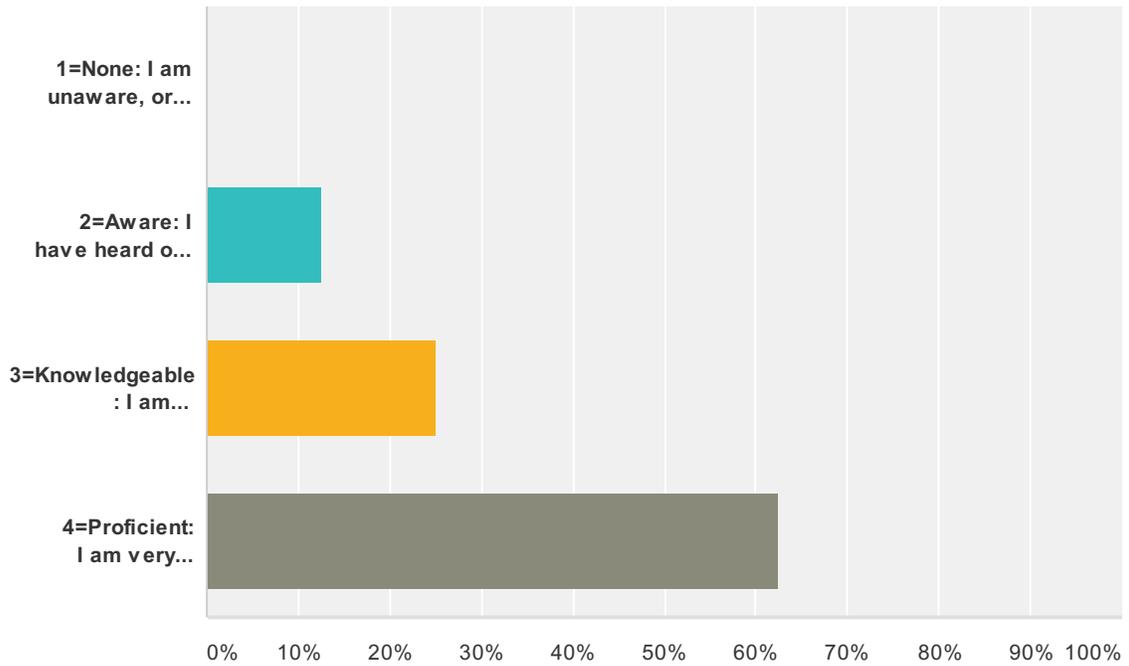
Answered: 16 Skipped: 242



Answer Choices	Responses
1=None: I am unaware, or have very little knowledge of the item	0.00% 0
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	18.75% 3
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	25.00% 4
4=Proficient: I am very comfortable, an expert; could teach this to others	56.25% 9
Total	16

Q205 Maintain partnerships with key stakeholders

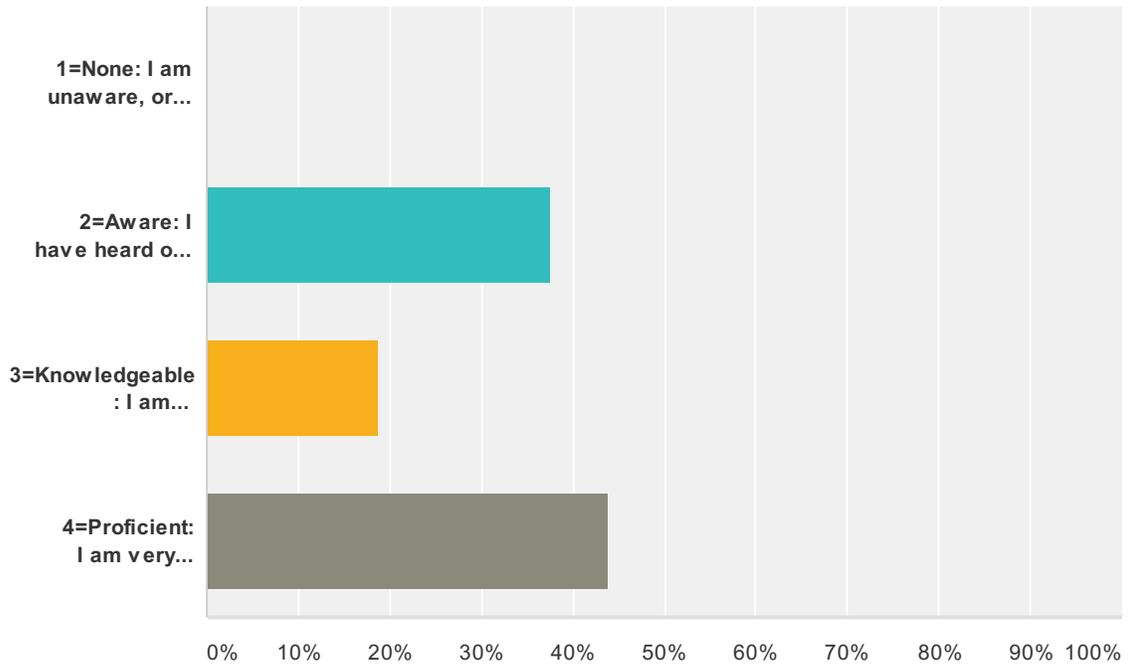
Answered: 16 Skipped: 242



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	0.00%	0
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	12.50%	2
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	25.00%	4
4=Proficient: I am very comfortable, an expert; could teach this to others	62.50%	10
Total		16

Q206 Use group processes to advance community involvement

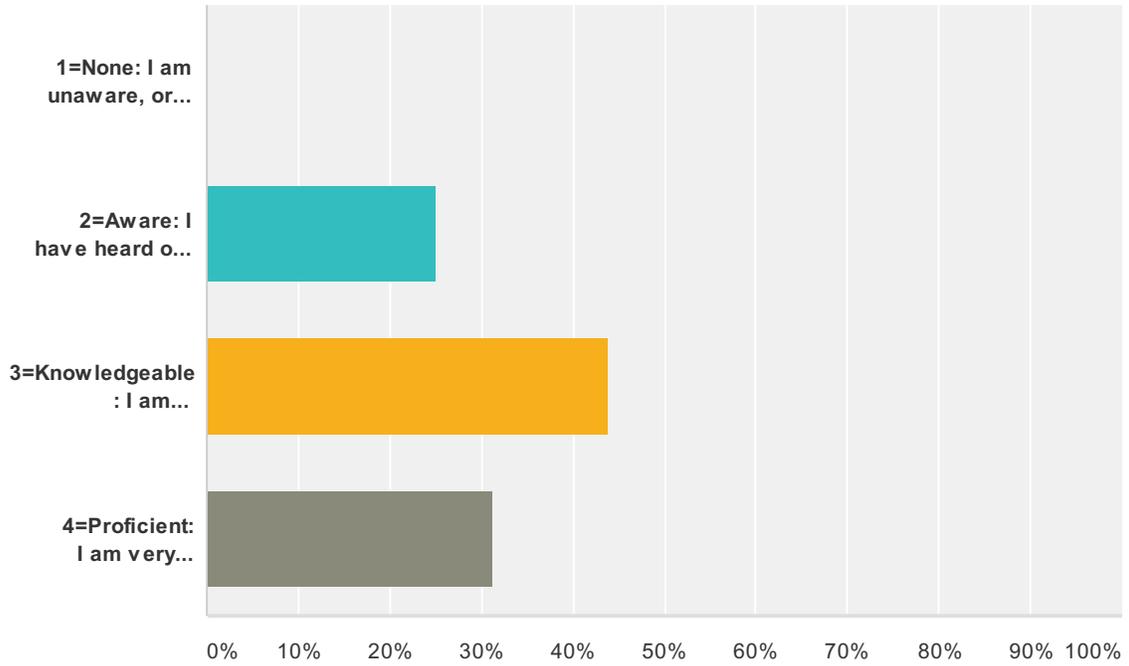
Answered: 16 Skipped: 242



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	0.00%	0
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	37.50%	6
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	18.75%	3
4=Proficient: I am very comfortable, an expert; could teach this to others	43.75%	7
Total		16

Q207 Integrate the role of governmental and non-governmental organizations in the delivery of community health services

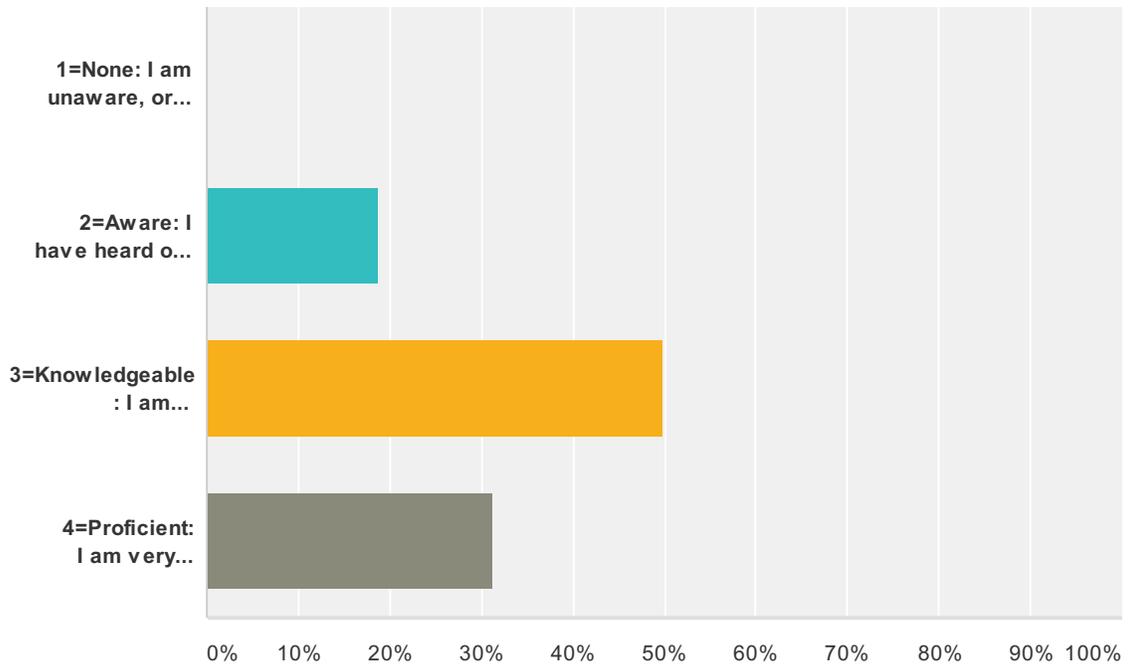
Answered: 16 Skipped: 242



Answer Choices	Responses
1=None: I am unaware, or have very little knowledge of the item	0.00% 0
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	25.00% 4
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	43.75% 7
4=Proficient: I am very comfortable, an expert; could teach this to others	31.25% 5
Total	16

Q208 Negotiate for the use of community assets and resources through MOUs and other formal and informal agreements

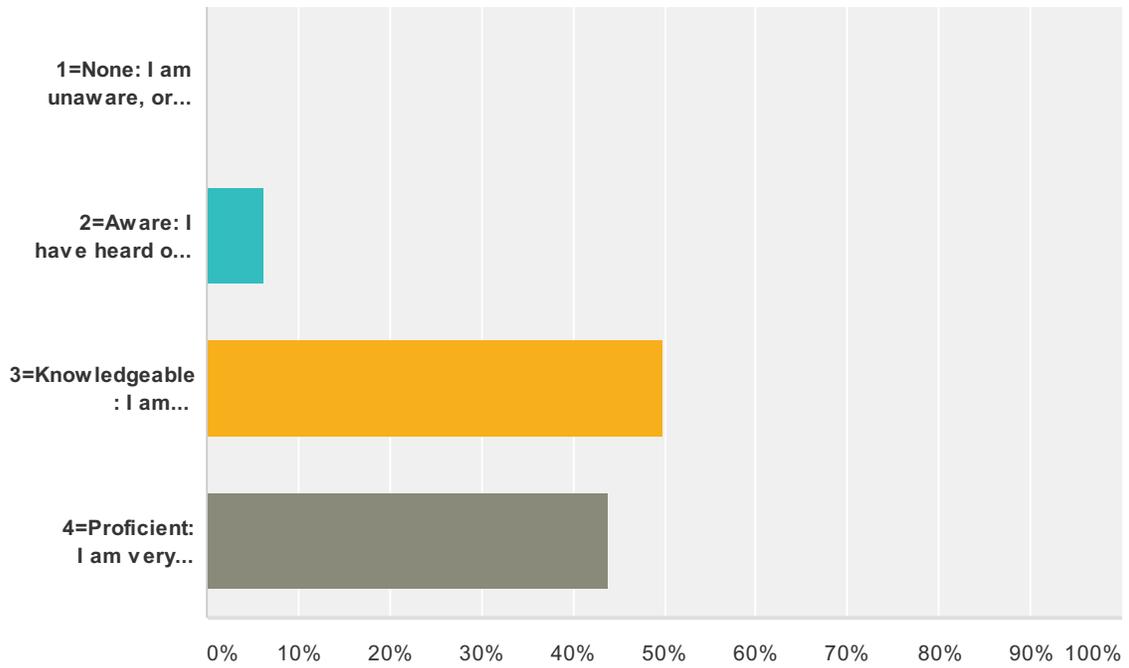
Answered: 16 Skipped: 242



Answer Choices	Responses
1=None: I am unaware, or have very little knowledge of the item	0.00% 0
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	18.75% 3
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	50.00% 8
4=Proficient: I am very comfortable, an expert; could teach this to others	31.25% 5
Total	16

Q209 Ensure community input when developing public health policies and programs

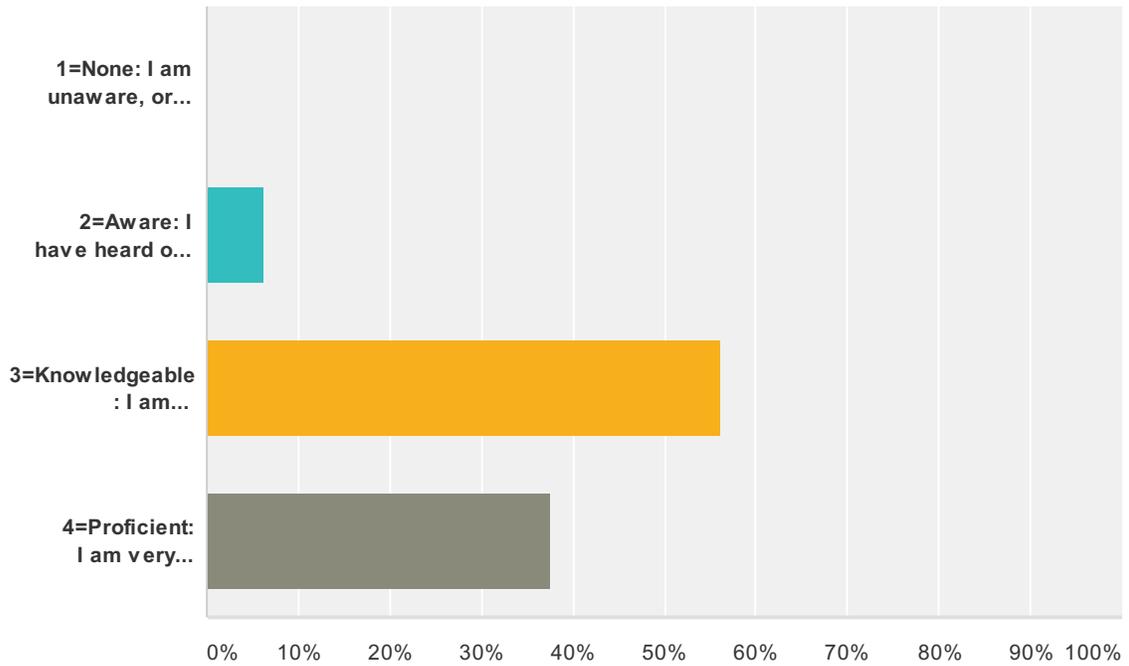
Answered: 16 Skipped: 242



Answer Choices	Responses
1=None: I am unaware, or have very little knowledge of the item	0.00% 0
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	6.25% 1
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	50.00% 8
4=Proficient: I am very comfortable, an expert; could teach this to others	43.75% 7
Total	16

Q210 Defend public health policies, programs, and resources

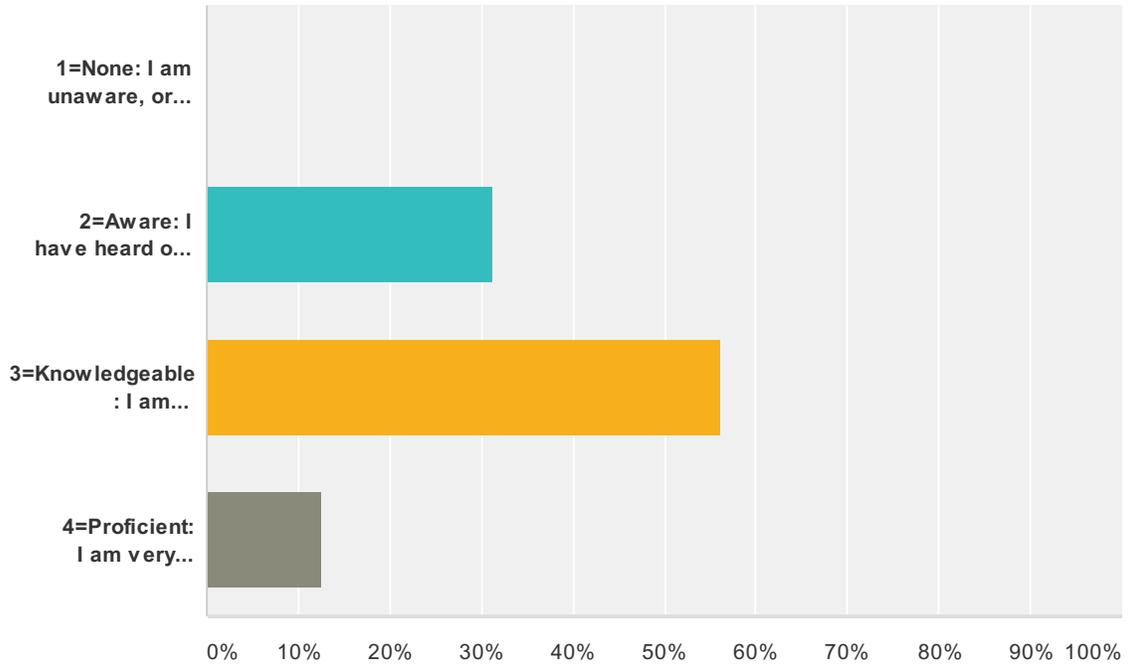
Answered: 16 Skipped: 242



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	0.00%	0
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	6.25%	1
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	56.25%	9
4=Proficient: I am very comfortable, an expert; could teach this to others	37.50%	6
Total		16

Q211 Evaluate the effectiveness of community engagement strategies on public health policies, programs, and resources

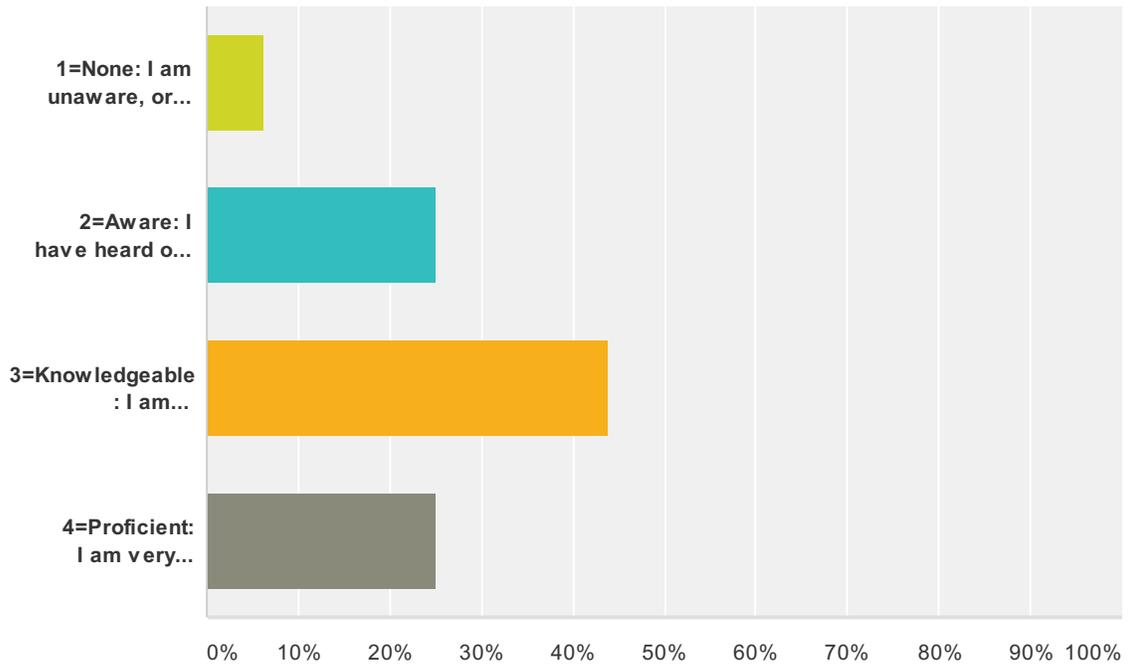
Answered: 16 Skipped: 242



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	0.00%	0
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	31.25%	5
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	56.25%	9
4=Proficient: I am very comfortable, an expert; could teach this to others	12.50%	2
Total		16

Q212 Critique the scientific foundation of the field of public health

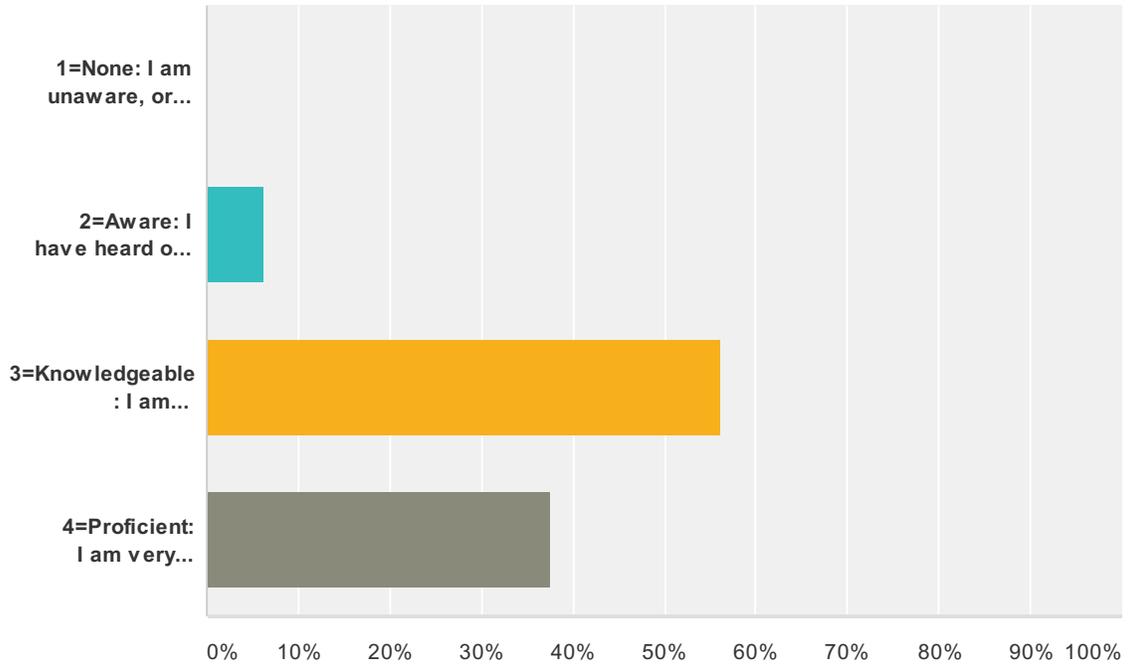
Answered: 16 Skipped: 242



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	6.25%	1
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	25.00%	4
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	43.75%	7
4=Proficient: I am very comfortable, an expert; could teach this to others	25.00%	4
Total		16

Q213 Explain lessons to be learned from prominent events in the history in comparison to the current events of the public health profession

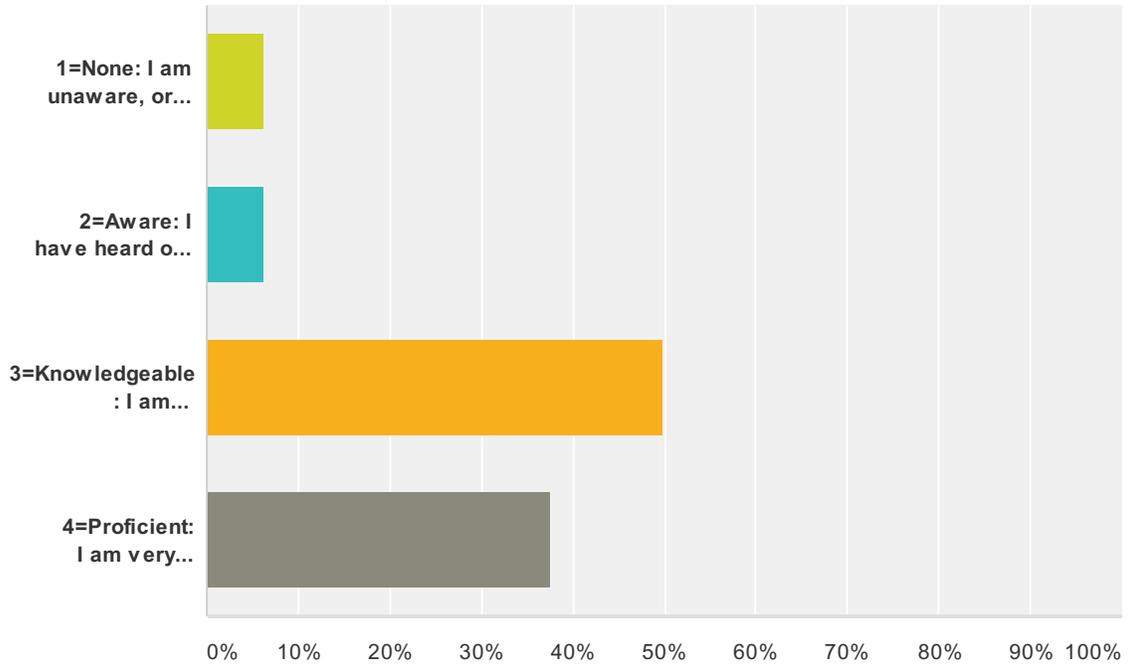
Answered: 16 Skipped: 242



Answer Choices	Responses
1=None: I am unaware, or have very little knowledge of the item	0.00% 0
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	6.25% 1
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	56.25% 9
4=Proficient: I am very comfortable, an expert; could teach this to others	37.50% 6
Total	16

Q214 Incorporate the Core Public Health Functions and Ten Essential Services of Public Health into the practice of the public health sciences

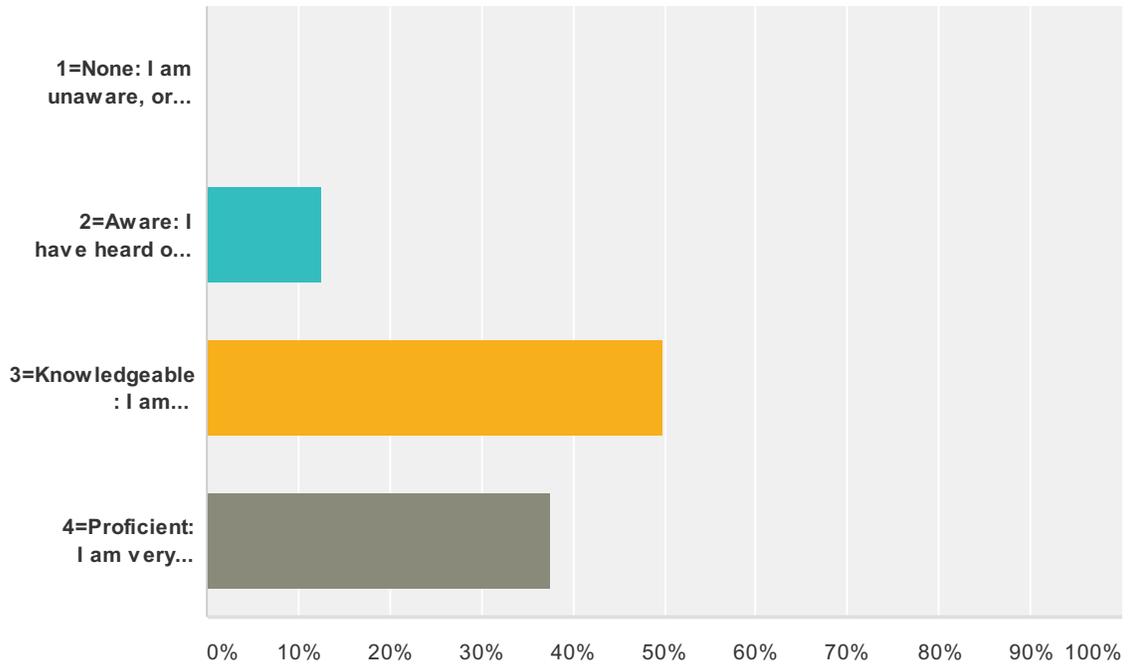
Answered: 16 Skipped: 242



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	6.25%	1
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	6.25%	1
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	50.00%	8
4=Proficient: I am very comfortable, an expert; could teach this to others	37.50%	6
Total		16

Q215 Apply the basic public health sciences (including, but not limited to, biostatistics, epidemiology, environmental health sciences, health services administration, and social and behavioral health sciences) to public health policies and programs

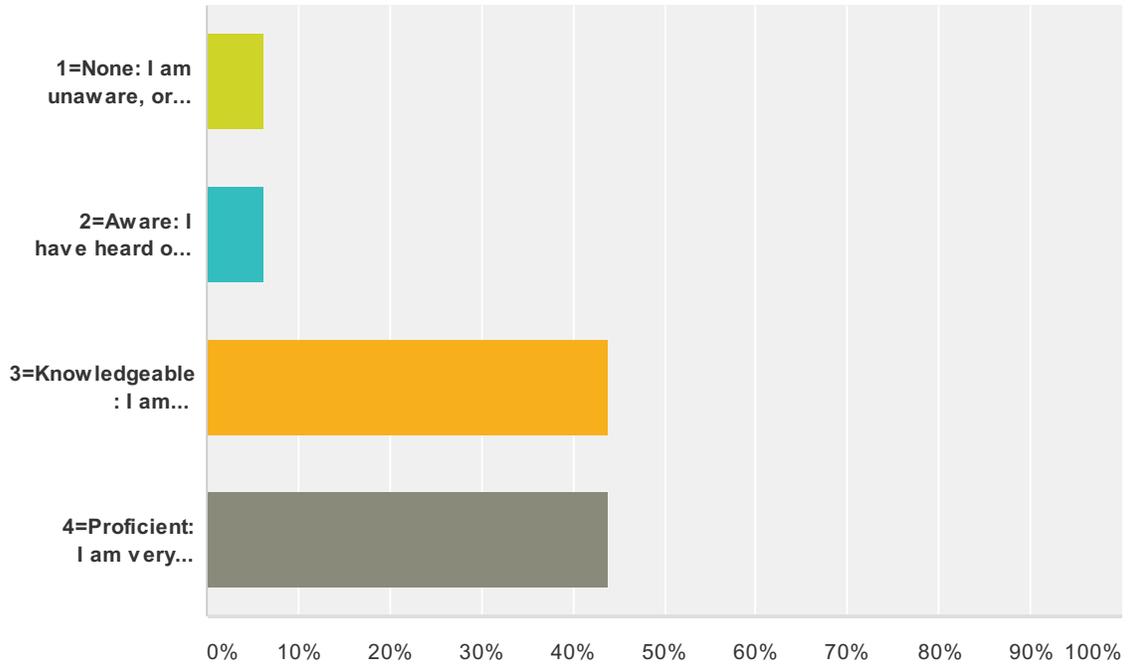
Answered: 16 Skipped: 242



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	0.00%	0
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	12.50%	2
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	50.00%	8
4=Proficient: I am very comfortable, an expert; could teach this to others	37.50%	6
Total		16

Q216 Integrate a review of the scientific evidence related to a public health issue, concern, or intervention into the practice of public health

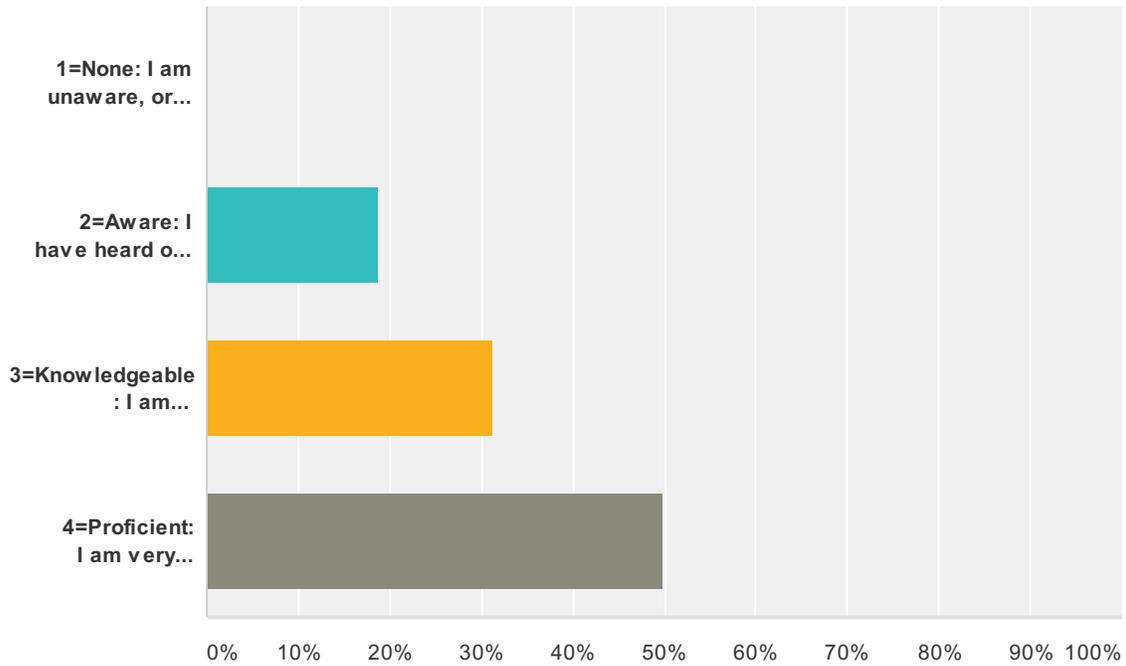
Answered: 16 Skipped: 242



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	6.25%	1
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	6.25%	1
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	43.75%	7
4=Proficient: I am very comfortable, an expert; could teach this to others	43.75%	7
Total		16

Q217 Synthesize scientific evidence from a variety of text and electronic sources

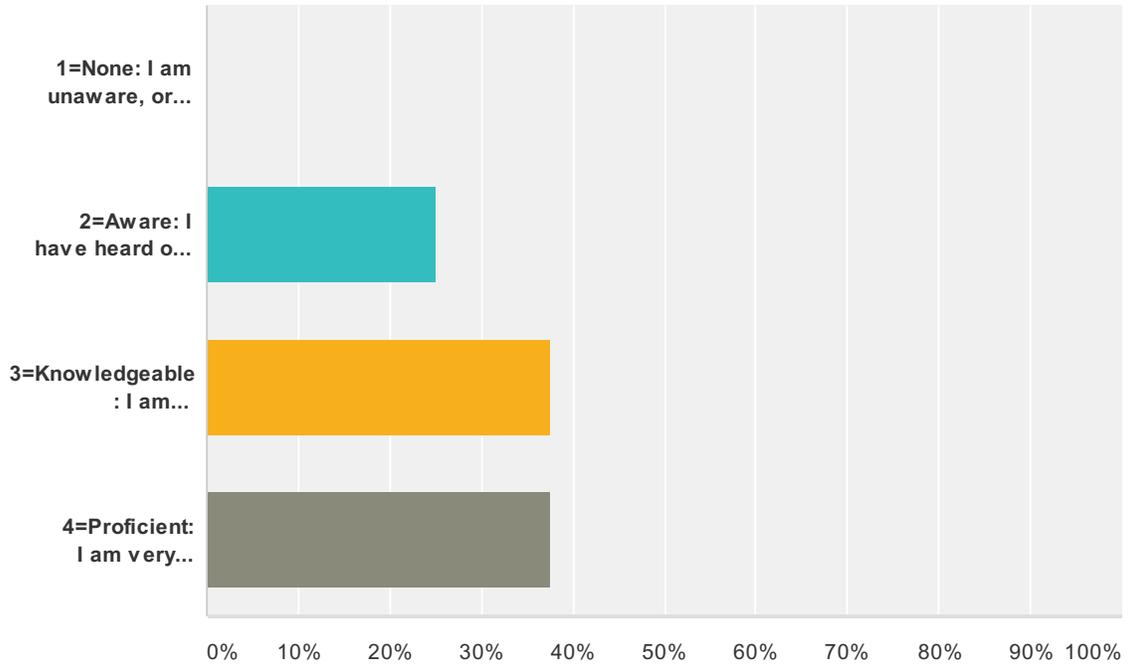
Answered: 16 Skipped: 242



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	0.00%	0
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	18.75%	3
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	31.25%	5
4=Proficient: I am very comfortable, an expert; could teach this to others	50.00%	8
Total		16

Q218 Critique the limitations of research findings (e.g. limitations of data sources, importance of observations and interrelationships)

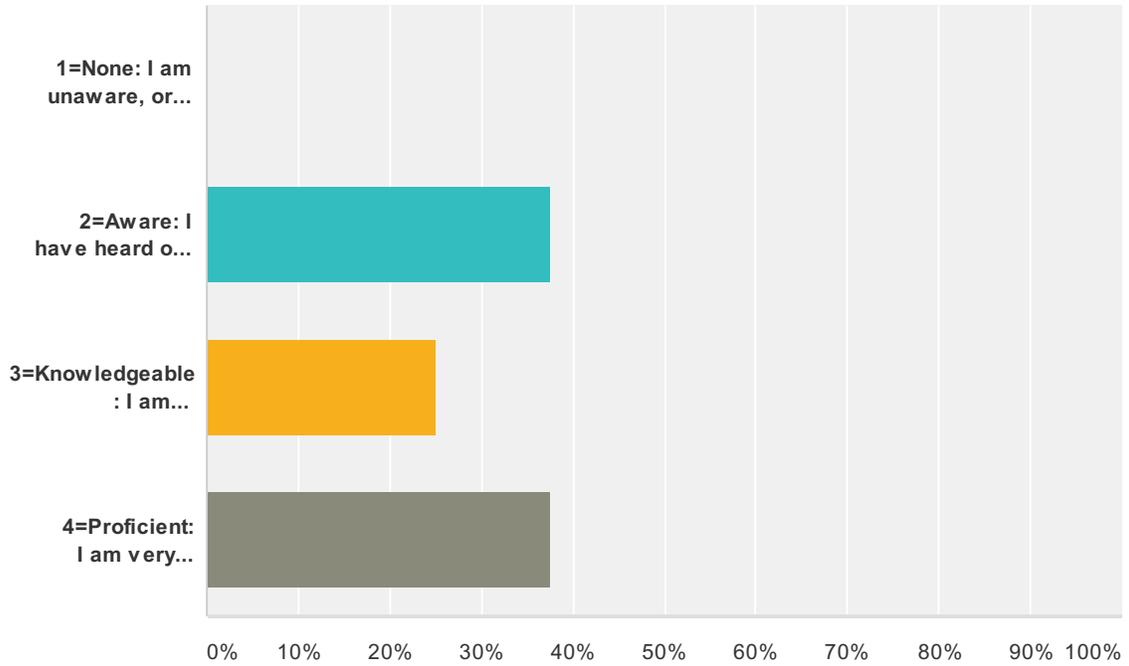
Answered: 16 Skipped: 242



Answer Choices	Responses
1=None: I am unaware, or have very little knowledge of the item	0.00% 0
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	25.00% 4
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	37.50% 6
4=Proficient: I am very comfortable, an expert; could teach this to others	37.50% 6
Total	16

Q219 Advise on the laws, regulations, policies, and procedures for the ethical conduct of research (e.g. patient confidentiality, human subject processes)

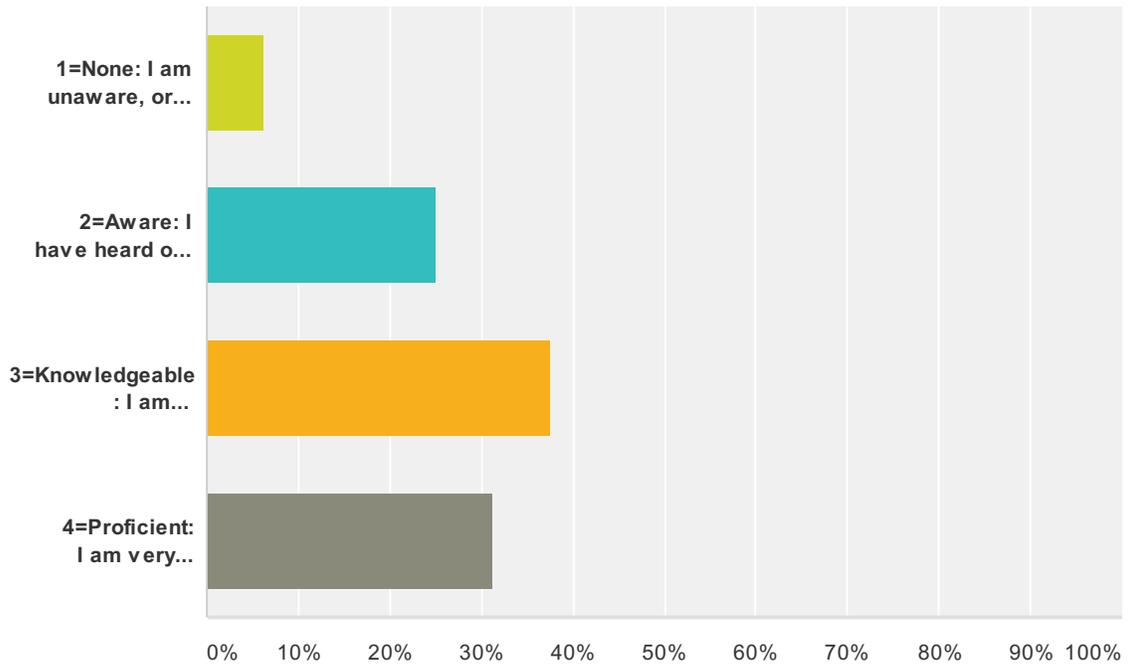
Answered: 16 Skipped: 242



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	0.00%	0
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	37.50%	6
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	25.00%	4
4=Proficient: I am very comfortable, an expert; could teach this to others	37.50%	6
Total		16

Q220 Contribute to building the scientific base of public health

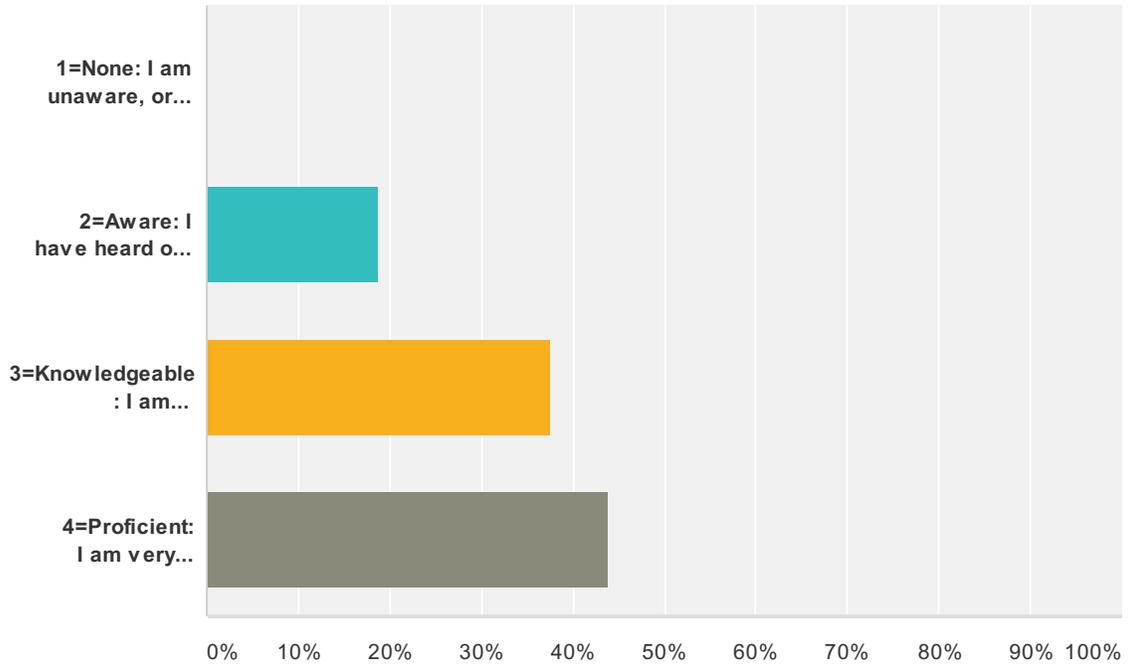
Answered: 16 Skipped: 242



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	6.25%	1
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	25.00%	4
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	37.50%	6
4=Proficient: I am very comfortable, an expert; could teach this to others	31.25%	5
Total		16

Q221 Establish partnerships with academic and other organizations to expand the public health science base and disseminate research findings

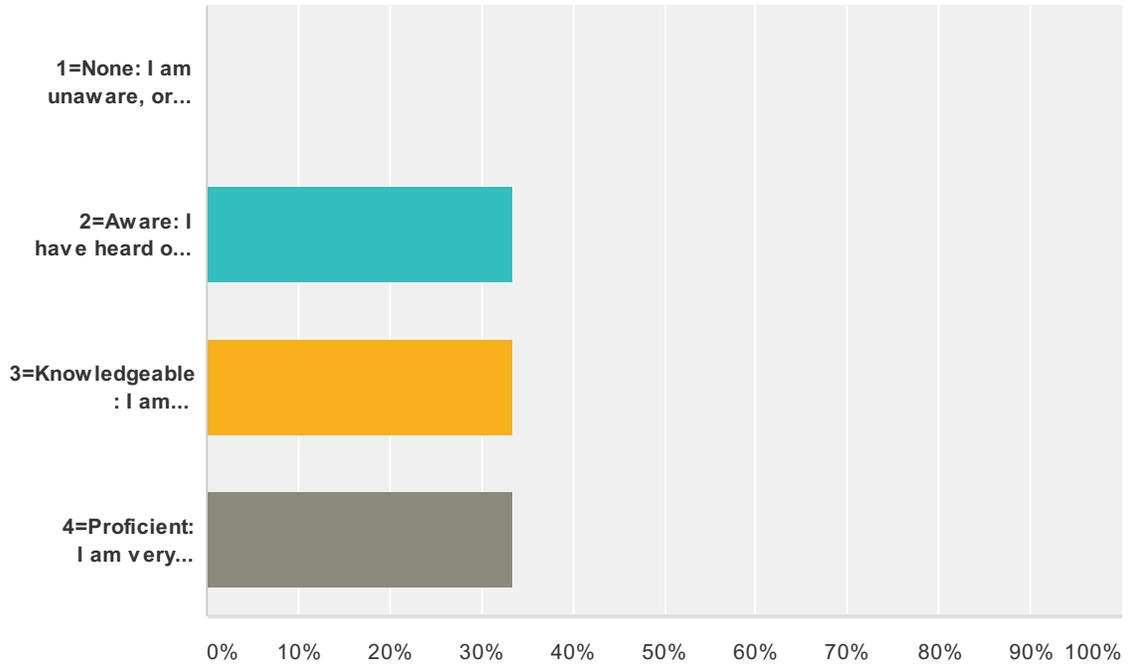
Answered: 16 Skipped: 242



Answer Choices	Responses
1=None: I am unaware, or have very little knowledge of the item	0.00% 0
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	18.75% 3
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	37.50% 6
4=Proficient: I am very comfortable, an expert; could teach this to others	43.75% 7
Total	16

Q222 Leverage the interrelationships of local, state, and federal public health and health care systems for public health program management

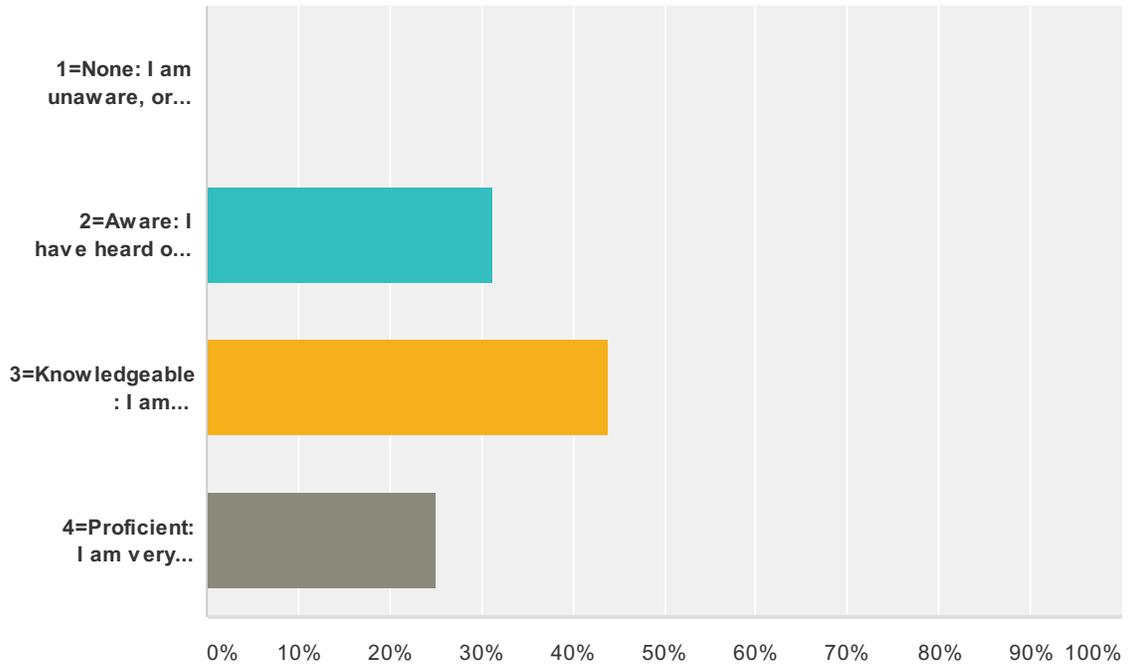
Answered: 15 Skipped: 243



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	0.00%	0
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	33.33%	5
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	33.33%	5
4=Proficient: I am very comfortable, an expert; could teach this to others	33.33%	5
Total		15

Q223 Leverage the organizational structures, functions, and authorities of local, state, and federal public health agencies for public health program management

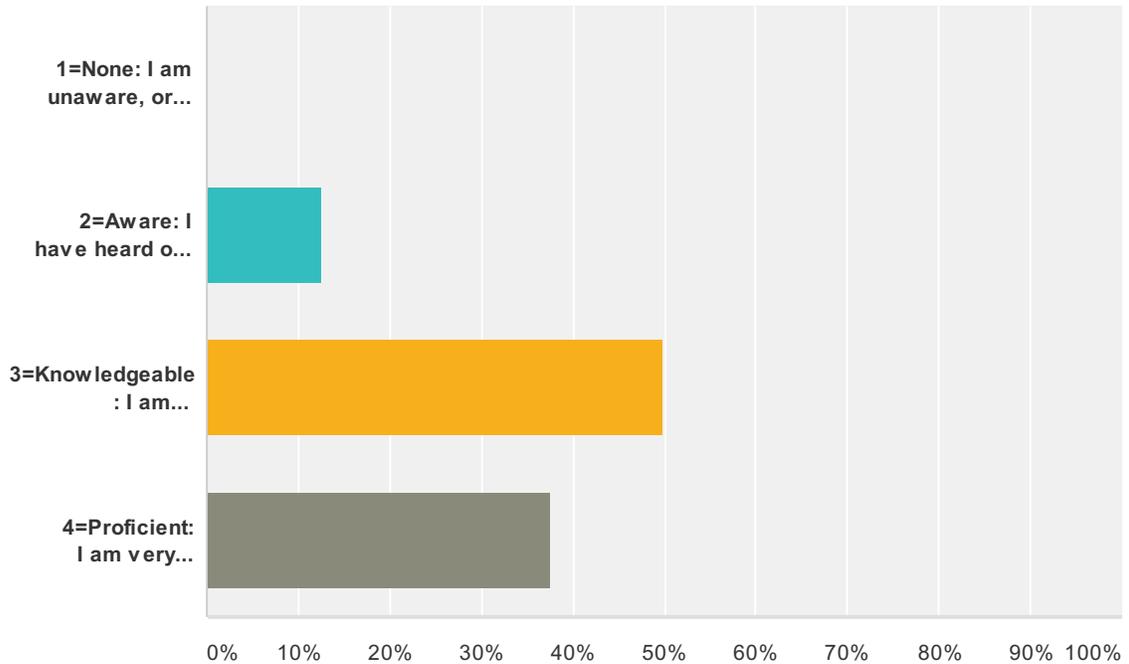
Answered: 16 Skipped: 242



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	0.00%	0
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	31.25%	5
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	43.75%	7
4=Proficient: I am very comfortable, an expert; could teach this to others	25.00%	4
Total		16

Q224 Manage partnerships with agencies within the federal, state, and local levels of government that have authority over public health situations or with specific issues, such as emergency events

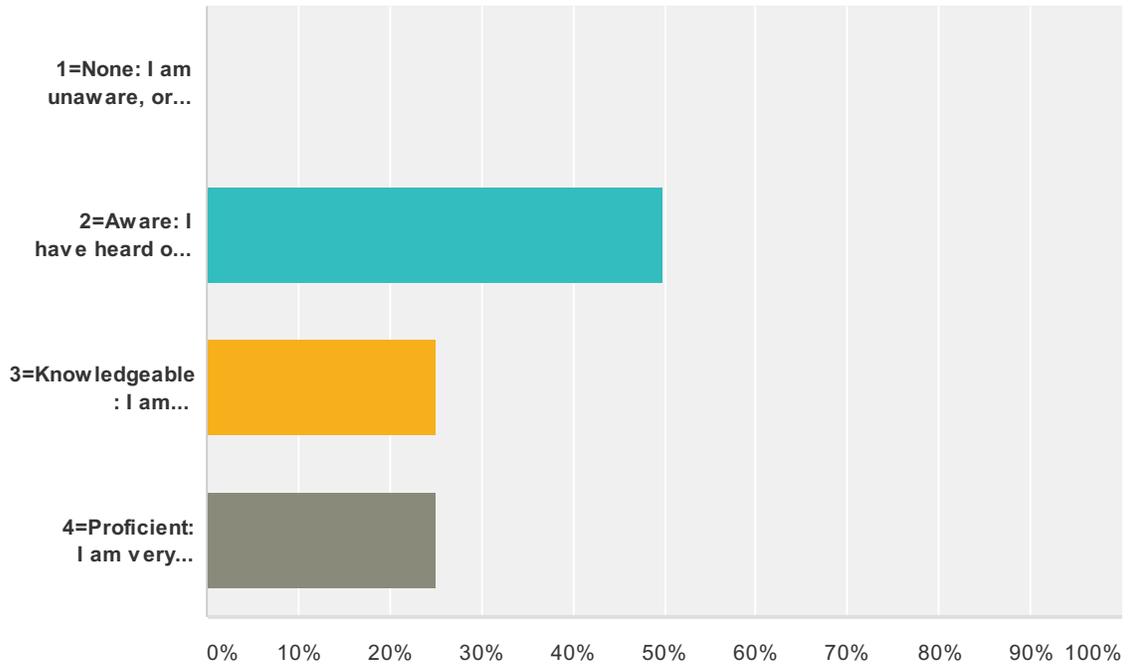
Answered: 16 Skipped: 242



Answer Choices	Responses
1=None: I am unaware, or have very little knowledge of the item	0.00% 0
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	12.50% 2
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	50.00% 8
4=Proficient: I am very comfortable, an expert; could teach this to others	37.50% 6
Total	16

Q225 Manage the implementation of the judicial and operational procedures of the governing body and/or administrative unit that oversees the operations of the public health organization

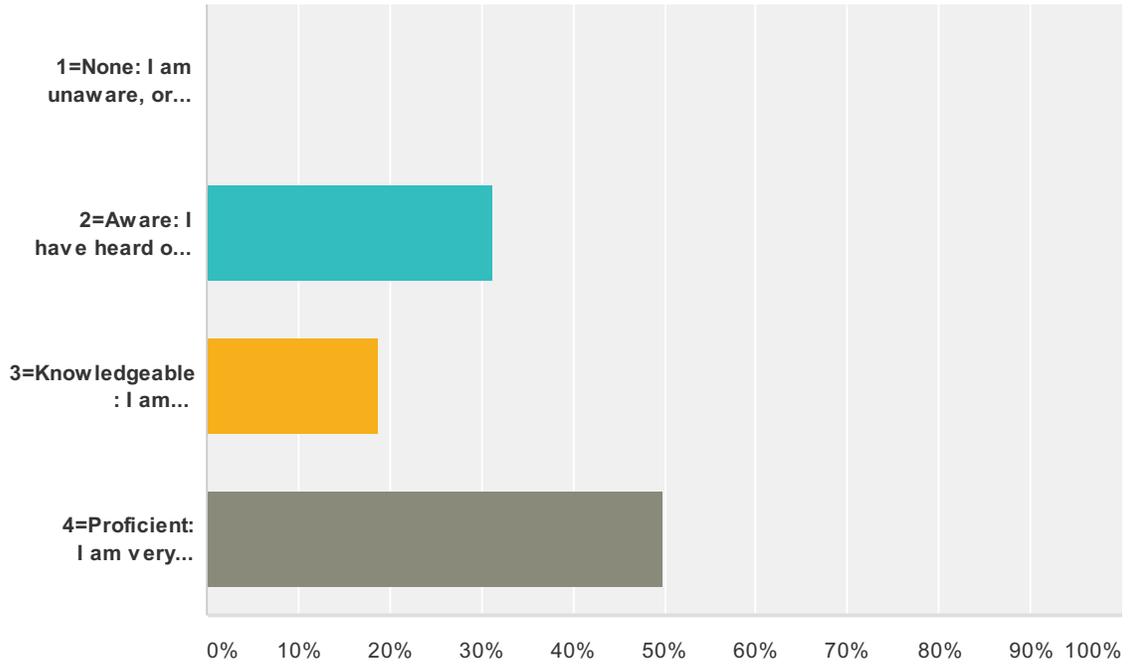
Answered: 16 Skipped: 242



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	0.00%	0
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	50.00%	8
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	25.00%	4
4=Proficient: I am very comfortable, an expert; could teach this to others	25.00%	4
Total		16

Q226 Defend a programmatic and organizational budget

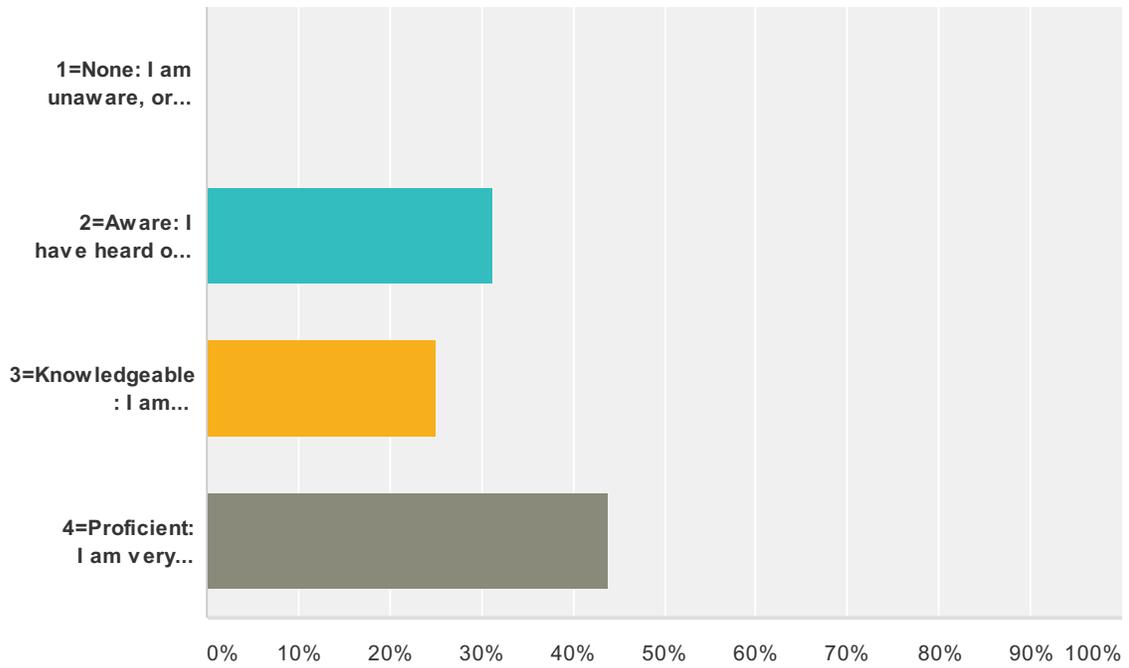
Answered: 16 Skipped: 242



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	0.00%	0
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	31.25%	5
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	18.75%	3
4=Proficient: I am very comfortable, an expert; could teach this to others	50.00%	8
Total		16

Q227 Ensure that programs are managed within current and forecasted budget constraints

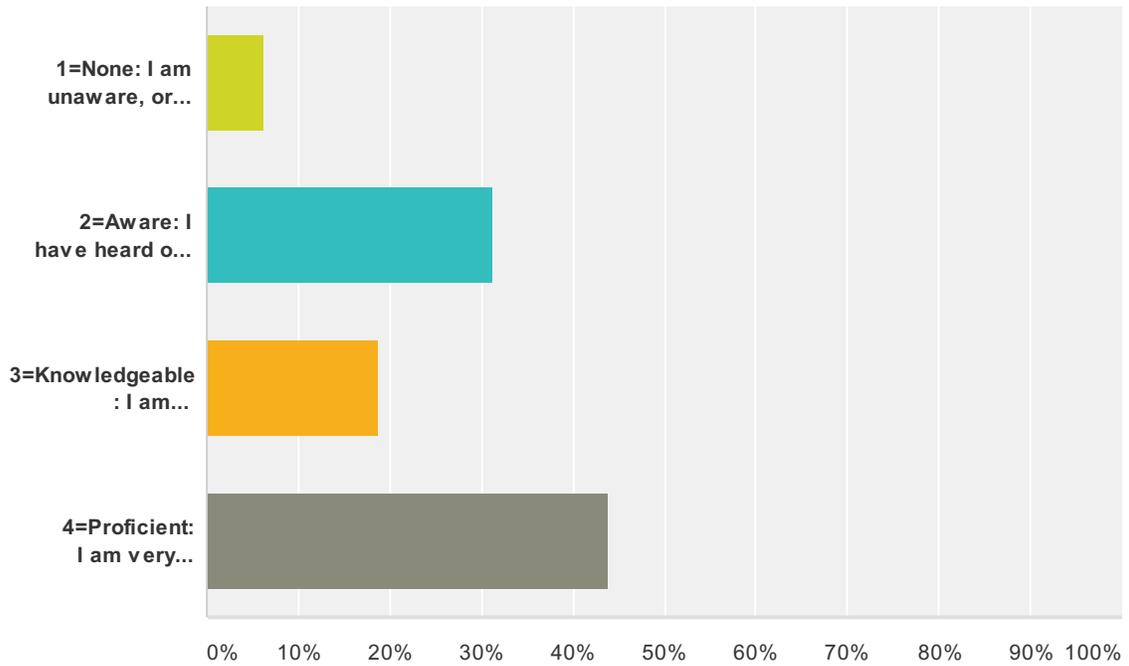
Answered: 16 Skipped: 242



Answer Choices	Responses
1=None: I am unaware, or have very little knowledge of the item	0.00% 0
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	31.25% 5
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	25.00% 4
4=Proficient: I am very comfortable, an expert; could teach this to others	43.75% 7
Total	16

Q228 Critique strategies for determining budget priorities

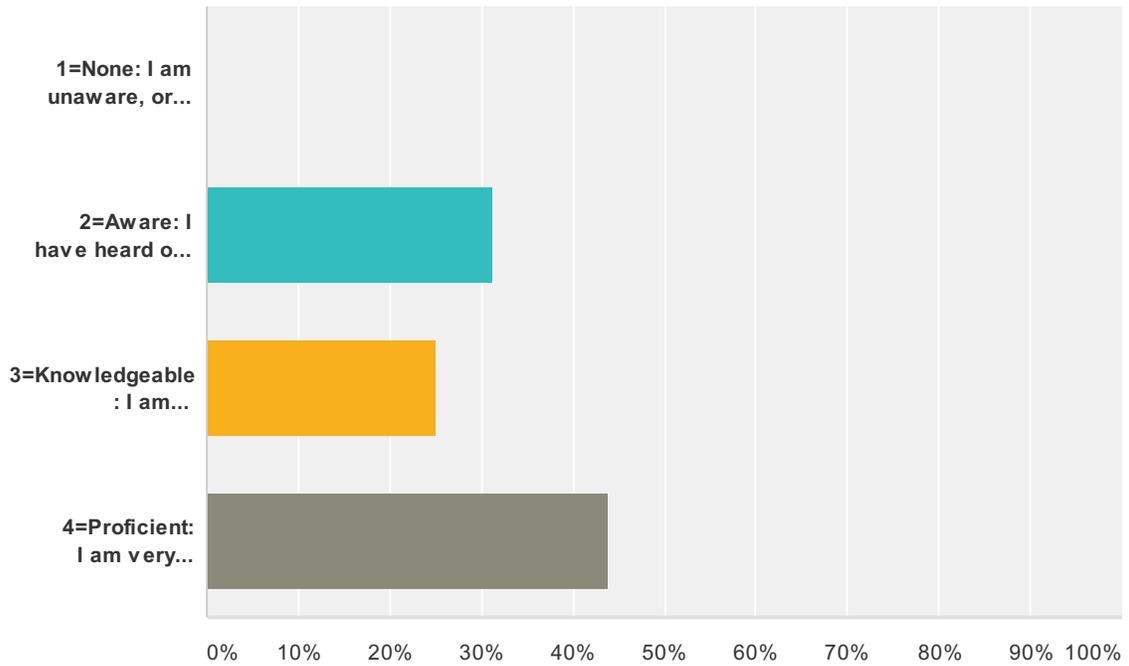
Answered: 16 Skipped: 242



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	6.25%	1
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	31.25%	5
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	18.75%	3
4=Proficient: I am very comfortable, an expert; could teach this to others	43.75%	7
Total		16

Q229 Determine budgetary priorities for the organization

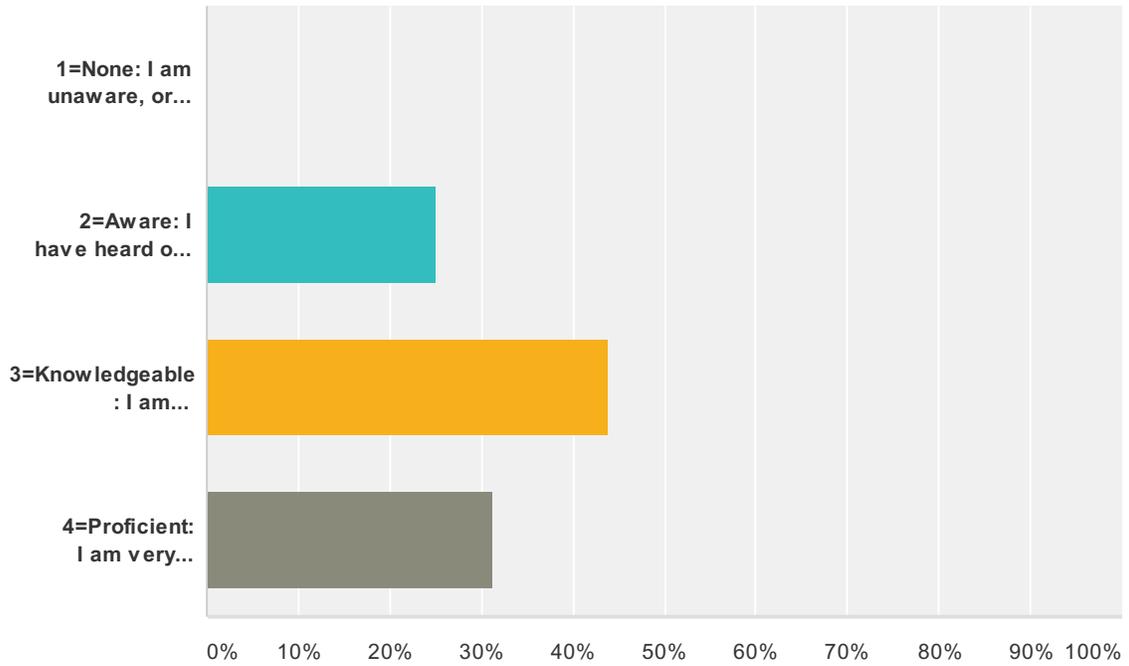
Answered: 16 Skipped: 242



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	0.00%	0
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	31.25%	5
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	25.00%	4
4=Proficient: I am very comfortable, an expert; could teach this to others	43.75%	7
Total		16

Q230 Evaluate program performance

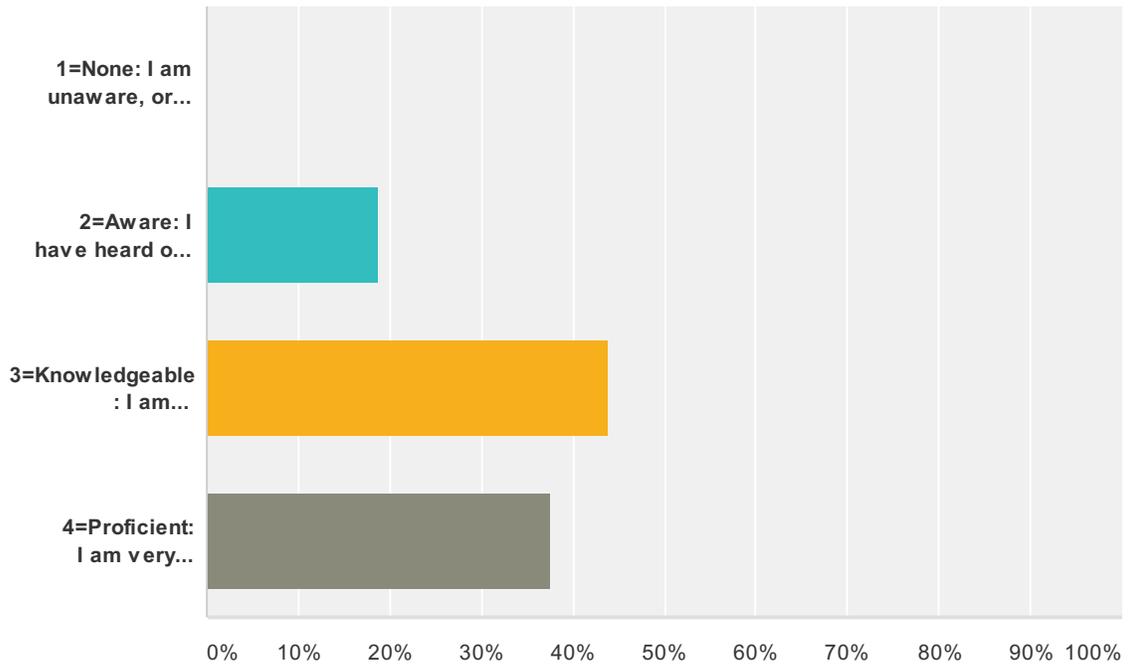
Answered: 16 Skipped: 242



Answer Choices	Responses
1=None: I am unaware, or have very little knowledge of the item	0.00% 0
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	25.00% 4
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	43.75% 7
4=Proficient: I am very comfortable, an expert; could teach this to others	31.25% 5
Total	16

Q231 Use evaluation results to improve performance

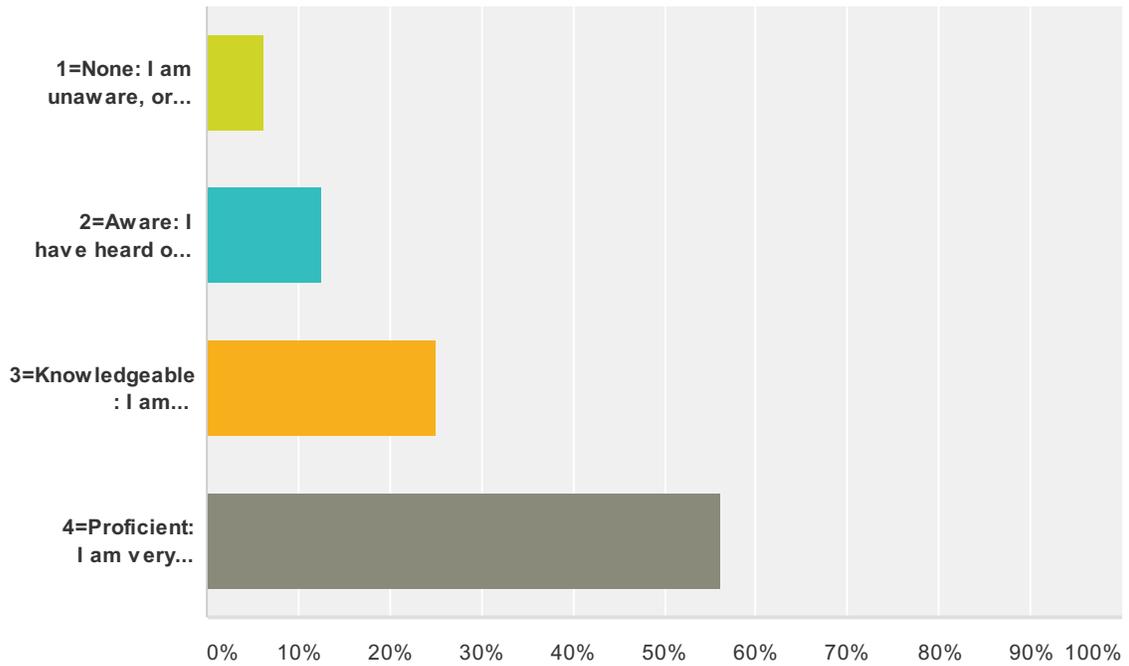
Answered: 16 Skipped: 242



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	0.00%	0
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	18.75%	3
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	43.75%	7
4=Proficient: I am very comfortable, an expert; could teach this to others	37.50%	6
Total		16

Q232 Approve proposals for funding from external sources

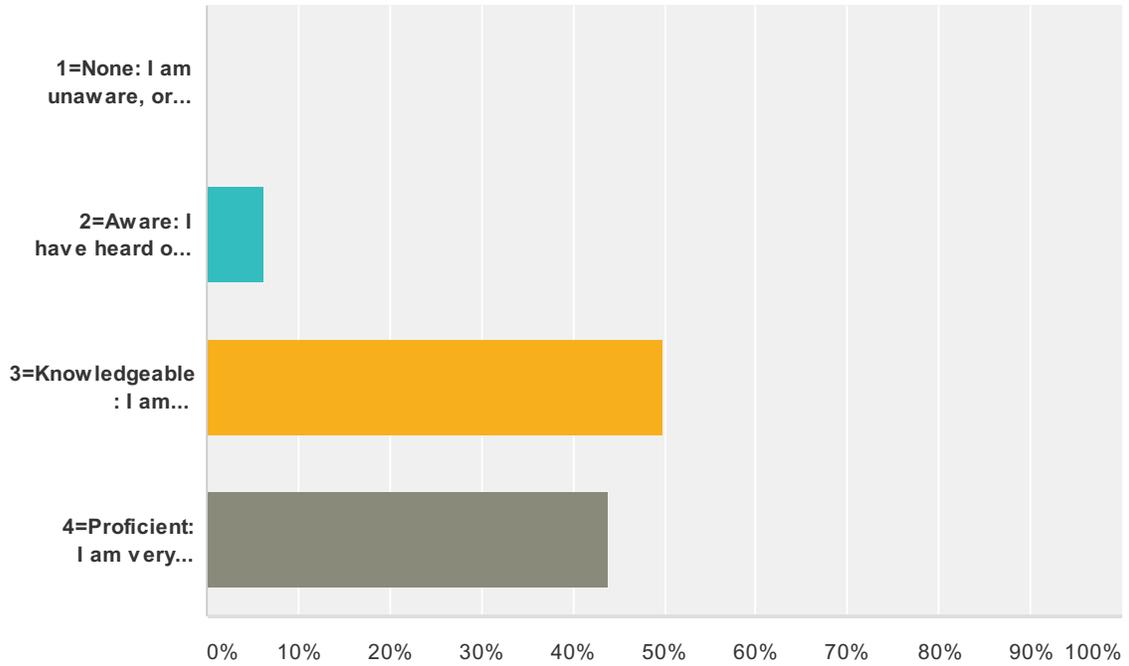
Answered: 16 Skipped: 242



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	6.25%	1
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	12.50%	2
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	25.00%	4
4=Proficient: I am very comfortable, an expert; could teach this to others	56.25%	9
Total		16

Q233 Apply basic human relations skills to the management of organizations, motivation of personnel, and resolution of conflicts

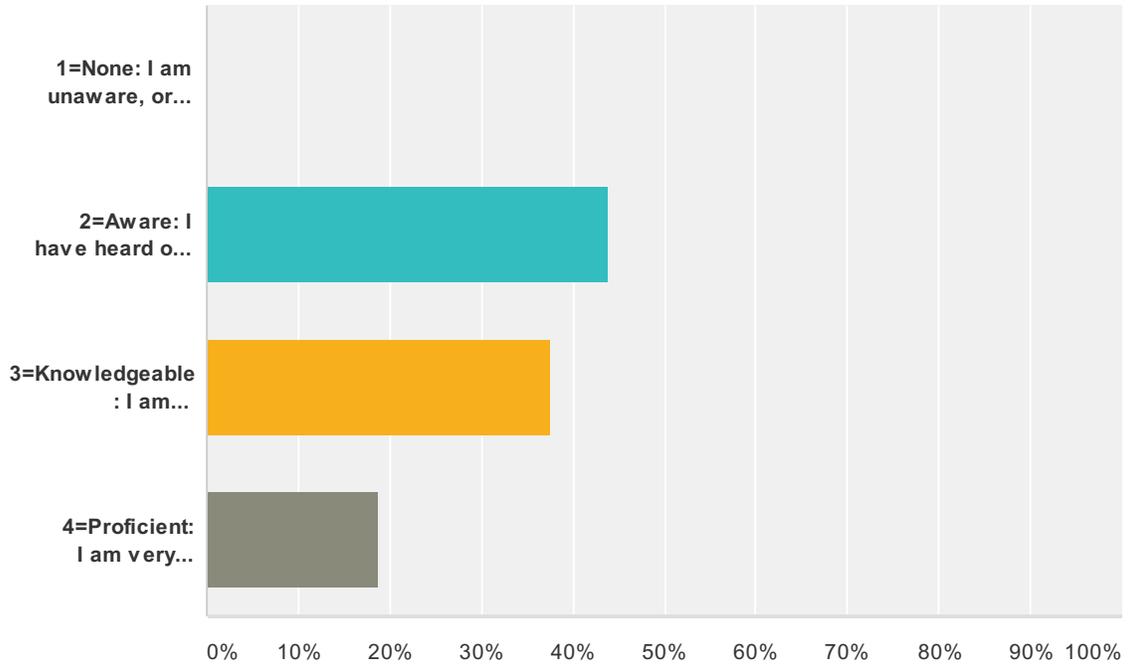
Answered: 16 Skipped: 242



Answer Choices	Responses
1=None: I am unaware, or have very little knowledge of the item	0.00% 0
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	6.25% 1
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	50.00% 8
4=Proficient: I am very comfortable, an expert; could teach this to others	43.75% 7
Total	16

Q234 Integrate public health informatics skills into program and business operations (e.g. business process analysis, enterprise-wide information planning)

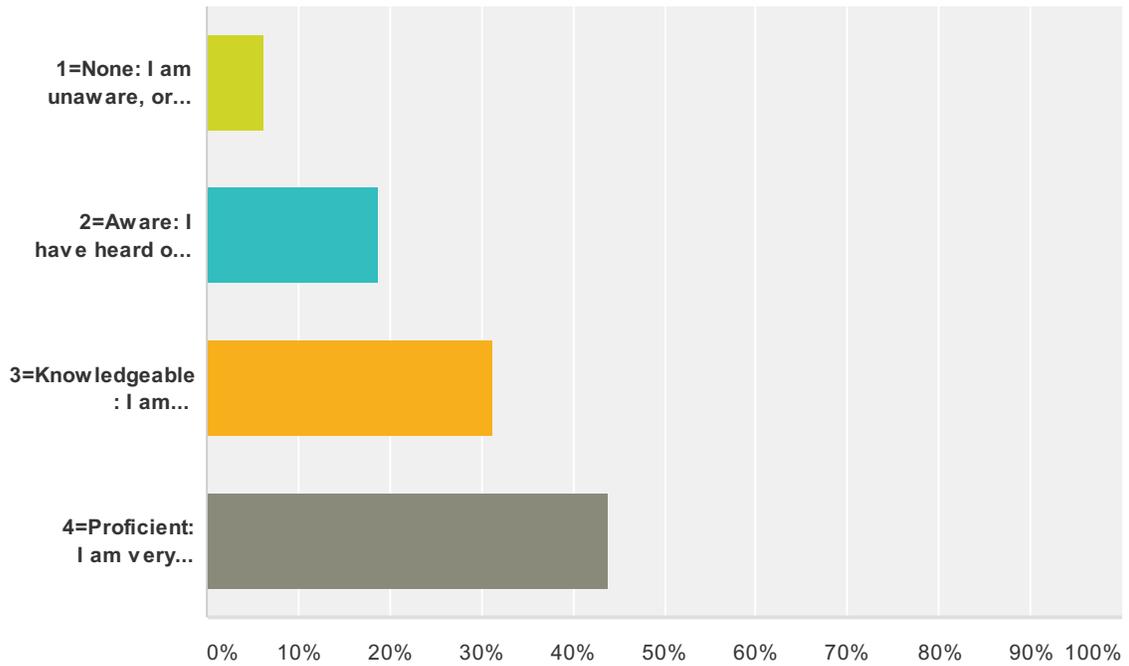
Answered: 16 Skipped: 242



Answer Choices	Responses
1=None: I am unaware, or have very little knowledge of the item	0.00% 0
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	43.75% 7
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	37.50% 6
4=Proficient: I am very comfortable, an expert; could teach this to others	18.75% 3
Total	16

Q235 Approve contracts and other agreements for the provision of services

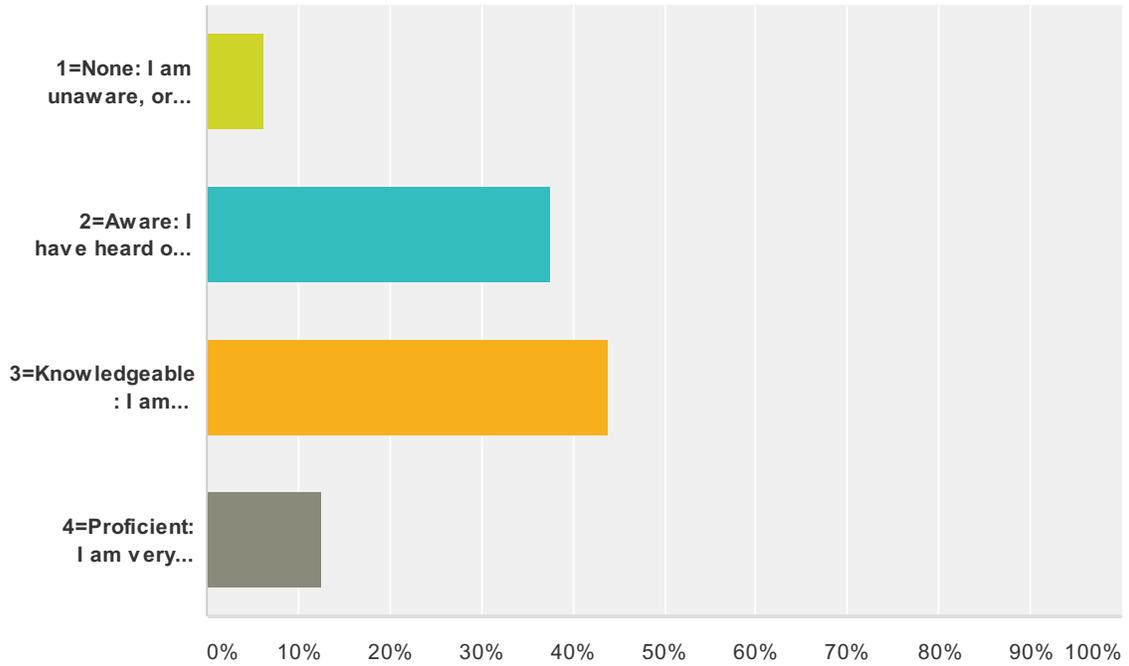
Answered: 16 Skipped: 242



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	6.25%	1
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	18.75%	3
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	31.25%	5
4=Proficient: I am very comfortable, an expert; could teach this to others	43.75%	7
Total		16

Q236 Include the use of cost-effectiveness, cost-benefit, and cost-utility analyses in programmatic prioritization and decision making

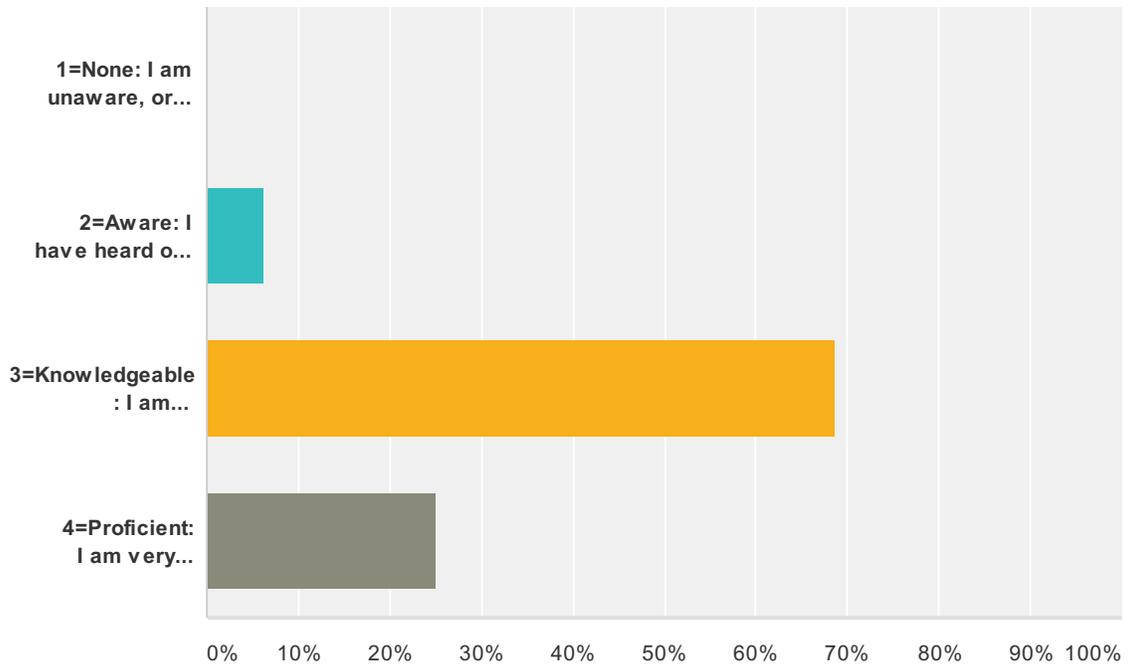
Answered: 16 Skipped: 242



Answer Choices	Responses
1=None: I am unaware, or have very little knowledge of the item	6.25% 1
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	37.50% 6
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	43.75% 7
4=Proficient: I am very comfortable, an expert; could teach this to others	12.50% 2
Total	16

Q237 Incorporate data and information to improve organizational processes and performance

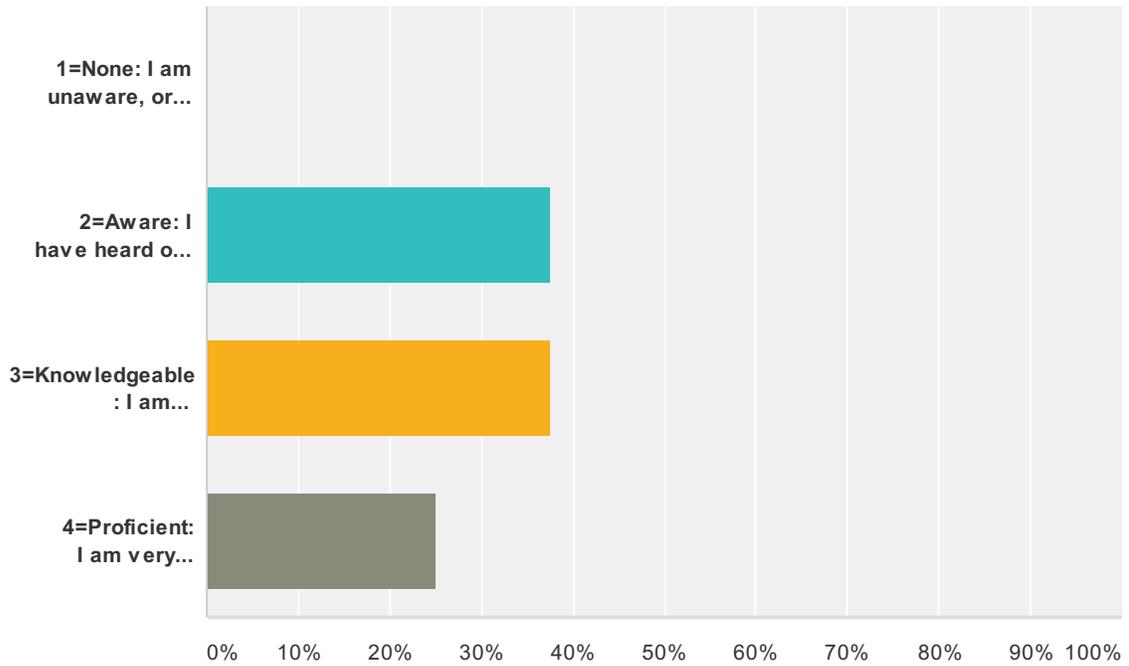
Answered: 16 Skipped: 242



Answer Choices	Responses
1=None: I am unaware, or have very little knowledge of the item	0.00% 0
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	6.25% 1
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	68.75% 11
4=Proficient: I am very comfortable, an expert; could teach this to others	25.00% 4
Total	16

Q238 Establish a performance management system

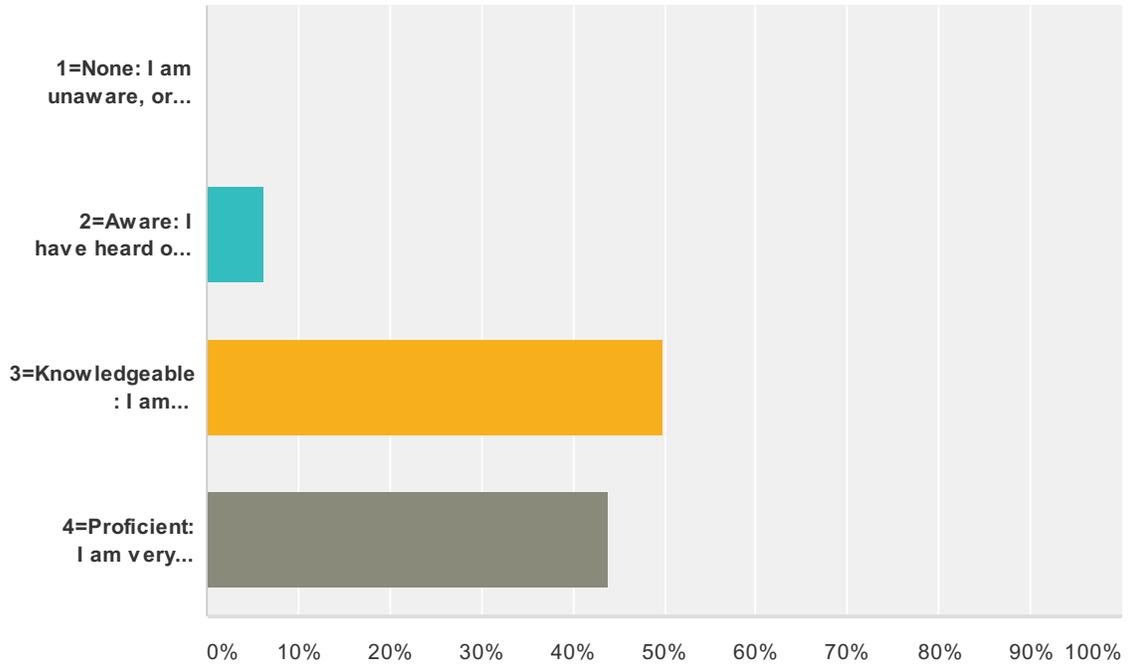
Answered: 16 Skipped: 242



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	0.00%	0
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	37.50%	6
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	37.50%	6
4=Proficient: I am very comfortable, an expert; could teach this to others	25.00%	4
Total		16

Q239 Incorporate ethical standards of practice as the basis of all interactions with organizations, communities, and individuals

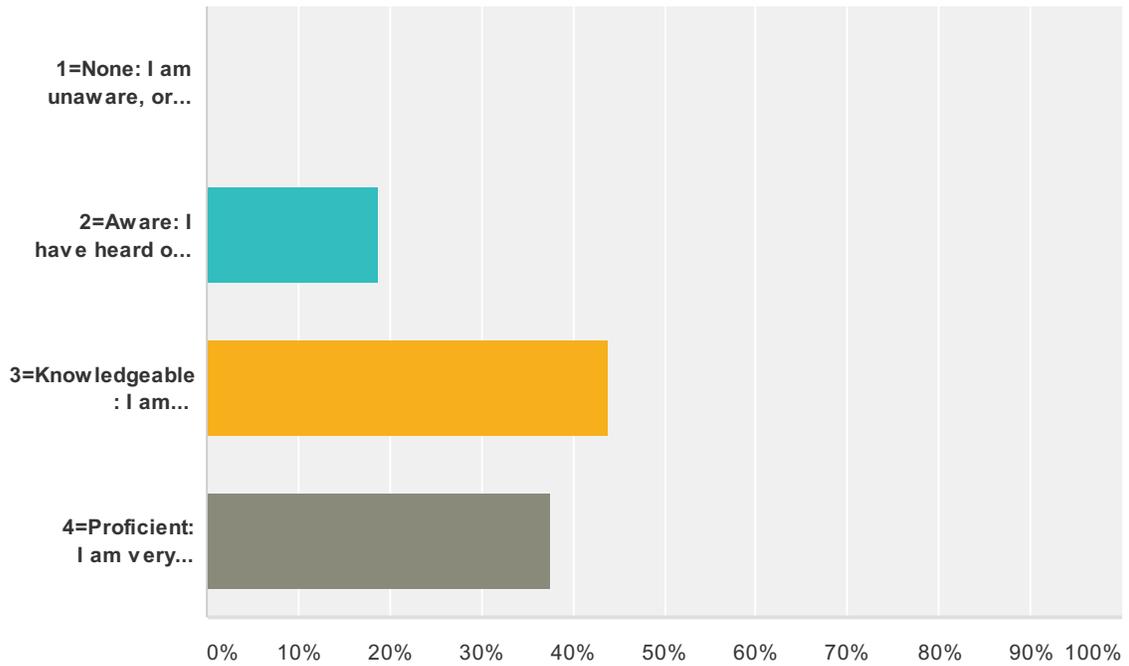
Answered: 16 Skipped: 242



Answer Choices	Responses
1=None: I am unaware, or have very little knowledge of the item	0.00% 0
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	6.25% 1
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	50.00% 8
4=Proficient: I am very comfortable, an expert; could teach this to others	43.75% 7
Total	16

Q240 Integrate systems thinking into public health practice

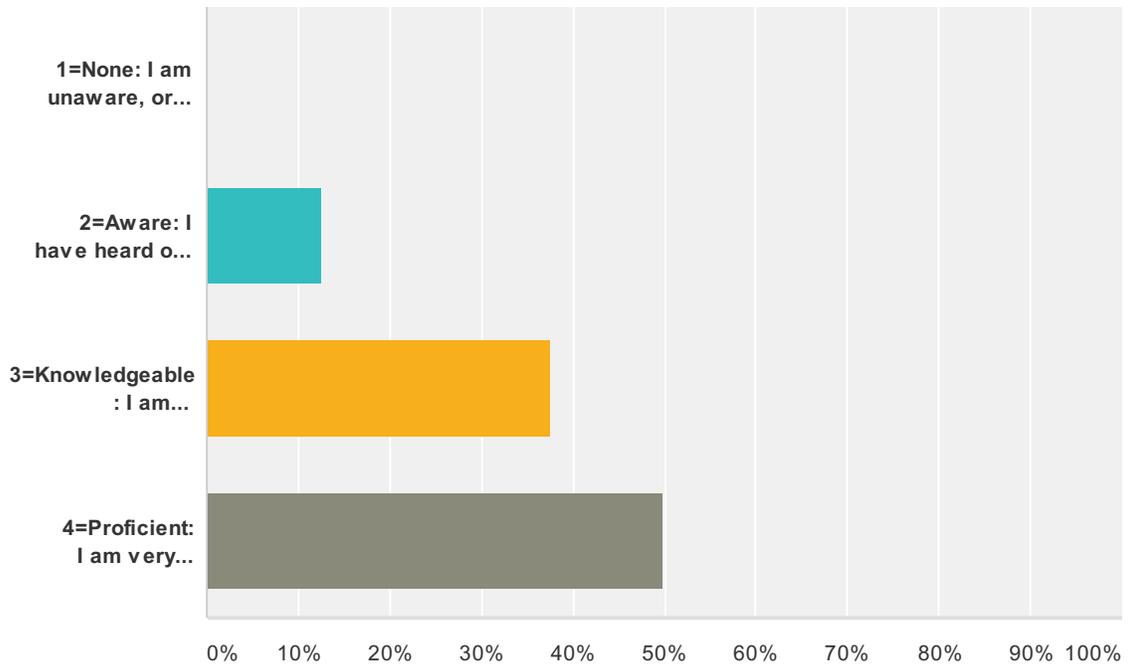
Answered: 16 Skipped: 242



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	0.00%	0
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	18.75%	3
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	43.75%	7
4=Proficient: I am very comfortable, an expert; could teach this to others	37.50%	6
Total		16

Q241 Partner with stakeholders to determine key values and a shared vision as guiding principles for community action

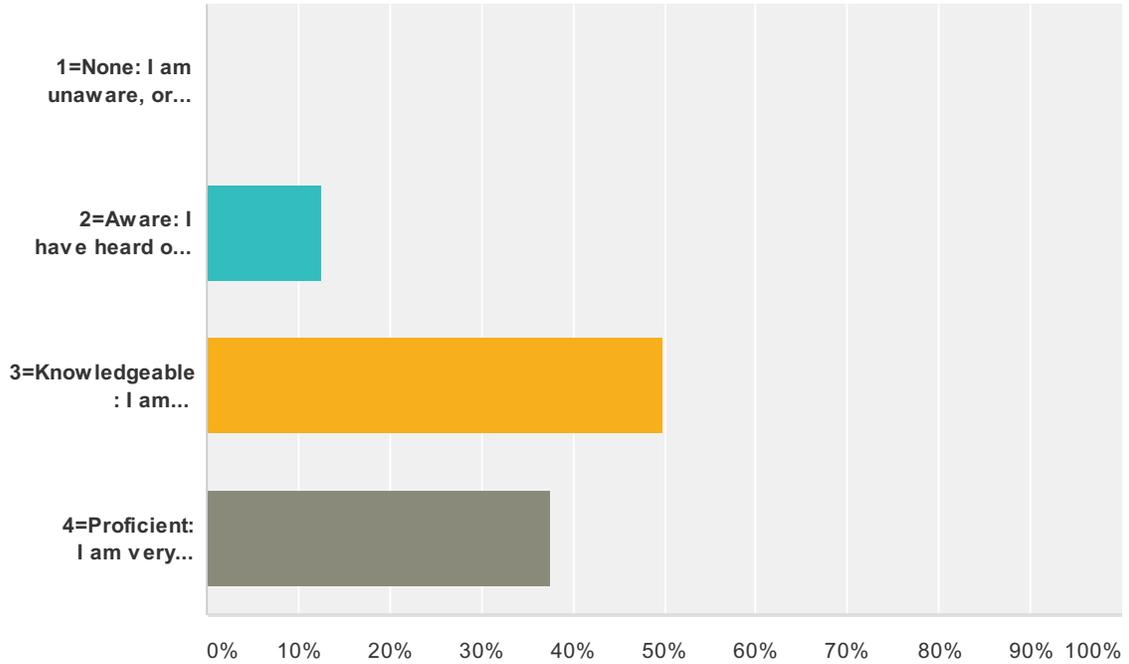
Answered: 16 Skipped: 242



Answer Choices	Responses
1=None: I am unaware, or have very little knowledge of the item	0.00% 0
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	12.50% 2
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	37.50% 6
4=Proficient: I am very comfortable, an expert; could teach this to others	50.00% 8
Total	16

Q242 Resolve internal and external problems that may affect the delivery of Essential Public Health Services (e.g. through the identification of root causes and other QI processes)

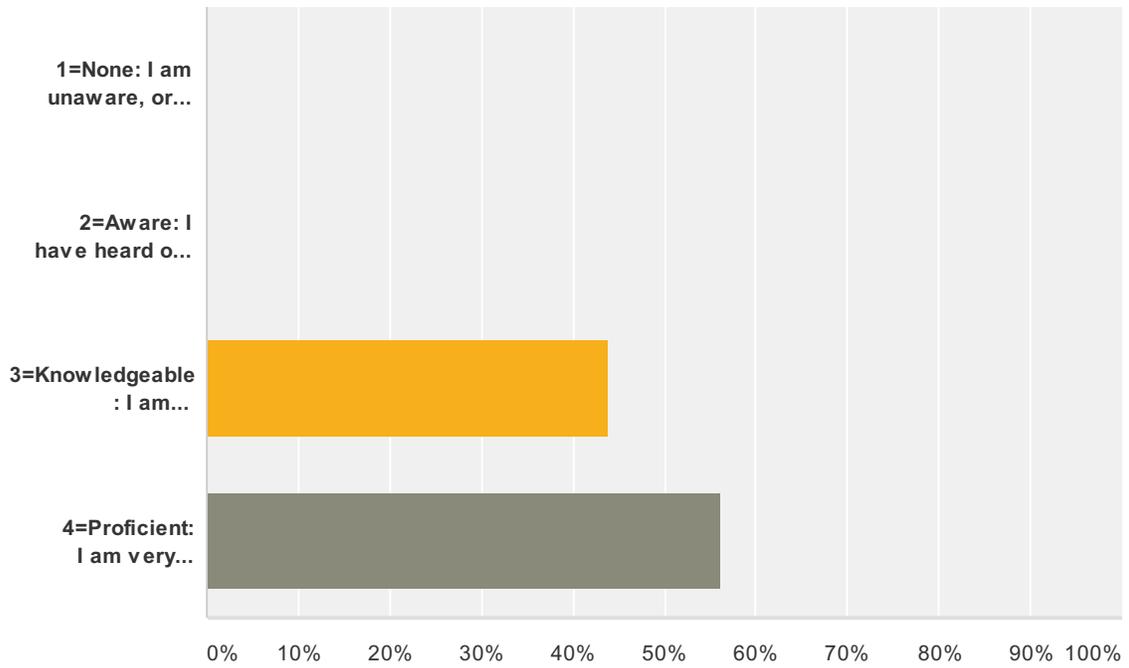
Answered: 16 Skipped: 242



Answer Choices	Responses
1=None: I am unaware, or have very little knowledge of the item	0.00% 0
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	12.50% 2
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	50.00% 8
4=Proficient: I am very comfortable, an expert; could teach this to others	37.50% 6
Total	16

Q243 Advocate for individual, team, and organizational learning opportunities within the organization

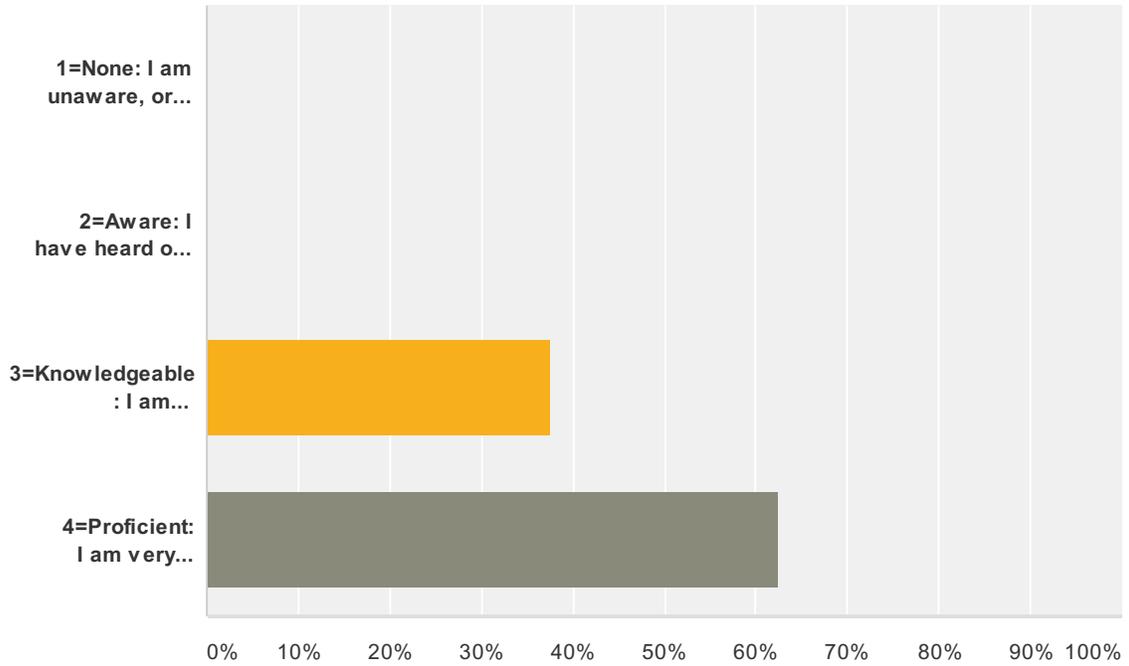
Answered: 16 Skipped: 242



Answer Choices	Responses
1=None: I am unaware, or have very little knowledge of the item	0.00% 0
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	0.00% 0
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	43.75% 7
4=Proficient: I am very comfortable, an expert; could teach this to others	56.25% 9
Total	16

Q244 Promote mentoring, peer advising, coaching, or other personal development opportunities for the public health workforce, including yourself

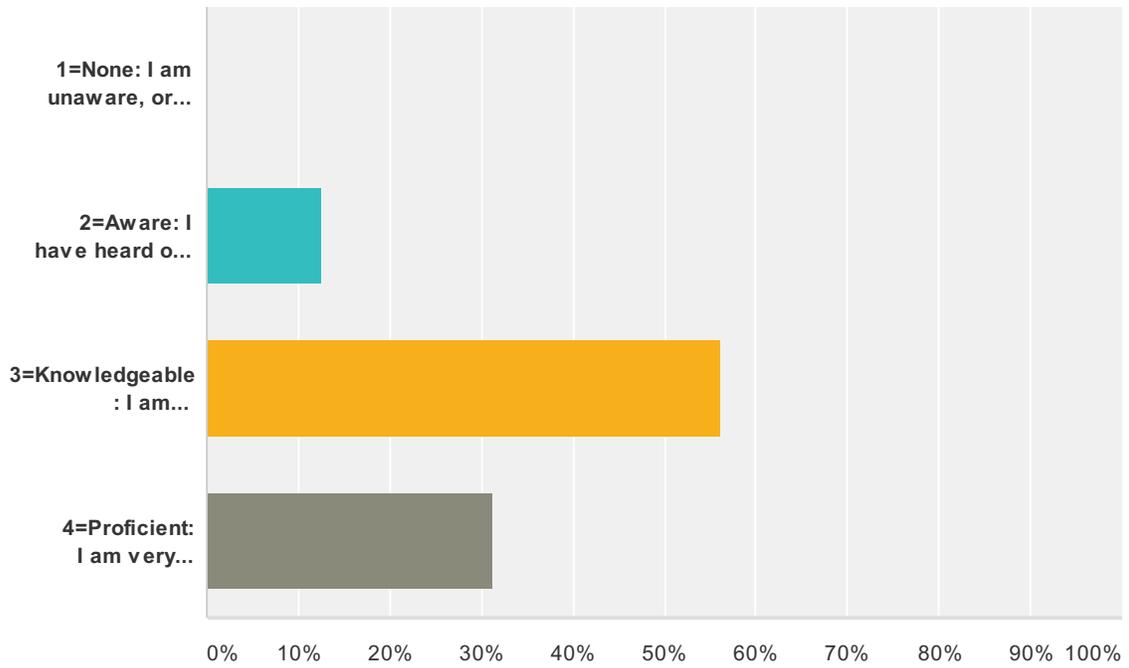
Answered: 16 Skipped: 242



Answer Choices	Responses
1=None: I am unaware, or have very little knowledge of the item	0.00% 0
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	0.00% 0
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	37.50% 6
4=Proficient: I am very comfortable, an expert; could teach this to others	62.50% 10
Total	16

Q245 Ensure the measuring, reporting, and continuous improvement of organizational performance

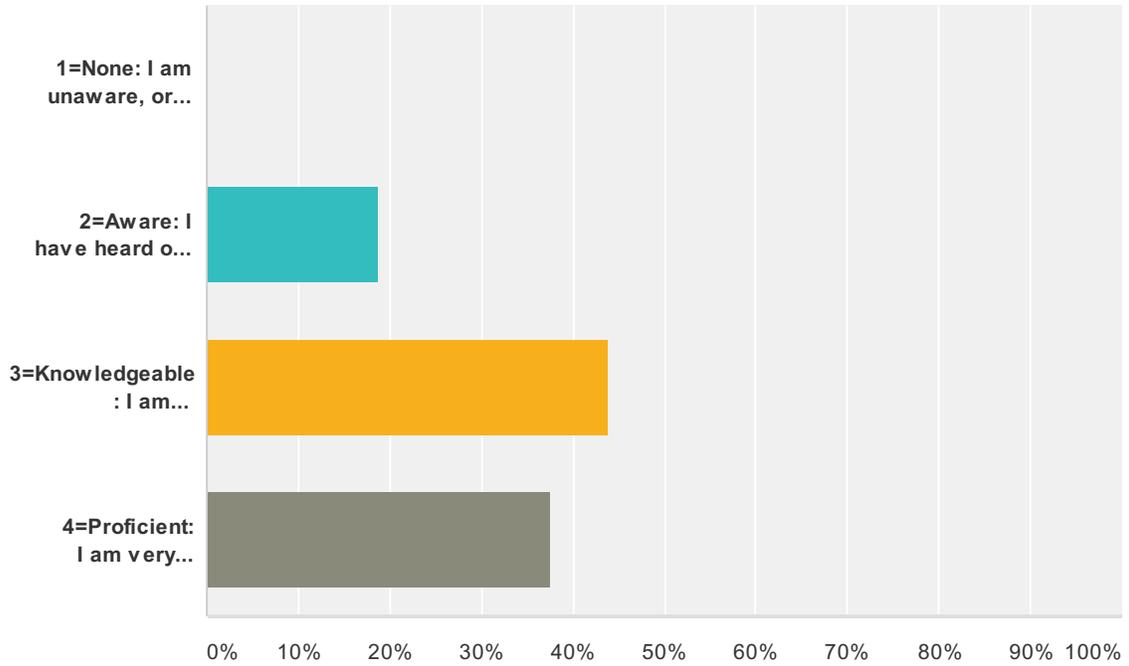
Answered: 16 Skipped: 242



Answer Choices	Responses
1=None: I am unaware, or have very little knowledge of the item	0.00% 0
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	12.50% 2
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	56.25% 9
4=Proficient: I am very comfortable, an expert; could teach this to others	31.25% 5
Total	16

Q246 Ensure organizational practices are in concert with changes in the public health system, and the larger social, political, and economic environment

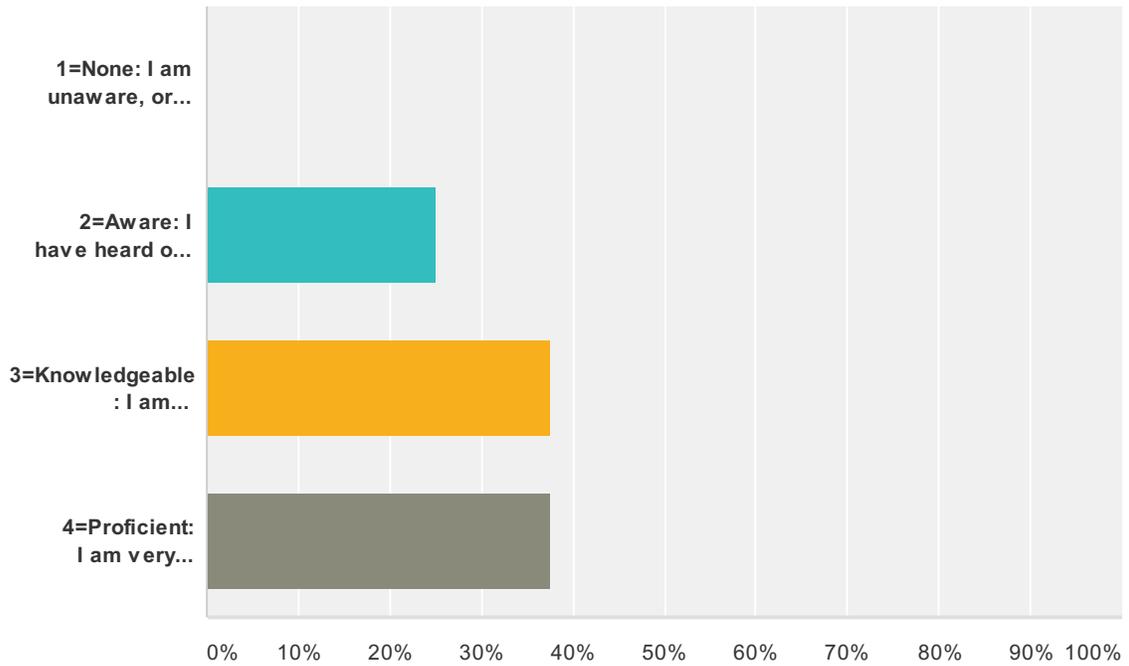
Answered: 16 Skipped: 242



Answer Choices	Responses
1=None: I am unaware, or have very little knowledge of the item	0.00% 0
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	18.75% 3
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	43.75% 7
4=Proficient: I am very comfortable, an expert; could teach this to others	37.50% 6
Total	16

Q247 Ensure the management of organizational change

Answered: 16 Skipped: 242



Answer Choices	Responses	
1=None: I am unaware, or have very little knowledge of the item	0.00%	0
2=Aware: I have heard of it; limited knowledge and/or ability to apply the skill	25.00%	4
3=Knowledgeable: I am comfortable with knowledge or ability to apply the skill	37.50%	6
4=Proficient: I am very comfortable, an expert; could teach this to others	37.50%	6
Total		16

**Q248 Please comment on any other
workforce development or training areas.**

Answered: 2 Skipped: 256

Q249 Please comment on anything else related to this survey:

Answered: 3 Skipped: 255