The Council on Linkages Between Academia and Public Health Practice

Modified Version of the Core Competencies for Public Health Professionals
June 2017

Based on the Core Competencies for Public Health Professionals (Core Competencies), this modified version of the Core Competencies was developed to offer a simplified version of the Core Competencies for use in workforce development efforts. This version was created by grouping similar competency statements together into categories that capture the general intent of the statements, reducing the number of competencies in the competency set from approximately 90 in the full 2014 version of the Core Competencies to 54 in this modified version.

The modified version is based on Tier 2 of the 2014 version of the Core Competencies, with competencies pulled from Tier 3 only when there is no equivalent competency at the Tier 2 level. The items in bold within each domain are the competencies that make up the modified version. Within each competency in the modified version, brief descriptions are included that illustrate the types of skills and knowledge represented by that competency.

The specific relationships between the competencies in the modified version and the full 2014 version of the Core Competencies can be found in a Crosswalk of the Modified and 2014 Core Competencies for Public Health Professionals.

For more information about the modified version of the Core Competencies or assistance using this resource, please contact Kathleen Amos at kamos@phf.org or competencies@phf.org.

Domain 1: Analytical/Assessment Skills
Data collection
Collect quantitative and qualitative data and information on community health needs
Collect quantitative and qualitative data and information on community assets
Data analysis
Determine validity, reliability, and comparability of data
Analyze quantitative and qualitative data
Interpret quantitative and qualitative data
Community health assessment
Assess community health status
Develop community health assessment
Evidence-based decision making
Make evidence-based decisions
Advocate for the use of evidence

Ethical use of data	
Apply ethical principles in the use of data and information	
Information technology	
Apply information technology in the use of data and information	
Domain 2: Policy Development/Program Planning Skills	
Community health improvement planning	
Use community health assessment in developing community health improvement plan	
Strategic planning	
Contribute to development of strategic plan	
Implement strategic plan	
Policy, program, and service development	
Develop goals and objectives	
Monitor trends	
Develop and recommend options	
Policy, program, and service implementation	
Implement policies, programs, and services	
Manage within budgets and staffing levels	
Policy, program, and service improvement	
Evaluate policies, programs, and services	
Implement strategies for continuous improvement	
External policies, programs, and services	
Influence policies, programs, and services external to the organization	
Public health informatics	
Apply public health informatics to policies, programs, and services	
Domain 3: Communication Skills	
Literacy assessment	
Assess the literacy of populations served	
Written and oral communication	
Communicate in writing and orally with linguistic and cultural proficiency	
Community input	
Solicit input from the community	
Information dissemination	
Determine approaches for disseminating data and information	
Convey data and information	
Behavior change	
Communicate to influence behavior	
Facilitation	
Facilitate communication	
Agency and organization roles	
Communicate the roles of governmental public health, health care, and other partners	

Domain 4: Cultural Competency Skills
Population diversity
Describe the concept of diversity
Describe the diversity within a community
Workforce diversity
Describe the value of a diverse workforce
Advocate for a diverse workforce
Cultural influences on policies, programs, and services
Recognize the influence of population diversity on programs, policies, and services
Address population diversity in policies, programs, and services
Policy, program, and service impacts
Assess the effects of policies, programs, and services on different populations
Domain 5: Community Dimensions of Practice Skills
Community programs and services Distinguish the roles and responsibilities of governmental and non-governmental organizations
Relationship building
Identify relationships that are affecting health
Develop relationships
Maintain relationships
Partner collaboration
Facilitate collaboration among partners
Community engagement
Engage community members
Use community input for policies, programs, and services
Community assets
Explain the ways assets and resources can be used
Advocacy
Advocate for policies, programs, and resources
Community-based participatory research
Collaborate in community-based participatory research
Domain 6: Public Health Sciences Skills
Foundation of public health
Discuss the scientific foundation of public health
Describe prominent events in public health
Application of public health sciences
Use public health sciences for policies, programs, services, and research
Apply public health sciences in administration and management
Public health evidence
Retrieve evidence from print and electronic sources
Determine limitations of evidence
Use evidence for policies, programs, and services

Research ethics
Identify the laws, regulations, policies, and procedures for ethical research
Evidence-based public health
Contribute to the public health evidence base
Develop partnerships to increase use of evidence
Domain 7: Financial Planning and Management Skills
Governmental agencies
Explain the structures, functions, and authorizations of governmental public health
Identify government agencies with authority to address community health needs
Governance
Implement policies and procedures of the governing body
Public health and health care funding
Explain public health and health care funding mechanisms and procedures
Budgeting
Justify programs for inclusion in budgets
Develop budgets
Defend budgets
Proposal writing
Prepare funding proposals
Contract negotiation
Negotiate contracts and other agreements
Financial analysis
Use financial analysis methods for policies, programs, and services
Team building
Establish teams
Motivation
Motivate personnel
Performance management
Develop performance management system
Use performance management system
Domain 8: Leadership and Systems Thinking Skills
Ethics
Incorporate ethical standards of practice into all interactions
Systems thinking
Describe public health as part of a larger system
Explain how public health, health care, and other organizations can work together or individually
Vision
Collaborate in developing a vision for a healthy community
Factors impacting effectiveness
Analyze facilitators and barriers that may affect policies, programs, services, and research

Professional development
Provide opportunities for professional development
Ensure use of professional development opportunities
Change management
Modify practices in consideration of changes
Continuous improvement
Contribute to continuous performance improvement
Advocacy for public health
Advocate for the role of public health in population health