



Core Competencies Workgroup Report

July 26, 2012

Overview

The [Core Competencies Workgroup](#), originally established to develop and update the [Core Competencies for Public Health Professionals](#) (Core Competencies), is currently focused on developing tools to assist public health professionals and organizations in using the Core Competencies to better understand, assess, and meet their workforce and training needs. Various tools have been completed or are under development and are available through the Council on Linkages Between Academia and Public Health Practice (Council) website. These include competency assessments, examples to clarify the language of competencies, examples demonstrating attainment of competence, samples of competency-based job descriptions, and quality improvement tools.

Existing Tools

Three sets of tools have recently been developed and posted on the Council website: competency assessments, a competency prioritization sequence, and competency-based job descriptions. [Competency Assessments for Public Health Professionals](#) were created for each tier of the Core Competencies and support professional development planning by enabling individuals to determine their current levels of competence. These assessments are also accessible from TRAIN, the Public Health Foundation's learning management system, to support individuals in connecting assessment results with training opportunities. The [3-Step Competency Prioritization Sequence](#) is a set of quality improvement tools that can help public health organizations decide where to focus their competency development efforts. The sequence consists of a radar chart for determining current competence levels, a prioritization matrix for identifying competencies important to organizational goals, and a matrix diagram for visualizing areas of strategic importance to the organization where competency development is needed. Finally, [Competency-Based Job Descriptions](#) are being collected as examples for professionals and organizations interested in integrating the Core Competencies into their own job descriptions. Three job descriptions are currently available, and efforts are being made to expand this collection.

Draft Tools

Two additional tools are available in draft form: examples or "e.g.s" to clarify competency statements and examples demonstrating attainment of competence. ["E.g.s" to Clarify the Core Competencies for Public Health Professionals](#) are intended to help explain the terminology or concepts within competency statements. [Examples Demonstrating Attainment of the Core Competencies for Public Health Professionals](#) illustrate how professionals can show that they've gained the competence necessary to be effective in their positions. Comments are being accepted on both of these drafts through July 31, 2012.

Next Steps

In the coming months, the Core Competencies Workgroup will continue developing, collecting, and refining tools and resources to facilitate use of the Core Competencies, including a new tool related to cultural competency. Tools can be accessed directly by visiting the [Core Competencies Tools webpage](#), and this page will be updated with new tools as they become available.

Core Competencies Workgroup Members

Co-Chairs:

- Diane Downing, School of Nursing and Health Studies, Georgetown University
- Janet Place, North Carolina Institute for Public Health, Gillings School of Global Public Health, University of North Carolina at Chapel Hill

Members:

- Nor Hashidah Abd Hamid, Upper Midwest Public Health Training Center
- Geri Aglipay, Mid-America Public Health Training Center
- Sonya Armbruster, Sedgwick County (KS) Health Department
- Noel Barakat, County of Los Angeles (CA) Department of Public Health
- Dawn Beck, Olmsted County (MN) Public Health Services
- Linda Beuter, Livingston County (NY) Department of Health
- Michael S. Bisesi, Ohio Public Health Training Center
- Tom Burke, Bloomberg School of Public Health, Johns Hopkins University
- Candy Cates, Oregon Health Authority
- Marita Chilton, Public Health Accreditation Board
- Joan Cioffi, Centers for Disease Control and Prevention
- Judith Compton, Michigan Public Health Training Center
- Marilyn Deling, Olmsted County (MN) Public Health Services
- Taren Douglas, Arizona Public Health Training Center
- Mark Edgar, Wisconsin Center for Public Health Education and Training
- Joan Ellison, Livingston County (NY) Department of Health
- Dena Fife, Upper Midwest Public Health Training Center
- Rachel Flores, University of California - Los Angeles
- Linda Frazee, Kansas Department of Health and Environment
- Kristine Gebbie
- Kari Guida, Minnesota Department of Health
- John Gwinn, University of Akron
- Larry Jones, City of Independence (MO)
- Vinita Karatsu, County of Los Angeles (CA) Department of Public Health
- Louise Kent, Northern Kentucky Health Department
- David Knapp, Kentucky Department for Public Health
- Denise Koo, Centers for Disease Control and Prevention
- Lisa Lang, National Library of Medicine
- John Lisco, Centers for Disease Control and Prevention
- Erin Louis, Kentucky and Appalachia Public Health Training Center
- Kathleen MacVarish, New England Alliance for Public Health Workforce Development
- Lynn Maitlen, Indiana State Department of Health
- Jeanne Matthews, School of Nursing and Health Studies, Georgetown University
- Nancy McKenney, Wisconsin Department of Health Services
- Nadine Mescia, Florida Public Health Training Center
- Kathy Miner, Rollins School of Public Health, Emory University
- Sophi Naji, Mid-America Public Health Training Center
- Kate Nicholson, Indiana Public Health Training Center
- Beth Resnick, Bloomberg School of Public Health, Johns Hopkins University
- Lillian Smith, Arnold School of Public Health, University of South Carolina

- Chris Stan, Connecticut Department of Public Health
- Allison Thrash, Minnesota Department of Health
- Karen A. Tombs, New Hampshire Public Health Training Center