



Core Competencies Workgroup Report

April 28, 2014

Overview

The [Core Competencies for Public Health Professionals](#) (Core Competencies), originally adopted in 2001, detail skills desirable for delivering essential public health services and are used in education, training, and other workforce development activities across the country. The Council on Linkages Between Academia and Public Health Practice (Council) regularly reviews the Core Competencies to ensure that these competencies keep pace with changes in the field of public health. The [current version of the Core Competencies](#) was adopted in 2010, and the Core Competencies are actively being revised for release in June 2014. In addition, tools and resources are being developed to help public health professionals and organizations use the Core Competencies. All of this work is guided by the [Core Competencies Workgroup](#).

Revision Process

During its [September 2013 meeting](#), the Council voted to proceed with revision of the Core Competencies. This decision was based on initial feedback collected from the public health community, and the collection of feedback to guide the revision process continued through the end of December 2013. Feedback was collected through a variety of means, including an [online feedback form](#) available on the Council website, email, meetings and conferences, [Facebook](#), [Twitter](#), webinars with the Public Health Training Centers, an in-person [town hall meeting on the Core Competencies](#) at the American Public Health Association Annual Meeting, and virtual town hall meetings with the [Association of State and Territorial Health Officials](#) and the [National Association of County and City Health Officials](#). Through this process, over 1,000 comments were received from more than 350 practitioners, educators, and researchers in governmental public health, academia, non-profit organizations, and the private sector.

Significant suggestions in the feedback received include:

- Simplify and clarify the language used in competencies
- Keep the number and topics of [domains](#) the same
- Consider adding competencies to address topics such as health reform, health informatics, interdisciplinary collaboration, social marketing, and health financing
- Create an additional tier for administrative and support staff (to be addressed by the Council in the future)
- Enhance existing and develop new resources to facilitate use of the Core Competencies

A more detailed [summary of feedback on the Core Competencies](#) is included in the meeting materials.

This feedback is guiding revision of the Core Competencies, which began in January 2014. Each of the individual competencies within the Core Competencies is being considered in light of the feedback provided, and changes are being made to help better meet workforce needs. Particular attention is being paid to the language of the competencies, with numerous changes proposed to help simplify and clarify the wording used. As well, new concepts are being added and existing concepts expanded to help address many of the requests to cover additional topics. A description of this revision process has been made available to the public health community through a post on the PHF Pulse Blog, [Behind the Scenes of the Core Competencies for Public Health Professionals Revisions](#).

Review of Draft Revisions

A preliminary draft of revisions to Tier 2 Core Competencies has been completed and is included in the meeting materials. As these revisions are reviewed, please note the following:

- The wording of competencies has been simplified and clarified, and additional “e.g.s” have been added to provide further explanation of concepts
- New competencies have been added to capture concepts not previously addressed and to expand on concepts thought to require more detail
- Competencies have been reordered within the domains to create a more logical progression, both in terms of the activities described and the complexity of skills needed
- No competencies have been moved from one domain to another, as the disadvantages of such action in terms of disrupting use of the Core Competencies in the field were seen to outweigh the potential benefits in terms of improving competency grouping
- The term “population health” has been incorporated into the Core Competencies, where appropriate, to refer to services being provided in the community

Revisions to Tier 1 and 3 competencies are also being drafted to align with those to Tier 2 competencies, and all three tiers will be revised and available to the public health community by the end of June. Feedback on these draft revisions to Tier 2 is highly encouraged, both during the meeting and by email to Kathleen Amos at kamos@phf.org following the meeting, and will be helpful in producing a final draft.

Update on Examples and Tools

Work on Core Competencies examples and tools is ongoing, and plans are being made to update resources due to the revision of the Core Competencies. The [Examples of Core Competencies Use webpage](#), which provides access to examples of how public health organizations have used the Core Competencies in workforce development efforts, has been updated and reorganized to include new examples and provide better access to such examples. Further additions to this webpage are anticipated over the coming months. The [examples to help clarify the meaning of individual competencies \(or “e.g.s”\)](#) developed over the past year by the Core Competencies Workgroup have been incorporated, where relevant, into the draft Core Competencies revisions and have proven useful in clarifying the wording of competencies. The call for [competency-based job descriptions](#) and workforce development plans remains open, and several requests have been received for more of such resources.

Once revisions to the Core Competencies are complete, the Core Competencies Workgroup will refocus its efforts on improving the resources available. Existing tools, such as the draft of [Examples Demonstrating Attainment of the Core Competencies for Public Health Professionals](#), will need to be updated to reflect changes in the Core Competencies, and new resources, such as a crosswalk of the 2014 and 2010 Core Competencies, will need to be developed. Feedback received during the Core Competencies revision process will be reviewed in more detail to determine additional priorities for resource development.

Next Steps

Revision of the Core Competencies will continue throughout the spring. A [preliminary draft of revisions to Tier 2 competencies](#) is available on the Council website for review and public comment. In June, the final draft of the revised Core Competencies will be provided to the Council for review and a vote via email for approval. Following adoption of the revised Core Competencies, attention will shift to resource development and dissemination to ensure a smooth transition to the new version and continued support in incorporating the Core Competencies into workforce development activities.

Core Competencies Workgroup Members

Co-Chairs:

- Diane Downing, School of Nursing and Health Studies, Georgetown University
- Janet Place, Arnold School of Public Health, University of South Carolina

Members:

- Nor Hashidah Abd Hamid, Upper Midwest Public Health Training Center
- Susan Amador, Los Angeles County (CA) Department of Public Health
- Sonja Armbruster, College of Health Professions, Wichita State University
- Noel Bazini-Barakat, Los Angeles County (CA) Department of Public Health
- Dawn Beck, Olmsted County (MN) Public Health Services
- Roxanne Beharie, Ashford University
- 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
- Michelle Chino, School of Community Health Sciences, University of Nevada, Las Vegas
- Joan Cioffi, Centers for Disease Control and Prevention
- Judith Compton, Michigan Public Health Training Center
- Michelle Cravetz, School of Public Health, University at Albany
- Marilyn Deling, Olmsted County (MN) Public Health Services
- Mark Edgar, Wisconsin Center for Public Health Education and Training
- Dena Fife, Upper Midwest Public Health Training Center
- Rachel Flores, University of California - Los Angeles
- Kristine Gebbie
- Kari Guida, Minnesota Department of Health
- John Gwinn, University of Akron
- Emmanuel Jadhav, College of Public Health, University of Kentucky
- Larry Jones, Independence (MO) City Health Department
- Vinita Karatsu, County of Los Angeles (CA) Department of Public Health
- Bryant T. Karras, Washington State Department of Health
- Louise Kent, Northern Kentucky Health Department
- David Knapp, Kentucky Department for Public Health
- Denise Koo, Centers for Disease Control and Prevention
- Kirk Koyama, Health Resources and Services Administration
- Keri White Kozlowski, Metro Public Health Department (Nashville, TN)
- Rajesh Krishnan, The Preventiv
- Cynthia Lamberth, College of Public Health, University of Kentucky
- Lisa Lang, National Library of Medicine
- Jessie Legros, Centers for Disease Control and Prevention
- 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, Dubois County (IN) Health Department
- Bryn Manzella, Jefferson County (AL) Department of Health
- Jeanne Matthews, School of Nursing and Health Studies, Georgetown University
- Eyob Mazengia, Public Health – Seattle & King County (WA)
- Nancy McKenney, Partnership Community Health Center (WI)
- Nadine Mescia, University of Tampa

- Kathy Miner, Rollins School of Public Health, Emory University
- Sophie 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 Upton Smith, Arnold School of Public Health, University of South Carolina
- Chris Stan, Connecticut Department of Public Health
- Douglas Taren, Arizona Public Health Training Center
- Allison Thrash, Minnesota Department of Health
- Karen A. Tombs, New Hampshire Public Health Training Center
- Kathi Traugh, Connecticut-Rhode Island Public Health Training Center