



ASTHO-NACCHO Joint Conference

***Core Competencies for Public Health
Professionals: Assuring a Competent
Workforce***

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Ron Bialek, President, Public Health Foundation

September 11, 2008

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Council on Linkages Between Academia and Public Health Practice

- **The overall objective of the Council is to improve the relevance of public health education to practice and to promote education throughout one's career**
- **Grew out of the Public Health Faculty / Agency Forum**
- **17 national organizations**

American College of Preventive Medicine
American Public Health Association
Association of Schools of Public Health
Association of State and Territorial Health Officials
Association of University Programs in Health Administration
Association for Prevention and Teaching Research
Centers for Disease Control and Prevention
Community-Campus Partnerships for Health
Council of Accredited Masters of Public Health Programs
Health Resources and Services Administration
National Association of County and City Health Officials
National Association of Local Boards of Health
National Environmental Health Association
National Network of Public Health Institutes
National Library of Medicine
QUAD Council of Public Health Nursing Organizations
Society for Public Health Education

***Funded by CDC and
Staffed by PHF***

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Current Activities

- Mapping the Public Health Pipeline
- Refining and Updating the Core Competencies for Public Health Professionals
- Advancing Public Health Systems Research

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Core Competencies Workgroup

- Original Core Competencies adopted in April 2001
- Major changes to public health in the interim: September 11, new technologies, aging workforce, etc.
- Wide use and validity of Core Competencies
- Workgroup formed in September 2007 to begin refining and updating the Core Competencies

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Users of the Core Competencies

- Local Health Departments
 - 72 percent are familiar
 - 65 percent who are familiar use them
- Over half of State Health Departments
 - TRAIN (www.train.org) – 23 states
 - Other learning management systems – e.g., Illinois
- Academic Institutions
 - 91 percent of accredited schools and programs

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Uses of the Core Competencies

- Workforce competencies assessments
- Job descriptions
- Performance evaluations
- Curricula review and development
- Discipline-specific competencies

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Core Competencies Workgroup Members

Chair

- *Diane Downing*, Arlington Department of Human Services

Members

- *Mark Edgar*, University of Illinois at Springfield
- *Kristine Gebbie*, Center for Health Policy, Columbia University School of Nursing
- *Dawn Gentsch*, University of Iowa
- *John Gwinn*, University of Akron
- *Lisa Lang*, National Library of Medicine
- *John Lisco*, Centers for Disease Control and Prevention
- *Jeanne Matthews*, Georgetown University School of Nursing and Health Studies
- *Nancy McKenney*, Wisconsin Department of Health and Family Services
- *Kathy Miner*, Rollins School of Public Health, Emory University
- *Janet Place*, North Carolina Public Health Academy, University of North Carolina
- *Yolanda Savage*, National Association of Local Boards of Health

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Rules to competencies writing

- only one verb is allowed per statement
- no internal modifiers (“adequate,” etc.)
- each competency statement may be placed in only one domain

Other considerations

- Decision to keep original 8 domain framework
- Working only with the “mid-tier” level of public health workers, i.e. those with an MPH (or related degree) and 5 years of work experience or individuals not having a public health degree but having at least 10 years of public health or public health-related work experience

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Major changes

- Addition of informatics
- Standardizing the language
- Making each competency more measurable

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Major questions for the public (also found in the Preamble)

- Has the field of informatics been adequately covered and has it been placed in the correct domains?
- Should the “core” sciences of public health (behavioral and social sciences, biostatistics, epidemiology, environmental public health, and health services administration) be mentioned by name in the Public Health Sciences Domain?

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Next steps

- Draft unanimously adopted by Council on May 23, 2008
- Currently in the process of a public comment period, including presentations at:
 - NALBOH Annual Meeting (completed)
 - ASTHO-NACCHO Joint Conference
 - APHA Annual Meeting
- Creating public comment website
- Email: competencies@phf.org
- Website: www.phf.org/link/corecompetencies.htm

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