

Core Competencies for Public Health Professionals

TRAIN uses the following list of Core Competencies for Public Health Professionals.*

For "Aware"-level courses, course providers may choose to select competencies at the "domain level" for one or more of the eight domains below, instead of assigning individual competencies to a course.

Choose one
(for "Aware"-
level courses
only)

- Addresses competencies (unspecified) within the domains listed below
- | | |
|---|---|
| <input type="checkbox"/> Analytic/ Assessment Skills | <input type="checkbox"/> Community Dimensions of Practice Skills |
| <input type="checkbox"/> Policy Development / Program Planning Skills | <input type="checkbox"/> Basic Public Health Sciences Skills |
| <input type="checkbox"/> Communication Skills | <input type="checkbox"/> Financial Planning and Management Skills |
| <input type="checkbox"/> Cultural Competency Skills | <input type="checkbox"/> Leadership and Systems Thinking Skills |

Addresses specific competencies below:

Analytic/ Assessment Skills

- Defines a problem
- Determines data uses and limitations
- Selects and defines variables
- Identifies data sources
- Evaluates data and identifies gaps
- Applies ethical principles to data
- Community partnering about data collected
- Makes inferences from data
- Obtain and interpret risks/benefits
- Applies data collection processes
- Recognizes data's effect on public health

Policy Development / Program Planning Skills

- Collects and interprets information
- Writes clear policy options or statements
- Identifies public health laws and regulations
- Articulates implications of policy
- States expected outcomes of policy
- Utilizes current decision analysis techniques
- Decides appropriate actions
- Develops a plan to implement policy
- Translates policy into organization plans and programs
- Prepares and implements emergency response plans
- Develops evaluation programs

Communication Skills

- Communicates effectively
- Solicits input from relevant partners
- Advocates for public health and resources
- Leads and participates in groups
- Communicates by media, technology, and networks
- Presents information accurately
- Listens, respects and promotes other perspectives

Cultural Competency Skills

- Interacts appropriately towards all persons
- Identifies factors that determine public health delivery
- Develops and adapts approaches inclusive to culture
- Understands cultural diversity
- Understands the importance of a diverse workforce

Community Dimensions of Practice Skills

- Maintains linkages with key stakeholders
- Utilizes leadership skills to build partnerships
- Collaborates to promote public health
- Identifies operations of public and private organizations

- Accomplishes effective community engagements
- Identifies community assets and resources
- Develops, implements, and evaluates community assessment
- Describes governments role in public health delivery

Basic Public Health Sciences Skills

- Identifies responsibilities within Essential Public Health Services
- Defines health status, determinants and factors influencing prevention and use of health services
- Understands the historical development of health systems
- Identifies and applies public health research methods
- Applies basic health sciences
- Identifies and retrieves current relevant scientific evidence
- Identifies research limitations, observations and interrelationships
- Develops a commitment to critical thinking

Financial Planning and Management Skills

- Develops and presents a budget
- Manages programs within budget constraints
- Applies budget processes
- Develops strategies for budget priorities
- Monitors program performance
- Prepares proposals for external funding
- Applies human relation skills to program management
- Manages information systems
- Negotiates and develops contracts for services
- Conducts cost analyses for effectiveness, benefit, and utility

Leadership and Systems Thinking Skills

- Creates a culture of ethical standards
- Helps create key values and shared vision to guide action
- Identifies internal and external issues that impact delivery of essential public health services
- Facilitates collaboration with groups and key stakeholders
- Promotes team and organizational learning
- Contributes to organizational performance standards
- Uses legal and political systems to effect change
- Applies organizational theory to professional practice

* This list is based upon the Core Competencies for Public Health Professionals, developed by the Council on Linkages Between Academia and Public Health Practice, www.trainingfinder.org/competencies.

Bioterrorism and Emergency Readiness Competencies (Consolidated & Shortened)

TRAIN uses the following list of Bioterrorism and Emergency Readiness (BT/ER) competencies.*

Core BT/ER Competencies		Related Sub-Competencies
		The following consolidated sub-competencies are for reference only and cannot be assigned individually to a course.
<input type="checkbox"/> 1	Describe the public health role in emergency response in a range of emergencies that might arise.	Communicate public health information and roles accurately to all emergency response partners. Evaluate and review the public health laws of the jurisdiction on a regular schedule.
<input type="checkbox"/> 2	Describe the chain of command in emergency response.	Describe the chain of command and management system for emergency response. Maintain regular communication and agreements with emergency response partners.
<input type="checkbox"/> 3	Identify and locate the agency emergency response plan.	Ensure that the agency has a written, updated and available plan for major categories of emergencies. Identify specific resources needed for response to critical biologic agents.
<input type="checkbox"/> 4	Describe individual functional role(s) in emergency response and demonstrate the role(s) in regular drills.	Identify your functional role in the agency's bioterrorism and emergency response plan.
<input type="checkbox"/> 5	Demonstrate correct use of all communication equipment for emergency communication (phone, fax, radio, etc).	
<input type="checkbox"/> 6	Describe communication role(s) in emergency response within the agency, using established communication systems for the agency, general public, personal and media.	Establish and evaluate a public health communication infrastructure for decision support during a bioterrorism or emergency event. Ensure development and delivery of accurate risk communication messages during a bioterrorism or emergency event.
<input type="checkbox"/> 7	Identify limits to own knowledge, skills, and authority, and identify key systems for referring matters that exceed these limits.	
<input type="checkbox"/> 8	Recognize unusual events that might indicate an emergency and describe appropriate action.	Participate in continuing education to maintain up to date knowledge.
<input type="checkbox"/> 9	Apply creative problem solving and flexible thinking to unusual challenges within an individual's functional responsibility and evaluate effectiveness of all actions taken.	Apply appropriate public health measures to ensure continued population protection.

* This list is based on the [Bioterrorism and Emergency Readiness Competencies](http://cpmnet.columbia.edu/dept/nursing/chphsr/pdf/btcomps.pdf) developed by the Columbia University School of Nursing Center for Health Policy, funded by the U.S. Centers for Disease Control and Prevention, <http://cpmnet.columbia.edu/dept/nursing/chphsr/pdf/btcomps.pdf>.