Competencies for Public Health Workers:
A Collection of Competency Sets of Public Health-Related Occupations and Professions

This table of competency sets of public health-related occupations and professions was produced by the Office of Workforce Policy and Planning (OWPP), Centers for Disease Control and Prevention (CDC), (www.phppo.cdc.gov/workforce) for *the Competencies and Curriculum Workgroup* of the *Public Health Workforce Development Progress Workshop* (June 18-19, 2001) and revised for the *Public Health Workforce Development Annual Meeting* (September 12-13, 2001).

This expansive table of known competency sets is intended to be a resource document for persons interested in public health workforce development and includes on-line sources for all documents listed. The competency sets listed can be used as an aid to curricula developers and instructional designers in planning training programs for the Nation's public health workers. These sets provide relevant examples of competency statements from occupations and professions that share in the work of public health. Used as a starting point, this list may help avoid duplication of efforts and build on the existing efforts among the many public health training centers across the U.S.

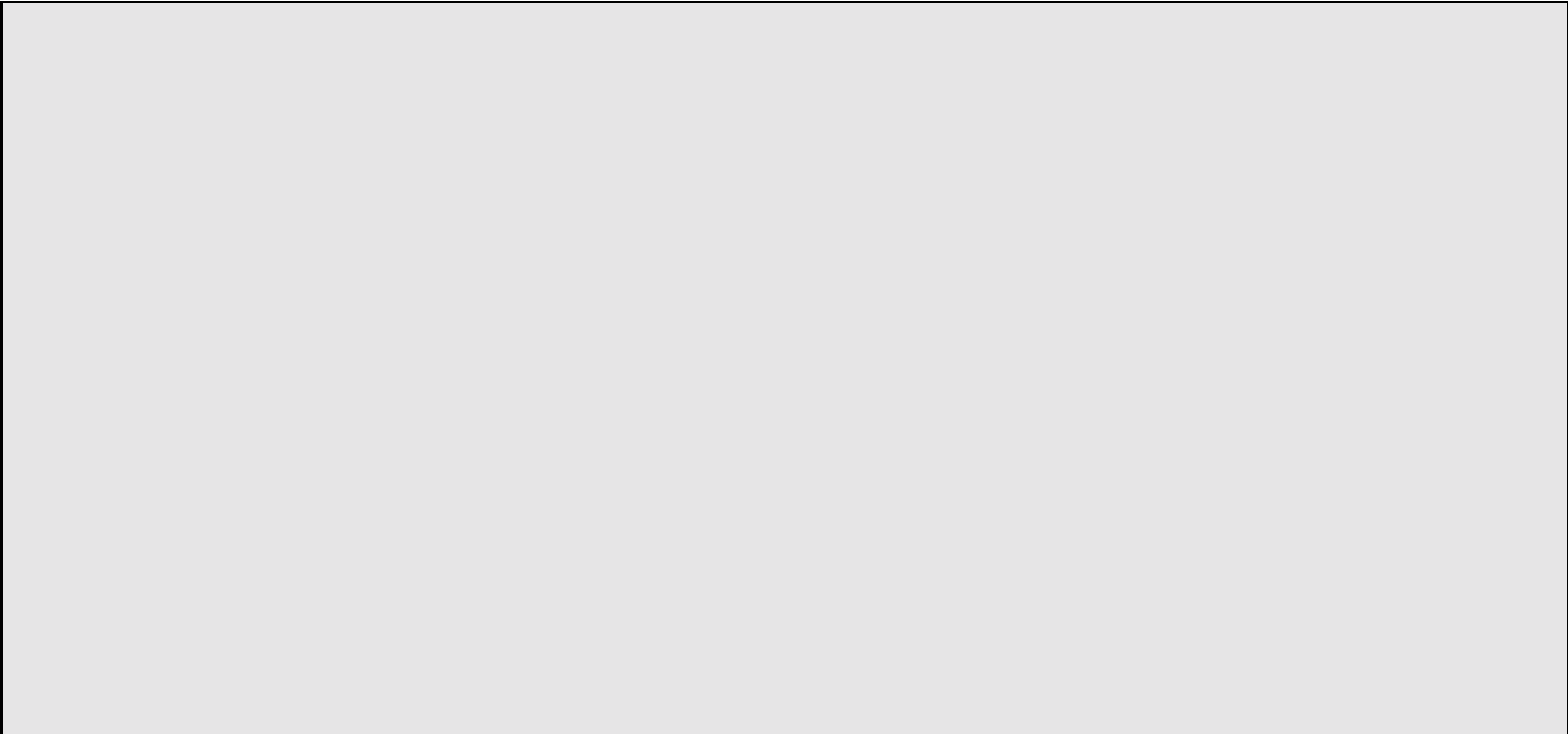The competency sets are differentiated into the following categories:
Core - Basic Public Health   (addresses the essential services of public health)
New Topical Areas   (emergency response, genomics, law)
Functional Areas   (leadership, management, supervisory, secretarial)
Discipline Specific   (professional, technical, entry-level, student)
Other Topical Areas   (MCH, STD, etc.).

The competencies listed are those known at the time of printing. The comprehensive search for related public health worker competencies included numerous global and site-specific web searches, list-serv queries, and personal contacts. Since the field of workforce development is evolving, many competency sets–be they produced by government, academic institutions, public health and professional organizations-- are in development. Therefore, this list may not contain all available competency sets. Inclusion of any competency set in the table does not imply Office of Workforce Policy and Planning endorsement.

Please notify Kimberly Geissman KGeissman@cdc.gov, OWPP/CDC of major omissions, corrections, and additions.
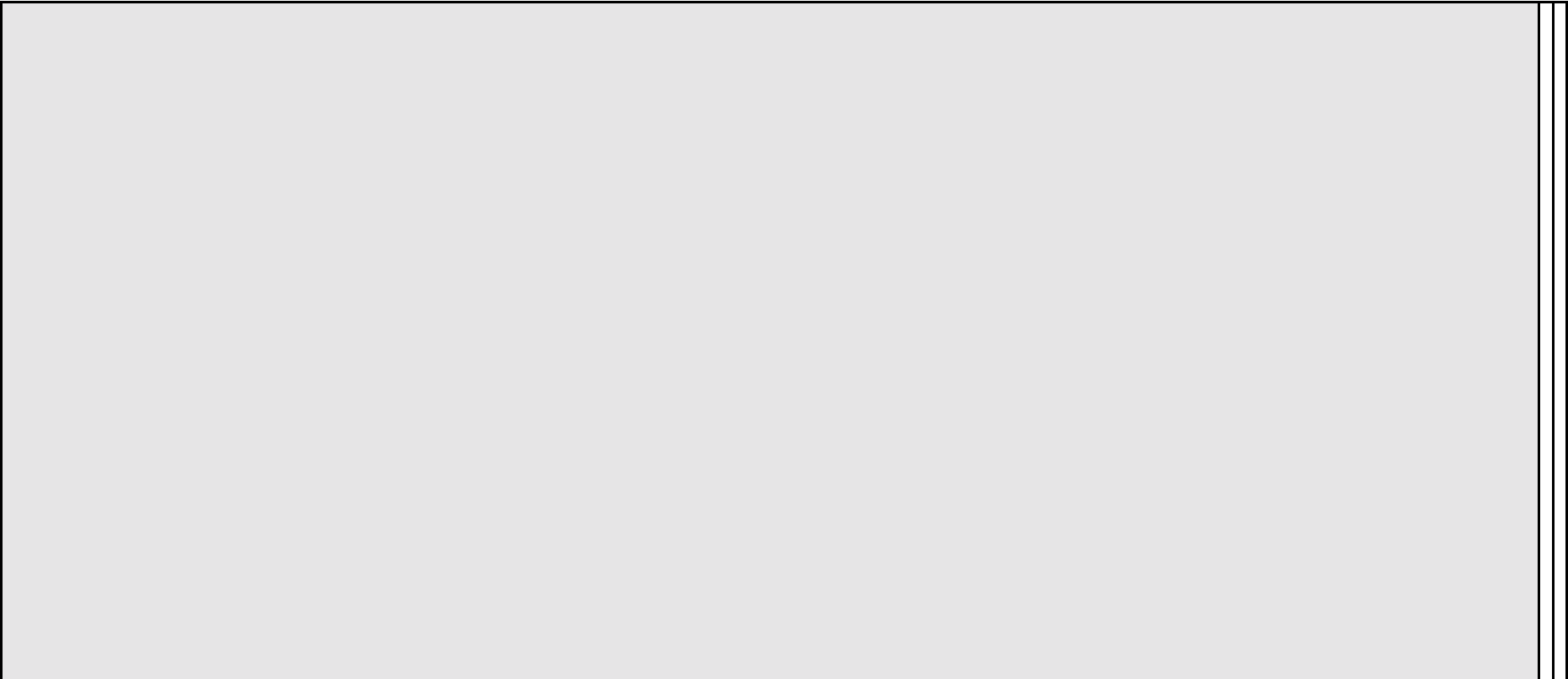**A Collection of Competency Sets of Public Health-Related Occupations and Professions**

Known Competency Sets	Worker Level[1]	Status and Where to Find Them
Core - Basic Public Health		
Competencies for Providing Essential Public Health Services, 1997	professional	*The Public Health Workforce: An Agenda for the 21st Century,* Public Health Functions Project, ODPHP, DHHS http://www.health.gov/phfunctions/pubhlth.pdf essential services www.apha.org/ppp/science/10ES.htm
Council on Linkages: Core Competencies for Public Health Professionals, 2001	front-line, senior professional, supervisor, manager	Public Health Foundation (PHF), http://www.trainingfinder.org/competencies/list.htm
Competencies for Providing Public Health Services, 1998	medical student	C.W.Keck, "Core Competencies for the Synergistic Practice of Medicine & Public Health" Josiah Macy, Jr. Foundation Conference, 1998 http://www.josiahmacyfoundation.org/jmacy1.html
Principles of Public Health course, 2001	leader, professional, technical	Based on *Healthy People 2010*, Missouri Public Health Training Network http://www.health.state.mo.us/series/
Public Health 101 course, 2000	professional	Based on Bernard Turnock's text *Public Health: What It is and How It Works*, 2000, Illinois Center for Public Health Preparedness http://www.aspenpublishers.com/books/turnock/overview.html
Core competencies for MPH Students, 1998	MPH student	Johns Hopkins School of Public Health, Master of Public Health http://distance.jhsph.edu/mph/why/core_competencies.html
Masters of Public Health (MPH) in Health Behavior & Health Education	MPH student	University of Michigan School of Public Health, Department of Health Behavior and Health Education http://www.sph.umich.edu/hbhe/programs/mph.html
Document in development, 2001	MPH student	Deans of the Schools of Public Health, universal SPH competencies being drafted, contact Liz Weist http://www.asph.org/aa_document.cfm/5/5/172

Emergency Response

Core Public Health Worker Competencies for Emergency Preparedness and Response, April 2001	leader, administrator, professional, technical, support	Center for Health Policy, Columbia University School of Nursing http://cpmcnet.columbia.edu/dept/nursing/institute-centers/chphsr/COMPETENCIES.pdf
Fire & Emergency Services Competency Module	technical	Industry-Specific Competency Modules, KnowledgePoint http://www.knowledgepoint.com/products/firecomp.html

Genomics

Genomics Competencies for the Public Health Workforce, May 2001	administrator, professional*, all workers (technical, support)	Office of Genetics and Disease Prevention and Public Health Practice Program Office, CDC http://www.cdc.gov/genetics/training/competencies/ *(clinicians, educators, environmental workers, epidemiologists, laboratorians),
Competencies in Public Health Genetics, June 1999	MPH, MS, PhD student	"Public Health Genetics In the Content of Law, Ethics and Policy" Program, Institute for Public Health Genetics, Public Health Genetics Training Collaboration (CDC, HRSA funded) http://depts.washington.edu/phgen/DegreeTracks/competencies.html
Core Competencies in Genetics Essential for All Health Care Professionals, February 2000	all health care professional, student	National Coalition for Health Professional Education in Genetics (NCHPEG), (RWJ, DOE funded) http://www.nchpeg.org/news-box/corecompetencies000.html
Medical School Core Curriculum in Genetics, 1995	medical student	American Society of Human Genetics (ASHG) http://www.ashg.org/genetics/ashg/policy/rep-01.htm
Law		
Core Legal Competencies for Public Health Practitioners, June 2001	health official, governance boards, front-line, senior-level professional, supervisor, manager	Center for Law and Public's Health at Johns Hopkins and Georgetown Universities (with CDC, PHF) http://www.publichealthlaw.net/Training/Methods.htm

Leadership

Public Health Leadership Competency Framework, August 2000	health director, health officer	Public Health Leadership Network (PHLN), CDC http://www.slu.edu/organizations/nln/competency_framework.html Wright, K, Rowitz, L., Merkle, A. etal. "Competency Development in Public Health", *American Journal of Public Health*, August 2000, vol 90, no 8.
Project Management Body of Knowledge, (PMBOK Guide) 2000	leader, project manager	Public Health Leadership Institute (PHLI), CDC http://www.phls.org Guide found at Project Management Institute http://www.pmi.org/publictn/pmboktoc.htm
Leadership Competencies for Assistant Deputy Ministers and Senior Executives	senior manager	The Learning Centre, Public Service Commission of Canada http://www.psc-cfp.gc.ca/aexdp/leaders_e.htm

Leadership Development Competencies: The Leadership Challenge	leader	Exploring Inspired Leadership, The Banff Center http://www.banffmanagement.com

Management

Core Competencies for Supervisors, Managers, and Executives, 2000	director, executive, team leader, program manager, supervisor	School of Public Health Leadership & Management Development, CDC Corporate University; Vicki Johnson, HRMO, VJohnson1@cdc.gov http://intranet.cdc.gov/hrmo/masdevpl.htm
Supervisors' and Managers' Critical Elements, October 1999	supervisor, manager	Headquarters Performance Management System, DOE http://www.hr.doe.gov/hqpms/supstan.htm
Management Academy for Public Health Competencies March 1999	public & private sector manager	Management Academy for Public Health (MAPH), North Carolina Institute for Public Health (CDC, HRSA, Kellogg, RWJ funded); http://www.maph.unc.edu Stephen Orton sorton@email.unc.edu
Competency Profile: Public Service Managers	middle-managers	The Learning Centre, Profile for Leaders and Managers, Public Service Commission, Canada http://learnet.gc.ca/eng/comcentr/manage/profile/auto.htm
Public Health Prevention Service Competency Set, September 1997	MS-prepared entry-level manager	Public Health Prevention Service (PHPS) Fellowship, CDC (to be updated fall 2001) http://www.cdc.gov/epo/dapht/rfa.htm#perform
Competencies for Professional Development: Managing in the Middle, 1998	mid-level manager	Exploring Inspired Leadership, The Banff Center http://www.banffmanagement.com

Secretary - Support

Competencies for Secretary and Office Automation Clerk (GS-318, GS-326), 2000	secretary, office automation clerk	School of Public Health Business Management, CDC Corporate University; Jessi Stevens, HRMO JStevens@cdc.gov http://intranet.cdc.gov/hrmo/crses.htm
Sample Elements and Tasks for Secretary	secretary	Headquarters Performance Management System, DOE http://www.hr.doe.gov/hqpms.secy.htm
National Competency Standards – Public Administration, *Competency Based Assessment and Training Handbook*, 1999	mid-level administrator, clerical	Office of the Commissioner for Public Employment, Australia's Northern Territory Government http://www.nt.gov.au/ocpe/documents/people-development/comp-standards

CASAS Competency List	basic life skills	Secretary's's Commission on Achieving Necessary Skills, DOL http://www.casas.org/01AboutCasas/01Competencies.html
High School Student Competencies and Indicators	high school graduate	National Occupational Information Coordinating Committee (NOICC), Academic Innovations http://www.academicinnovations.com/noicc.html
Discipline Specific		
Epidemiology		
Health Science and Epidemiology Competencies, 2001	professional	School of Public Health Science and Research, CDC Corporate University, draft to be validated; Charlotte Wilson, HRMO CWilson@cdc.gov
Core Activities for Learning (CALS)	doctoral-level Epidemic Intelligence Officer	Epidemic Intelligence Service (EIS), CDC Jim Alexander, EPO/DAPHT JAlexander1@cdc.gov
Evaluation of EIS Competency Domains: Epidemiologic Process, Communication, and Professionalism, 2001	doctoral-level Epidemic Intelligence Officer	Epidemic Intelligence Service (EIS), CDC Jim Alexander, EPO/DAPHT JAlexander1@cdc.gov
Maternal and Child Health Epidemiology Fellowship Competency Guidelines	professional	Council of State and Territorial Epidemiologists (CSTE) with CDC http://www.cste.org/MCHcompetencies.pdf
Infection Control and Epidemiology: Professional and Practice Standards, 1998	professional	Association for Practitioners in Infection Control & Epidemiology (APIC) and Community and Hospital Infection Control Association, Canada (CHICA) http://www.apic.org/pdf/pracstnd.pdf
Informatics		
Public Health Informatics Competencies, 2001	professional	CDC, draft in development; Patrick O'Carroll, PHPPO POCarroll@cdc.gov
Information Resources Management Competencies, 2001	professional, technical	School of Public Health Information Resources Management, CDC Corporate University, draft to be validated; Tonya Henderson, HRMO TSHenderson@cdc.gov
Math and Statistical Competencies, 2001	professional, technical	School of Public Health Science & Research, CDC Corporate University, draft to be validated; Charlotte Wilson, HRMO CWilson@cdc.gov

Recommendations of the International Medical Informatics Association (IMIA) on Education in Health and Medical Informatics, October 2000	physician, nurse, pharmacist, manager, record administrator, teacher, student	American Medical Informatics Association (AMIA), Health and Medical Informatics Education Workgroup http://www.amia.org/ updated: introductory, intermediate, advanced levels, found at International Medical Informatics Association (IMIA) http://www.rzuser.uni-heidelberg.de/~d16/rec.htm
Registered Health Information Administrator (RHIA) and RHIT (technician) Examination Content: Domains, Subdomains and Tasks	administrator, technical	American Healthcare through Quality Information (AMIMA) http://www.ahima.org/certification/exam.html
Certified Coding Specialist (CCS) Coding Competencies	coder	American Healthcare through Quality Information (AMIMA) http://www.ahima.org/certification/exam.html
Medical School Objectives Project: Medical Informatics Objectives, August 2000	MD student	Association of American Medical Colleges (AAMC), School Objectives Project http://www.aamc.org/meded/msop/informat.htm
On-line Technology Competencies	undergraduate student	College of Education and Applied Professions, Western Carolina University http://www.ceap.wcu.edu/Martin/Compdef.htm
Student Technology Competency Matrix	high school graduate	Millbury Public Schools http://millbury.k12.ma.us/~hs/school/techplan/studentmatrix4.3B.html
Environment		
Environmental Health Competency Project: Recommendations for Core Competencies for Local Environmental Health Practitioners, May 2001	front-line, local-level professional	American Public Health Association (APHA) and National Center for Environmental Health (NCEH/CDC) with NEHA, NACCHO, ASTHO, FCA, AAS, NALBOH, final draft in clearance June 1, report due August 2001. Patrick Bohan, NCEH PBohan@cdc.gov http://www.apha.org/ppp/ehproject.htm
Environmental Health Competencies: Core Competencies for the Effective Practice of Environmental Health	professional	Funding Opportunity, Association of School of Public Health (ASPH), Developing Communities of Excellence in Environmental Health http://www.asph.org/fac_document.cfm/69/69/5968
Registered Environmental Health Specialist/Registered Sanitarian Examination	entry-level professional	National Environmental Health Association (NEHA), exam content outline; Ryan Rudolph rrudolph@neha.org http://www.neha.org

Engineering		
Sample Elements and Tasks for Engineer, October 1999	professional	Headquarters Performance Management System, DOE http://www.hr.doe.gov/hqpms/engineer.htm
Health Education		
Responsibilities & Competencies for Health Educators, 1997	professional	Nat'l Commission for Health Education Credentialing (NCHEC), endorsed by Society for Public Health Education (SOPHE), American Association for Health Education (AAHE), Association of State and Territorial Directors of Health Promotion and Public Health Education (ASTDHPPHE) update due August 2001, http://www.nchec.org/competencies.htm
Core Competencies/ "The Extension Educator"	professional	Department of Agriculture and Natural Resources Education and Communication Systems (ANRECS), Michigan State University, staff professional development http://www.anrecs.msu.edu/extension/profdev/10areas.htm
Communications		
Public Health Education and Communication Competencies, August 2000	manager, public relations specialist, visual information specialist, technical writer, editor, audio-video technician	School of Public Health Education and Communication, CDC Corporate University; Christopher Stallard HRMO http://intranet.cdc.gov/hrmo/masdev2.htm
Library and Information Science		
Information Literacy Competency Standards for Higher Education, January 2000	undergraduate student	Association of College and Research Libraries (ACRL), American Library Association (ALA), http://www.ala.org/acrl/ilcomstan.html
Competencies for Special Librarians of the 21st Century, 1998	entry-level professional	Special Libraries Association (SLA), supported by Association for Library and Information Science Education (ALISE) and Medical Library Association (MLA) http://www.sla.org/content/memberservice/researchforum/lisprograms/lisps.cfm

Students' Information Literacy Needs in the 21st Century: Competencies for Teacher-Librarians	teacher-librarian, high school student	Association for Teacher-Librarianship in Canada (ATLC) http://www.atlc.ca/Publications/competen.htm
Knowledge and Skills for Entry-Level Cataloguers	entry-level technical	American Library Association (ALA), Association for Library Collections & Technical Service (ALCTS), Committee on Education, Training and Recruitment for Cataloging http://www.uky.edu/~lhjeng00/cetrccmp.htm

Human Resources

Human Resource Competencies for the Year 2000: A Professionals' Toolkit for Professional Development	professional	Northeast Human Resources Association, (NEHRA), www.nehra.com/about.php3 Society for Human Resource Management (SHRM) book, profiles of 31 competencies http://shrm.org/competencies/home.htm
Human Resources Management Competencies, 2001	leader, manager, professional	School of Public Health Business Management, CDC Corporate University, draft to be validated; Jessi Stevens, HRMO JStevens@cdc.gov
Directory of Competencies for the Human Resources Community in the Public Service of Canada, October 1998	professional	The Learning Centre, Public Service Commission, Canada http://learnet.gc.ca/eng/lrncentr/index.htm
Human Resource Competency Model	manager	International Personnel Management Association (IPMA), 22 competencies http://ipma-hr.org/public/training_template.cfm?ID=12

Laboratory

Body of Knowledge	laboratorian, specialist, phlebotomist, technician	American Society of Clinical Laboratory Science (ASCLS), book, competencies for CLS and CLT regardless of setting, http://www.ascls.org/index.htm

Nutrition - Dietetics

Core Competencies for the Supervised Practice Component of Entry-Level Dietician (Technician) Programs, 1997	dietitian student, dietetic technician student	Commission on Accreditation for Dietetics Education, "Accreditation Manual for Dietetics Education Programs, Revised 4th Edition," Catalog #6107 http://www.eatright.org/cade/standards.html

Standards of Professional Practice for Dietetics Professionals	dietitian	American Dietetics Association (ADA) http://www.eatright.org/qm/standardslist.html

Physical Activity

Athletic Training Clinical Proficiencies, 1999	entry-level professional, student	National Athletic Trainer's Association (NATA) http://www.nata.org, clinical focus "Athletic Training Educational Competencies" http://www.cewl.com/
Physical Education for Lifelong Fitness, course	teacher, director, student	American Alliance for Health, Physical Education, Recreation & Dance (AAHPERD) http://www.aahperd.org curriculum book http://americanfitness.net/Physical_Best/
Standards of Competence, August 2000	therapist	Federation of State Boards of Physical Therapy http://www.fsbpt.org/news.htm

Medicine

Preventive Medicine Residency (PMR) Competency Matrix 2000-2001	MD-trained, Preventive Medicine Resident	Preventive Medicine Residency Program (PMR), CDC Jim Lando, EPO/DAPHT JLando@cdc.gov
Core Competencies and Performance Indicators for Preventive Medicine Residents, 1999	MD-trained, Preventive Medicine Resident	American College of Preventive Medicine (ACPM) with HRSA http://www.acpm.org/corecomp.htm
Occupational and Environmental Medicine Competencies, January 1998	physician administrator, generalist, specialist	American College of Occupational and Environmental Medicine (ACOEM) http://www.acoem.org/paprguid/guides/comp.htm
An Inventory of Knowledge and Skills Relating to Disease Prevention and Health Promotion, 1989	MD student	Association of Teachers of Preventive Medicine (ATPM) http://www.atpm.org/library/inventory/inventory1.htm
Competencies at the Terre Haute Center for Medical Education: Competency Definitions	MA-MD student	Terre Haute Center for Medical Education, Indiana University School of Medicine http://web.indstate.edu/thcme/duong/Competency/Definitions.html

Nursing		
Public Health Nursing Practice for the 21st Century, 2001	professional	Minnesota Department of Health, Division of Nursing and University of Minnesota, School of Nursing (HRSA-funded) draft tool for assessment, undergoing validation by the Association of Community Health Nurse Educator (ACHNE); Derryl Block dblock@d.umn.edu
National Competency Standards for the Registered Nurse, 2000	registered nurse, student	Australian Nursing Council, Inc. (ANCI) http://www.anci.org.au/competencystandards.htm
Delivery of Occupational and Environmental Health Services, May 1998	nurse professional	American Association of Occupational Health Nursing (AAOHN) http://www.aaohn.org/servicedelivery_position.htm
Dentistry		
Competency Statements for Dental Public Health, September 1997	professional	American Association of Public Health Dentistry (AAPHD) http://www.pitt.edu/~aaphd/dph.competency.html
Pharmacy		
Certification in Geriatric Pharmacy Practice: Content Guide, 1997	professional	"Certified Geriatric Pharmacist: A Bridge to Enhanced Respect, Expanded Responsibility- and More" by David K. Buerger http://www.ascp.com/public/pubs/tcp/1997/jun/gerpharm.html
Competency Statements: Disease State Management (DSM) Examinations	professional	National Association of Boards of Pharmacy (NABP) http://www.nabp.net/
Behavioral/Social Science		
Behavioral & Social Science Competencies, draft 2001	professional	School of Public Health Science and Research, CDC Corporate University, draft to be validated; Charlotte Wilson, HRMO CWilson@cdc.gov
Description of the Doctoral Program: Educational Objectives	PhD students	School of Social Work, University of North Carolina at Chapel Hill, learning objectives http://www.sowo.unc.edu/doctoral/description/index.html

Ethical Principles of Psychologists and Code of Conduct, December 1992	professional	American Psychological Association (APA), "General Principles" http://www.apa.org/ethics/code.html
Biological Science		
Biological Science Competencies, draft 2001	professional	School of Public Health Science and Research, CDC Corporate University, draft to be validated; Charlotte Wilson, HRMO CWilson@cdc.gov
Public Health Advisor Series		
Competencies for Public Health Advisors (GS-685), 2001	professional	School of Public Health Administration, CDC Corporate University, intranet assessment of 1) foundation competencies and 2) occupational competencies; Ronald Lake, HRMO RLake@cdc.gov

Competencies for Public Health Analyst (GS-685), 2001	professional	School of Public Health Administration, CDC Corporate University, draft to be validated; Ronald Lake, HRMO RLake@cdc.gov http://intranet.cdc.gov/hrmo/analyst.htm
Career Development: Core Competencies (Evaluation and Inspections), December 1999	manager, program analyst, team leader, administrator, technical support, secretary	Office of Evaluation and Inspections (OEI), Office of Inspector General (OIG), http://www.hhs.gov/oig/oei/evaluator/evaluator.html

Policy Analysis		
Generic Policy Analyst Draft Competency Profile	professional	The Learning Centre, Public Service Commission, Canada http://learnet.gc.ca/eng/lrncentr/index.htm
Economics		
Nebraska Standards in Business Education Essential Leanings: Focus on Economics	student, public	EcEd Economics Education Web competencies and learning objectives http://ecedweb.unomaha.edu/standards/home.htm
National and State Content Standards in Economics	student, public	EconomicsAmerica, National Council on Economic Education (NCEE), 20 standards, learning objectives and performance benchmarks http://www.economicsamerica.org
Finance		
Core Competency Framework for Entry into the Accounting Profession: Functional Competencies	entry-level professional	American Institute of Certified Public Accountants (AICPA) http://www.aicpa.org/edu/func.htm
Competency Model for the New Finance Professional	professional, technical, support	American Institute of Certified Public Accountants (AICPA) tool being piloted http://www.cpatoolbox.org
Core Competencies (future of the CPA profession), 2001	professional, technical	Vision Project Team and State Societies, CPA Vision Project: 2001 and Beyond http://www.cpavision.org

Other Topical Areas

Community-based Health *Community Health Scholars Program: Goal and Competencies*, June 1999	post-doctoral student	Community-Based Public Health (CBPH), University of Michigan School of Public Health, Kellogg sponsored, program competencies http://www.sph.umich.edu/chsp/goal.html
MCH *Maternal and Child Health Competencies*, February 2001	professional	Association of Teachers of Maternal and Child Health (ATMCH) http://www.atmch.org/mchcomps.pdf
Cultural/Diversity		

The Provision of Culturally Competent Health Care	leader, professional, technical, support	Amy V. Blue, PhD., Assistant Dean for Curriculum and Evaluation, Medical University of South Carolina College of Medicine http://www.musc.edu/deansclerkship/rccultur.html
Bridge to Wellness: Cultural Competency	clinician	Evelyn Lee, EdD, Executive Director of Richmond Area Multi-Services, Inc. (RAMS) http://www.serve.com/Wellness/culture.html
STD/HIV *Program Operations Guidelines for STD Prevention: Training and Professional Developments*	clinician, disease investigator, HIV counseling	Center for HIV, STD, and TB Prevention, CDC; Frankie Barnes, NCHSTP/DSTD FBarnes@cdc.gov http://www.cdc.gov/std/program/training.pdf

[1]Categories: Leader, Professional, Technical, Support. *The Public Health Work Force Enumeration 2000*, National Center for Health Workforce Information and Analysis, HRSA, DHHS. (Order document at http://www.ask.hrsa.gov/detail.cfm?id=BHP00079, download at http://cpmcnet.columbia.edu/dept/nursing/chphsr/enum2000.pdf)

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