



## What are Core Competencies?

→ It's a new day in Public Health

### Why is the Public Health Core Competencies Important?

Public health professionals comply with Core Competencies or a set of skills desirable for the broad practice of public health, reflecting the characteristics that staff of health organizations may want to possess as they work to protect and promote community health (i.e. delivery of the 10 Essential Public Health Services).

#### Competency-based training is in high demand

Most leading public health and volunteer organizations recommend (or even require) competency-based training for their workforce, interns, volunteers or grantees. Many public health and volunteer professionals are assessed according to the competencies used in TRAIN and are looking for courses by competency to help them achieve their learning goals. As the field of public health and volunteer management becomes more competency-driven, courses readily identified with specific competencies will have an edge.

#### TRAIN's competency-based course database supports the public health field

The Department relies on the competency data in TRAIN to analyze course availability gaps and course development needs by competency. An accurate assignment of relevant competencies helps public health leaders avoid duplication and know which courses are most important to develop in the future. TRAIN provides a consistent competency framework to which other competency efforts and learning management systems can “map back” their course or learning data, representing the consensus of many academic and practice organizations.

#### Learners count on TRAIN to find and track courses by competency

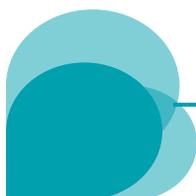
Course Providers are required to assign public health core competencies to their courses, thus allowing Learners to search TRAIN Florida by competency domains and view the individual competencies (if assigned to the course) before selecting a course. After learners complete courses, TRAIN Florida can track course-related competencies in learners' personal transcripts.

### What are the Public Health Core Competencies?

Core Public Health Competencies are divided into (8) domains and reflect a 3-tiered method to accomplish the various levels of employee career experiences and or knowledge.

#### About the Three Tiers – 1, 2 and 3

Tiers 1, 2 and 3 reflect the Core Competencies that public health professionals at different stages of their career may wish to have. Specifically, Tier 1 Core Competencies apply to entry level public health professionals (i.e. individuals that have limited experience working in the public health field and are not in management positions); Tier 2 Core Competencies apply to individuals with management and/or supervisory responsibilities; and Tier 3 Core Competencies apply to senior managers and/or leaders of public health organizations.





On May 3, 2010, the Council on Linkages Between Academia and Public Health Practice (a coalition of representatives from 17 national public health organizations) unanimously adopted Tier 1 and Tier 3 Core Competencies, as well as minor changes to the Tier 2 Core Competencies. Tier 2 Core Competencies were originally adopted in June 2009. However, it was noted that some minor changes to Tier 2 Core Competencies were desirable in order to ensure a logical progression of competencies from Tier 1 to Tier 2 to Tier 3. "Guidance definitions" for the Tier 1, Tier 2 and Tier 3 Core Competencies are listed below.

**Tier 1 Core Competencies** apply to public health professionals who carry out the day-to-day tasks of public health organizations and are not in management positions. Responsibilities of these public health professionals may include basic data collection and analysis, fieldwork, program planning, outreach activities, programmatic support, and other organizational tasks. In general, an individual at the Tier 1 level may be educated at the baccalaureate level, or educated at a higher level with limited experience as a public health professional.

**Tier 2 (Mid Tier) Core Competencies** apply to individuals with program management and/or supervisory responsibilities. Other responsibilities may include: program development, program implementation, program evaluation, establishing and maintaining community relations, managing timelines and work plans, presenting arguments and recommendations on policy issues etc. In general, Tier 2 competencies apply to individuals who have earned an MPH or related degree and have at least 5 years of work experience in public health or a related field (combined pre and post master's degree) or individuals who do not have an MPH or related degree, but have at least 10 years of experience working in the public health field.

**Tier 3 Core Competencies** apply to individuals at a senior/management level and leaders of public health organizations. In general, an individual who is responsible for the major programs or functions of an organization, setting a strategy and vision for the organization, and/or building the organization's culture can be considered to be a Tier 3 public health professional. Tier 3 public health professionals (e.g. health officers, executive directors, CEOs etc.) typically have staff that report to them, and are educated at a similar or higher level than their Tier 2 counterparts.

For more information about the Core Competencies and aligning them to TRAIN Florida courses, please contact the DOH LMS Support Team via email at [DOHLMSSupport@flhealth.gov](mailto:DOHLMSSupport@flhealth.gov) or by phone at **850-245-4008**.

