



Crosswalk of the Modified and 2014 Core Competencies for Public Health Professionals June 2017

This crosswalk of the [modified](#) and [2014](#) versions of the Core Competencies for Public Health Professionals (Core Competencies) illustrates the relationships between specific competencies within these two versions. It contains a competency map that shows how the competencies within the modified version relate to those in the full 2014 version of the Core Competencies, illustrating how competencies are grouped into broader categories in the modified version.

The modified version of the Core Competencies is based on [Tier 2](#) of the 2014 Core Competencies, with competencies mapping to [Tier 3](#) only when there is no equivalent competency at the Tier 2 level. The items in bold within each domain in the modified version are the competencies that make up that version. Within each competency in the modified version, brief descriptions are included that illustrate the types of skills and knowledge represented by that competency.

The full competency statements in the Core Competencies represented by the numbers in the table below can be found in the [2014 version of the Core Competencies](#).

For more information about the crosswalk of the modified and 2014 Core Competencies or assistance using this resource, please contact Kathleen Amos at kamos@phf.org or competencies@phf.org.

Modified Version of the Core Competencies for Public Health Professionals	Core Competencies for Public Health Professionals – Competency Number
Domain 1: Analytical/Assessment Skills	
Data collection Collect quantitative and qualitative data and information on community health needs Collect quantitative and qualitative data and information on community assets	1B2, 1B7, 1B8, 1B11
Data analysis Determine validity, reliability, and comparability of data Analyze quantitative and qualitative data Interpret quantitative and qualitative data	1B5, 1B6, 1B9, 1B10
Community health assessment Assess community health status Develop community health assessment	1B1, 1B12, 1B13

Evidence-based decision making Make evidence-based decisions Advocate for the use of evidence	1B14, 1B15
Ethical use of data Apply ethical principles in the use of data and information	1B3
Information technology Apply information technology in the use of data and information	1B4
Domain 2: Policy Development/Program Planning Skills	
Community health improvement planning Use community health assessment in developing community health improvement plan	2B1
Strategic planning Contribute to development of strategic plan Implement strategic plan	2B3, 2B4
Policy, program, and service development Develop goals and objectives Monitor trends Develop and recommend options	2B2, 2B5, 2B6, 2B7, 2B8
Policy, program, and service implementation Implement policies, programs, and services Manage within budgets and staffing levels	2B9, 7B11
Policy, program, and service improvement Evaluate policies, programs, and services Implement strategies for continuous improvement	2B10, 2B11, 2B12
External policies, programs, and services Influence policies, programs, and services external to the organization	2C10
Public health informatics Apply public health informatics to policies, programs, and services	2B13
Domain 3: Communication Skills	
Literacy assessment Assess the literacy of populations served	3B1
Written and oral communication Communicate in writing and orally with linguistic and cultural proficiency	3B2
Community input Solicit input from the community	3B3
Information dissemination Determine approaches for disseminating data and information Convey data and information	3B4, 3B5

Behavior change Communicate to influence behavior	3B6
Facilitation Facilitate communication	3B7
Agency and organization roles Communicate the roles of governmental public health, health care, and other partners	3B8
Domain 4: Cultural Competency Skills	
Population diversity Describe the concept of diversity Describe the diversity within a community	4B1, 4B2
Workforce diversity Describe the value of a diverse workforce Advocate for a diverse workforce	4B7, 4B8
Cultural influences on policies, programs, and services Recognize the influence of population diversity on programs, policies, and services Address population diversity in policies, programs, and services	4B3, 4B4, 4B5
Policy, program, and service impacts Assess the effects of policies, programs, and services on different populations	4B6
Domain 5: Community Dimensions of Practice Skills	
Community programs and services Distinguish the roles and responsibilities of governmental and non-governmental organizations	5B1
Relationship building Identify relationships that are affecting health Develop relationships Maintain relationships	5B2, 5B3, 5B4, 5B5
Partner collaboration Facilitate collaboration among partners	5B6
Community engagement Engage community members Use community input for policies, programs, and services	5B7, 5B8
Community assets Explain the ways assets and resources can be used	5B9
Advocacy Advocate for policies, programs, and resources	5B10
Community-based participatory research Collaborate in community-based participatory research	5B11

Domain 6: Public Health Sciences Skills	
Foundation of public health Discuss the scientific foundation of public health Describe prominent events in public health	6B1, 6B2
Application of public health sciences Use public health sciences for policies, programs, services, and research Apply public health sciences in administration and management	6B3, 6B4
Public health evidence Retrieve evidence from print and electronic sources Determine limitations of evidence Use evidence for policies, programs, and services	6B5, 6B6, 6B7
Research ethics Identify the laws, regulations, policies, and procedures for ethical research	6B8
Evidence-based public health Contribute to the public health evidence base Develop partnerships to increase use of evidence	6B9, 6B10
Domain 7: Financial Planning and Management Skills	
Governmental agencies Explain the structures, functions, and authorizations of governmental public health Identify government agencies with authority to address community health needs	7B1, 7B2
Governance Implement policies and procedures of the governing body	7B3
Public health and health care funding Explain public health and health care funding mechanisms and procedures	7B4
Budgeting Justify programs for inclusion in budgets Develop budgets Defend budgets	7B5, 7B6, 7B7
Proposal writing Prepare funding proposals	7B8
Contract negotiation Negotiate contracts and other agreements	7B9
Financial analysis Use financial analysis methods for policies, programs, and services	7B10
Team building Establish teams	7B12

Motivation Motivate personnel	7B13
Performance management Develop performance management system Use performance management system	7B14, 7B15, 7B16
Domain 8: Leadership and Systems Thinking Skills	
Ethics Incorporate ethical standards of practice into all interactions	8B1
Systems thinking Describe public health as part of a larger system Explain how public health, health care, and other organizations can work together or individually	8B2, 8B3
Vision Collaborate in developing a vision for a healthy community	8B4
Factors impacting effectiveness Analyze facilitators and barriers that may affect policies, programs, services, and research	8B5
Professional development Provide opportunities for professional development Ensure use of professional development opportunities	8B6, 8B7
Change management Modify practices in consideration of changes	8B8
Continuous improvement Contribute to continuous performance improvement	8B9
Advocacy for public health Advocate for the role of public health in population health	8B10