

COMPETENCIES FOR PUBLIC HEALTH PROFESSIONALS

A. ANALYTICAL/ASSESSMENT SKILLS - Understanding the process of data collection, support of technology transfer, information storage and collection capabilities for access to current health issues and demographic information and community infrastructure.

- Identify the health status of populations and their determinants of health and disease
- Identify sources of data and information on public health
- Recognize the integrity and comparability of data
- Describe how data are used to address scientific, political, ethical and public health issues

B. POLICY DEVELOPMENT/PROGRAM PLANNING - Identify, gather and interpret information on the health of individuals and populations in the process of developing and prioritizing goals and objectives of programs and services to assign resources and provide answers to the improvement of activities and their results.

- Gather information relevant to specific issues of public health policy
- Participate in program planning
- Identify mechanisms to monitor and evaluate programs according to their effectiveness and quality
- Implement strategies for continuous quality improvement

C. COMMUNICATION - Practice and promote the expression of diverse opinions and perceptions; reading and writing clearly and appropriately to the message and the audience in question; using technology to transmit and receive information quickly.

- Identify the health literacy of the populations served
- Communicate in writing and orally, both in person and by electronic means, with linguistic and cultural proficiency
- Transmit public health information using varied strategies
- Participate in the development of presentations with demographic, statistical, programmatic and scientific data

D. CULTURAL COMPETENCY - Consider cultural and socioeconomic diversity of individuals

- Incorporate strategies to interact with people from diverse backgrounds.
- Recognize the role of cultural, social and behavioral accessibility, availability and delivery of public health services.
- Recognize different needs that are the result of cultural differences.
- Participate in the assessment of cultural competence of public health organizations

E. COMMUNITY DIMENSIONS OF PRACTICE - Facilitate the administration and implementation of responsibilities through collaboration with internal and external teams to ensure community participation and input from the community, stakeholders and tax payers

- Recognize the linkages and relationships among multiple factors (or determinants) affecting health.
- Collaborate with community partners to promote the health of the population.
- Establish and maintain partnerships / collaborations with key stakeholders.
- Gather input from the community to inform the development of public health policy and programs.

F. PUBLIC HEALTH SCIENCES - Knowledge and skills in the disciplines of biostatistics, social science and behavioral, epidemiology, environmental health and health service management in order to maintain the health of the population.

- Describe the scientific basis of the field of public health.
- Relate the public health science skills to the essential functions of public health and the ten essential services of public health.
- Describe the scientific evidence related to issues, concerns or public health interventions.
- Partner with other public health professionals in the construction of the scientific basis for public health.

G. MANAGERIAL, FINANCIAL PLANNING AND HUMAN RESOURCES - Establish the necessary infrastructure for effective operation, support systems, staff recruitment and retention and preservation of financial and physical assets. Foster an environment that will support the mission of the organization.

- Translating assessment information into action steps to improve program implementation.
- Apply basic human relations skills in partnership within the organization, motivation of colleagues, and conflict resolution.
- Participate in the development of a program budget.
- Contribute to the preparation of proposals to obtain financing from external sources.

H. LEADERSHIP AND SYSTEMS THINKING - Facilitate the creation and implementation of a vision of excellence, and the desired scenario for the future; provide others with the power to create and implement plans that give shape to the vision. Be proactive in managing the change of processes to promote and facilitate organizational learning; identify and evaluate alternatives and anticipate the consequences of actions and results.

- Incorporate ethical standards of practice as the basis of all interactions with organizations, communities and individuals.
- Engaging with stakeholders to identify key public health values and a shared public health vision and the principles that guide community action.
- Identify internal and external problems that could affect the provision of essential public health services.
- Describe the impact of changes in the public health system and broader social, political environment, economic impact on organizational practices.