

PHAP Domains and Competencies

1.0 Analytic and Assessment [COL¹]

- 1.1 Identifies quantitative and qualitative data and information (e.g., vital statistics, electronic health records, transportation patterns, unemployment rates, community input, health equity impact assessments) that can be used to assess the health of a community [COL: 1A2]
- 1.2 Uses information technology in accessing, collecting, analyzing, maintaining, and disseminating data and information [COL: 1A4]
- 1.3 Applies ethical principles in accessing, collecting, analyzing, using, maintaining, and disseminating data and information, (e.g., managing personally identifiable information (PII)) [COL: 1A3]
- 1.4 Contributes to assessments of community health status and factors influencing health in a community (e.g., quality, availability, accessibility, and use of health services; access to affordable housing) [COL: 1A12]
- 1.5 Explains how community health assessments use information about health status, factors influencing health, assets, and resources [COL: 1A13]
- 1.6 Describes how evidence (e.g., data, findings reported in peer-reviewed literature, Community Guide) is used in decision making [COL: 1A14]

2.0 Public Health Science [COL]; [PHAP²]

- 2.1 Describes the scientific foundation of the field of public health [COL: 6A1]
- 2.2 Describes how public health sciences (e.g., biostatistics, epidemiology, environmental health sciences, health services administration, social and behavioral sciences, and public health informatics) are used in the delivery of the 10 Essential Public Health Services [COL: 6A3]
- 2.3 Describes the roles of governmental public health, health care, and other partners in improving the health of a community [COL: 3A8]
- 2.4 Describes public health as part of a larger inter-related system of organizations that influence the health of populations at local, national, and global levels [COL: 8A2]
- 2.5 Applies knowledge of various approaches to improving population-based health [PHAP]

¹ COL | Council of Linkages Between Academia and Public Health Practice, Tier I Competencies (2014)

² PHAP | Public Health Associate Program 2014 Competencies, revised 8/2020

PHAP Domains and Competencies

3.0 Program Planning, Management, and Improvement [COL; NACDD³]

- 3.1 Contributes to state/local/tribal/territorial and community health improvement planning (e.g., supporting data-related activities that contribute to community health assessment; supporting partnership development) [COL: 2A1]
- 3.2 Contributes to the implementation of organizational strategic plan (e.g. participates in activities that support the host site’s strategic plan, describes where their program aligns with the goals and objectives of their host site strategic plan) [COL: 2A4]
- 3.3 Gathers information that can inform options for policies, programs, and services (e.g., secondhand smoking policies, data use policies, HR policies, immunization programs, food safety programs) [COL: 2A6]
- 3.4 Gathers information for evaluating policies, programs, and services (e.g., outputs, outcomes, processes, procedures, return on investment) [COL: 2A10]
- 3.5 Contributes to the implementation of a vision for a healthy community (e.g., emphasis on prevention, health equity for all, excellence, and innovation) [COL: 8A4]

4.0 Public Health Policy and Law [CPHP⁴]; [PHAP]

- 4.1 Illustrates a basic understanding of how law and policy play a role in public health (e.g. environmental health codes, immunization requirements, anti-smoking policies, indoor air quality policies) [PHAP]
- 4.2 Describes how policy and legislation affect the health of a community (e.g., inequity, income, education, environment, demographic trends) [CPHP: ST⁵]

5.0 Professionalism [COL]; [PHAP]

- 5.1 Incorporates ethical standards of practice (e.g., Public Health Code of Ethics) into all interactions with individuals, organizations and communities [COL: 8A1]
- 5.2 Adheres to organizational policies and procedures [COL: 7A3]

³ National Association of Chronic Diseases Directors (NACDD). [Health Equity at Work: Skills Assessment of Public Health](#) Staff (2012).

⁴ CPHP | Competencies for Population Health Professionals (2019)

⁵ CPHP: ST | Competencies for Population Health Professionals, Systems Thinking (2019)

PHAP Domains and Competencies

5.0 Professionalism [COL]; [PHAP]

- 5.3 Describes how teams help achieve program and organizational goals (e.g., the value of different disciplines, sectors, skills, experiences, and perspectives; scope of work and timeline) [COL: 7A10]
- 5.4 Exercises initiative, tact, flexibility, courtesy, diplomacy, and resourcefulness in establishing and continuing work relationships [PHAP]
- 5.5 Applies feedback to build professional knowledge, skills, and abilities [PHAP]

6.0 Communication [COL]; [CPHP]

- 6.1 Communicates in writing and orally with linguistic and cultural proficiency (e.g., using age-appropriate materials, incorporating images, considering health literacy) [COL: 3A2]; [CPHP: HECA⁶]
- 6.2 Communicates information that is clear, timely, accurate and uses plain language [PHAP]
- 6.3 Presents data and information to professionals and the public using a variety of approaches (e.g., reports, presentations, email, and letters) [COL: 3A5]
- 6.4 Facilitates communication among individuals, groups, and organizations [COL: 3A7]
- 6.5 Demonstrates active listening skills [PHAP]

7.0 Health Equity [COL]; [CPHP]; [AAMC/ASPPH⁷]; [PHAP]

- 7.1 Describes the historical and current conditions that affect health in a community [CPHP: CE]
- 7.2 Describes how public health activities and interventions affect health equity [PHAP]
- 7.3 Describes differences in health within and across populations [COL: 4A1]
- 7.4 Applies diverse perspectives in developing, implementing, and evaluating policies, programs, and services that affect the health of a community [CPHP: HECA]
- 7.5 Applies the principles of cultural humility [AAMC/ASPPH]

⁶ CPHP: HECA | Competencies for Population Health Professionals, Health Equity and Cultural Awareness (2019)

⁷ Adapted from Association of American Medical Colleges/Association of Schools and Programs of Public Health, Cultural Competency Model (2012)

PHAP Domains and Competencies

8.0 Community Dimensions of Public Health [COL]

- 8.1 Supports relationships that improve health in a community (e.g., partnerships with organizations serving the same population, academic institutions, policy makers, customers/clients, and others) **[COL: 5A4]**
- 8.2 Identifies current trends (e.g., health, fiscal, social, political, and environmental) affecting the health of a community **[COL: 2A5]**
- 8.3 Collaborates with community partners to improve health in a community (e.g., participates in committees, shares data and information, connects people to resources) **[COL: 5A5]**

9.0 Public Health Funding and Budgeting [COL]; [PHAP]

- 9.1 Describes the structures, functions, and authorizations of governmental public health programs and organizations **[COL: 7A1]**
- 9.2 Describes public health funding mechanisms (e.g., categorical grants, fees, third-party reimbursement, and tobacco taxes) **[COL: 7A4]**
- 9.3 Recognizes components of a budget **[PHAP]**
- 9.4 Describes financial analysis methods used in making decisions about policies, programs, and services (e.g., cost-effectiveness, cost-benefit, cost-utility analysis, and return on investment) **[COL: 7A8]**
- 9.5 Describes program performance standards and measures **[COL: 7A13]**

10.0 Public Health Emergency Preparedness and Response [IMPACT⁸]

- 10.1 Describes national response framework, and appropriate communication channels to facilitate collaboration, manage activities, and maintain situational awareness **[IMPACT: 8.4]**
- 10.2 Recognizes CDC incident management practices, and strategies utilized in emergency management **[IMPACT: 8.4]**

⁸ Adapted from IMPACT | Improving Public Health Management for Action (IMPACT) Emergency Preparedness and Response Competencies (2017)

PHAP Domains and Competencies

11.0 Evaluation [CDC 0685 GS-05/07/09 PD⁹]; [COL]

- 11.1 Lists evaluation methods to assess program processes, outputs, and outcomes [0685 PD]
- 11.2 Defines evidence-based performance measures [0685 PD]
- 11.3 Explains the importance of evaluations for improving policies, programs, and services [COL: 2A9]
- 11.4 Uses evaluation results to improve program and organizational performance [COL: 7A12]

⁹ Centers for Disease Control and Prevention, position description for a Public Health Program Specialist-Public Health Advisor, GS-05 and GS-07 and GS-09

PHAP Domains and Competencies

List of Resources

1. [AAMC and ASPPH Cultural Competency Model](#) Association of American Medical Colleges/Association of Schools and Programs of Public Health. (2012).
2. CDC 0685 GS-05/07/09 Position Descriptions.
3. [Certified in Public Health: Law and Ethics \(LE\) Domain Area Competency number 8.](#) (2019).
4. [Competencies for Population Health Professionals](#) (CPHP 2019).
5. [Council of Linkages Between Academia and Public Health Practice](#), Tier I Competencies (2014). Public Health Foundation.
6. [Health Equity at Work: Skills Assessment of Public Health Staff](#) (2012). National Association of Chronic Diseases Directors: (NACDD).
7. Improving Public Health Management for Action (IMPACT) Emergency Preparedness and Response Competencies (2017).
8. National Association of Chronic Diseases Directors (NACDD). [Health Equity at Work: Skills Assessment of Public Health Staff](#) (2012).
9. PHAP Competencies (2014).