2021 PHAP Domains and Competency Statements

Domains are a series of skill areas deemed essential to public health.

Competencies are "a complex combination of knowledge, skills, and abilities demonstrated by associates that are critical to the effective and efficient function of the organization."

PHAP domains include seven of eight domains established by the Council on Linkages between Academia and Public Health. The domain of 'professionalism' is added to reflect the valuable need to work effectively in teams.

Description of Program Domains and Competencies

1. **Analytic and Assessment** – The Analytic and Assessment skills domain requires associates to gain the knowledge and skills necessary to gather, analyze, and synthesize information and data to identify needs and available assets within a given community in order to monitor and improve population health.

2. **Public Health Science** – The Public Health Science skills domain requires associates to develop the ability to critically apply public health science skills to improve population–based health and to recognize the roles and duties of each level of government in providing public health services.

3. **Program Planning, Management, and Improvement** – The Program Planning, Management, and Improvement skills domain requires associates to acquire the skills necessary and apply CDC's public health program strategies to address and improve health outcomes using a population–based health approach.

4. **Public Health Policy and Law** – The Public Health Policy and Law skills domain requires associates to develop a knowledge of pertinent public health laws and regulations, adhere to laws and regulations for ethical practice, and analyze public health legislation and policies that impact public health.

5. **Professionalism** – The Professionalism skills domain requires associates to treat others respectfully and courteously, to be able to optimally navigate within their work environment by assessing situations and responding with appropriate solutions, as well as self-identify the need for professional and personal improvement and to utilize available resources.

6. **Communication** – The Communication skills domain requires associates to communicate effectively orally and in writing with linguistic and cultural proficiency and to commit to the skills and behaviors of active listening to enhance working relationships.

7. **Cultural Competency** – The Cultural Competency skills domain requires associates to recognize the role of cultural, social, and behavioral factors in the accessibility, availability, acceptability and delivery of public health services and to assist in developing diverse community partnerships to increase their organization's effectiveness.

8. **Community Dimensions of Public Health** – The Community Dimensions of Public Health skills domain require associates to acknowledge the importance of building relationships and practice those skills working with community members to improve health outcomes while implementing programmatic interventions.

9. **Financial Planning and Management** – The Financial Planning and Management skills domain requires associates to understand the financial framework to measure the performance and impact of public health programs and to leverage public health and health care funding mechanisms to improve organizational performance.

Program Domains and Competencies[1]

1.0 Analytic and Assessment
1.1 Monitors health risks and factors affecting the community
1.2 Uses data that are valid and reliable for assessing the health of a community
1.3 Synthesizes public health information to accurately assess problems
1.4 Applies ethical principles in using (e.g., accessing, analyzing, using, maintaining, and disseminating) public health data and information
1.5 Uses information technology in accessing, collecting, analyzing, maintaining, and disseminating data and information
1.6 Defends decisions using logic as well as qualitative and quantitative data

2.0 Public Health Science
2.1 Applies knowledge of various approaches to improving population-based health
2.2 Describes the basic public health sciences (i.e., laboratory, epidemiology, surveillance, and informatics)
2.3 Describes how public health sciences are used in the delivery of the 10 Essential Public Health Services
2.4 Incorporates public health informatics practices and procedures
2.5 Defines the roles, responsibilities and contributions of various organizations and agencies to specific federal, state, tribal, local, and territorial public health programs
2.6 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

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[1] Council on Linkages Between Academia and Public Health Practice

3.0 Program Planning, Management, and Improvement
3.1 Identifies information required in the program planning process
3.2 Gathers information for evaluating policies, programs, and services
3.3 Contributes to the implementation of an organizational strategic plan
3.4 Contributes to state/tribal/community health improvement planning

4.0 Public Health Policy and Law
4.1 Describes the public health laws and regulations governing public health programs
4.2 Adheres to laws, regulations, policies, and procedures for ethical public health practice
4.3 Analyzes public health legislation, policy, and regulation issuances that impact public health

5.0 Professionalism
5.1 Treats others courteously and respectfully
5.2 Exercises initiative, persistence, tact, and resourcefulness in establishing and continuing work relationships
5.3 Elicits and applies feedback to build professional skills and competencies
5.4 Makes decisions that are focused on desired results
5.5 Uses the chain of command to address risks, issues, or concerns

6.0 Communication
6.1 Communicates in writing and orally with linguistic and cultural proficiency to target audience
6.2 Communicates information that is clear, timely, accurate and uses plain language
6.3 Conveys data and information to professionals and the public using a variety of approaches (e.g., reports, presentations, email, letters, press releases)
6.4 Applies communication and group dynamic strategies in interactions with individuals and groups
6.5 Demonstrates active listening skills

7.0. Cultural Competency
7.1 Incorporates strategies for interacting with people from diverse backgrounds
7.2 Recognizes the ways in which diversity influences policies, program, and the overall health of a community
7.3 Recognizes the benefit of using a diverse workforce to better serve target populations
7.4 Uses cultural and social aspects to increase an intervention's effectiveness
7.5 Develops and maintains relationships with diverse partners to improve population-based health

8.0 Community Dimensions of Public Health
8.1 Establishes relationships to improve health in a community (e.g., partnerships, academic, colleagues, customers, others)
8.2 Collaborates with community partners to improve health in a community
8.3 Serves as a public health ambassador
8.4 Identifies policies, programs, and resources that improve health in a community (e.g., using evidence to demonstrate the need for a program, communicating the impact of a program)

9.0 Financial Planning and Management
9.1 Describes public health funding mechanisms
9.2 Provides assistance on grants, cooperative agreements, contracts, and other awards
9.3 Describes components of a budget
9.4 Tracks program spending to current and forecasted budget constraints