

Core Competencies for Public Health in Canada: Release 1.0

Learning Needs – A Self-Assessment Tool*

This is an optional, self-administered tool designed to help public health practitioners or students identify learning needs related to the Core Competencies. Once identified, competency based learning needs help focus the selection of professional development and/or learning opportunities, including *Skills Online* courses.

Core Competencies for Public Health in Canada: Release 1.0

The Core Competencies for Public Health in Canada: Release 1.0 defines the essential knowledge, skills and attitudes necessary for the practice of public health. There are 36 Core Competency statements divided into 7 categories.

How to Use the Self-Assessment Tool

Designed to be downloaded and printed OR completed electronically, the survey consists of three questions, repeated for each of the 36 Core Competency statements.

1. **One category at a time, work your way through the questions and indicate your current level.**
2. **Review the grid and make an assessment as to your professional development needs.**

The survey includes 3 questions for each of the 7 categories:

Question 1 - For each competency statement, what level of ability best reflects your current knowledge and/or practice?

• Not Aware	I am not aware of the knowledge, skill or attitude outlined in this competency.
• Aware	I am familiar with/recognize the knowledge, skill or attitude outlined in this competency; I am able to recall/identify this competency.
• Understand	I can describe/summarize/explain the knowledge, skill or attitude in this competency.
• Apply	I am able to demonstrate the knowledge, skill or attitude defined in this competency.
• Synthesize	I am able to perform, differentiate/distinguish and teach (other staff or students), the knowledge, skill or attitude outlined in this competency.

Question 2 - How often are you required to use this competency in your practice/work?

Think about your current practice or work and how often you are required to use the knowledge, skill or attitude outlined in the competency statement to help you select the most accurate answer. (This question may not be applicable for students.)

- All the time.
- Most of the Time
- Occasionally
- Rarely
- Never
- N/A: (Not Applicable) This competency is not applicable to my practice/work

Question 3 - Do you have professional development/ learning needs regarding this competency?

Consider the self-assessment information from the first two columns to determine if you have a professional development/learning need regarding each competency and then, category. For example, if you are only 'aware' of many of the competencies in Category 1, Core Public Health Sciences, and are required to use these competencies in your work 'most of the time' then you would likely identify Category 1 as a 'learning need' or area in which you require professional development.

* This survey is a modified version of a competency based, learning needs assessment tool from Toronto Public Health (2007). The ability response scale is based on Bloom's Taxonomy. Frequency of use is rated on a Likert-type scale. Although originally designed for individuals, the tool can be customized for use by teams or organizations.

Category 1 - Core Public Health Sciences

This category includes key knowledge and critical thinking skills related to the public health sciences: behavioural and social sciences, biostatistics, epidemiology, environmental public health, demography, workplace health, and the prevention of chronic diseases, infectious diseases, psychosocial problems and injuries. Competency in this category requires the ability to apply knowledge in practice.

Please click in the column with the best answer for each of the questions below.

Question 3: Do I have professional development/learning needs regarding this competency?																		
Question 2: How often am I required to use this competency in my job?																		
Question 1: For each competency statement below, what level of ability best reflects my current knowledge and/or practice?																		
						Not aware	Aware	Understand	Apply	Synthesize	All the time	Most of the time	Occasionally	Rarely	Never	N/A	Yes	No
1.1 Demonstrate knowledge about the following concepts: the health status of populations, inequities in health, the determinants of health and illness, strategies for health promotion, disease and injury prevention and health protection, as well as the factors that influence the delivery and use of health services.																		
1.2 Demonstrate knowledge about the history, structure and interaction of public health and health care services at local, provincial/ territorial, national, and international levels.																		
1.3 Apply the public health sciences to practice.																		
1.4 Use evidence and research to inform health policies and programs.																		
1.5 Demonstrate the ability to pursue lifelong learning opportunities in the field of public health.																		
Conclusion:																		
Based on my assessment of all the competencies in this category, I have professional development needs in this category.																		
Yes No																		

Category 2 - Assessment and Analysis

This category describes the core competencies needed to collect, assess, analyze and apply information (including data, facts, concepts and theories). These competencies are required to make evidence-based decisions, prepare budgets and reports, conduct investigations and make recommendations for policy and program development.

Please click in the column with the best answer for each of the questions below.

Question 3: Do I have professional development/learning needs regarding this competency?																			
Question 2: How often am I required to use this competency in my job?																			
Question 1: For each competency statement below, what level of ability best reflects my current knowledge and/or practice?																			
						Not aware	Aware	Understand	Apply	Synthesize	All the time	Most of the time	Occasionally	Rarely	Never	N/A	Yes	No	
2.1	Recognize that a health concern or issue exists.																		
2.2	Identify relevant and appropriate sources of information, including community assets and resources.																		
2.3	Collect, store, retrieve and use accurate and appropriate information on public health issues.																		
2.4	Analyze information to determine appropriate implications, uses, gaps and limitations.																		
2.5	Determine the meaning of information, considering the current ethical, political, scientific, socio-cultural and economic contexts.																		
2.6	Recommend specific actions based on the analysis of information.																		
Conclusion:																			
Based on my assessment of all the competencies in this category, I have professional development needs in this category.																			
Yes No																			

Category 3 - Policy and Program Planning, Implementation and Evaluation

This category describes the core competencies needed to effectively choose options, and to plan, implement and evaluate policies and/or programs in public health. This includes the management of incidents such as outbreaks and emergencies.

Please click in the column with the best answer for each of the questions below.

<p>Question 3: Do I have professional development/learning needs regarding this competency?</p>													
<p>Question 2: How often am I required to use this competency in my job?</p>													
<p>Question 1: For each competency statement below, what level of ability best reflects my current knowledge and/or practice?</p>													
	Not aware	Aware	Understand	Apply	Synthesize	All the time	Most of the time	Occasionally	Rarely	Never	N/A	Yes	No
3.1													
3.2													
3.3													
3.4													
3.5													
3.6													
3.7													
3.8													
<p>Conclusion: Based on my assessment of all the competencies in this category, I have professional development needs in this category.</p> <p>Yes No</p>													

Category 4 - Partnerships, Collaboration and Advocacy

This category captures the competencies required to influence and work with others to improve the health and well-being of the public through the pursuit of a common goal. Partnership and collaboration optimizes performance through shared resources and responsibilities. Advocacy—speaking, writing or acting in favour of a particular cause, policy or group of people—often aims to reduce inequities in health status or access to health services.

Please click in the column with the best answer for each of the questions below.

Question 3: Do I have professional development/learning needs regarding this competency?																			
Question 2: How often am I required to use this competency in my job?																			
Question 1: For each competency statement below, what level of ability best reflects my current knowledge and/or practice?																			
						Not aware	Aware	Understand	Apply	Synthesize	All the time	Most of the time	Occasionally	Rarely	Never	N/A	Yes	No	
4.1	Identify and collaborate with partners in addressing public health issues.																		
4.2	Use skills such as team building, negotiation, conflict management and group facilitation to build partnerships.																		
4.3	Mediate between differing interests in the pursuit of health and well-being, and facilitate the allocation of resources.																		
4.4	Advocate for healthy public policies and services that promote and protect the health and well-being of individuals and communities.																		
Conclusion:																			
Based on my assessment of all the competencies in this category, I have professional development needs in this category.																			
Yes No																			

Category 5 - Diversity and Inclusiveness

This category identifies the socio-cultural competencies required to interact effectively with diverse individuals, groups and communities. It is the embodiment of attitudes and practices that result in inclusive behaviours, practices, programs and policies.

Please click in the column with the best answer for each of the questions below.

Question 3: Do I have professional development/learning needs regarding this competency?

Question 2: How often am I required to use this competency in my job?

Question 1: For each competency statement below, what level of ability best reflects my current knowledge and/or practice?

	Not aware	Aware	Understand	Apply	Synthesize	All the time	Most of the time	Occasionally	Rarely	Never	N/A	Yes	No
5.1 Recognize how the determinants of health (biological, social, cultural, economic and physical) influence the health and well- being of specific population groups.													
5.2 Address population diversity when planning, implementing, adapting and evaluating public health programs and policies.													
5.3 Apply culturally-relevant and appropriate approaches with people from diverse cultural, socioeconomic and educational backgrounds, and persons of all ages, genders, health status, sexual orientations and abilities.													

Conclusion:

Based on my assessment of all the competencies in this category, I have professional development needs in this category.

Yes **No**

Category 6 - Communication

Communication involves an interchange of ideas, opinions and information. This category addresses numerous dimensions of communication including internal and external exchanges; written, verbal, non- verbal and listening skills; computer literacy; providing appropriate information to different audiences; working with the media and social marketing techniques.

Please click in the column with the best answer for each of the questions below.

Question 3: Do I have professional development/learning needs regarding this competency?													
Question 2: How often am I required to use this competency in my job?													
Question 1: For each competency statement below, what level of ability best reflects my current knowledge and/or practice?													
	Not aware	Aware	Understand	Apply	Synthesize	All the time	Most of the time	Occasionally	Rarely	Never	N/A	Yes	No
6.1	Communicate effectively with individuals, families, groups, communities and colleagues.												
6.2	Interpret information for professional, nonprofessional and community audiences.												
6.3	Mobilize individuals and communities by using appropriate media, community resources and social marketing techniques.												
6.4	Use current technology to communicate effectively.												
Conclusion:													
Based on my assessment of all the competencies in this category, I have professional development needs in this category.													
Yes No													

Category 7 – Leadership

This category focuses on leadership competencies that build capacity, improve performance and enhance the quality of the working environment. They also enable organizations and communities to create, communicate and apply shared visions, missions and values.

Please click in the column with the best answer for each of the questions below.

Question 3: Do I have professional development/learning needs regarding this competency?																		
Question 2: How often am I required to use this competency in my job?																		
Question 1: For each competency statement below, what level of ability best reflects my current knowledge and/or practice?																		
						Not aware	Aware	Understand	Apply	Synthesize	All the time	Most of the time	Occasionally	Rarely	Never	N/A	Yes	No
7.1	Describe the mission and priorities of the public health organization where one works, and then apply them in practice.																	
7.2	Contribute to developing key values and a shared vision in planning and implementing public health programs and policies in the community.																	
7.3	Utilize public health ethics to manage self, others, information and resources.																	
7.4	Contribute to team and organizational learning in order to advance public health goals.																	
7.5	Contribute to maintaining organizational performance standards.																	
7.6	Demonstrate an ability to build community capacity by sharing knowledge, tools, expertise and experience.																	
Conclusion:																		
Based on my assessment of all the competencies in this category, I have professional development needs in this category.																		
Yes No																		