

Public Health
**Preparedness
& Response**
**CORE COMPETENCY
DEVELOPMENT PROJECT**

Tenets, Target Audience, and Performance Level (2/9/2010)

To fulfill the mandate in the 2006 Pandemic and All-Hazards Preparedness Act to develop “a competency-based training program to train public health practitioners,” the model will represent individual, core competencies that mid-level public health workers, *regardless of their employment setting*, are expected to demonstrate to assure readiness.

Tenets

The resulting competency model will:

- Provide a proposed national standard of public health preparedness and response skills for mid-level public health workers across all sectors and settings
- Apply to all-hazards scenarios
- Be behaviorally-based; focusing on observable actions
- Reflect and build upon existing competency models
- Supplement existing core public health competency models
- Align with the Department of Homeland Security Target Capabilities List, spanning across the prevent, protect, respond, and recover missions
- Inform curricular planning for the workforce
- Be utilized by the Centers for Public Health Preparedness grantees in 2010
- Be available to other public and private entities

Target Audience

Define a mid-level public health worker as an individual with:

- 10 years experience and a high school diploma, bachelor's, or higher degree, or
- 5 years experience with an MPH equivalent or higher degree

Aside from years of experience and education, these workers may have responsibilities for: program support, coordination, development, implementation, management and/or evaluation; supervision; establishing and maintaining community relations, presenting arguments and recommendations on policy issues, etc.

To provide a few examples, mid-level public health workers included in the target audience for this model could represent:

- Administrative supervisors, such as payroll supervisors, purchasing managers, and human resources staff;
- Chief clerks of vital records;
- Public health nurses who run well-child clinics, immunization programs, STD testing, and/or who also may assist with epidemiological tasks;
- Public health sanitarians who: undertake routine food, water, pool, and/or restaurant inspections; conduct food worker training; and/or may help with epidemiological tasks; and,
- Senior laboratory technicians who support laboratory scientists and others in organizing, conducting, and reporting lab tests.

Such mid-level workers may or may not *directly* provide the 10 essential public health services as part of their daily jobs. In the event of an “all hands on deck” emergency, however, organizational leaders may need to use the full range of available human resources to support response and recovery. Each organization will make a decision about which employees to include in the audience for training and exercises applying these core competencies.

Performance Level

The model will target *proficiency* as the level of competence required in the pending model. Other workers may be required by a specific position or activity to achieve expert competence.