



## Tenets, Target Audience, and Performance Level (September 20, 2010)

Supported by the CDC Office of Public Health Preparedness and Response, the Association of Schools of Public Health (ASPH) is building upon existing work in the field to provide a national framework for competency-based curricula and training and for performance benchmarks to measure public health preparedness and response. The finished model in Phase 1 of this initiative will fulfill a mandate in the 2006 Pandemic and All-Hazards Preparedness Act to develop “a competency-based training program to train public health practitioners.” It will represent individual, core competencies that mid-level public health workers, *regardless of their employment setting*, are expected to demonstrate to assure readiness.

ASPH and the CDC are using a transparent, participatory process to develop, vet, and finalize the workforce competency model. Over 360 individuals from public health practice at the federal, tribal, state, and local levels, and from academe, are contributing to this process as volunteers. A 16-member Leadership Group is working with ASPH staff, CDC officials, and consultants to guide the project.

### Tenets

The resulting competency model will:

- Align with the Department of Homeland Security Target Capabilities List
- Utilize an all-hazards approach, spanning across the prevent, protect, respond, and recover missions
- Provide a proposed national standard for mid-level public health workers across all sectors and settings
- Be behaviorally-based, focusing on observable actions
- Reflect and build upon existing competency models
- Supplement existing core public health competency models
- Inform curricular planning for the workforce
- Be utilized by the CDC Preparedness and Emergency Response Learning Centers (PERLC)\* grantees in 2010.
- Be available to other public and private entities

\* PERLC are the new iteration of the Centers for Public Health Preparedness.

### 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 could include:

- 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; and,
- Public health sanitarians who: undertake routine food, water, pool, and/or restaurant inspections; conduct food worker training; and/or may help with epidemiological tasks

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. All workers begin as novices and some may be required by a specific position or activity to achieve expert competence.

### Project Website

The screenshot shows a Microsoft Internet Explorer browser window displaying the ASPH website. The address bar shows the URL: <http://www.asph.org/document.cfm?page=1081>. The page header features the ASPH logo (Association of Schools of Public Health) and a navigation menu with items: About ASPH, Member Schools, Publications & Research, Projects & Activities, Public Health Advocacy, Press Room, and Event Calendar. The main content area is titled "Public Health Preparedness & Response Core Competency Development Project". It includes a breadcrumb trail: Home » Member Schools » Resources » Competency and Learning Outcomes Development Projects » Public Health Preparedness & Response Core Competency Development Project. The main text states: "At the request of the Centers for Disease Control and Prevention (CDC), ASPH is engaging the appropriate experts to develop a proposed model of core competencies for the public health preparedness and response workforce. This effort is supported by a Cooperative Agreement with the CDC, Office of Public Health Preparedness and Response (CDC OPHPR)." A link is provided: "View the Draft Preparedness Competencies here". A sidebar on the left contains a "Public Health Preparedness & Response Core Competency Development Project" link. A sidebar on the right lists "Competency Resources" and "Frequently Asked Questions". The footer includes a subscription link: "Subscribe to the Friday Letter at [fridayletter.asph.org](http://fridayletter.asph.org)".

Questions? Please email John McElligott at [jmcelligott@asph.org](mailto:jmcelligott@asph.org) or call (202) 296-1099.