

Public Health Preparedness and Response Core Competency Development Project



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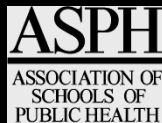
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September 1, 2009



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Agenda

- Project Driver
- Project Objective
- Competencies 101
- Project Guiding Principles
- Project Approach and Methodology
- Project Plan and Timeline
- Draft Competency Domains

Project Driver

- To meet the Pandemic and All-Hazards Preparedness Act (PAHPA) mandate to establish competency-based training and curricula.

PAHPA, Section 304(d):

- *The Secretary, in collaboration with the Centers for Public Health Preparedness and other public or private entities shall...*
 - *Establish core curricula **based on established competencies** leading to a 4-year bachelor's degree, a graduate degree, a combined bachelor and master's degree, or a certificate program*
 - *Facilitate the development of a **competency-based** training program to train public health practitioners*

Project Objective

- **Develop a model of core competencies for public health preparedness and response.**

Competencies 101

- **Competencies are areas of knowledge, skill or characteristics that are observable and result in effective and/or superior performance on the job.**
- **Competency models are used as a human resource tool for:**
 - Selection
 - Training and development
 - Performance appraisal
 - Succession planning

Project Guiding Principles

The resulting competency model will:

- Provide a proposed national standard of skills
- Target members of the public health workforce
- Be behaviorally-based; focus on observable actions
- Reflect and build upon existing competency models
- Align with the Department of Homeland Security Target Capabilities List; span across prevent, protect, respond, and recover missions
- Represent the array of individual worker competencies that agencies can use to assure organizational readiness
- Apply to all hazards scenarios
- Supplement existing public health competency models
- Be utilized by the Centers for Public Health Preparedness grantees in 2010
- Be available to other public and private entities

Project Approach and Methodology

1. **Establish formal partnership between CDC and the Association of Schools of Public Health (ASPH) to accomplish work**
2. **Conduct a comparison analysis of existing, relevant competency models**
3. **Engage subject matter experts from academia and the practice community via:**
 - A Leadership group
 - Focus groups
 - Delphi rounds
4. **Solicit COTPER Board of Scientific Counselors (BSC) feedback on the competency model**

Project Approach and Methodology

1. ASPH Role in the Project:

- The ASPH is responsible for engaging experts to develop a model of core competencies in public health preparedness and response.
- This effort is supported through a cooperative agreement with the CDC COTPER.

Project Approach and Methodology

2. Comparison of Existing Competency Models:

- Core Competencies for Public Health Professionals (Council on Linkages, 2009)
- A Consensus-based Educational Framework and Competency Set for the Discipline of Disaster Medicine and Public Health Preparedness (Disaster Medicine and Public Health Preparedness Journal, American Medical Association, 2008)
- Master's of Public Health Degree Core Competency Model (Association of Schools of Public Health, 2007)
- Bioterrorism & Emergency Readiness: Competencies for All Public Health Workers (Columbia University, 2002)
- And Others



Project Approach and Methodology

3. The Leadership Group:

- 17 experts in preparedness and response have been assembled
- Members represent public health practice and schools of public health
- Their charge is to:
 - establish the competency model framework
 - guide development of core competencies and behavioral anchors
 - promote the project with critical stakeholders
 - consider ideas and concerns of their own constituent groups and key partners about the project

Project Approach and Methodology

- **Leadership Group Co-Chairs include:**
 - Audrey Gotsch, University of Medicine and Dentistry of New Jersey School of Public Health
 - C. William Keck, Northeastern Ohio Universities College of Medicine
- **Leadership Group Members include:**
 - Richard D. Clover, University of Louisville, School of Public Health and Information Sciences
 - Kimberly Elenberg, Office of Force Readiness and Deployment, Office of the Surgeon General, Department of Health and Human Services
 - Kristine M. Gebbie, Hunter-Bellevue School of Nursing, City University of New York
 - James J. James, Center for Public Health Preparedness and Disaster Response, AMA
 - Michael T. Handrigan, Emergency Care Coordination Center, Office of the Assistant Secretary for Preparedness and Response
 - Kraig E. Humbaugh, Division of Epidemiology and Health Planning, Kentucky Department of Public Health
 - David Marcozzi, Office of Preparedness & Response Operations, Department of Health and Human Services

Project Approach and Methodology

- **Leadership Group Members include:** *(continued)*
 - D. W. Chen, Office of the Assistant Secretary of Defense for Health Affairs, Department of Defense
 - Molly Jo Lamb, MPH, MPA, CHES, Illinois Department of Public Health
 - Kathleen Miner, Emory University Rollins School of Public Health
 - William J. Riley, University of Minnesota School of Public Health
 - Steven J. Rottman, Center for Public Health and Disasters, University of California at Los Angeles School of Public Health
 - D. Kenneth W. Schor, Uniformed Services University of the Health Sciences
 - Peggy Wittie, Health Care Services, Collin County Health Department, Texas
 - Andrea Young, COTPER, CDC
 - *Craig Thomas, COTPER, CDC (Liaison)*

Project Approach and Methodology

3. Focus Groups and Delphi Rounds:

- Participants are drawn from practice and academic communities:
 - > 235 as of August 24
 - 57% practice volunteers
 - 43% academic volunteers
- Focus groups and /or work groups are used to define domains and competencies
- Delphi rounds are used to distill domains and competency statements, and establish consensus on the relative importance of proposed competencies

Project Approach and Methodology

4. Solicit COTPER BSC Feedback

- August 2009, Project Background Presented to BSC
- April 2010, Request BSC Review of Project

Project Plan and Timeline

Date	Action
July-August 2009	Develop draft domains
August 13, 2009	Present Project Background to BSC
August 26-27, 2009	Convene Focus Group 1 in Atlanta
August 31, 2009	Convene Leadership Group meeting to review and redraft domains
September 2009	Conduct Delphi round 1 Refine draft domains Develop initial competencies
September-October 2009	Refine competencies
November-December 2009	Conduct Delphi round 2 Modify model content
November 7-10, 2009	Share updates at ASPH/APHA Annual Meetings in Philadelphia

Project Plan and Timeline

Date	Action
December-January 2010	Conduct Delphi round 3 Finalize model content
February 2010	Share updates at Preparedness Summit
March 2010	Convene Leadership Group to integrate model content
April 2010	Submit model to CDC COTPER Board of Scientific Counselors (BSC) for external review
May 2010	Consider BSC comments to draft updated model for review by Leadership Group
June 2010	Circulate model to broad external audience and monitor input/comments
July – Sept 2010	Disseminate competencies to public

DRAFT Competency Domains

1. Hazard, Vulnerability, and Risk Assessment
2. Tactical and Crisis Communication
3. Preparedness Planning and Improvement
4. Incident Management System
5. Crisis Leadership
6. Investigation and Surveillance
7. Safety and Protection
8. Psychological Aspects
9. Law and Ethics

To Learn More About the Project

- www.asph.org/document.cfm?page=1081

The screenshot shows a Mozilla Firefox browser window displaying the ASPH website. The page title is "Preparedness & Response Core Competency Development Project". The header includes the ASPH logo and navigation menu. The main content area features a large heading "Preparedness & Response CORE COMPETENCY DEVELOPMENT PROJECT" and a paragraph explaining the project's purpose: "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, Coordinating Office for Terrorism Preparedness & Emergency Response (CDC COTPER)."

The competency model will build upon existing work in the emergency preparedness and response field and will provide a proposed national standard of skills that are needed for the public health workforce in all-hazards preparedness and response situations. The project meets one of the mandates of the 2006 Pandemic and All-Hazards Preparedness Act (PAHPA). The COTPER Board of Scientific Counselors is expected to deliberate on the proposed model that results from the ASPH efforts and provide recommendations for its implementation. The model of core competencies will ultimately be used to adapt current curricula and develop new curricula, as appropriate, to train the public health workforce.

The co-chairs, Dean Audrey Gotsch (UMDNJ) and Dr. C. William Keck, and the Leadership Group will guide the project toward completion in July 2010. Click [here](#) for a list of the Leadership Group members.

Click [here](#) to download the Resource Guide for participants.

Request for Volunteers

If you are an expert in public health preparedness and/or response, then consider volunteering to distill the essential core competencies for the public health workforce. Starting this summer,

- Updates are posted online.
- Comments are encouraged.

Questions?



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