

Resources to Help States and Communities Build Workforce Capacity in Bioterrorism and Core Public Health Competencies

Bioterrorism Preparedness: Education and Training Resources

Online at www.phf.org/BT_Workforce_Prep_Resources101703.pdf

The attached compilation of tools aims to help public health agencies improve their training capacity and workforce preparedness for bioterrorism and other public health threats. It includes needs assessment and planning tools, training resources, examples of academic-practice partnerships, information on distance learning systems, and links to nationally defined worker competencies. This compilation was originally developed by the Public Health Foundation (PHF) to help states prepare applications in response to Focus Area G of the CDC guidance for supplemental funds, Public Health Preparedness and Response for Bioterrorism (Announcement Number 99051 - Emergency Supplemental).

For additional information, or to obtain a copy of this document in Word, contact Jacalyn Carden at 202-218-4415 or jcarden@phf.org.

Assistance to States – Focus Area G: Education and Training
Enhanced Capacity: Community Readiness Through Training Opportunities
Evaluation of Training Effectiveness

A. Critical Capacity Benchmarks	Tools/Resources/Examples
<p>1. Prepare a timeline to assess training needs with special emphasis on emergency personnel, infectious disease specialists, public health staff, and other healthcare providers</p>	<p>Assess Competencies</p> <p><i>Core Competencies for Emergency Preparedness and Response</i> www.mailman.hs.columbia.edu/CPHP/cdc/COMPETENCIES.pdf</p> <ul style="list-style-type: none"> • Can be used as measures for assessing emergency preparedness training needs <p><i>Core Competencies for Public Health Professionals</i> www.trainingfinder.org/competencies/list.htm</p> <ul style="list-style-type: none"> • Can be used as measures for assessing training needs for the entire public health workforce <p><i>Discipline-specific Competency Sets for Public Health Workers</i> http://www.ahec.wisc.edu/EdTRAC/compgrid.pdf (Archive of CDC document)</p> <ul style="list-style-type: none"> • Includes links to environmental health competencies, public health law competencies, and other related disciplines <p>Examples of Assessment Processes</p> <p><i>Training Needs Assessment of Local Health Department</i> www.sphtc.org/VA.pdf</p> <ul style="list-style-type: none"> • An example of a local workforce needs assessment report <p><i>Northwest Regional Public Health Workforce Development Assessment</i> www.nwcphep.org/technical-assistance/assessment</p> <ul style="list-style-type: none"> • Examples of state and regional workforce assessments <p>Assessment Instruments</p> <p><i>Southeast Public Health Training Center</i> www.sphtc.org/</p> <ul style="list-style-type: none"> • Links to workforce needs assessments instruments used by Virginia and North Carolina are at bottom of web page <p><i>Maine Assessment Instrument</i> www.mcph.org/reports/Final.Phip.15.pdf</p> <ul style="list-style-type: none"> • A workforce needs assessment instrument used in Maine <p><i>Utah Department of Health Instrument to Assess Workforce Skills and Competence</i> www.phf.org/Link/selfassess.pdf</p> <ul style="list-style-type: none"> • An instrument for assessing management skills and competence using the Core Competencies for Public Health Professionals

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<p>2. Assess existing capacity to conduct training needs assessment and planning for public health and private professionals, and to provide access to training in bioterrorism, other infectious disease outbreaks, and other public health threats and emergencies</p>	<p>Tools to Assess Bioterrorism and Emergency Preparedness Capacity</p> <p><i>State Public Health Preparedness and Response Capacity Inventory: A Voluntary Rapid Self-Assessment</i> www.astho.org/pubs/inventorystate.pdf</p> <p><i>Local Public Health Preparedness and Response Capacity Inventory: A Voluntary Rapid Self-Assessment</i> www.astho.org/pubs/inventorylocal.pdf</p> <p>Tools to Assess Workforce Development Capacity</p> <p><i>National Public Health Performance Standards Program</i> www.cdc.gov/od/ocphp/nphpsp/Documents/State_v_1_OMB_0920-0557.pdf</p> <ul style="list-style-type: none"> • See page 79 of the PDF file to assess state public health system performance as it pertains to the public health and personal health care workforce <p>www.cdc.gov/od/ocphp/nphpsp/Documents/Local_v_1_OMB_0920-0555.pdf</p> <ul style="list-style-type: none"> • See page 63 of the PDF file to assess local public health system performance as it pertains to the public health and personal health care workforce <p>Distance Learning</p> <p><i>A Primer on Distance Learning</i> www2.cdc.gov/PHTN/primer.asp</p> <p><i>Model of a Distance Learning System</i> www2.cdc.gov/PHTN/overview.asp</p> <ul style="list-style-type: none"> • Visual model and descriptions of major Public Health Training Network activities
<p>3. Develop an ongoing plan for meeting training needs through multiple sources</p>	<p>National and Regional Resources to Meet Training Needs</p> <p><i>TrainingFinder Real-time Affiliate Integrated Network</i> www.train.org</p> <ul style="list-style-type: none"> • Searchable, online clearinghouse listing over 700 distance learning and on-site courses • Links to sites with trainer/speaker resources <p><i>Public Health Training Network</i> www2.cdc.gov/phtn/</p> <ul style="list-style-type: none"> • Listed are a wide variety of training courses available through CDC and its partners

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<p>3. (Continued from previous page)</p>	<p><i>Centers for Public Health Preparedness</i> www.bt.cdc.gov/training/cphp/centers.asp</p> <ul style="list-style-type: none"> • Training of the current workforce is provided through this network of CDC funded centers • The centers can be accessed through this website <p><i>Public Health Training Centers</i> http://bhpr.hrsa.gov/publichealth/phtc.htm</p> <ul style="list-style-type: none"> • These centers, funded by HRSA, provide basic and advanced training to the public health workforce • The centers can be accessed through this website <p><i>National Laboratory Training Network</i> www.phppo.cdc.gov/NL TN/default.asp</p> <ul style="list-style-type: none"> • Laboratory training courses are provided through six regional offices • Courses and the regional offices can be accessed through this website
<p>4. Develop capacity at the state and/or local public health agency to facilitate or provide education and training sessions and services on bioterrorism, other infectious disease outbreaks, and other public health and emergencies; including a trained distance learning coordinator and access to distance learning capabilities in the form of an identified location to receive satellite broadcasts and a higher level of internet connectivity, video, and imaging capacity to view live feeds</p>	<p>Strategies for Providing Continuing Education</p> <p><i>The Key Ingredient of the National Prevention Agenda: Workforce Development – A Companion Document to Healthy People 2010</i> ftp.hrsa.gov/bhpr/nationalcenter/hp2010.pdf</p> <ul style="list-style-type: none"> • See page 29 of the PDF file for a list of general strategies to achieve a competent public health workforce through continuing education. • Numerous strategies to use competencies that could easily be incorporated into agency plans also are included • See pages 7-8 of the PDF file for a general checklist of ways to incorporate workforce planning into other planning efforts <p><i>Healthy People 2010 Information Access Project – Public Health Infrastructure</i> http://phpartners.org/hp/infrastructure.html</p> <ul style="list-style-type: none"> • Click on the PubMed search button for a live search of journal articles related to Healthy People 2010 Objective 23-10: Increase the proportion of Federal, Tribal, State, and local public health agencies that provide continuing education to develop competency in essential public health services for their employees

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<p>4. (Continued from previous page)</p>	<p>Distance Learning and Other Training Programs</p> <p><i>A Primer on Distance Learning</i> www.phppo.cdc.gov/PHTN/primer.asp</p> <p><i>Model of a Distance Learning System</i> www.phppo.cdc.gov/PHTN/overview.asp</p> <ul style="list-style-type: none"> • Visual model and descriptions of major Public Health Training Network activities <p><i>Public Health Training Bibliography</i> http://phpartners.org/phtbib.html</p>
<p>5. Develop formal partnerships with schools of public health and medicine, other academic institutions, and other organizations to provide education and training</p>	<p>Examples of Academic Partnerships</p> <p><i>Council on Linkages Between Academia and Public Health Practice Database</i> www.phf.org/Link/database-of-linkages.htm</p> <ul style="list-style-type: none"> • Over 100 examples of academic/practice partnerships are provided <p>Tools for Assessing and Developing Partnerships</p> <p><i>Instrument to Survey Academic Linkages with Health Departments</i> www.phf.org/Link/hdsurvey.pdf</p> <ul style="list-style-type: none"> • This survey instrument was used by Ohio health departments to assess the status and composition of existing academic partnerships <p><i>Multi-component Affiliation Agreements - A Guide</i> www.phf.org/Link/mcaffagr.pdf</p> <ul style="list-style-type: none"> • This tool can be used to help develop formal partnerships with academic institutions and provides examples of Memorandums of Understanding
<p>6. Ensure educational expertise and review of training program content and curricula by</p> <ol style="list-style-type: none"> developing/providing training for a speakers' bureau providing training in core public health skills to staff supporting costs (travel and course fees) for training critical program staff using existing courses 	<p>Review Training Program Content</p> <p><i>Basic and Cross-Cutting Practice Competencies for Public Health Workforce Development</i> www.phf.org/Link/turnock.pdf</p> <ul style="list-style-type: none"> • Demonstrates how the Core Competencies for Public Health Professionals can be used for developing and assessing a curriculum <p><i>Developing Faculty/Staff Exchange Programs</i> www.phf.org/Link/facstaff.pdf</p> <ul style="list-style-type: none"> • This tool can be used to help develop faculty/staff exchanges between academic institutions and health departments, facilitating practitioner review of training program content

6. (Continued from previous page)

Locate Existing Courses for Speakers and Core Public Health Skills

TrainingFinder Real-time Affiliate Integrated Network

www.train.org

- Searchable, online clearinghouse listing over 700 distance learning and on-site courses
- Links to sites with trainer/speaker resources

Public Health Training Network

www2.cdc.gov/phtn/

- Listed are a wide variety of training courses available through CDC and its partners

Centers for Public Health Preparedness

www.bt.cdc.gov/training/cphp/centers.asp

- Training of the current workforce is provided through this network of CDC funded centers
- The centers can be accessed through this website

Public Health Training Centers

<http://bhpr.hrsa.gov/publichealth/phtc.htm>

- These centers, funded by HRSA, provide basic and advanced training to the public health workforce
- The centers can be accessed through this website

National Laboratory Training Network

www.phppo.cdc.gov/NLTN/default.asp

- Laboratory training courses are provided through six regional offices
- Courses and the regional offices can be accessed through this website

Supporting Continuing Education

The Key Ingredient of the National Prevention Agenda: Workforce Development – A Companion Document to Healthy People 2010

<ftp://hrsa.gov/bhpr/nationalcenter/hp2010.pdf>

- See page 29 of the PDF file for a list of general strategies to achieve a competent public health workforce through continuing education
- Included are numerous strategies that could be incorporated into agency plans; see “Build Systems that Support Training”

For questions and additional assistance, contact PHF: Stacy Baker (sbaker@phf.org) or Ron Bialek (rbialek@phf.org), 202-898-5600.