Assessing Preparedness Competency and Training Needs at the Maryland Department of Health and Mental Hygiene

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Overview

- Background
- Methods
- Assessment Tool
  - Sample questions
- Results
- Conclusions
- Recommendations
Background/Purpose

- Program evaluation
- Assess public health and emergency preparedness knowledge, skills and abilities
- Direct future training and exercises
- Generalize results
  - Uses for Tool
Background/Purpose

- Public Health Preparedness Competencies
- National Incident Management System (NIMS)
  - Incident Command System
  - Compliance
Methods

- Institutional Review Board
- Development of Assessment Tool
- Pre-test Tool
- Administration of Tool
Assessment Tool

- Four Sections
  - Demographics
  - Training History
  - Response Roles
  - Competencies

- Thirty-two Questions
Sample Question - Competencies

• I can describe the public health role in emergency response in a range of emergencies that might arise.
  ▫ 1 = I am definitely not confident that…
  ▫ 2 = I am not confident that …
  ▫ 3 = I am somewhat confident that…
  ▫ 4 = I am confident that…
  ▫ 5 = I am very confident that …
Sample Question - Training History

- Which National Incident Management System (NIMS) Incident Command System (ICS) Trainings have you successfully completed?
  - NIMS ICS 100
  - NIMS ICS 200
  - NIMS ICS 300
  - NIMS ICS 400
  - NIMS ICS 700
  - NIMS ICS 800
  - Other NIMS Training (Specify)
  - None
## Results

<table>
<thead>
<tr>
<th>ICS Training Courses</th>
<th>Courses Completed by Staff at DHMH</th>
<th>Courses Required for Completion as Part of Job</th>
</tr>
</thead>
<tbody>
<tr>
<td>NIMS ICS 100</td>
<td>n(%)</td>
<td>n(%)</td>
</tr>
<tr>
<td>NIMS ICS 200</td>
<td>n(%)</td>
<td>n(%)</td>
</tr>
<tr>
<td>NIMS ICS 300</td>
<td>n(%)</td>
<td>n(%)</td>
</tr>
<tr>
<td>NIMS ICS 400</td>
<td>n(%)</td>
<td>n(%)</td>
</tr>
<tr>
<td>NIMS ICS 700</td>
<td>n(%)</td>
<td>n(%)</td>
</tr>
<tr>
<td>NIMS ICS 800</td>
<td>n(%)</td>
<td>n(%)</td>
</tr>
<tr>
<td>Other NIMS Training</td>
<td>n(%)</td>
<td>n(%)</td>
</tr>
<tr>
<td>No NIMS Training</td>
<td>n(%)</td>
<td>n(%)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Public Health Response Team Training</th>
<th>Courses Completed by Staff at DHMH</th>
<th>Courses Required for Completion as Part of Job</th>
</tr>
</thead>
<tbody>
<tr>
<td>Basic Training 2005</td>
<td>n(%)</td>
<td>n(%)</td>
</tr>
<tr>
<td>Intermediate Training 2006</td>
<td>n(%)</td>
<td>n(%)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Other Emergency Preparedness Training</th>
<th>Courses Completed by Staff at DHMH</th>
<th>Courses Required for Completion as Part of Job</th>
</tr>
</thead>
<tbody>
<tr>
<td>No Emergency Preparedness Training</td>
<td>n(%)</td>
<td>n(%)</td>
</tr>
<tr>
<td>Unknown Training Requirement</td>
<td>n(%)</td>
<td>n(%)</td>
</tr>
</tbody>
</table>
Conclusions

- Determine
  - Strengths and Weaknesses
  - Gaps
  - Courses to be held
  - Competencies to be improved
Limitations and Strengths

Limitations:
- Biases
- Response Rates

Strengths:
- Rapid
- Link Training needs to public health
- Evaluate Training needs
- Anonymous
Recommendations

- For DHMH
  - Complete data analysis
  - Host needed trainings
  - Provide staff with time to complete training
  - Develop training to address competency gaps
Recommendations

- For Assessment Tool
  - Mandate response
  - Not anonymous
  - Use tool in hiring process
  - Use tool in annual review - develop individual performance plans
  - Use in Schools of Public Health
Acknowledgments

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Sherrie Harris
Cathy O’Neill
Lynn Goldman
Michel Ibrahim
Dipti Shah
Questions?
# NIMS Course Requirements

<table>
<thead>
<tr>
<th>Personnel</th>
<th>Topic</th>
<th>Course Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Entry Level</td>
<td>Introduction to NIMS</td>
<td>IS-700</td>
</tr>
<tr>
<td>First Line, Single Resource, Field Supervisors</td>
<td>Introduction to NIMS Basic ICS</td>
<td>IS-700, ICS-100 and ICS-200</td>
</tr>
<tr>
<td>Middle Management: Strike Team Leaders, Division Supervisors, EOC Staff, etc.</td>
<td>Introduction to NIMS Basic ICS</td>
<td>IS-700, IS-800, ICS-100 and ICS-200, ICS-300 (in FY07)</td>
</tr>
<tr>
<td>Command and General Staff; Area, Emergency and EOC Managers</td>
<td>Intro to NIMS Basic ICS Intermediate ICS</td>
<td>IS-700, IS-800, ICS-100 and ICS-200 ICS-300 and ICS-400 (in FY07)</td>
</tr>
</tbody>
</table>
Emergency Preparedness Core Competencies

- Describe the public health role in emergency response in a range of emergencies that might arise.
- Describe the chain of command in an emergency response.
- Identify and locate the agency emergency response plan (or pertinent portion of the plan).
- I can describe your functional role(s) in emergency response and demonstrate your role(s) in regular drills.
- I can demonstrate correct use of all communication equipment used for emergency communication (phone, fax, radio, etc.).
- Describe communication role(s) in emergency response.
- I can identify limits to your own knowledge/skills/authority and identify key system resources for referring matters that exceed these limits.
- I can recognize unusual events that might indicate an emergency and describe appropriate action (e.g. communicate clearly within the chain of command).
- I can apply creative problem solving and flexible thinking to unusual challenges within your functional responsibilities and evaluate effectiveness of all actions taken.
Ten Essential Public Health Services

1. Monitor health status to identify and solve community health problems.
2. Diagnose and investigate health problems and health hazards in the community.
3. Inform, educate, and empower people about health issues.
4. Mobilize community partnerships and action to identify and solve health problems.
5. Develop policies and plans that support individual and community health efforts.
6. Enforce laws and regulations that protect health and ensure safety.
7. Link people to needed personal health services and assure the provision of healthcare when otherwise unavailable.
8. Assure competent public and personal healthcare workforce.
9. Evaluate effectiveness, accessibility, and quality of personal and population-based health services.
10. Research for new insights and innovative solutions to health problems.