



SUFFOLK COUNTY MRC TRAINING PLAN

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I. INTRODUCTION

The Suffolk County MRC training plan provides an outline of trainings geared to prepare members for deployment in response to public health emergencies and creates a systematic way to track level of knowledge and skills within specific core competencies of each member. The ability to determine a member's set of knowledge and skills improves the efficiency and effectiveness of the unit when responding to a public health emergency.

It also serves as a guide for individual MRC Unit Leadership as the unit strives to meet its training goals and requirement to assist:

- New York State, Local Health Department (LHD), and Emergency Management Officials in the event of a public health emergency
- in the event of a local emergency or disaster
- in the event of an emergency or disaster in other intra/interstate jurisdictions

New York State MRC units are tasked to prepare its members for local, state, and federal deployment in the event of a public health emergency or disaster. Therefore, the core competencies established by the National MRC have been adopted by New York State MRC units as the minimum standard. In addition, New York State MRC units have incorporated competencies identified from other resources to increase preparedness of its members who may assist there Local Health Department the event of a local public health emergency or disaster.

There are two phases to this training plan. In conjunction with the two phases in the plan, the individual units are encouraged to implement a recognition strategy, the Tier Program, in an effort to encourage members to actively participate in the training plan while giving local MRC the ability to tailor their unit to meet the local needs:

Phase I consist of two levels: Enrolled and Active Member. Phase I of the Tier Program recognize members' completion of each required step to meet the basic level of core competencies. At the completion of Phase I, members are qualified for local and/or state deployment at a Basic Level.

Phase II builds on the various levels of Active Membership: Enrolled / Standby (Basic I - RED); Associate-Active or At the Ready (Intermediate II -Yellow); Full Member (Level IV -Green); Advanced (Level V-Blue). Phase II Tier Levels recognizes members' completion of trainings to meet proficient and advance levels of core competencies, thus fostering a more committed involvement to take on leadership roles and/or further develop their skills. At the completion of Phase II, members are qualified for out-of-state deployment and given an opportunity to apply for the MRC Federal Team Deployment Training.

II. CORE COMPETENCIES

1. National MRC Core Competencies

Keeping in mind that the Medical Reserve Corps is a nationwide effort coordinated at local levels, core competencies were established by the National MRC to ensure that all members possess a common set of knowledge and skills that ensure a prepared MRC volunteer workforce in the event of an emergency. *The national MRC Core Competencies represent the baseline level of knowledge and skills that all MRC volunteers should possess regardless of their roles within the MRC unit.*

	Specific Competency
CC 1	Describe the procedures and steps necessary for the MRC member to protect health, safety, and overall well-being of themselves, their families, the team, and the community.
CC 2	Describe the impact of an event on the mental health of the MRC member and their family, team, and others.
CC 3	Describe the MRC member's communication role(s) and processes with response partners, media, general public, and others.
CC 4	Demonstrate the MRC member's ability to follow procedures for assignment, activation, reporting, and deactivation.
CC 5	Identify limits to own skills, knowledge, and abilities as they pertain to MRC role(s).
CC 6	Describe the chain of command (e.g., Emergency Management System, ICS, NIMS), the integration of the MRC, and its application to a given incident.
CC 7	Describe the role of the local MRC unit in public health and/or emergency response and its application to a given incident.

2. Additional Competencies

Based on the needs of the local sponsoring agency and diversity of the jurisdiction, New York State MRC units have elected to adopt two additional competencies. The first additional competency was taken from the Center of Disease Control and Prevention Bioterrorism & Emergency Readiness Competencies (April, 2001) and the second from the Council on Linkages Between Academia and Public Health Practice Core Competencies for Public Health Professionals.

	Specific Competency
CC 8	Describe the public health role in emergency response in a range of emergencies that might arise.
CC 9	Utilizes appropriate methods for interacting sensitively, effectively, and professionally with persons from diverse cultural, socioeconomic, educational, racial, ethnic and professional backgrounds, and persons of all ages and lifestyle preferences.

3. Preferred Training

Based on the needs and uniqueness of the local Unit and diversity of the jurisdiction, New York State MRC units have elected to reserve the right to identify and adopt additional preferred competencies and or training that will meet phase two of the Tier Program.

	Specific Competency
PC 1	
PC 2	

III. Tier Level Program

This program is developed in order to recognize members that achieve different training levels set forth by this training plan. Members must fully complete the requirements of preceding circle levels in order to be elevated to a higher circle level.

Tier Level	Description	Requirements
Enrolled / Stand-by Member	Completed registration and been accepted into New York State MRC units Unit on SERVNY – EASR-VHP	Complete registration
Active Member BASIC (RED)	This member has completed Member level and Local MRC units Member Orientation; Qualifies for local deployment	Completion of requirements for Member level and met specific competencies CC4 and CC5
Associate Active or At-The-Ready Intermediate II (Yellow)	Completed Member and Active Member Basic level requirements; Qualifies for local/state deployment. “At-The-Ready” is only contacted for major emergencies / disaster.	Completion of requirements for Member level; met the basic level of specific competencies CC1-CC9; and maintains communication with local MRC units.
Full Member Level IV (Green)	Completed Yellow and Green level requirements; Qualifies for local/state/out-of-state deployment	Completion of requirements for Member level; met the basic and proficient levels of specific competencies CC1-CC9; and maintains communication with local MRC units.
Advanced Member Level V (Blue)	Completed Blue level requirements; Qualifies for local/state/out-of-state deployment and may apply for MRC Federal Team Deployment Training	Completion of requirements for Member level; met the basic, proficient, and advanced levels of specific competencies CC1-CC9; and maintains communication with local MRC units.

**Member attains particular Tier I Level status only after completing all of the requirements listed for that particular Level (i.e. a member does not progress from “Member” level to “Active Member” level until s/he attends/ completes a Local MRC units member orientation)*

Levels of Involvement

The range of possible activities is as diverse as the membership itself. This section offers partial list of potential member roles. This section offers partial list of potential member roles.

Tier I (Basic Level): The Tier I volunteer chooses to be available only in the event of a large-scale public health emergency. Typically, a Tier 1 volunteer doesn’t attend trainings or exercises beyond core competencies. In the event of MRC activations, Tier I volunteers will be provided “just-in-time” on-site training on the first day of activation. (ENROLLED Stand-by)

Tier II (Associate Active and higher): The Tier 2 Volunteer is interested in participating in training and exercises, and may choose to volunteer in non-emergency public health functions public health functions. In essence, the Tier 2 volunteer exhibits an active interest in MRC functions and a willingness to participate in events, “just-in-time” training will also be available on the first day activation if needed, but it is believed a tier 2 volunteer will have received training at an earlier time and will be ready to be participate in his/her position after minimal briefing. The “At-The-Ready” member is trained but chooses to only be called upon for major emergencies and/or disasters.

Tier III (Advanced Level): The Tier 3 Volunteer is interested in accepting a leadership role within the Local MRC unit. Tier 3 volunteers may be assigned to positions within the Incident Command System (ICS) structure. Tier 3 volunteers may choose to attend local and out-of-town trainings, seminars and conferences. They agree to participate in planning meeting and exercises, and may choose to participate in non-emergency public health functions.

1. Deployment by Level

- Local deployment: attainment of Active Member level
- State deployment: attainment of Intermediate level or beyond
- Out of State deployment: attainment of Advanced level or beyond
- MRC Federal Team Deployment: attainment of Leadership level and completion of MRC Federal Team Deployment Training

2. No New York State MRC units member shall self-deploy in any event

3. Requirements for Tier Levels may change or be updated periodically

IV. Training Curriculum

Some trainings are offered by an online presenter, instructor led in-person class, and/or exercise. Members must complete *at least* one in order to fulfill the training requirement. Life experience and past training will be evaluated by the Local Agency Having Jurisdiction (AHJ), documentation and awarded as seen fit based on evaluation and /or job performance. Individual training competencies are encouraged for these advanced MRC Volunteers that are able to show proof and competency.

Phase I

This phase of trainings fulfill the basic level of the National MRC and specific New York State MRC units core competencies. New York State MRC unit members are requested to complete these in order to qualify for local and/or state deployment.

1. Phase 1: Required Courses (Categorized by Tier level)

- **Enrolled Member / Stand-by**

All members must have an active profile on the SERVNY System and all required fields must be completed before they are accepted as members of the unit. This information **MUST** be maintained / updated as needed and is the responsibility of the individual member.

- **Enrolled Basic (RED) Tier I**

All members are required to complete the New York State MRC units Member Orientation within 1 year after registration. An in-person Member Orientation will be conducted bi-annually at a minimum. This Member Orientation fulfills Core Competencies 4 and 5. A POD Orientation exercise, which fulfills Core Competency 7, is also included in the in-person Member Orientation.

- **Active Member Basic (RED) Tier II Preferred**

Name	Online Presenter (OP) or Instructor Led (IL)	Exercise/Assessment	Competency
IS-22	FEMA (OP)	Personal/Family Emergency Preparedness Plan & Kit Emergency Deployment Preparedness	CC 1
Psychological First Aid	NCTSN (OP) DPH (IL)	PFA online (6hr course) PFA Training (In Development)	CC 2
IS-100.a	FEMA (OP)	Certificate	CC 3
IS-700.a	FEMA (OP)	Certificate	CC 6
PH 101	In development	In development	CC8
Cultural Competency	In development	In development	CC9

Phase II

This phase of trainings is recommended to New York State MRC units members who wish to continue to build upon their basic knowledge and skills within each specific core competencies to proficient and advance levels.

Completion of the Intermediate Level (Yellow) Tier I/II will qualify the New York State MRC units member for out-of-state deployment in addition to the local and state deployment. Completion of the Full Level (Green) I/II Leadership Track will also qualify members to apply for the Federal MRC Deployment Training.

Although still in development, the Advance and Leadership Levels will also offer advance training opportunities organized into professional tracks to meet Tier II local requirements.

1. Phase II: Recommended Courses (Categorized by Tier level)

- **Intermediate Level (Yellow)**

Name	Online Presenter (OP) or Instructor Led (IL)	Exercise/Assessment	Competency
IS-1: Emergency Manager: An Orientation	FEMA (OP)	In development	CC6
IS-7: A Citizen's Guide to Disaster Assistance	FEMA(OP)	In development	CC1
IS-10: Animals in Disaster-Module A	FEMA(OP)	Certificate	CC1
IS-200: ICS for Single Resource and Initial Action Incidents	FEMA(OP)	Certificate	CC6
IS-242: Effective Communication	FEMA(OP)	In development	CC3
IS-394: Protecting Your Home or Small Business	FEMA(OP)	In development	CC1
IS-800: National Response Framework	FEMA(OP)	Certificate	CC6
Mass Casualty and Start Triage – New York State MRC units Role	In development	In development	CC7
CPR	MRC NY	Certification	CC7
First Aid	MRC NY	Certification	CC7

- **Full Level (Green) – Core Leadership Track**

Name	Online Presenter (OP) or Instructor Led (IL)	Exercise/Assessment	Competency
IS-240: Leadership & Influence	FEMA (OP)	Certificate	
IS-241: Decision-Making & Problem-Solving	FEMA (OP)	Certificate	
Crisis and Emergency Risk Communication	CDC (OP) In Development (IL)	In Development	
Ethics and PH in an age of terrorism	Albany (OP) In Development (IL)	In Development	

- **Advanced Level (BLUE) recommended for further trainings.**

Name	Online Presenter (OP) or Instructor Led (IL)	Exercise/Assessment	Competency
IS-300	DPH (IL)		CC6
IS-400	DPH (IL)		CC6