



Global Health Technical Support for Global Public Health Data Innovation

Task Order: Workforce Competencies

Background:

The public health laboratories competencies guidelines outline the knowledge, skills, and abilities necessary for public health laboratory professionals to deliver core services efficiently and effectively. The competencies were developed collaboratively between the U.S Centers for Disease Control and Prevention (CDC) and the Association of Public Health Laboratories (APHL)

https://www.cdc.gov/mmwr/preview/mmwrhtml/su6401a1.htm?s_cid=su6401a1_w. The competency guidelines are broken down into 15 domains, which are categorized as general, cross-cutting technical, and specialized. Under general there are 7 domains which are Quality Management System, Workforce Training, Emergency Management Response, Communications, Security, Management & Leadership, and Ethics. The domains under cross-cutting technical are General Laboratory Practice, Safety, Surveillance, and Informatics. **For this project we will only be developing an online tool for the informatics domain, if there is future funding other domains will be considered.**

While these guidelines were designed for public health laboratories in the United States, there is applicability for them in low- and middle-income countries where laboratories are key in providing data needed for routine surveillance, public health emergencies, and routine service delivery. These guidelines have been reviewed and edited by APHL subject matter experts to be more applicable as a global tool. A survey form version of the tool has been launched to obtain feedback on the content and to gain requirements for the actual tool. The workforce competencies are ready to be developed into an online tool with the requirements listed below.

Online Tool Scope of Work:

- Develop the online competency database for APHL's global workforce competencies and dashboard for the results of the competencies by laboratory facility. The public health workforce competency guideline (informatics) will serve all laboratory professionals across different levels of skillset and expertise.
- Gather and document detailed requirements for the online tool
- Queries and reports in the tool to identify gaps in employee knowledge, skills, or abilities
- Ongoing assessments to identify changes in competencies of laboratory staff over time
- Delivery of all source code and documentation to APHL

High level Requirements:

- Authenticate users using email
- Answer each proficiency on a new page
- Able to save and restore session
- Can go back and change answers only during one instance of completing an assessment
- Once submitted a dashboard detailing the participants' results will be emailed to them



- Provide training area recommendations based on the individual results
- Dashboard: Visualizes results of the individual, facility, district, country levels
- Ability to compare an individual's competencies over time
- Competencies to be viewed by proficiency; no overall score
- Results to be displayed as a maturity model
- Ability to have a self-assessment mode
- Ability to have a manager assess their direct reports
- Disaggregate results to allow users to do ad-hoc queries and display competencies by
 - Job role
 - Facility
 - Geographic location

Submission:

The contractor is requested to submit a proposal (not exceeding 2 pages) that includes the following:

- Outline contractor's approach to this task
- Expected timeline to be following with key milestones,
- Resources to be committed by the contractor
- Requested budget allocation.

Please note this task order is being sent to several groups from the APHL GPHDI RFP

The deadline for this submission is August 31, 2023 to be submitted to hewan.moges@aphl.org.

The selected contractor will be notified by September 21, 2023.