

Prologue:

The Medical Reserve Corps (MRC) Training Plan is a suggested guide for training MRC Volunteers at the local level. It presents a “menu” of options to guide MRC Unit leaders and volunteers with trainings that align with the Competencies for Disaster Medicine and Public Health (DMPH). The DMPH Competencies represent the baseline level of knowledge and skills that all MRC volunteers should have, regardless of their roles within the MRC unit. Because the DMPH competencies only establish a minimum standard, units may choose to expand on the competencies in order to train volunteers at a more advanced level.

MRC units can choose trainings from the training matrix, use other trainings not listed in the matrix, or create their own unit-specific trainings based on the DMPH competencies.

For an in-depth look and detailed information about the revised MRC Volunteer Core Competencies, view the self-paced eLearning module “*MRC Volunteer Core Competencies: An Introduction and Overview*”. This course is accessible via [MRC-TRAIN \(www.mrc.train.org\)](http://www.mrc.train.org) Course ID1057558 or via [NACCHO University \(http://naccho.org/university\)](http://naccho.org/university).

How to Use the MRC Volunteer Training Matrix:

The MRC Core Competencies Training Plan is organized into the following four categories:

Learning Paths are groups of competencies related to certain topics that align with volunteer motivations. The learning paths may help you conceptualize how the Competencies for Disaster Medicine and Public Health relate to volunteer motivations. One training may cover one or all of the competencies within a learning path. The four learning paths are Volunteer Preparedness, Volunteer Response, Volunteer Leadership, and Volunteer Support for Community Resiliency.

Disaster Medicine and Public Health (DMPH) Competencies serve as the foundational competency set for MRC volunteers and represent a baseline level of knowledge and skills that all MRC volunteers should have, regardless of their role within the MRC unit. They are widely understood to be the knowledge needed for a health care professional and/or first responder to perform a task in a safe and consistent manner.

MRC Performance Qualifications break down the DMPH Competencies into MRC specific measurable actions (knowledge, skills, and attitudes) that a volunteer should be able to perform in order to be considered competent in an area.

Suggested Trainings/Tools are recommended resources and trainings, most of which are available on-line and free of cost, that will enable volunteers to meet the competencies. The training list is not comprehensive, rather it is a starting point for unit leaders to consider. The trainings are accessible through MRC-TRAIN.



Learning Path: Volunteer Preparedness

DMPH Competency	MRC Performance Qualifications	Suggested Trainings/tools
<p>1.0 Demonstrate personal and family preparedness for disasters and public health emergencies</p>	<p>Complete a personal and family preparedness plan.</p>	<p>IS-909 Community Preparedness: Implementing Simple Activities for Everyone (1031352)</p> <p>Your Family Disaster Plan (1029644)</p> <p>Personal Preparedness (1008945)</p> <p>Animal Emergency Preparedness (1025307)</p>
<p>5.0 Demonstrate knowledge of personal safety measures that can be implemented in a disaster or public health emergency</p>	<p>Demonstrate safe behaviors during MRC Activities.</p>	<p>Personal Protective Equipment (PPE) (1051588)</p> <p>IS-5.a An Introduction to Hazardous Materials (1011884)</p> <p>Occupational Health for Public Health Responders (Basics of Public Health Preparedness, Module 6) (1046406)</p> <p>Health and Safety in Disaster Recovery (1052231)</p> <p>Disaster Responder Health and Safety (1037220)</p> <p>HAZMAT for Healthcare Providers: Awareness Level (1048614)</p>



Learning Path: Volunteer Response

DMPH Competency	MRC Performance Qualifications	Suggested Trainings/Tools
<p>2.0 Demonstrate knowledge of one's expected role(s) in organizational and community response plans activated during a disaster or public health emergency</p>	<p>Follow procedures to successfully activate, report and demobilize.</p>	<p>MRC Factors for Success: Alerting, Activating, and Demobilizing Volunteers (1052374)</p> <p>IS-100.B: Introduction to Incident Command System (1024627)</p>
	<p>Follow policies and procedures related to professional and ethical representation of the MRC.</p>	
	<p>Describe the chain of command (e.g. NIMS, ICS, EMS) during MRC activities.</p>	
<p>4.0 Communicate effectively with others in a disaster or public health emergency</p>	<p>Describe the member's communication responsibilities and procedures.</p>	<p>Risk Communication (1009111)</p> <p>Public Health Information & Data Tutorial (1005318)</p>
<p>6.0 Demonstrate knowledge of surge capacity assets consistent with one's role in organizational, agency, and/or community response plans</p>	<p>Describe how MRC serves the community.</p>	<p>Surge Capacity for Disasters: The Potential Role of the Community and Public Health Nurse (1008833)</p> <p>IS-26 Guide to Points of Distribution (1017010)</p> <p>Mass Dispensing Overview: An SNS Perspective (1054681)</p>
<p>7.0 Demonstrate knowledge of principles and practices for the clinical management of all ages and populations affected by disasters and public health emergencies, in accordance with professional scope of practice</p>	<p>Identify the impact of an event on the behavioral health of the MRC member and their family, team, and community.</p>	<p>Psychological First Aid (PFA) Online (1022214)</p> <p>Disaster Mental Health Assistance in Public Health Emergencies: Evidence-Informed Practices for Public Health Workers (1037365)</p> <p>Disaster Triage for Epidemics (1012019)</p> <p>Nurses on the Front Line: Preparing for and Responding to Emergencies and Disasters (1013008)</p>
	<p>Describe how MRC serves the community.</p>	
	<p>Demonstrate cultural humility during MRC activities.</p>	



Learning Path: Volunteer Leadership

DMPH Competency	MRC Performance Qualifications	Suggested Trainings/tools
3.0 Demonstrate situational awareness of actual/potential health hazards before, during, and after a disaster or public health emergency	Describe how MRC serves the community.	Chemical Emergencies and the Role of Public Health (1032732) You are the Help Until Help Arrives (1069847)
8.0 Demonstrate knowledge of public health principles and practices for the management of all ages and populations affected by disasters and public health emergencies.	Demonstrate cultural humility during MRC activities.	Disability and Disaster (1052223) Disaster Service Worker (DSW) (1017965)
	Describe how MRC serves the community.	Latinos During Emergencies: Cultural Considerations Impacting Disaster Preparedness (1041124)
	Identify the role of public health in the community.	Risk Communication for High Risk and At-Risk Populations (1032688) Culture & Health Literacy: Beyond Access (1014435)



Learning Path: Volunteer Support for Community Resiliency

DMPH Competency	MRC Performance Qualifications	Suggested Trainings/tools
9.0 Demonstrate knowledge of ethical principles to protect the health and safety of all ages, populations, and communities affected by a disaster or public health emergency.	Follow policies and procedures related to professional and ethical representation of the MRC.	Good Decision Making in Real Time: Public Health Ethics for Local Health Officials (1050534)
	Demonstrate cultural humility during MRC activities.	Applying Ethical Frameworks During Severe Pandemic Influenza (1023487) Law and Ethics in Public Health (Public Health Ethics, Module 4) (1050892)
10.0 Demonstrate knowledge of legal principles to protect the health and safety of all ages, populations, and communities affected by a disaster or public health emergency.	Demonstrate safe behaviors during MRC activities.	Public Health and the Law: An Emergency Preparedness Training Kit (1050167)
	Follow policies and procedures related to professional and ethical representation of the MRC.	HIPAA: An Overview (1041019)
	Demonstrate cultural humility during MRC activities.	Legal Aspects of Public Health Emergency Preparedness (1051021)
11.0 Demonstrate knowledge of short- and long-term considerations for recovery of all ages, populations, and communities affected by a disaster or public health emergency	Identify the impact of an event on the behavioral health of the MRC member, their family, team and community.	Long Term Recovery Basics (1052226) Social Media and Long-term Recovery (1052242)
	Demonstrate cultural humility during MRC activities.	