

capability of this system allowed for SDPH to determine specific training needs for the various functional roles across all LHDs. Based on this analysis training programs and courses were planned to address the needs that were identified in the assessment process.

After 3 months of training, all LHDs were reevaluated and the results were compared to those from the previous assessment. The second assessment showed that 80% of the staff felt confident in all areas of emergency response and bioterrorism preparedness. Based on these results SDPH established new guidelines for the next year's Bioterrorism funding for LHDs requiring that each LHD provide evidence that all staff undergo a complete competency-based assessment at least annually and that 90% of all LHD staff are competent in the nine emergency readiness and bioterrorism competencies. New employees must be assessed and trained (if necessary) within ninety days of being hired.