# NPHPSP Reporting System – Main Screen

A. NF	PHPSP						
National Publ	ic Health Performance Standards Program						_
Home Page Partner Links	Welcome to the National Public Health Perform input data from their current performance asses	ance Standards Program (NP sment, and retrieve reports fro	HPSP) data reporting page. Im both current and past ass	This site allows users o essments.	of the NPHPSP instrument:	s to request user l	Ds,
- APHA - ASTHO - CDC	If you are new to the NPHPSP or are considerin (CDC) NPHPSP website for more information of		ur public health system or bo	ard of health please vis	it the <u>Centers for Disease</u>	Control and Prever	<u>ntion</u>
- NACCHO - NALBOH - NNPHI - PHF	To enter or access performance data, you mus are completing the Local Public Health System completing the Local Public Health Governance	Instrument, select "State" if y	ou are completing the State	Public Health System			
Next Steps Help FAQs Contact Us	If you are submitting data on behalf of a jurisdic address, and contact information in the new Us 4411 or <u>nphpsp-support@phf.org</u> for assistance	er ID request form below. Nee					
	Please note that this website functions best us	ing the latest version of Intern	et Explorer.				
NPHPSP Coordinated by:	Register for a New User ID		Login				
	Name of Jurisdiction (health department)/Board		User ID:		]		
	Address		Password:		]		
CENTERS FOR DISEASE CONTROL AND PREVENTION	City:		Login	Forgot Password ?			
Data System Managed by:	State:	Select State					
	ZipCode:						
	County/Counties:						
Public Health Foundation	Tribal Organization:	Yes O No 💿					
Public Health Foundation	User Type:	Select V					
	Does this jurisdiction have a previous ID?						
	Yes 🔘 No 💿 Provide if Known:						
	Main Contact for the NPHPSP Assessment (he	aith department/Board contact	):				
	First Name:						
	Last Name:						
	E-mail:						
	Phone (ex: 000-000-0000):	x					
	Will the main contact also be entering data into the Yes O No 💿	he system?					
	If "No" please provide information below						
	First Name:						
	Last Name:						
	E-mail:						5
Done					😜 Internet		100% -

NPHPSP Reporting System – Next Steps Page



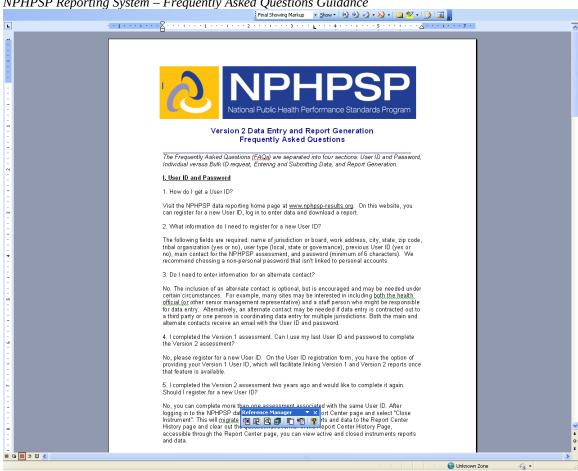
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NPHPSP Reporting System – Help Page



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### NPHPSP Reporting System – Frequently Asked Questions Guidance

NPHPSP Reporting System – Contact Us Page



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NPHPSP Reporting System – New User ID Registration and User Log-In

	DUDCD												
National Pub	lic Health Performance Standards Program												
Home Page Partner Links	Welcome to the National Public Health Perforn input data from their current performance asses							users of t	the NPHPSP	instruments to	request u	user IDs,	
- APHA - ASTHO	If you are new to the NPHPSP or are consideri	ng using the instrument for you		1.1				ase visit	the Centers 1	for Disease Con	itrol and F	Prevention	
- CDC - NACCHO	(CDC) NPHPSP website for more information o												
- NALBOH - NNPHI - PHF	To enter or access performance data, you mus are completing the Local Public Health System completing the Local Public Health Governance	Instrument, select "State" if y	you are completin	ng the Stat	te Pul	blic H	lealth S	ystem In					
Next Steps Help FAQs	If you are submitting data on behalf of a jurisdic address, and contact information in the new Us	er ID request form below. Nee											
Contact Us	4411 or <u>nphpsp-support@phf.org</u> for assistance												
	Please note that this website functions best us	ing the latest version of Interne	et ⊑xplorer.										
NPHPSP Coordinated by:	Register for a New User ID		Lo	gin									
	Name of Jurisdiction (health department)/Board		Use	er ID: D	0000	01							
	Address		Pas	ssword: •	••••	••••							
CENTERS FOR DISEASE													
CONTROL AND PREVENTION	City:			Login	E	orgot F	Passwo	ord ?					
Data System Managed by:	State:	Select State											
	ZipCode:												
	County/Counties:												
Public Health Foundation	Tribal Organization:	Yes 🔿 No 📀											
	Register for a few Oser ID     Login       Name of Jurisdiction (health department)/Board     User ID:       Address     Password:       City:     Login       Itals for Disease     City:       City:     State:       System Managed by:     State:       County/Counties:     County/Counties:       County/Counties:     County/Counties:												
	Does this jurisdiction have a previous ID?											you are mailing	
	Yes 🔿 No 💿 Provide if Known:												
	Main Contact for the NPHPSP Assessment (he	alth department/Board contact	:):	Int and past a th system or his system. V leting the Sta ard is assigned assessment, for bulk or mu Login User ID: [ Password: [ 									
	First Name:												
	Last Name:												
	E-mail:												
	Phone (ex: 000-000-0000):	×											
	Will the main contact also be entering data into t Yes O No 💿	he system?											
	If "No" please provide information below												
	First Name:												
	Last Name:												
	E-mail:												•
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NPHPSP Reporting System – Welcome User Page after Secure Log-in

	You are logged in as DC0001   LOG
ome Page Jestionnaires Performance Assessment - Respondent Information Form - Priority of Model Standards - Agency Contribution sport Center	Welcome to the NPHPSP Survey and Reporting Center           Use the menu on the left to complete the following instruments:           • Performance Assessment - the updated "Version 2" of the NPHPSP assessment instrument for public health systems.
ther Links APHA ASTHO CDC NACCHO NACCHO NALBOH NNPHI PHF X Steps	<ul> <li>Respondent Information Form – a short survey that all sites must complete to provide basic demographic information about the jurisdiction, public health agency, participants in the assessment process and other basic data.</li> <li>Priority of Model Standards [optional] – a supplemental and optional questionnaire that asks about the "priority" of addressing each model standard. Those that complet these questions get an additional component to their reports, which rank their scores in relation to how they have prioritized standards. This new component is intended to strengthen and better catalyze the performance improvement activities that should occur as a result of the assessment process. Those that complete these questions get an additional component to their reports.</li> <li>Agency Contribution [Optional] – a supplemental and optional questionnaire that asks about the public health agency contribution to each model standard. Those that complete these questions get an additional component to their reports.</li> </ul>
Ip Qs intact Us	The Report Center: The Report Center gives you access to your partial/complete reports based on the data entered in the questionnaires. It also gives you access for you to download raw data and have access to previous years' reports.
NPHPSP Coordinated by: COORD Entreas Pot Disease Control And Party Minist	
Data System Managed by:	

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NPHPSP Reporting System Web Address: <u>http://www.nphpsp-results.org/</u>

NPHPSP Reporting System – Performance Assessment Questionnaire Page

		You are logged in as DC0001   LOG
me Page	Performance Assessment Questionnaire:	
estionnaires		
Performance Assessment Respondent Information Form	1. Monitor Health Status To Identify Community Health Problems	
Priority of Model Standards	1.1 Planning and Implementation	Completed
Agency Contribution	1.2 State-Local Relationships	Completed
ort Center iner Links	1.3 Performance Management and Quality Improvement	Completed
APHA	1.4 Public Health Capacity and Resources	Completed
ASTHO		
CDC NACCHO		
NALBOH	2. Diagnose And Investigate Health Problems and Health Hazards 2.1 Planning and Implementation	Completed
NNPHI	2.1 State-Local Relationships	Completed
PHF t Steps	2.2 State-Local Relationships 2.3 Performance Management and Quality Improvement	Completed
o É	2.3 renormance management and duality improvement 2.4 Public Health Capacity and Resources	
ls	Z,4 Public Health Cabacity and Resources	Completed
tact Us		
	3. Inform, Educate, And Empower People about Health Issues	
	3.1 Planning and Implementation	Completed
NPHPSP Coordinated by:	3.2 State-Local Relationships	Completed
	3.3 Performance Management and Quality Improvement	Completed
	3.4 Public Health Capacity and Resources	Completed
	4. Mobilize Community Partnerships to Identify and Solve Health Problems	
CENTERS FOR DISEASE CONTROL AND PREVENTION	4.1 Planning and Implementation	Completed
CONTROL AND PREVENTION	4.2 State-Local Relationships	Completed
Data System Managed by:	4.3 Performance Management and Quality Improvement	Completed
	4.4 Public Health Capacity and Resources	Completed
	5. Develop Policies and Plans that Support Individual and Community Health Efforts	
Public Health Foundation	5.1 Planning and Implementation	Completed
	5.2 State-Local Relationships	Completed
	5.3 Performance Management and Quality Improvement	Completed
	5.4 Public Health Capacity and Resources	Completed
		-
	6. Enforce Laws and Regulations that Protect Health and Ensure Safety	
	6.1 Planning and Implementation	Completed
	6.2 State-Local Relationships	Completed
	6.3 Performance Management and Quality Improvement	Completed
	6.4 Public Health Capacity and Resources	Completed

NPHPSP Reporting System – Performance Assessment Questionnaire Detail Page

	Y	'ou are	e logge	d in as D	0000	LOG
Page	Performance Assessment Questionnaire Details:					
tionnaires	Back to Questionnaire Status Page					
erformance Assessment	Enter assessment notes for this standard(optional)					
espondent Information Form riority of Model Standards	Everyone has different roles in collecting data; District does not use a systematic approach for colle	ctio	n of	data;		
gency Contribution	Different agencies utilize different methods to obtain data.					
rt Center er Links						
PHA	Save Note					
STHO						
DC ACCHO	1.1.1 Does the SPHS use surveillance and monitoring programs designed to measure the health status of the states population?	0	0	۲	0	0
ALBOH	1.1.1 Does the sense surveinance and monitoring programs designed to measure the neuron status of the states population:	NO	MIN	MOD	SIG	OP1
NPHI HF		0	0	0	0	۲
Steps	1.1.1.1 Do these programs identify data required for monitoring health status?	NO	MIN	MOD	SIG	OPT
	Enter discussion Toolbox data (optional)					
ct Us		0	0	0	0	۲
	1.1.1.2 Do these programs Identify the methods for data collection and storage?	NO	O MIN	MOD	O SIG	OP
		-	~	~	-	_
IPHPSP Coordinated by:	1.1.1.3 Do these programs Identify the roles of state and local governmental agencies and relevant non-governmental agencies in the collection of health data?	NO	O MIN	MOD	O SIG	OP
	1.1.1.4 Do these programs Facilitate access to health-related data for state and local partners, researchers and other interested groups?	O NO	O MIN	⊙ MOD	O SIG	OP
		NO	MILLA	MOD	010	0F
	1.1.2 Does the SPHS regularly compile and provide health data in useable products to a variety of health data users?	$\circ$	$\circ$	0	$\circ$	۲
ENTERS FOR DISEASE		NO	MIN	MOD	SIG	OP
ata System Managed by:	1.1.2.1 Do these state data products use National health objectives, such as Healthy People objectives?	$\circ$	$\circ$	0	0	۲
ata System Manageu by.		NO	MIN	MOD	SIG	OP
	1.1.2.2 Do these state data products use Linked data from diverse sources, (e.g., universities, hospitals, managed care organizations, and health	0	۲	0	0	0
	departments)?	NO	MIN	MOD	SIG	OP
Public Health Foundation	1.1.0.3 De these state date areduste une Cas carded date for accordable analysis0	0	0	۲	0	0
	1.1.2.3 Do these state data products use Geo-coded data for geographic analysis?	NO	MIN	MOD	SIG	OP
		0	0	0	۲	0
	1.1.2.4 Do these state data products use Population health registries (e.g., cancer incidence, birth defects)?	NO	MIN	MOD	SIG	OP
		۲	0	0	0	0
	1.1.2.5 Do these state data products use A uniform set of health indicators to describe the health of the states population?	NO	MIN	MOD	SIG	OP
		۲	0	0	0	0
	1.1.2.6 Do these state data products use A web-based data query system?	NO	MIN	MOD	SIG	OP
		0	0	~	0	~
	1.1.2.7 Do these state data products use Data reporting capability that allows electronic data exchange?	O NO	O MIN	⊙ MOD	O SIG	OP
	Enter discussion Toolbox data (optional)					

NPHPSP Reporting System – Respondent Information Form Questionnaire Page

		You are logged in as DC0001   LOG
ie i age	Respondent Information Form:	
stionnaires Performance Assessment		
Respondent Information Form	Demographic Information	
riority of Model Standards gency Contribution	Name of State Public Health Agency District of Columbia	
rt Center er Links	Mailing Address: 825 North Capitol St NE	
PHA		
STHO DC	City: Washington	
ACCHO		
ALBOH NPHI	State: District of Columbia	
HF	ZipCode: 20001	
Steps	Phone (ex: 000-000-0000) 2024429138	
s	Fax (ex: 000-000-0000) 20-442-833	
act Us	Email john.davies-cole@dc.gov	
	Agency Website URL	
NPHPSP Coordinated by:	Name of State Health Official Pierre Vigilance, MD, MPH	
NPHPSP Coordinated by:		
	Main Contact Information (health department contact):	
	First Name Tamara	
	Last Name Henry	
CENTERS FOR DISEASE	Phone (ex: 000-000-0000) 2024429186	
Data System Managed by:	E-mail tamara.henry@dc.gov	
Jata System Manageu by.	Alternate Contact Information:	
	First Name	
	Last Name	
Public Health Foundation	Phone (ex: 000-000-0000)	
	E-mail	
	Eniai	
	1. What Is The Current Population Of Your State?	
	A Population (Please enter a single number. Find data from the U.S. Census Bureau): 581530	
	B. Year Of Population Estimate: 2006	

NPHPSP Reporting System – Priority of Model Standards (Optional Questionnaire) Page

	You are logged in as DCC	0001   L	060
ne Page	Priority of Model Standards Questionnaire:		
stionnaires Performance Assessment			
Respondent Information Form Priority of Model Standards	1. Monitor Health Status To Identify Community Health Problems	0	
Agency Contribution	P 1.1 On a scale of 1 to 10, what is the priority of this model standard - Planning and Implementation around Essential Service 1 - to our state public health system?	9	~
ort Center ner Links	P 1.2 On a scale of 1 to 10, what is the priority of this model standard - State-Local Relationships around Essential Service 1 - to our state public health system?	7	~
APHA	P 1.3 On a scale of 1 to 10, what is the priority of this model standard - Performance Management and Quality Improvement - around Essential Service 1 to our state public health system?	7	~
ASTHO CDC VACCHO	P 1.4 On a scale of 1 to 10, what is the priority of this model standard - Public Health Capacity and Resources - around Essential Service 1 to our state public health system?	7	~
IALBOH INPHI			
PHF Steps	<ol> <li>Diagnose And Investigate Health Problems and Health Hazards</li> <li>P 2.1 On a scale of 1 to 10, what is the priority of this model standard - Planning and Implementation - around Essential Service 2 to our state public health system?</li> </ol>	8	~
		_	_
s act Us	P 2.2 On a scale of 1 to 10, what is the priority of this model standard - State-Local Relationships - around Essential Service 2 to our state public health system?	6	1
	P 2.3 On a scale of 1 to 10, what is the priority of this model standard - Performance Management and Quality Improvement - around Essential Service 2 to our state public health system?	5	1
	P 2.4 On a scale of 1 to 10, what is the priority of this model standard - Public Health Capacity and Resources - around Essential Service 2 to our state public health system?	5	1
NPHPSP Coordinated by:	A laferer February and Francess Brands about the the larger		
	<ol> <li>Inform, Educate, And Empower People about Health Issues</li> <li>P 3.1 On a scale of 1 to 10, what is the priority of this model standard - Planning and Implementation - around Essential Service 3 to our state public health system?</li> </ol>	7	
	P 3.2 On a scale of 1 to 10, what is the priority of this model standard - State-Local Relationships - around Essential Service 3 to our state public health system?	5	-
CENTERS FOR DISEASE CONTROL AND PREVENTION	P 3.3 On a scale of 1 to 10, what is the priority of this model standard - Performance Management and Quality Improvement - around Essential Service 3 to our state public health system?		•
Data System Managed by:	P 3.4 On a scale of 1 to 10, what is the priority of this model standard - Public Health Capacity and Resources - around Essential Service 3 to our state public health system?	6	`
<b>DHF</b>	4. Mobilize Community Partnerships to Identify and Solve Health Problems		
Public Health Foundation	P 4.1 On a scale of 1 to 10, what is the priority of this model standard - Planning and implementation - around Essential Service 4 to our state public health system?	10	~
Public Health Foundation	P 4.2 On a scale of 1 to 10, what is the priority of this model standard - State-Local Relationships - around Essential Service 4 to our state public health system?	8	~
	P 4.3 On a scale of 1 to 10, what is the priority of this model standard - Performance Management and Quality Improvement - around Essential Service 4 to our state public health system?	6	1
	P 4.4 On a scale of 1 to 10, what is the priority of this model standard - Public Health Capacity and Resources - around Essential Service 4 to our state public health system?	8	*
	5. Develop Policies and Plans that Support Individual and Community Health Efforts		
	P 5.1 On a scale of 1 to 10, what is the priority of this model standard - Planning and Implementation - around Essential Service 5 to our state public health system?	7	1
	P 5.2 On a scale of 1 to 10, what is the priority of this model standard - State-Local Relationships - around Essential Service 5 to our state public health system?	5	1
	P 5.3 On a scale of 1 to 10, what is the priority of this model standard - Performance Management and Quality Improvement - around Essential Service 5 to our state public		•
	health system? P 5.4 On a scale of 1 to 10, what is the priority of this model standard - Public Health Capacity and Resources - around Essential Service 5 to our state public health		
	F 34 of a scale of 1 to 10, what is the priority of this model standard - Public Health Capacity and Resources - around Essential Service 5 to our state public health system?	6	~

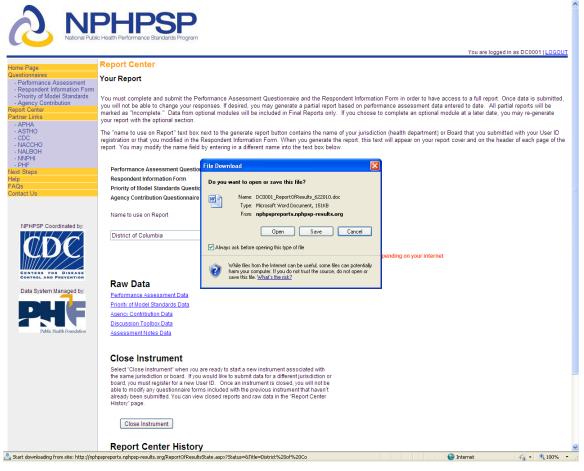
# NPHPSP Reporting System – Agency Contribution (Optional Questionnaire) Page

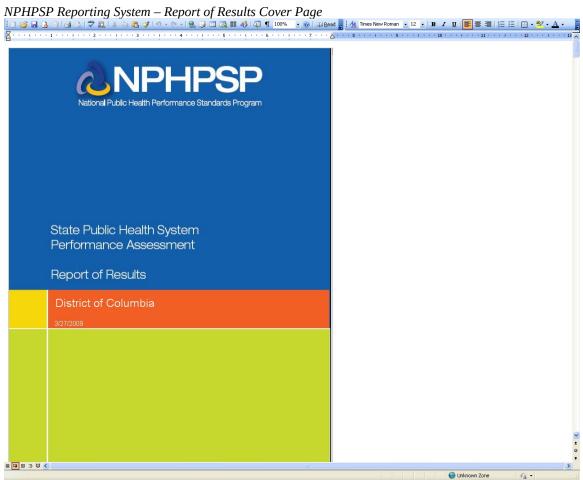
	You are logged in as D	C0001   LO
age	Agency Contribution Questionnaire:	
nnaires formance Assessment pondent Information Form rity of Model Standards	- 1. Monitor Health Status To Identify Community Health Problems A 1.1 How much of this model standard - Planning and implementation around Essential Service 1 - is achieved through the direct contribution of the state public health	51-75%
ncy Contribution Center Links	agency? A 12 How much of this model standard - State-Local Relationships around Essential Service 1 - is achieved through the direct contribution of the state public health agency?	26-50%
HA THO C	A 1.3 How much of this model standard - Performance Management and Quality Improvement around Essential Service 1 - Is achieved through the direct contribution of the state public health agency?	26-50%
ССНО .ВОН РНІ	A 1.4 How much of this model standard - Public Health Capacity and Resources around Essential Service 1 - is achieved through the direct contribution of the state public health agency?	26-50%
eps	2. Diagnose And Investigate Health Problems and Health Hazards	
Us	A 2.1 How much of this model standard - Planning and Implementation around Essential Service 2 - is achieved through the direct contribution of the state public health agency?	26-50%
	A 2.2 How much of this model standard - State-Local Relationships around Essential Service 2 - is achieved through the direct contribution of the state public health agency?	51-75%
HPSP Coordinated by:	A 2.3 How much of this model standard - Performance Management and Quality Improvement around Essential Service 2 - is achieved through the direct contribution of the state public health agency?	26-50%
	A 2.4 How much of this model standard - Public Health Capacity and Resources around Essential Service 2 - is achieved through the direct contribution of the state public health agency?	26-50%
	3. Inform, Educate, And Empower People about Health Issues	
NTERS FOR DISEASE	A 3.1 How much of this model standard - Planning and Implementation around Essential Service 3 - is achieved through the direct contribution of the state public health agency?	51-75%
ta System Managed by:	A 3.2 How much of this model standard - State-Local Relationships around Essential Service 3 - is achieved through the direct contribution of the state public health agency?	26-50%
	A 3.3 How much of this model standard - Performance Management and Quality Improvement around Essential Service 3 - is achieved through the direct contribution of the state public health agency?	26-50%
Public Health Foundation	A 3.4 How much of this model standard - Public Health Capacity and Resources around Essential Service 3 - is achieved through the direct contribution of the state public health agency?	51-75%
	4. Mobilize Community Partnerships to Identify and Solve Health Problems A 4.1 How much of this model standard - Planning and Implementation around Essential Service 4 - is achieved through the direct contribution of the state public health agency?	51-75%
	A 4.2 How much of this model standard - State-Local Relationships around Essential Service 4 - is achieved through the direct contribution of the state public health agency?	26-50%
	A 4.3 How much of this model standard - Performance Management and Quality Improvement around Essential Service 4 - is achieved through the direct contribution of the state public health agency?	0-25%
	A 4.4 How much of this model standard - Public Health Capacity and Resources around Essential Service 4 - is achieved through the direct contribution of the state public health agency?	26-50%

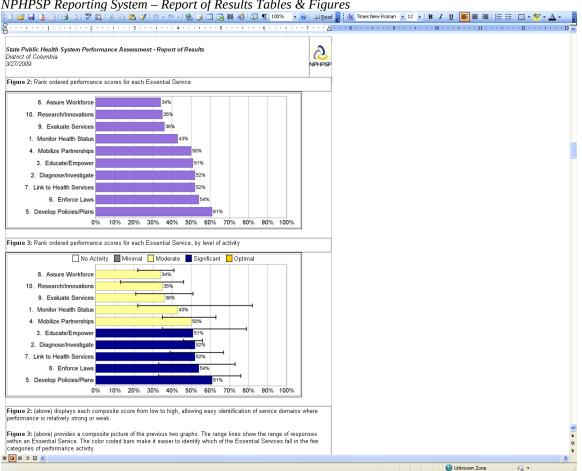
NPHPSP Reporting System – Report Center Page

	You are logged in as DC0001   LOGO
	Report Center
ome Page Jestionnaires	
- Performance Assessment	Your Report
Respondent Information Form     Priority of Model Standards     Agency Contribution     aport Center     artner Links     APHA	You must complete and submit the Performance Assessment Questionnaire and the Respondent Information Form in order to have access to a full report. Once data is submitte you will not be able to change your responses. If desired, you may generate a partial report based on performance assessment data entered to date. All partial reports will be marked as "incomplete." Data from optional modules will be included in Final Reports only. If you choose to complete an optional module at a later date, you may re-generate your report with the optional section.
- ASTHO - CDC - NACCHO - NALBOH - NNPHI - PHF	The "name to use on Report" text box next to the generate report button contains the name of your jurisdiction (health department) or Board that you submitted with your User ID registration or that you modified in the Respondent Information Form. When you generate the report, this text will appear on your report cover and on the header of each page of the report. You may modify the name field by entering in a different name into the text box below.
- PHF ext Steps	Performance Assessment Questionnaire Submitted
lp	Respondent Information Form Submitted
AQs entact Us	Priority of Model Standards Questionnaire Submitted
intact US	Agency Contribution Questionnaire Submitted
	Name to use on Report
NPHPSP Coordinated by:	District of Columbia Generate Report
CENTERS FOR DISEASE CONTROL AND PREVENTION	Note:The report may take several seconds to download, depending on your internet connection speed.
Data System Managed by:	Raw Data
	Performance Assessment Data
	Priority of Model Standards Data
	Agency Contribution Data
Public Health Foundation	Discussion Toolbox Data Assessment Notes Data
	ASSESSMENT HURS LIVE
	Close Instrument
	Select "Close Instrument" when you are ready to start a new instrument associated with
	Select Close inistument when you are ready to start a new instrument associated with the same jurisciticion or board. If you would like to submit data for a different jurisdiction or board, you must register for a new User ID. Once an instrument is closed, you will not be able to modify any questionnaire forms included with the previous instrument that haven't aiready been submitted. You can view closed reports and raw data in the "Report Center History" page.
	Close Instrument

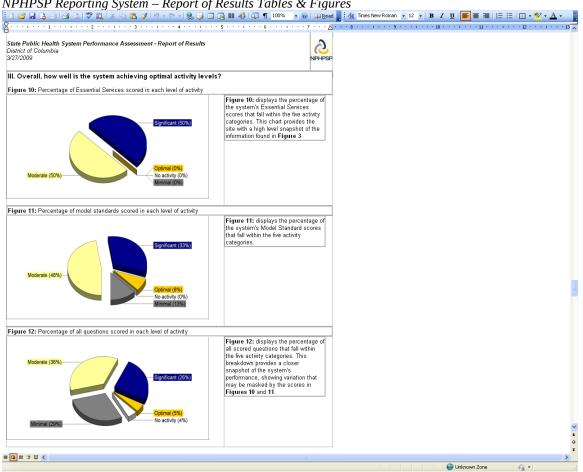
NPHPSP Reporting System – Report of Results Download

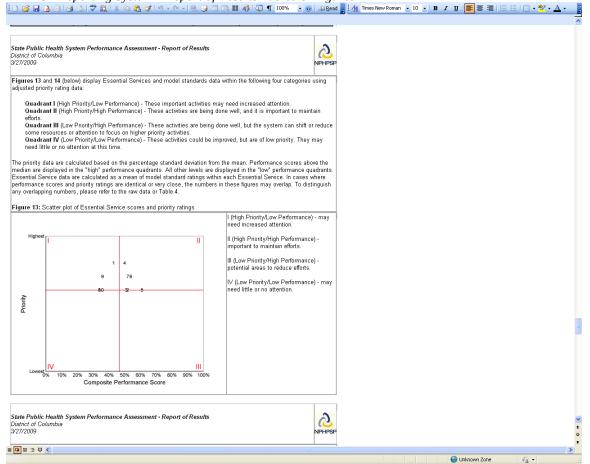






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tate Public Health System Performance Assessment - Report of Results strict of Columbia 27/2009	NPHPSP	
able 2: Summary of performance scores by Essential Public Health Service (EPHS) and mode	tandard	
Essential Public Health Service	Score	
PHS 1. Monitor Health Status To Identify Community Health Problems	43	
1.1 Planning and Implementation	82	
1.1.1 Surveillance and monitoring programs	66	
1.1.2 Health data products accessible to data users	71	
1.1.3 State health profile	100	
1.1.4 Disease reporting system	81	
1.1.5 Protection of personal health information	92	
1.2 State-Local Relationships	22	
1.2.1 Assistance in interpretation and use of health data	28	
1.2.2 Uniform set of timely community-level health data	17	
1.2.3 Assistance with local information and monitoring systems	21	
1.3 Performance Management and Quality Improvement	25	
1.3.1 Review effectiveness in monitoring efforts	25	
1.3.2 Active performance management	25	
1.4 Public Health Capacity and Resources	42	
1.4.1 Commit financial resources	25	
1.4.1 Continut infancial resources 1.4.2 Coordinate system-wide organizational efforts	25	
1.4.2 Coordinate system-wide organizational enorts 1.4.3 Workforce expertise	81	
PHS 2. Diagnose And Investigate Health Problems and Health Hazards	52	
2.1 Planning and Implementation	52	
	56	
2.1.1 Broad scope of surveillance programs	55	
2.1.2 Enhanced surveillance capability		
2.1.3 Statewide public health laboratory system	46	
2.1.4 Laboratory analysis capabilities	56	
2.1.5 Investigations of health problems 2.2 State-Local Relationships	<u> </u>	
2.2.1 Assistance with epidemiologic analysis	44	
2.2.2 Assistance in using laboratory services	<u> </u>	
2.2.3 Guidance in handling public health problems and threats	==	
2.2.4 Capability to deploy response teams to local areas, when needed	75	
2.3 Performance Management and Quality Improvement	55	
2.3.1 Review surveillance and investigation procedures	60	
2.3.2 Active performance management	50	
2.4 Public Health Capacity and Resources	46	
2.4.1 Commit financial resources	25	
2.4.2 Coordinate system-wide organizational efforts	50	
2.4.3 Workforce expertise	63	
	1 1	





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🔀 💂 🤅 🛄 Open In Contribute 🛛 🙀	Publish To Website   👼 F	ost To Blog														
A1 🔻 🏂 Questi	on															
A B C	D E	F	G	Н		J	K	L	M	N	0	Р	Q	R	S	
	Response Value															
. Monitor 43																_
.1 Plannir 82																_
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