

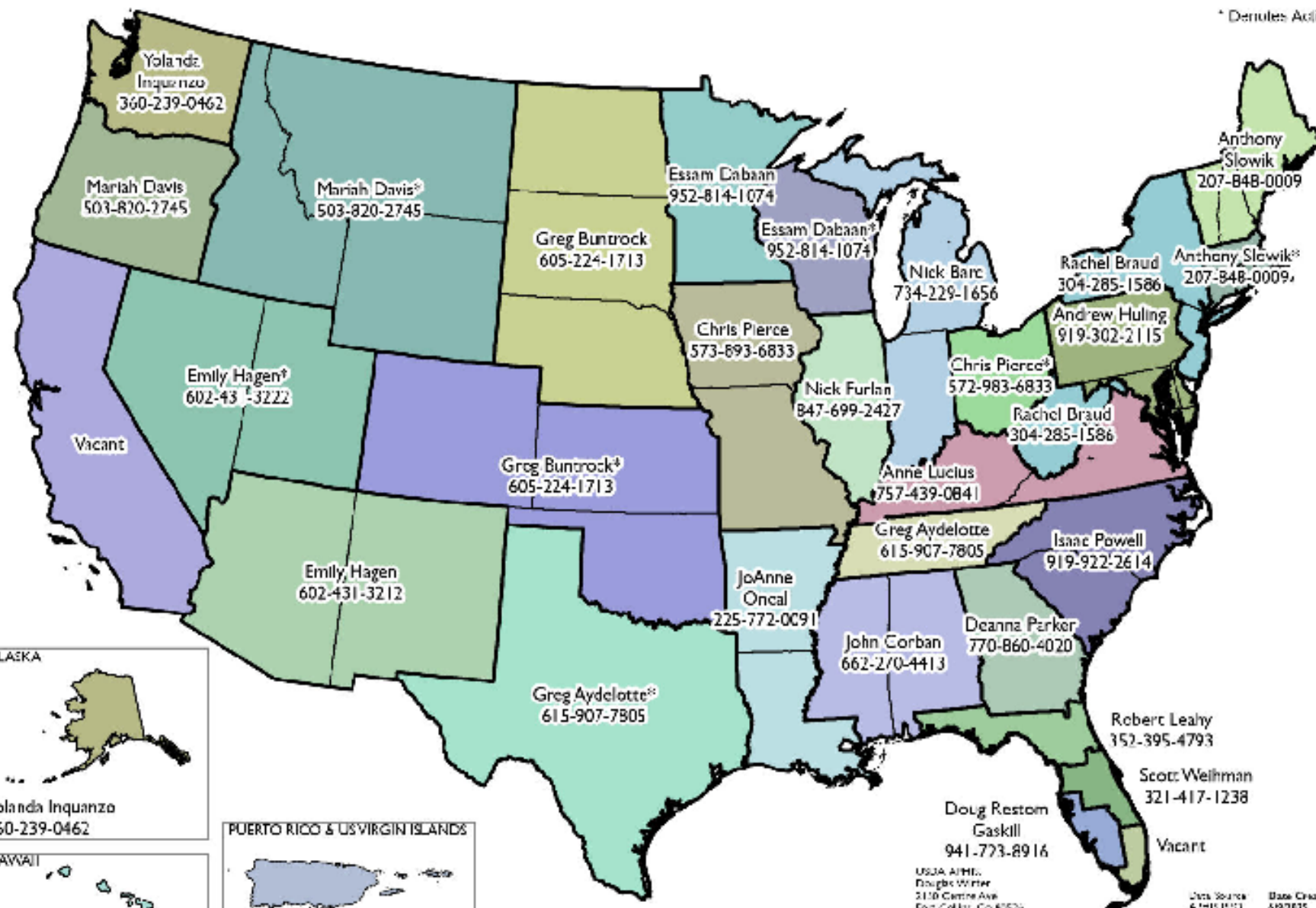
# Impact of PSS Vacancies: Resource Gaps & Training Needs

Prepared for APHIS-PPQ Leadership

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# Introduction

- Overview of PSS role and importance in CAPS and PPQ Pest Detection programs.
- High vacancy rate → operational gaps → increased training needs.

# Current PSS Responsibilities

- - Liaison between PPQ and State Survey Coordinator (SSC)
- - Technical assistance for CAPS survey plans
- - Oversight of survey supply orders
- - Data quality and timeliness
- - Coordination of multi-state surveys
- - Pest response planning (ICS)

# Impact of Vacancies

- Resource Gaps:
  - - Lack of liaison support for SSC
  - - Delays in survey planning and supply procurement
  - - Reduced oversight on data quality
  - - Limited outreach and coordination for CAPS goals
- Operational Risks:
  - - Missed pest detections
  - - Compliance issues
  - - Delayed response

# Training Needs

- - CAPS website navigation & NAPIS data entry
- - Survey planning and work plan process
- - Supply ordering in IPHIS
- - Pest identification and approved methods
- - Cooperative agreements and financial planning

# Current Training Resources

- - CAPS Training Portal:  
<https://caps.ceris.purdue.edu/training>
- - Introductory Guidebook
- - Monthly PSS calls & Teams site
- - Job aids for agreements and supply ordering

# Gaps in Training Coverage

- - Lack of hands-on experience with IPHIS and NAPIS
- - Limited understanding of pest prioritization
- - Insufficient mentorship due to vacancies

# Proposed Solutions

- Short-term:
  - - Virtual onboarding sessions
  - - Recorded webinars
  - - Mentorship pairing
- Medium-term:
  - - Interactive job aids
  - - E-learning modules
- Long-term:
  - - Regional training hubs
  - - Cross-training with SSCs

# Resource Requirements

- - Funding for training development
- - Temporary staffing or contractors
- - Technology upgrades for remote training

# Call to Action

- - Approve accelerated training plan
- - Allocate resources for temporary coverage
- - Support technology upgrades for remote training