ASRC Training Standards Revision 7.1
Amendments, Analysis, and Discussion

March 19, 2012

Compilation of Amendments and Analysis by
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Overview:

In December of 2011, the ASRC Board of Directors approved the 7.0 Revision of the ASRC Training Standards document. Though this revision brought much needed changes to the organization's aging training standards, discussion and dissent surrounded the document's approval. In light of these developments, the Board of Directors created a working group to collate and reconcile the various proposals and perspectives voiced. The final goal of this working group was the creation of a series of workable amendments for the 7.0 ASRC Training Standards. During this process, the Chairman gathered and collated the variety of amendment proposals. This composite was reviewed, discussed, and revised through a series of discussions between the Chairman, the ASRC Training Officer, and the ASRC Operations Officer. The contents of this document are the result of this process.

Though the working group has managed to draft a series of amendments to the 7.0 Training Standards, their final form has yet to be solidified. The cause is a series of deep philosophical conflicts that can only be resolved with guidance from the Board. With this in mind, the contents of this document have been organized to inform the decisions required of the Board of Directors.

In the following section, the reader will be able to review the current form of the 7.1 revisions in their entirety. The analysis section will examine the measurable differences between the 6.3, 7.0, and 7.1 standards. The discussion section will present, in short form, the philosophical arguments at hand, and the options available to the Board. The final section is dedicated to discussing the method by which the Board's guidance will be collected and integrated.

NOTE: As of February 26, 2012, there have been no submissions for changes to the ASRC Callout Qualified, Field Team Member, Field Team Leader, Base Radio Operator, Alert Officer, or Conference Dispatch Officer sections of the 7.0 Training Standards. All submissions have been to the Search Manager qualification and recertification standards. The analysis and discussion within this document focuses on the Search Manager qualifications specifically, since there is no outstanding contention regarding the other revisions within the working group.

Evan H. Koepke
ASRC Chairman 2011-12

7.0 Training Standard Revisions

ASRC Training Standards Amendment: Management Position Qualification Requirements:

* Upon approval of the following qualification requirements, all supporting documentation to the ASRC training standards shall comply with this amendment.

Incident Staff (IS) / Search Manager IV (SM4) Qualifications:

1. Have a current ASRC Field Team Leader (FTL) certification.
2. Meet the technical standards set below, as determined by the Conference Training Officer selected by the ASRC Board of Directors;
3. Document mission practical and simulation experience as follows:
   a. Have served as FTL on at least three field tasks.
   b. Serve as member of the command post or base staff on one incident within the last three years.
4. Have completed the following education requirements:
   a. Complete ICS 300 or equivalent course (24 hours)
   b. Complete a minimum of 64 hours of Search and Rescue management classroom training. At least 40 hours of core classes, alongside any additional combination of core and elective classes, shall fulfill these hours.
      i. Core Classes:
         1. Managing Search Operations (40 hours)
         2. Managing Land Search Operations (40 hours)
         3. Managing the Search Function (40 hours)
         4. Practical Search Operations (40 hours)
         5. Virginia Management Team Member (40 hours)
         6. Search Manager for Ground Search and Rescue (24 hours)
         7. Planning Section Chief for Search and Rescue (24 hours)
         8. Incident Commander for Ground Search and Rescue (32 hours)
         9. Other approved equivalent classes
      ii. Elective Classes:
         1. National Inland Basic Inland SAR Course (20 hours)
         2. National Inland SAR Planning Course (40 hours)
         3. Lost Person Behavior (8 to 32 hours as applicable)
         4. Managing the Urban Missing Person Search (16 to 40 hours as applicable)
         5. Wide Area Search (24 hours)
         6. Other approved equivalent classes
5. Be proposed for Incident Staff qualification by a Group Training Officer at an ASRC Board of Director's business meeting and;
6. Receive a simple majority of the vote of the member's group.
7. Receive a two thirds or greater majority of those ASRC Board of Directors members present at an ASRC Board of Directors meeting.

Search Manager Type III (SM3) Qualifications:

1. Have current ASRC Incident Staff/Search Manager IV (IS/SM4)
2. Be at least 21 years of age
3. Document Mission/Simulation experience as follows:
    a. Field Team Leader or equivalent on six tasks. No more than three of these tasks may have occurred during simulations.
    b. Serve in a base position in Operations or Plans on at least four incidents.
    c. Serve as Plans Section Chief (PLANS), Operations Section Chief (OPS), deputy OPS, division supervisor, or Search Manager on one shift during a mission.
    d. Receive a favorable written performance evaluation from the Search Manger or supervisor for the four incidents serving in a base position.
4. Have completed the following education requirements:
    a. Complete FEMA Independent Study Course IS-1 Emergency Manager: an Orientation to the Position
    b. Complete a minimum of 32 additional hours of Search and Rescue management classroom training (for a minimum total of 96 career classroom hours). Classes used to fulfill the requirements of the IS/SM4 certification may not be applied a second time to fulfill the class requirements herein. Applicable classes are listed below.
        i. Search and Rescue Specific:
            1. Managing Search Operations (40 hours)
            2. Managing Land Search Operations (40 hours)
            3. Practical Search Operations (40 hours)
            4. Virginia Management Team Leader (40 hours)
            5. Search Manager for Ground Search and Rescue (24 hours)
            6. Incident Commander for Ground Search and Rescue (32 hours)
            7. Planning Section Chief for Search and Rescue (24 hours)
            8. National Basic Inland SAR Course (20 hours)
            9. National Inland SAR Planning Course (40 hours)
            10. Lost Person Behavior (8 to 32 hours as applicable)
            11. Wide Area Search (24 hours)
            12. Managing the Urban Missing Person Search (16 to 40 hours as applicable)
            13. Or other approved equivalent classes
        ii. Other Approved Courses
            1. FEMA Basic Public Information Officer Course (G-290) (20 hours)
            2. ICS 400 (16 hours)
            3. Or other approved equivalent classes
5. Be proposed for Search Manager III certification by an ASRC Search Manager III, II, or I at an ASRC Board of Directors business meeting; and
6. Receive a simple majority of the vote of the member's group.
7. Receive a favorable two-thirds or greater vote of those ASRC Board of Directors members present at an ASRC Board of Directors meeting.

Search Manager Type II (SM2) Qualifications:

1. Have current ASRC Search Manager III (SM3)
2. Document mission experience as follows:
    a. Participate as an Incident Staff person in Operations, Plans, or Command in at least six type two incidents.
    b. During these incidents, document having served at least two shifts as Operations Section Chief or Division Supervisor, and two shifts as plans section chief.
    c. Receive a favorable written performance evaluation from the Search Manager or Responsible Agent on four of the incidents.
3. Have completed the following educational requirements:
    a. Complete ICS 400, Advanced Incident Command System or equivalent course (16 hours)
    b. Complete a minimum of 32 additional hours of Search and Rescue management classroom training (for a minimum total of 128 career classroom hours). Classes used to fulfill the class requirements of the IS/SM4 or SM3 certifications may not be applied a second time to fulfill the requirements herein. Applicable classes are listed below.
        i. Search and Rescue Specific:
            1. National Inland SAR Planning Course (40 hours)
            2. Lost Person Behavior (8 to 32 hours as applicable)
            3. Virginia Management Team Leader (40 hours)
            4. Search Manger for Ground Search and Rescue (24 hours)
            5. Managing Land Search Operations (40 hours)
            6. Planning Section Chief for Search and Rescue (24 hours)
            7. Incident Commander for Ground Search and Rescue (32 hours)
            8. Search Management Instructor Train-the-Trainer (40 hours)
            9. Lost Person Behavior Train-the-Trainer (18 to 32 hours as applicable)
            10. Wide Area Search (24 hours)
            11. Managing the Urban Missing Person Search (16 to 40 hours as applicable)
            12. Or other approved equivalent classes
        ii. Other Approved Courses:
            1. FEMA Basic Public Information Officer Course (G-290) (20 hours)
            2. ICS Train the Trainer (16 hours)
            3. Or other approved equivalent classes
4. Be proposed for Search Manager II by a type II or I ASRC Search Manager at an ASRC Board of Director's business meeting; and
5. Receive a favorable two thirds or greater vote of those ASRC Board of Directors members present at an ASRC Board of Director's meeting
6. Receive a simple majority of the vote of the member's group.

Search Manager Type I (SM1) (Area Command Authority Qualified) Qualifications:

1. Have current ASRC Search Manager II (SM2)
2. Document mission practical experience as follows:
   a. Function as a Type II Search Manager on at least 10 ground missions within the five years prior to making application for this certification. Simulations may not be counted toward meeting this requirement.
3. Complete the following educational requirements:
   a. Complete the FEMA Basic Public Information Officer Course (G290) or other approved equivalent course
   b. Complete the following FEMA Independent Study courses:
       i. IS-22 Are You Ready? An In-depth Guide to Citizen Preparedness
       ii. IS-275 The EOC's Role in Community Preparedness, Response, and Recovery Activities _or_ IS-775 EOC Management and Operations
       iii. Or other approved equivalent courses
   c. Complete the National Inland SAR Planning Course
   d. Complete a minimum of 16 additional hours of Search and Rescue management classroom training (for a minimum total of 144 career classroom hours). Classes used to fulfill the requirements of the IS/SM4, SM3, or SM2 certifications may not be applied a second time to fulfill the requirements herein. Applicable classes are listed below.
       i. Search and Rescue Specific:
           1. Lost Person Behavior (8 to 32 hours as applicable)
           2. Managing the Urban Missing Persons Search (16 to 40 hours as applicable)
           3. Managing Land Search Operations (40 hours)
           4. Lost Person Behavior Train-the-Trainer (18 to 32 hours as applicable)
           5. Incident Commander for Ground Search and Rescue (32 hours)
           6. Search Manager for Ground Search and Rescue (24 hours)
           7. Wide Area Search (24 hours)
           8. Search Management Instructor Train-the-Trainer (40 hours)
           9. Search Manger for Ground Search and Rescue Train-the-Trainer
           10. Or other approved equivalent classes
       ii. Other Approved Courses:
           1. ICS Train the Trainer (16 hours)
           2. Or other approved equivalent classes
4. Receive a simple majority of the vote of the member's group
5. Receive a simple majority of the vote of the ASRC Search Managers; and
6. Receive a favorable two-thirds or greater vote of the ASRC Board of Directors members present at an ASRC Board of Directors Meeting

ASRC Search Manager Type II and Type I Recertification Amendment:

Amend clauses C-3 and C-4 (under SM2 and SM1 Recertification) to the following:

"3 - The requirement for two shifts may be fulfilled by 24 hours of Category I continuing education, one shift of twelve hours, or publication of an academic article/paper on a search and rescue related topic in an academic journal as approved by the ASRC Board of Directors."

"4 – Continuing education and/or academic publication may only be used for a total of two shifts, and may not substitute for SM shift time."

All supporting documentation of the ASRC Training Standards shall comply with this amendment.

ASRC Training Standards Version 7.0 Implementation Plan (Amended)

Purpose:

This document outlines a proposed implementation plan for the new ASRC Training Standards V7.0. These changes are significant enough and impact a large number of certified members to the extent that an orderly and phased implementation will be needed to ensure a smooth transition and to give members time to come into compliance.

Note that the plan suggests different implementation timelines for the training standards based on those certifications that are granted directly (CTO, AO, BRO, IS/SM/IC) verses those granted through a Group Training Officer (CQ, FTM, and FTL)

Acronyms Utilized:

CTO – Conference Training Officer
BRO –Base Radio Operator
IS – Incident Staff
SM – Search Manager
IC – Incident Commander
FTM – Field Team Member
FTL – Field Team Leader
CQ – Callout Qualified
GTO – Group Training Officer
ASRC BOD – ASRC Board of Directors

List of Amendments to Original Implementation Plan:

This is the first amendment to the Implementation plan approved by the ASRC Board of Directors on January 6, 2012. The following amendments were compiled with input from Board of Directors members, current and former ASRC Officers, and Search Management personnel. No portion of the Interim Approval Period plan has been modified.

- Clause created to provide Search Management personnel the ability to apply for recertification extensions if it comes within a year of the effective date. Chain of review and approval established for said extension applications.
- Specific timelines for certification levels' compliance established. All field personnel (CQ/FTM/FTL), along with CTOs, AOs, and BROs, must be compliant at present training level within 1 year of effective date. All IS, SM, and IC personnel must be compliant at the appropriate training level by their next recertification date. Those given extensions (as mentioned above) must be compliant no later than 2 years after Effective Date.
- Precise term translation from Incident Commander to Search Manager, and Incident Staff to Incident Staff/Search Manager 4 provided. Update of issued certification documentation connected to provision and verification of compliance documentation to CTO.
- Edited to include effective date resolved upon during ASRC BOD Meeting on February 5, 2012.

Implementation Plan:

The full ASRC Training Standards version 7.0 will go into effect on July 1, 2012. This date is referred to as the Effective Date. The period between the approval date and the Effective Date is referred to here as the Interim Approval Period.

- *Granting new certifications during the Interim Approval Period:*
  - During the Interim Approval Period, the older version 6.3 Training Standards will remain in effect and the following certification levels can continue to be granted by GTOs during this time period.
  - No new BRO, CDO, AO, or IS/IC/SM certifications will be granted during the Interim Approval Period. Candidates can submit applications based on the new 7.0 Training Standards during the Interim Approval Period, and the ASRC BOD may review and vote on these applications. However, the certification will only take effect after the Effective Date.

- *During the Interim Approval Period, the Conference Training Officer will:*
  - Work with the GTOs to develop standard ASRC written and practical tests for TM and FTL certification.
  - Develop a training program for GTOs/test evaluators
  - Create position specific task books for all certification levels.
  - Develop a credentialing system that tracks all member certifications and provides ASRC issued credentialing certificates for all levels (currently only the IS and IC certificates are issued by the CTO on behalf of the conference)
    - Electronic delivery of the certificates is preferred.
    - If the Board of Directors specifies that hard copy certificates be generated and mailed, additional funding will be needed to support this.

- *Starting on the Effective Date:*
  - All new certifications and re-certifications issued must comply with the new Training Standards 7.0. Search Management personnel (IC/SM/IS) whose recertification date lies within a year of the effective date may apply for extensions to meet the new re-certification standards. The CTO will review these applications on a case-by-case basis and make recommendations to the ASRC BOD for appropriate action.
  - All field personnel (CQ, FTM, FTL) must meet the 7.0 Training Standards requirements of their current certification level no later than one year after the effective date. All teams must supply documentation to the ASRC Secretary and CTO verifying that their CQ, FTM, and FTL members meet all the new requirements by this date.
  - All ASRC certified BRO, CDO, and AO personnel must meet the 7.0 Training Standard requirements of their current certification level no later than one year after the effective date. All must supply documentation to the ASRC Secretary and CTO verifying their compliance by this date.
  - All Search Management personnel (IS/IC/SM) must meet the 7.0 Training Standard Requirements by the time of their next recertification. Those provided with extensions via the above clause shall be compliant with the standards no later than two years after the effective date. All must provide the Conference Training Officer with documentation verifying that they meet the new training requirements by this date.

- o Incident Commander will no longer be used as an ASRC training or certification level description. It may still be used to describe a specific role in the command structure of an incident. All personnel with the certification of Incident Commander Type III, Incident Commander Type II, and Incident Commander Type I shall forthwith be designated Search Manager Type III, Search Manager Type II, and Search Manager Type I respectively. Certification documentation will be adjusted upon CTO's verification of compliance with 7.0 Training Standards.
- o Personnel with certification of Incident Staff shall be designated Incident Staff/Search Manager Type 4 forthwith. Certification documentation will be adjusted accordingly upon CTO's verification of compliance with 7.0 Training Standards.
- o All members who fail to supply adequate documentation of compliance with the 7.0 Training Standards for their current certification level by the given deadlines will have their certification level adjusted to the level verifiable with provided documentation.

Analysis of Search Manager Qualifications

- Approval Process and General Requirement Changes -

The 7.0 Training Standards made a series of changes to the approval process required for Search Managers (SM). These included: removing the requirement to be SM IV for 6 months before applying for SM III, removing requirement to be proposed for the position by a Search Manager III or higher, and removing the requirement for SM I applications to be approved by a meeting of Search Managers.

The proposed amendment to the 7.0 standard reintegrates the requirement for SM III applicants to be proposed by an active SM III, II, or I. SM I applicants must now receive a 'simple majority vote of ASRC Search Managers'.

- Classroom Training Hours Requirement Changes -

The 7.0 Training Standards decreased the number of classroom training hours required from 80, 32, 6, and 95 hours to 64, 26, 0, and 75 hours respectively for the SM IV, III, II, and I positions. Total change in requirements decreased from 213 career classroom-training hours to 169 hours. The distribution pattern of these hours across the training levels remained the same, maintaining an initial decrease in hours that ends with a dramatic increase at the SM I training level.

The 7.0 Amendment proposes the SM IV, III, II, and I total classroom training hour requirements be changed to 88, 42, 45, and 25 hours respectively for the SM IV, III, II, and I positions. Career classroom hours would change to 203, with required hours decreasing as training level increases.

Figure-1 below shows the progression of classroom training hours requirements found in each standard by training level. Field experience requirements have been included for comparison (they remain constant throughout all the Training Standards). Note the near inverse relationship between the 7.1 Classroom Hours and the Field Experience Hours.
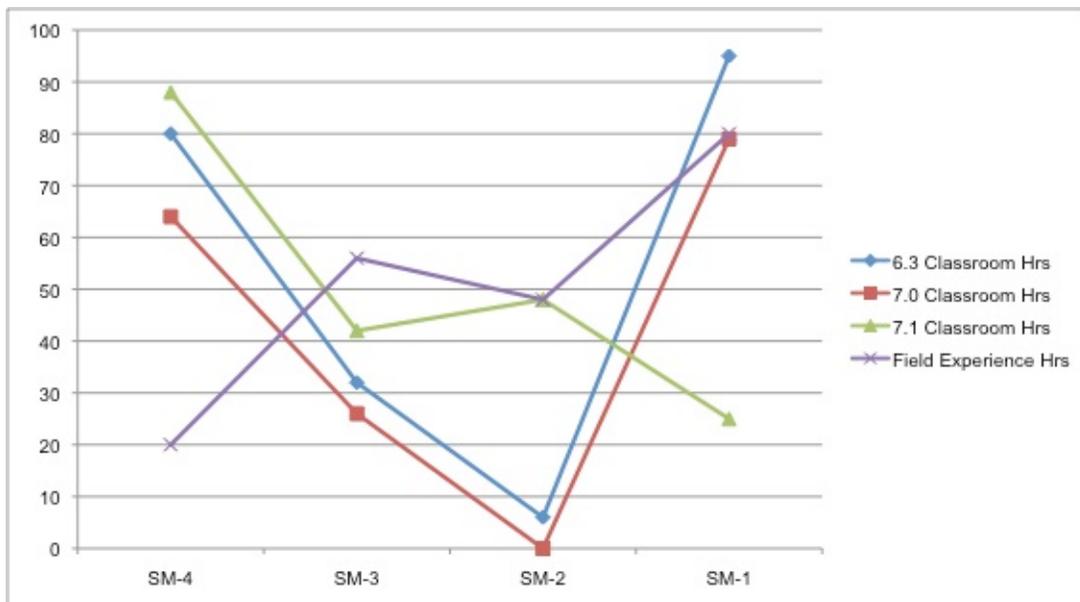

Figure 1

The number and types of classes accepted for the classroom training hour requirements changed significantly in the 7.0 Standards. Incident Command Systems courses were integrated in accordance with the National Incident Management System requirements. Total number of classes accepted increased from 10 to 15. Distribution of classes accepted increased from 2, 1, 2, and 6 classes to 9, 10, 0, and 14 classes respectively for SM IV, III, II, and I. Additionally, the method for attaching classes to training hours changed considerably, allowing trainees to utilize a larger list of search management classes to cover hour requirements where specific courses had been assigned previously

The proposed 7.0 amendments further increase the number of classes to a total of 25 courses. Distribution of classes increase to 14, 15, 14, and 13 respectively for the SM IV, III, II, and I certifications. Though the amendment maintains the new method of providing a selection of classes to cover a set number of classroom hour requirements, it additionally filters these classes. Classes available at the different levels are assigned according a subjective comparison of training needs versus the information taught in the list of classes. Classes change as the trainee advances, including more courses on theory and advanced management while eliminating outdated classes. SM II and I course lists include instructor development/train-the-trainer courses for ICS and various search management classes.

Figure 2 shows the shift in the ratio of required classroom training hours to applicable class hours from the 6.3 to the proposed 7.1 standard. Note that 6.3 has a constant 1 to 1 ratio due to the assignment of specific classes for training versus a training hours requirement. Standard 7.0 has a ratio of zero at the SM II level because of the lack of required training hours at that level.
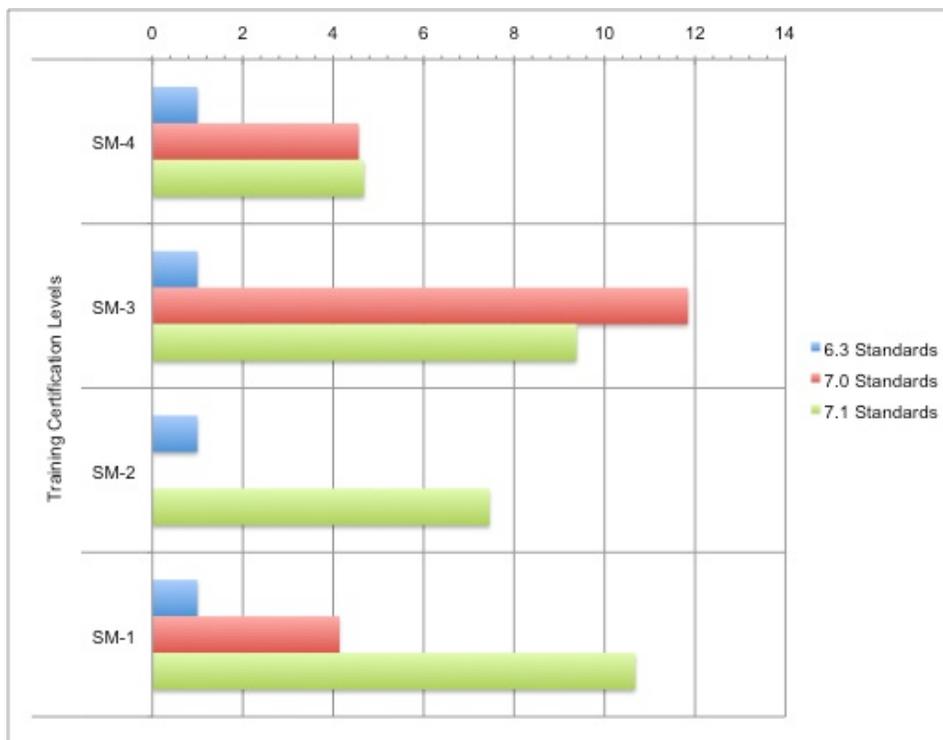

Figure 2

- Field Experience Requirements -

Field experience requirements among the training levels remain the same in all the given training standards. Note that for the purpose of analysis field tasks have been counted as 4 hours, and base shifts/missions as 8 hours, of field experience time (these serve as minimums). Requirements are:

- Search Manager IV = 3 Field Tasks and 1 Base Shift (Minimum Total of 20 hours)
- Search Manager III = 6 Field Tasks and 4 Base Shifts (Minimum Total of 56 hours)
- Search Manager II = 6 Base Shifts at a Type II Incident (Minimum Total of 48 hours)
- Search Manager I = 10 Type II Incident Missions (Minimum Total of 80 hours)

Though unquantifiable with available data, it is worth noting that the scarcity of Type II incidents implicitly increases the number of responding hours necessary to achieve the qualification significantly.

- Cumulative Training and Experience Requirements for Certification -

Significant differences between the 6.3/7.0 training standards and the 7.0 Amendment can be found in the cumulative training time requirements for certification. With cumulative requirements calculated in hours utilizing the field and classroom data given above, it can be seen that the 7.0 Amendment has a steady time-dedication requirement per training level as compared to the 6.3 and 7.0 Training Standards. Variation between training levels for the 7.0 Amendment is 12 hours, while the 7.0 Training Standard has a maximum variation of 111 hours. The 6.3 Standard's variation is approximate to the 7.0 Training Standard. The minimal variance between the 7.0 Amendment's hour requirements indicates a successful mitigation of the variation in required training/experience hours between training levels. It additionally indicates a steady time-dedication requirement from trainees during the progression.
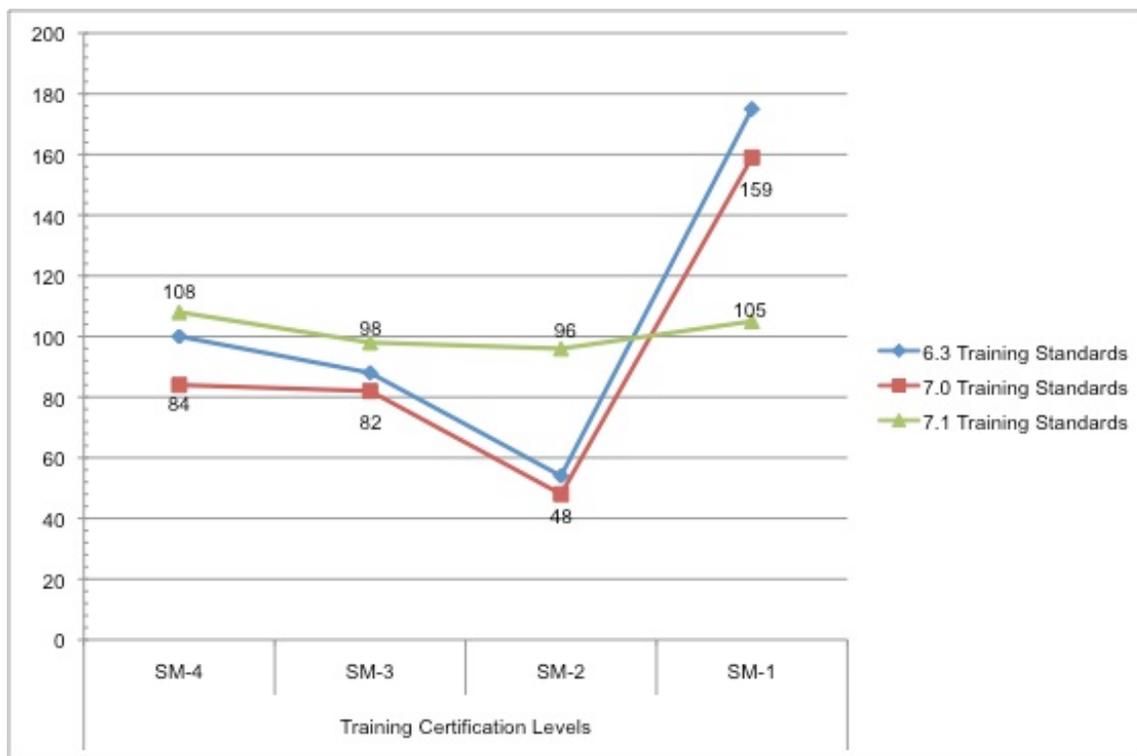

Figure 3

Discussion

The 7.0 Training Standard revision project brought a series of much needed changes to the training requirements for ASRC search managers. It integrated National Incident Management System guidelines, broke the grip of limited availability classes on the training progression, and decreased the overall difficulty of progressing through the training structure. However, the revisions did not address a series of underlying problems with the structure and function of the management standards. Their exacerbation by the revisions was the base cause of the discord that followed the 7.0 Standard's adoption. The proposed amendments to the 7.0 standards seek to solve these underlying issues. However, a number of these alterations remain contentious and require executive guidance in order to progress. These issues are outlined below.

- Training Hour Requirements and Courses Accepted -

Chief in contention is the shift of cumulative training hour requirements back toward levels found in the 6.3 Training Standards. In the 7.0 Standard, training hours required of management personnel was decreased as part of an effort to alleviate the bottleneck created by management class unavailability. In theory, by decreasing required training hours and increasing the number of classes accepted, the bottleneck would to be eliminated. In addition, the decrease of required training hours was meant to increase the prominence of field experience in the qualification system.

However, critics have noted a series of issues with the structuring of this revision. First, it has been noted that the current method of listing classes and connecting them to required training hours invites critical weaknesses into the qualification process. For example, SM I may be achieved by taking only ICS 300, ICS 400, Managing the Search Function, and the National Inland SAR Planning Course. Since ICS 300 and 400 do not cover the specific documentation and organization methods used in Mid-Atlantic SAR, and MSF has been an outdated course since the 1980's, the progression clearly doesn't equal or exceed the 6.3 education requirements. It is argued that accepting a standard that validates these deficient progressions significantly weakens the ASRC training standards. Second, it is argued that the key problem with the old standard was a combination of class unavailability and inordinate distribution of time requirements among levels, not the number of classroom hours themselves. For example: SM I from the 6.3 and 7.0 standard requires two to three times the amount of classroom training and field experience required for any other level. Finally, since opportunities for gaining field experience have become scarce in recent years, it has been argued that maintaining high classroom training requirements is critical to ensuring the quality and capability of ASRC search managers in lieu of abundant field experience opportunities.

In attempting to address these concerns, the 7.0 Amendments have integrated a series of changes. These include: major shifts in the distribution of classroom training hours among the certification levels, expanding the number and type of courses accepted, structuring the lists of courses accepted to reflect mission type capability expectations, and changing the way training hours are accounted for in the training progression.

When considered quantitatively, the 7.0 Amendments call for a cumulative increase of 34 career classroom hours. However, increases are found at the SM IV, III, and II levels, with a major requirement decrease at the SM I level. These are inversely correlated with the field experience hours required at each of these levels. In this way, classroom hour requirements do not exist independently from the field experience requirements. Education is frontloaded in the search manager's career to prepare them for the challenges that await them. As they progress they are required to continue developing knowledge, but with an ever increasing emphasis on the

experiential versus the academic. The listing of courses accepted progressively changes to support the associated increase in responsibilities and cognitive development. In addition, higher-level search managers are provided incentive to become topic experts and instructors through the inclusion of train-the-trainer courses in the course lists.

The ASRC Board of Directors must answer the following questions before the final version of the 7.0 Training Standards can be completed for submission:

1. Should the distribution of total training and experience hour requirements per level be even, be exponential, or remain in the form of the 7.0/6.3 training standards? (See Figure 3)
2. Given that the new distribution of training hours between certification levels is acceptable, should the number of classroom training hours be implemented as proposed or decreased?

- NIMS Compliance or Transcendence -

The critical need to align ASRC training standards with NIMS typing requirements for wilderness search and rescue was a key reason for the creation of the 7.0 Training Standards. Outside search managers who meet this typing requirement can now easily apply for membership in the ASRC and be rapidly integrated into the search management cadre. On one hand this is a distinct benefit to the organization. On the other, concern has been raised over the result.

NIMS typing for wilderness search and rescue managers requires the following training for credentialing: ICS 100, 200, & 300; FEMA IS 700 & 800; NASAR Managing the Lost Person Incident or equivalent; and ICS Supervisor or management level training. Additionally, ICS 400 is highly recommended. As a result of the full integration of these requirements into the ASRC system, this has become the minimum requirement for all the ASRC search manager qualifications. The outstanding concern is that this setup allows people to advance to the highest levels of responsibility without being required to take courses that reflect modern developments is search theory, lost person behavior, and regional methods of documentation.

In attempting to rectify the issue, the 7.0 Amendment has re-formed the standards to exceed the NIMS typing by requiring additional missing person/search management classes at all levels. However, concern has been voiced that by exceeding the NIMS credentialing guidelines, external NIMS compliant search managers that meet the national standard would barely rate as field team leaders.

As a result, the ASRC Board of Directors must answer the following questions before the final version of the 7.0 Training Standards can be completed for submission:

1. Does the ASRC consider the NIMS typing guidelines for wilderness search and rescue a requirement or a baseline? Is it acceptable or desired that the organization's training standard exceed the national standard?
2. Does the Board believe that there is value added by requiring additional search management training for search manager advancement? Are the functional requirements and responsibilities of the search management types grounds for additional training?
3. Does the Board consider the NIMS typing guidelines sufficient to prepare the organization's search managers for their associated responsibilities?

- Quality Control and Professional Development -

An associated issue with increasing the number of applicable courses as dramatically as the 7.0 Revisions propose is quality control. How do we ensure that search managers receive the training they need and how do we direct them towards classes that will assist in their professional development? The 7.0 revisions have introduced an ad-hoc method that removes outdated courses while integrating advanced training as the search manager progresses. It has also included the use of a core-elective class system as part of the Search Manager IV requirements. This is a change from the 7.0 standards, which provided a consistent list of available classes and a cumulative number of hours to be fulfilled.

While not critical to the release of the 7.0 revisions, it is important for the board to consider the following questions:

1. How can the organization better ensure that trainees are guided to the proper training that prepares them for their operational role?
2. Should the ASRC seek to graduate courses, as attempted in the 7.0 Revisions, to encourage search manager development? Is there a metric that can be developed to do so properly?

- Lack of a Complete Knowledge/Skill Based Standard -

One of the greatest obstacles in developing the 7.0 Revision has been a distinct lack of guidance regarding the knowledge, skill, and attitude (KSA) expectations of the advanced search management certification levels. At present, only the SM IV and SM III positions have outlined knowledge and performance expectations. The SM II and SM I levels do not. As a result, it is next to impossible to objectively determine and quantifiably describe the strengths and weaknesses of the ASRC's search management certification system.

With this in mind, the ASRC's training standards are in critical need of complete and updated KSAs for its search management certification levels. These would bring the standards into accordance with educational best practices, eliminate the sway of subjective debate over training requirements, and provide a viable metric by which training classes could be evaluated. They are the key to objectively determining the training needs of search managers in the light of actual value to the trainees and the organization.

The 7.0 Revisions of the management standards are no more than a stopgap for the current qualification methodology. It has the endemic weaknesses of being based on classes rather than skills, knowledge, and the ability to perform specific functions. This problem is shared by its predecessors, and will continue to cause argument and debate. There is only one solution that has been determined for this problem. The Board of Directors is advised to seriously consider the creation of a committee to begin the process of updating and completing the KSA's for the search management standards.

- Maintenance of Field Team Leader for Search Managers -

The 7.0 Standard was written with the intention that all management personnel retain some level of field response capability, primarily in the form of maintaining active Field Team Leader certification. This was directly integrated in the qualification standards and is supported by both industry best practices and national guidelines. However, the functional result was a substantial outcry from the management staff cadre. Among the issues raised were: the substantial increase in training time requirements, objections to applicability of field skills (versus knowledge) to management positions, the need to conduct field tasks alongside management shifts in order to maintain certification, a lack of accommodation for personnel physically unable to conduct field operations, and the likely demotion of senior management before certification could be reacquired.

These objections have mixed levels of validity. In terms of FTL recertification requirements, the 7.0 Standard distinctly require: participation at six separate missions/simulations, current AHA CPR and First Aid certifications, and a certification of knowledge by one's Group Training Officer (GTO). Training officers are provided the flexibility to determine the best method of ascertaining and testing retention of knowledge. There is no requirement regarding participation in field tasks, physical ability to go into the field, or the carrying of field equipment. As such, according to written requirements, regular participation in training events, search and rescue projects, and response to missions should be more than adequate for any search manager to maintain their ASRC FTL certification. That said, all teams have different requirements for 'determining knowledge retention'. Most rightfully require demonstration of fieldcraft skills versus simple knowledge of them. This is problematic for search managers who no longer actively use their field skills and need only intimate knowledge of field personnel capabilities to fulfill their function. It can also pose a risk to the certifications of management personnel who have not actively maintained their FTL certifications.

In light of these conflicts, the present form of the 7.0 Revision has changed the formulation of the management requirements to remove the implicit need for the ASRC Field Team Leader certification in order to advance as a search manager. However, in order for the ASRC to better reflect operational needs and industry best practices, the Board of Directors should decide on the following points:

1. Does the ASRC Search Manager need to retain field response capability or only knowledge of field capabilities?
2. Should the ASRC explicitly require its search managers to maintain Field Team Leader certification while progressing through the management ranks?
3. If the answer to the above is 'yes', should additional guidance for the recertification process be provided to alleviate potential recertification problems?
    a. Include guidance within the FTL recertification standard to direct 'determining knowledge retention' towards knowledge (versus skill based) evaluation for search managers?
    b. Provide written guidance to team GTO's via the Conference Training Officer separate from the Training Standards?

Next Steps

In the discussion section, a series of questions were presented for the Board of Directors to provide guidance for the completion of the 7.0 Training Standard revisions. In order to officially poll the Board for its guidance, an electronic poll will be conducted. This will be conducted in the same manner as all other electronic votes, with the results openly published. These results will be integrated into the 7.0 Revisions, which will then be re-submitted to the Board for final voting at the Annual General Meeting (or an appropriate date as otherwise determined).

- Electronic Poll Contents -

1. Should the distribution of total training and experience hour requirements per level be even, be exponential, or remain in the form of the 7.0/6.3 training standards?
    a. Even
    b. Exponential
    c. The Same
2. Given that the new distribution of training hours between certification levels is acceptable, should the number of classroom training hours be implemented as proposed or decreased?
    a. Implemented as Proposed
    b. Decreased (please note how much in comments section)
3. Does the ASRC consider the NIMS typing guidelines for wilderness search and rescue a requirement or a baseline?
    a. Requirement
    b. Baseline
4. Does the Board consider the NIMS typing guidelines sufficient to prepare the organization's search managers for their associated responsibilities?
    a. Yes
    b. No
5. Is it acceptable/desired that the organization's training standard exceeds the national standard?
    a. Yes
    b. No
6. Does the Board believe that there is value added by requiring the additional classroom search management training for SM advancement?
    a. Yes
    b. No
7. Are the functional requirements and responsibilities of the search management types grounds for the additional training?
    a. Yes (please explain in comments section)
    b. No (please explain in comments section)
8. Should the ASRC seek to graduate courses, as attempted in the 7.0 Revisions, to encourage search manager development?
    a. Yes
    b. No
9. Is the current form adequate?
    a. Yes
    b. No (please explain in comments section)

10. Does the ASRC Search Manager need to retain field response capability or only knowledge of field capabilities?
    a. Field Response Capability
    b. Knowledge of Field Capabilities
11. Should the ASRC explicitly require its search managers to maintain Field Team Leader certification while progressing through the management ranks?
    a. Yes
    b. No
4. If the answer to the above is 'yes', should additional guidance for the recertification process be provided to alleviate potential recertification problems?
    a. Include guidance within the FTL recertification standard to direct 'determining knowledge retention' towards knowledge (versus skill based) evaluation for search managers?
    c. Provide written guidance to team GTO's via the Conference Training Officer separate from the Training Standards?

- Please provide any additional information pertaining to the above questions in the comments area that will be provided

Appendix:

Analysis Data

Courses Accepted By Training Standard

Courses Accepted for Management Training Requirements:	
7.0 Training Standard	*7.0 Training Standard Revisions*
• FEMA Basic PIO (G290) (20 hours) • ICS 300 (24 hours) • ICS 400 (16 hours) • FEMA IS-1 (10 hours) • FEMA IS-22 (3-5 hours) • FEMA IS-275 (4 hours) • Managing Search Operations (40 hours) • Managing Land Search Operations (40 hours) • Managing the Search Function (40 hours) • Search Manager for Ground Search and Rescue (32 hours) • National Inland SAR Planning Course (40 hours) • National Basic Inland SAR Course (20 hours) • Practical Search Operations (40 hours) • Planning Section Chief for SAR (24 hours)	• Managing Search Operations (40 hours) • Managing Land Search Operations (40 hours) • Incident Commander for Ground Search and Rescue (32 hours) • Lost Person Behavior (8 – 32 hours) • National Inland SAR Planning Course (40 hours) • National Basic Inland SAR Course (20 hours) • Managing the Search Function (40 hours) • Practical Search Operations (40 hours) • Virginia Management Team Member (40 hours) • Virginia Management Team Leader (40 hours) • Planning Section Chief for SAR (24 hours) • Wide Area Search (24 hours) • Search Manager for Ground Search and Rescue (32 hours) • FEMA Basic PIO (G290) (20 hours) • ICS 300 (24 hours) • ICS 400 (16 hours) • ICS Train the Trainer (16 hours) • Managing the Urban Missing Persons Search (16 to 40 hours) • Lost Person Behavior Train the Trainer (18-32 hours) • Search Management Instructor Train the Trainer (40 hours) • FEMA IS-1 (10 hours) • FEMA IS-22 (3-5 hours) • FEMA IS-275 (4 hours) • FEMA IS-775 (4 hours)
Totals: 14 Classes & 353 - 337 Hours	**Totals: 24 Classes & 591-631 Hours**

Sources:
http://training.fema.gov/is/crslist.asp?page=all
http://www.rescueinternational.org/mso/
http://www.eri-online.com/
http://www.uscg.mil/tcyorktown/ops/sar/inland/default.asp
http://www.teex.com/
http://www.nasar.org/page/20/Courses-and-Certifications
http://www.dbs-sar.com/
http://www.vaemergency.gov/em-community/resources/sar
http://www.cdsoutdoor.com/

Number of Management Classes Available by Certification Level				
	IS/SM IV	*SM III*	*SM II*	*SM I*
6.3 Standards	2	1	2	6
7.0 Standards	9	10	0	15
7.0 Revisions	14	15	14	13

- ICS 300 & 400 placed as optional in 6.3 and do not count towards fulfilling certification. Thus, they are not counted towards the above values.

Minimum Number of Potential Training Hours Available by Management Training Level				
	IS/SM IV	*SM III*	*SM II*	*SM I*
6.3 Standards	80	32	6	95
7.0 Standards	292	308	0	327
7.0 Revisions	412	394	358	267

Minimum Number of Training Hours Required Per Training Level					
	IS/SM IV	*SM III*	*SM II*	*SM I*	**Career TOTAL**
6.3 Standards	80	32	6	95	213
7.0 Standards	64	26	0	79	169
7.0 Revisions	88	42	48	25	203

Ratio of Required Training Hours to Available Training Hours (Req/Avail)				
	IS/SM IV	*SM III*	*SM II*	*SM I*
6.3 Standards	1	1	1	1
7.0 Standards	4.563	11.846	N/A	4.139
7.0 Revisions	4.682	9.381	7.458	10.680

- Ratios for 7.0 Revisions have some variation due to several applicable classes with multiple hour values. Effects potential effects controlled by utilizing minimum values only.

Minimum Field Experience Required (Field Tasks – Base Shifts)				
	IS/SM IV	*SM III*	*SM II*	*SM I*
6.3 Standards	3 – 1	6 – 4	0 – 6	0 – 10
7.0 Standards	3 – 1	6 – 4	0 – 6	0 – 10
7.0 Revisions	3 – 1	6 – 4	0 – 6	0 – 10

- Applicable base shifts for SM II must be at Type II incidents while applicant holds command or general staff positions. Applicable base shifts for SM I must be at Type II or I incidents while fulfilling the Search Manager position.
- One field task is interpreted as a minimum of 4 hours of field operations activity (a general operational minimum as defined by the Managing Land Search Operations search theory textbook). One base shift is counted as a minimum of 8 hours functionally serving as a member of the general or command staff of an operation (minimum is derived from the ICS 300 curriculum and the Practical Search Operations handbook).
- Note that SM I requirements indicate expectation that achievement of qualification will occur within the timeframe of 5 years.

Class Type Distribution by Training Standard and Training Level

Color Key:
- Search and Rescue (ESF-9) Management Training (Yellow)
- Missing/Lost Person Specific Training (Green)
- Educational Development/Train The Trainer (Blue)
- General Emergency Management Training (Red)

6.3 Training Standard Class Type Distribution			
IS/SM IV	SM III	SM II	SM I
- Managing Search Operations - Practical Search Operations	- Incident Commander for Ground Search and Rescue	N/A	- National Inland SAR School - FEMA IS-1 - FEMA Basic PIO - FEMA IS-22 - FEMA IS-275 - FEMA IS-5

7.0 Training Standard Class Type Distribution			
IS/SM IV	SM III	SM II	SM I
- ICS 300 - Managing the Search Function - Managing Land Search Operations - Search Manager for Ground Search and Rescue - Planning Section Chief for SAR - National Basic Inland SAR Course - National Inland SAR Planning Course - Managing Search Operations - Practical Search Operations	- Search Manager for Ground Search and Rescue - ICS 300 - ICS 400 - Managing Search Operations - Managing the Search Function - Managing Land Search Operations - Practical Search Operations - Planning Section Chief for SAR - National Inland SAR Planning Course - National Basic Inland SAR Course	N/A	- National Inland SAR School - FEMA IS-1 - FEMA Basic PIO - FEMA IS-22 - FEMA IS-275 - ICS 300 - ICS 400 - Managing the Search Function - Managing Land Search Operations - Practical Search Operations - Search Manager for Ground Search and Rescue - Planning Section Chief for SAR - National Basic Inland SAR Course

7.0 Training Revision Class Type Distribution			
IS/SM IV	SM III	SM II	SM I
- ICS 300 - Managing the Search Function - Managing Land Search Operations - Virginia Management Team Member - Search Manager for Ground Search and Rescue - Incident Commander for Ground SAR - Planning Section Chief for SAR - National Basic Inland SAR Course - National Inland SAR Planning Course - Managing Search Operations - Practical Search Operations - Wide Area Search - Managing the Urban Missing Person Search - Lost Person Behavior	- ICS 400 - FEMA IS-1 - Managing Land Search Operations - Search Manager for Ground Search and Rescue - Incident Commander for Ground SAR - Virginia Management Team Leader - Planning Section Chief for SAR - National Basic Inland SAR Course - National Inland SAR Planning Course - Managing Search Operations - Practical Search Operations - Wide Area Search - Managing the Urban Missing Person Search - Lost Person Behavior - FEMA Basic PIO	- ICS 400 - Managing Land Search Operations - Search Manager for Ground Search and Rescue - Incident Commander for Ground SAR - Virginia Management Team Leader - Planning Section Chief for SAR - National Inland SAR Planning Course - Managing Search Operations - Wide Area Search - Managing the Urban Missing Person Search - Lost Person Behavior - FEMA Basic PIO - Search Management Instructor Train the Trainer - ICS Train the Trainer	- National Inland SAR Planning Course - FEMA Basic PIO - FEMA IS-22 - FEMA IS-275 - FEMA IS-775 - Managing Land Search Operations - Search Manager for Ground Search and Rescue - Incident Commander for Ground SAR - Planning Section Chief for SAR - Lost Person Behavior - Lost Person Behavior Train the Trainer - Search Management Instructor Train the Trainer - Managing the Urban Missing Persons Search - ICS Train the Trainer