



USDA Forest Service Fire and Aviation Management Briefing Paper



Topic: ICT3 Assessment Evaluations

Date: 8/26/04

Issue: Summary of results

Background: On January 6, 2004 the Chief’s Office Accident Review Board’s Report on the Cramer Incident was approved by the Associate Chief. Five actions were accepted as agency commitments to improve firefighter safety. The second item (Item 2) required each region to complete the assessment process for all ICT3’s on March 15, 2004. Each Region has completed assessments, and reviewed the results and trends.

Action Item 2 of the Cramer Accident Prevention Plan calls for an interim, time pressure high stress simulation to certify ICT3s as competent and capable to perform the requirements of the position. A group was identified to develop standard scenarios and certification evaluation criteria. A Trainer Handoff in February 15-17 (2004) held at the McClellan Training Center, Sacramento, CA. Regions selected trainers to participate in the handoff. These trainers returned to their region and conducted additional cadre training and organized simulations and certification activities within the Regions. Most simulations were completed by April 30, 2004.

The following table displays information on the results of the regional efforts:

REGION	COMPLETE ASSESSMENTS	NOT PASS	RETAKE	LOCATIONS/TYPE	CADRE
1	191	0	6	10 - 100% (computer)	20
2	58	2	4	4 - (100% STEX)	8
3	87	1	3	2 - (100% STEX)	20
4	144	5	10	8 - (100% STEX)	30
5	254	8	14	5- (100% computer)	87
6	195	2	20	10 - (75% computer)	25
8	90	6	2	4 - (100% STEX)	16
9	45	4	5	5 - (100% STEX)	5
10	4	2	0	1 - (50% STEX/50% computer)	5
Totals:	1068	30	64	55% Computer; 45% STEX	216

Process Narrative: To complete the simulations in the time frames outlined in Item 2, simulations were conducted utilizing Sand Tables (STEX) and a computer. Each assessment utilized the same scenarios regardless of delivery method selected. Two scenarios were developed nationally the second scenario was utilized for retake assessments. ICT3 were given access on the website for a pre study materials including simulation ground rules and sand table use. Three evaluators observed every assessment; results were based on a consensus of the evaluators with input from cadre. At the start of the assessment cadre spent time with the incoming ICT3 covering simulation ground rules, the ICT3

was then given briefed by an outgoing ICT4 (cadre), after a short period of time simulation inputs were started. Simulation time averaged 1 hour depending on the individual's reaction to inputs. When complete the ICT3 left the room and was given time to complete documentation while the evaluators discussed the ICT3 performance (10-20 minutes). The ICT3 then discuss performance with the evaluators, and completed the assessment evaluation.

Regions utilized cadre as evaluators, role players, facilitators and computer specialists and rotated roles. Each assessment utilized 6-8 cadre. Cadre was given assessments in the regional "train the trainer" sessions.

Talking points:

- Total number of ICT3 identified in the system prior to Feb 04 were reduced in some areas by as much as 10-15% from red card record updates
- 5-10 % of the existing ICT3 prior to February refused/chose not to complete the new requirement.
- Approximate 55% of the assessments were conducted using computers, 45% using STEX format.
- The use of simulation proved to be an excellent training and currency tool. Cadre commitment and leadership was the greatest factor for the success of the assessments.
- The interaction and contact with cadre and ICT3 led to some follow up on incidents.
- Some of the cadre roles were rotated between evaluator, role player, facilitator, computer specialist to deal with the volume of assessment.
- Use of time pressured simulations to meet qualifications standards are more difficult to standardize.
- The script and evaluation process developed by the national workgroup was a good product. Lessons learned from assessments should be used to update the criteria.
- The IOSWT is currently in the process of revising the NIIMS Qualifications Guide (310-1) for With an April 05 target date.
- The USFS 5109.17 is revised annually changes updates received by October of 04 could be effective by March (05).
- Interagency participation in the ICT3 assessment process was limited nationally.
- S-200 Initial Attack IC and S-300 Extended Attack IC course revision process has started by the NWCG Training Development Group.
- Summary of all the completed student evaluations was compiled nationally and will be posted on the training web site. <http://www.nationalfiretraining.net/>

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