

Training Triggers



The emergency response domain is dynamic. Successful emergency responders employ core knowledge within their discipline, specialized knowledge related to their assigned tasks, and experience accumulated over time to address both everyday situations and low probability, high consequence events.

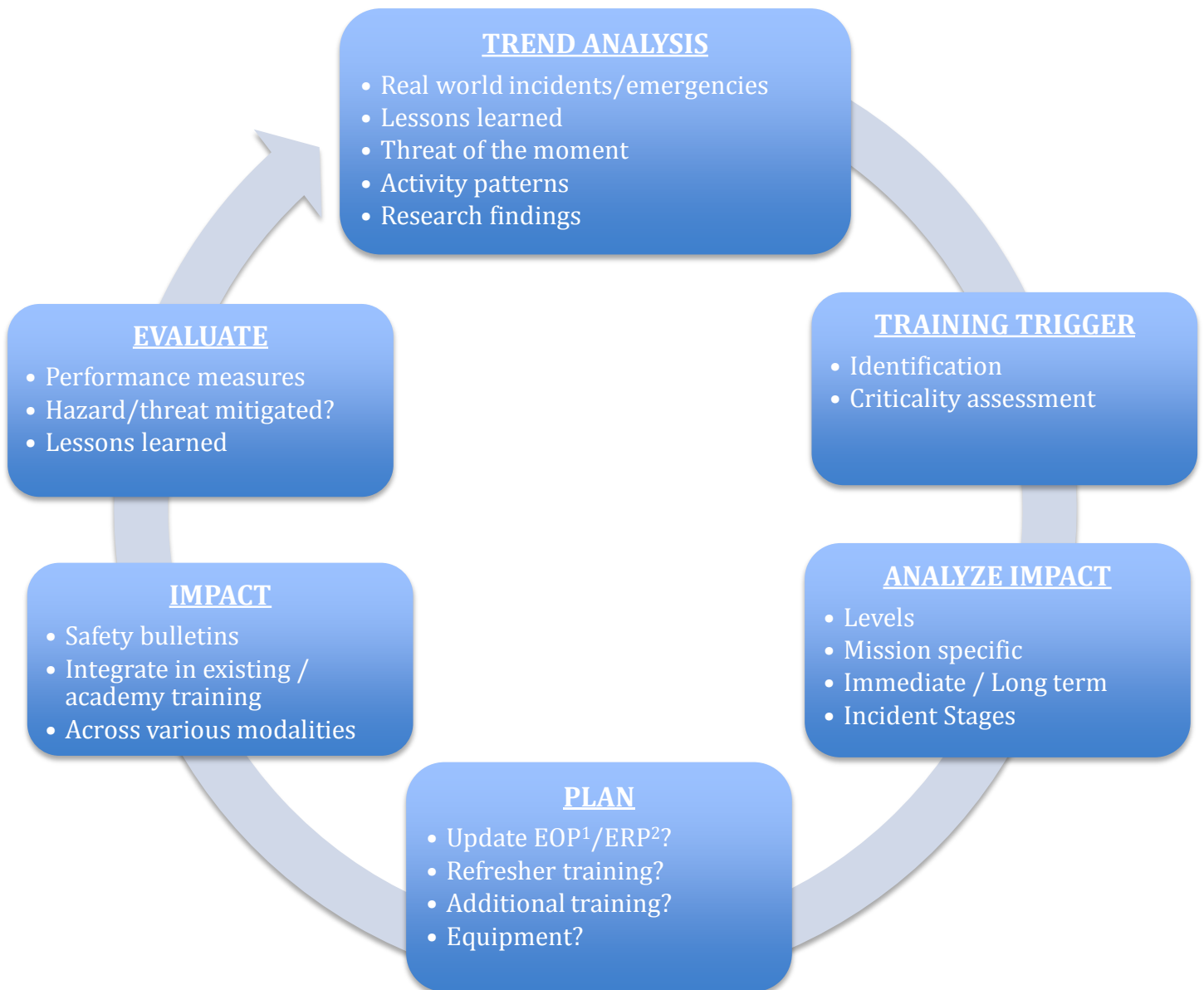
The InterAgency Board for Standardization and Interoperability (IAB) recommends a systems approach to training. This type of approach begins with the identification and analysis of training needs, design of a training solution appropriate to the needs, development and implementation of the training solution, and ongoing evaluation of its effectiveness using multiple methods including exercises. Such an approach is not linear in nature, but cyclical, with the objective of continuous improvement. The concepts of performance improvement as a measure of successful training and job performance as a factor that is crucial to future training development or updates are intuitive yet frequently challenging to implement.

Organizations develop or update training based on a number of inputs: after action reporting from actual incidents and exercise events, requirements based on contemporary events, intelligence and or trends, emerging technologies, legislation, litigation, and job performance data. This drive to develop or update training is what the IAB Training and Exercises (T&E) SubGroup refers to as a training trigger.

Sometimes, contemporary events or health and safety issues necessitate that a large target group of responders receive new or updated training, often within a very short timeframe. Additionally, response organizations must manage and overcome various barriers to training such as funding, time constraints, and access to other training resources. The objective of the training triggers project is to help ensure that whether the training need is time sensitive or part of planned updates, the training integrates into the organization's emergency response plan and is not just a stand alone "random act of training" to meet a real or perceived mandate.

Once analysis results in the identification of a training trigger, the organization needs to identify the target audience, domain (cognitive, psychomotor, and affective), urgency, and training method. These tasks and others within the training development cycle can be daunting for personnel who are new to instructional systems design. T&E intends to develop products at each step of the cycle as guides and identify recommended best practices to aid responders in accomplishing these tasks.

**Please contact the InterAgency Board at info@interagencyboard.us with any comments, feedback, and questions. Additional information on the InterAgency Board is available at www.IAB.gov.



¹ Emergency Operations Plan

² Emergency Response Plan