



Principles and Challenges of Training

Harold L. Timboe
Commander, Medical Reserve Corps
Texas State Guard



Training: The foundation of competent, valuable organizations

Through realistic and relevant training, individuals, teams, and leaders gain confidence and demonstrate their competence to each other and those counting on them.



Training Strategy



Our unit training will consist of a variety of strategies tailored to the needs of the individual, their background and experiences, and the special purposes of the team on which they are a member. There will be both individual training and small group collective training, as well as a standardized program of common skills training consisting of didactic and hands-on experiences with an emphasis on multi-disciplinary team training. We will make extensive use of simulations and related developing technologies. We will take maximum advantage of distance learning resources, especially nationally-certified on-line courses, however, proof of our competence and value will be in our participation in drills and exercises with the agencies and communities we serve. We will get involved in the maximum exercises, drills, table tops and simulations possible.



Medical Reserve Corps Organizations



200 diverse, developing entities

The role of training in shaping your unit

- What is your purpose?
- What major tasks might your unit or individuals become involved?
- Who is counting on you to be prepared in an emergency?
- In what emergency plans will you be included?





Principles of Training



- Base training on expected mission requirements (Do essential things first. There is not enough time to do everything)
- Identify standards (Do things until correct)
- Assess current levels of proficiency
- Plan, resource and execute training regularly
- Ensure training program has elements that train individuals, leaders and teams/units

Important: “Knowing what right looks like.”



Homeland Security and Public Health Preparedness



- Augmenting health departments and hospitals
- Mass vaccination/antibiotic sites
- Assisting with acute care centers
- Strategic National Stockpile (SNS)
- Mental health counseling
- Operations and coordination centers
- Triage
- Decontamination





Leaders are Responsible for the Training Program



- Establish guidance and standards as to what is expected
- Designate appropriate staff to plan and coordinate training
- Hold regular training meetings
- Communicate training schedules and opportunities
- Establish a system to monitor and evaluate training
- Have those responsible for conducting training event pre-brief leaders
- Conduct After-Action Reviews (AAR)





Additional Training Program Elements



- **Break down expected missions into key elements/tasks for success**
- **Determine what individuals/teams will perform key tasks**
- **Decide on the frequency of training needed to achieve/demonstrate/maintain competency levels**
- **Search for training opportunities**
- **Keep individual training records**
 - Need for new member orientation
 - Common education/training for all
 - Individualized training
 - Participate in unit training/exercises
- **Assess training status on key tasks/requirements**
 - Trained, Partially-Trained, Untrained
 - Completed, Current, In-Progress, Scheduled



Examples of Education/Training Resources



- **Individual on-line courses (required, self-paced)**
 - CDC Bioterrorism Site: www.bt.cdc.gov
 - FEMA EMI IS Courses: www.fema.gov
 - IS-2 Emergency Preparedness, USA
 - IS-195 Basic Incident Command System
- **Individual training (common for all)**
 - Core Disaster Life Support (CDLS)
 - Basic Disaster Life Support (BDLS)
- **National sites**
 - Noble Training Center: <http://training.fema.gov/emiweb/NTC>
 - National Fire Academy: www.usfa.fema.gov/fire-service/nfa/nfa.shtm
- **Team/Unit training**
 - Establish, run a mass vaccination site
- **Participate in periodic practical exercises (city, region)**
 - SNS, bioterrorism tabletop
- **Unit communication/alert exercise**
- **Participate in real-world event (mass gathering, EOC)**
- **Teach others in the community about your organization**





Individual Training Record

(Sample)



Member Name _____ Position _____ Team _____ Induction Date ___/___/___

Team Leader _____

Type of Training/Event	Training/Event Participation Status (<u>Y</u> es/ <u>N</u> o, <u>C</u> ompleted/ <u>I</u> ncomplete, <u>T</u> rained/ <u>P</u> artially-Trained/ <u>U</u> ntrained)	Date	Hours Completed									
Mandatory Introductory Training ▪New Member Orientation ▪ICS ▪CDLS	Y C C	Jan. 04 Mar. 04										
Self-Directed Training												
Individual Specific Training												
Team Specific Training												
Leadership Training												
Monthly Training Meeting	/ / / / /											
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
	Y	Y	N									
Semi-Annual Training Exercise Operation Lone Star	N											
Missions/Operational Events ▪Superbowl XXXVIII ▪City Flu Shot Campaign ▪Mayor's Inauguraton	Y N N											



Example of Unit Training Preparedness



Key Tasks:

Evaluation:

- | | |
|---|----|
| ▪ Recruit New Members | T |
| Sub-tasks | |
| ▪ Conduct Training Program | |
| Individuals | T |
| Leaders | P |
| Unit | P+ |
| ▪ Alert/Assemble | P |
| ▪ Conduct Mission Brief/Just-In-Time Training | P |
| ▪ Support SNS Operation | T |
| ▪ Support Antibiotic Distribution | P+ |
| ▪ Conduct Recovery/AAR | P+ |



Concluding Comments



- Train with those you will work with/support
- Keep volunteers interested with regular, relevant training opportunities
- Make next year a better training year

Your Community Needs You!