

TRAINING METHODOLOGY

Nanaimo Fire Rescue's Training Program is organized and delivered in three specific areas: skill development, skill maintenance/improvement and skill evaluation.

Skill Development:

Skill Development is exemplified by basic training programs where individuals start with limited knowledge completes a program and develops skills and abilities. Development of new fire investigation skills (Fire Investigator I) or recruit training (Firefighter I) are examples. Firefighting skills are developed using the Firefighter I and Firefighter II Curriculum through a combination of classroom and training ground exercises.

Skill Maintenance/Improvement:

Skill Maintenance/Improvement is the second area in which knowledge retention and skill degradation is concerned. If skills degrade, or there is an issue of knowledge retention, skill improvement is essential. The basis for fire company 'firefighter' maintenance is the Company Skill Maintenance Program, a series of standard company evolutions performed at the Station or Training Centre. The primary focus is to physically perform typical company tasks to maintain individual performance at an acceptable, recognized level. The objectives of the Program are:

- To maintain the skills acquired by individual fire suppression personnel that meets or exceeds the requirements of NFPA 1001 Firefighter Standard.
- To improve the competency and effectiveness of personnel functioning as a team.
- To create, as much as possible, an incident scene atmosphere during the time companies is on the training area.
- To provide a formalized and structured evaluation process.
- To establish time frames for fire ground operations which can be utilized by incident commanders during fire operations?

Evolutions are evaluated in three major areas; safety, accuracy, and time. These three elements are built into all of the performance criteria and all are attainable within their guidelines.

Other operational disciplines (medical, rescue, etc.) should follow a similar format.

Skill Evaluation:

Skill Evaluation assesses the proficiency of members individually and operating as a team. These planned evaluations provide feedback to the individual, the company officer and the training officer on the ability to perform. A validation system from World ICU is utilized to guide the training program needs,

determine skill profiles for each position and document achievement to the required standard.