

DOCUMENT TOPIC

PERFORMANCE-BASED DEVELOPMENT/TRAINING SYSTEM

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APPLIES TO: ZR1/CMD ZR2/OPS ZR3/PLN ZR4/LOG ZR5/FIN

BACKGROUND:

The "desire to serve" is not the same as "qualified to participate" and should never be used as a replacement for providing resources to meet incident or mission objectives.

Just like the Incident Command System (ICS) used as a standard by the California fire services, the category "Z" Radio Incident Command System (ZRICS or ICS.ZR) is a "performance-based" (active) qualifications system. The primary criterion for qualification is multiple observations of individual performance by a qualified evaluator using pre-designated, documented standards.

Once they have been documented, the standards can be distributed, taught, learned, repeated, observed and evaluated at different times, in different locations, by multiple individuals, all with anticipated predictability.

This system differs from other qualifications systems, such as the independent study courses by the Federal Emergency Management Agency (FEMA). The FEMA "home study" courses use a "training based" (passive) qualification system. Training based systems use the completion of prescribed training or a passing score on an examination as primary criteria for qualification.

The fact that an individual can sit in a classroom, or study a book, and successfully pass a test is not an indicator of performance. It is commonly known that retention of classroom material quickly drops off once the individual leaves the classroom.

The performance-based ZRICS system has several advantages over a training based system:

- ❑ Qualification is based upon real performance (measured by evaluation), versus perceived or expected performance, as measured by an examination or through classroom activities.
- ❑ Anyone is welcome to enter and attempt to qualify. Because all qualifications and proficiency levels are documented and available in the public domain, they can be previewed and studied in advance, even before the potential applicant decides to enter for certification.
- ❑ ZRICS uses "local" observations, evaluations and certifications. Since it is the "local" organization that will activate or mobilize their own members, that same organization should observe, evaluate and certify them.
- ❑ There is no cost to ZRICS other than the cost to prepare, participate and stay involved. Materials in PDF format can be downloaded from:
-- <http://www.V-C-N.org>, <http://dev.V-C-N.org> or <http://www.ZRICS.org>.

- ❑ Personnel who have learned skills from sources outside the focus topic or course of study may not be required to complete specific courses in order to qualify in a specific position, provided that individual can successfully perform the task according to documented standards.
- ❑ Re-evaluation and re-certification by the "home unit" based on a documented schedule re-affirms candidate skill and qualification levels.

The components of the category "z" radio (ZR) qualifications system are as follows:

1. Position Task Books (PTB) contain all critical tasks which are required to perform the job. PTBs have been designed in a format which will allow documentation of a trainee's ability to perform each task.
2. Successful completion of all pre-scribed position tasks, as determined through observation by an approved, experienced evaluator, will be the basis for recommending certification.

IMPORTANT NOTE: Training requirements include completion of all required training courses prior to obtaining a PTB. Use of the suggested training courses or job aids is recommended to prepare the employee to perform in the position.

3. Training courses and job aids provide the specific skills and knowledge required to perform tasks as prescribed in the PTB.
4. "Home Unit" (local) Certification is issued in the form of an incident qualification card certifying that the individual is qualified to perform in a specified position.

Responsibilities:

- ❑ The "home unit" (local organization) is responsible for selecting trainees, proper use of task books, maintaining individual and organizational development/training records, and certification of approved candidates.

See V-C-N Document "ZR0-07AE-G" (Field Deployment Incident Qualification System Implementation Guide) for further information.

"ZRICS does not discriminate. Every emergency communications volunteer is welcome to enter and apply. However, not everyone will qualify. It's just like becoming an astronaut...it takes a lot more than simply dreaming and purchasing a NASA patch for your shirt to become qualified to fly into space."
 -- Wayne Barringer, KB6UJW

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