

# AN EFFECTIVE MODEL FOR TRAINING PROGRAM STAFF

Aaron Ball & Joel Reid



# Presenters

## **Aaron Ball**

- Operations Coordinator and Senior Lecturer- Fort Lewis College
- Senior Instructor - Wilderness Medicine Training Center
- Instructor Trainer and Pro Trainer - American Institute for Avalanche Research and Education
- Water Instructor Trainer - Rescue 3 International
- Owner - Southwest Rescue

## **Joel Reid**

- Program Manager and Staff Trainer- Northwest Outward Bound School
- Senior Instructor - Wilderness Medicine Training Center
- Owner - Cascade Outdoor Education

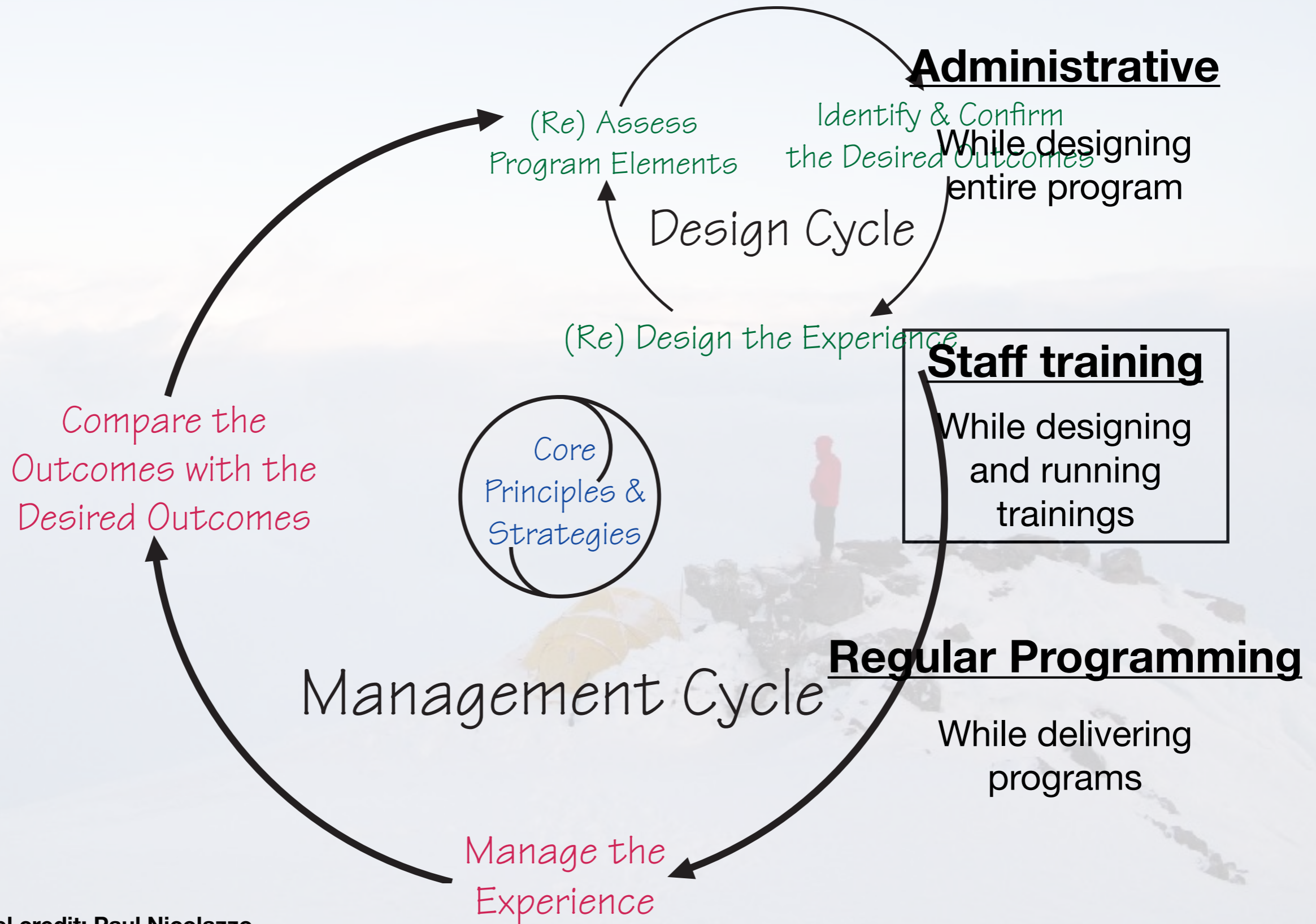
# Outcomes

- Introduce the Outcome Model
- Emphasize staff assessment
- Emphasize specific training concepts

# Action steps

- Assess (or re-assess) your program's staff and trainings
- Start to design (or re-design) your program's staff training structure
- Identify how to implement specific training concepts into your program

# The Outcome Model



# The Outcome Model

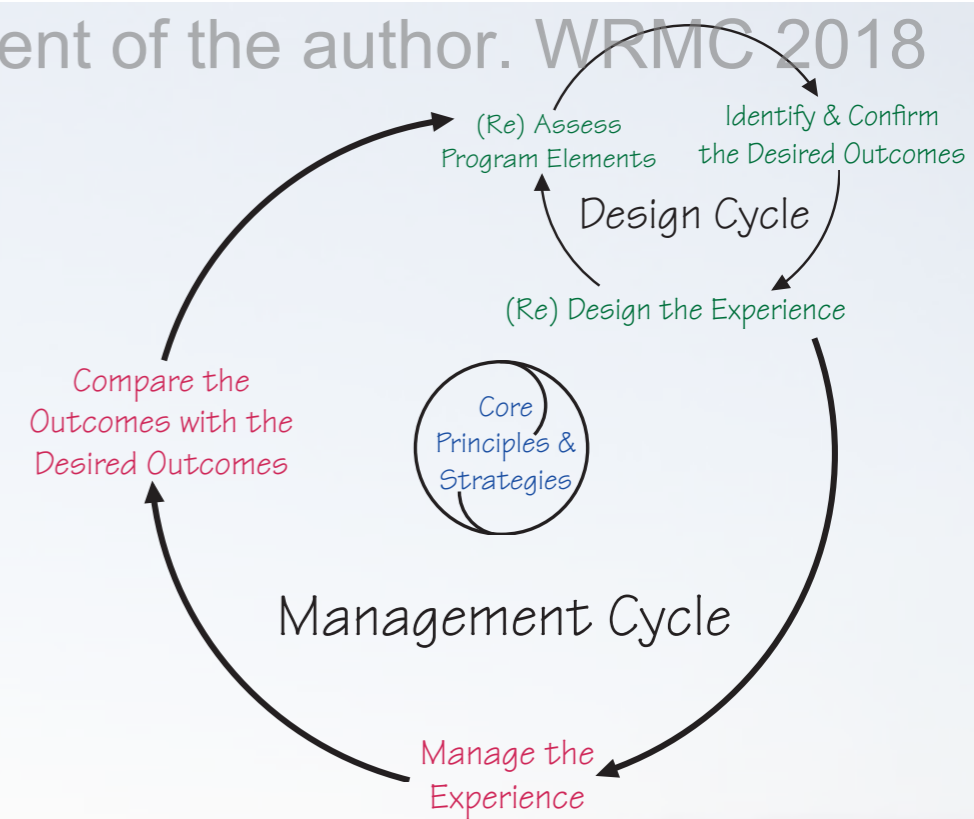
## Assess

Trainer self-assessment

Trainer assessment of trainees (staff)

- Amount and relevance of previous field experience
- Level of necessary competencies
  - Outdoor and Technical
  - Personal and Interpersonal
  - Teaching and Facilitation
  - Etc.

Important that staff understand the when, what, and how of their assessment

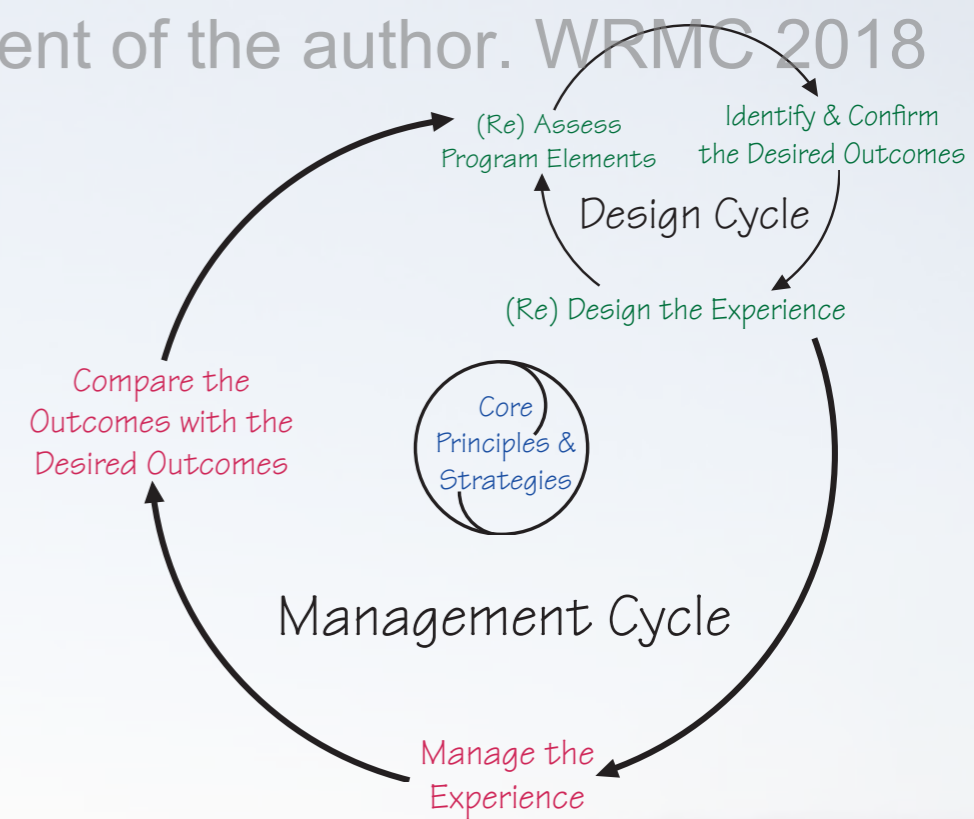


# The Outcome Model

## Assess

### Assessment of other program elements

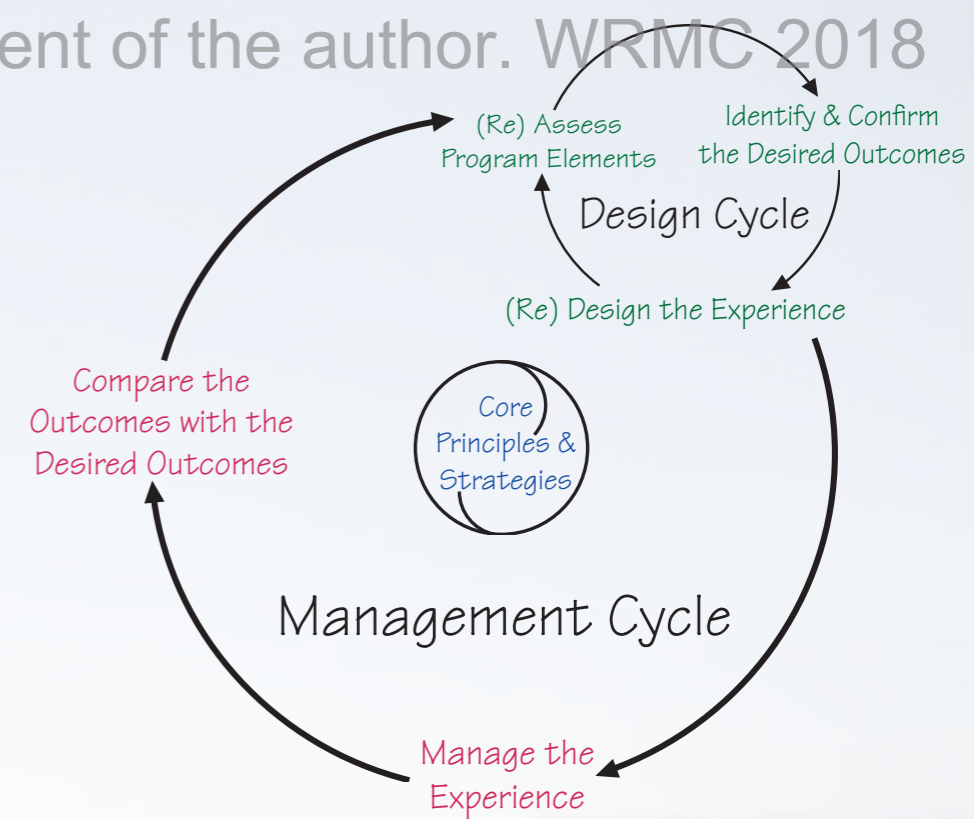
- Participants/clients
- Available sites
- Resources
- Hazards and risks



# The Outcome Model

## Outcomes

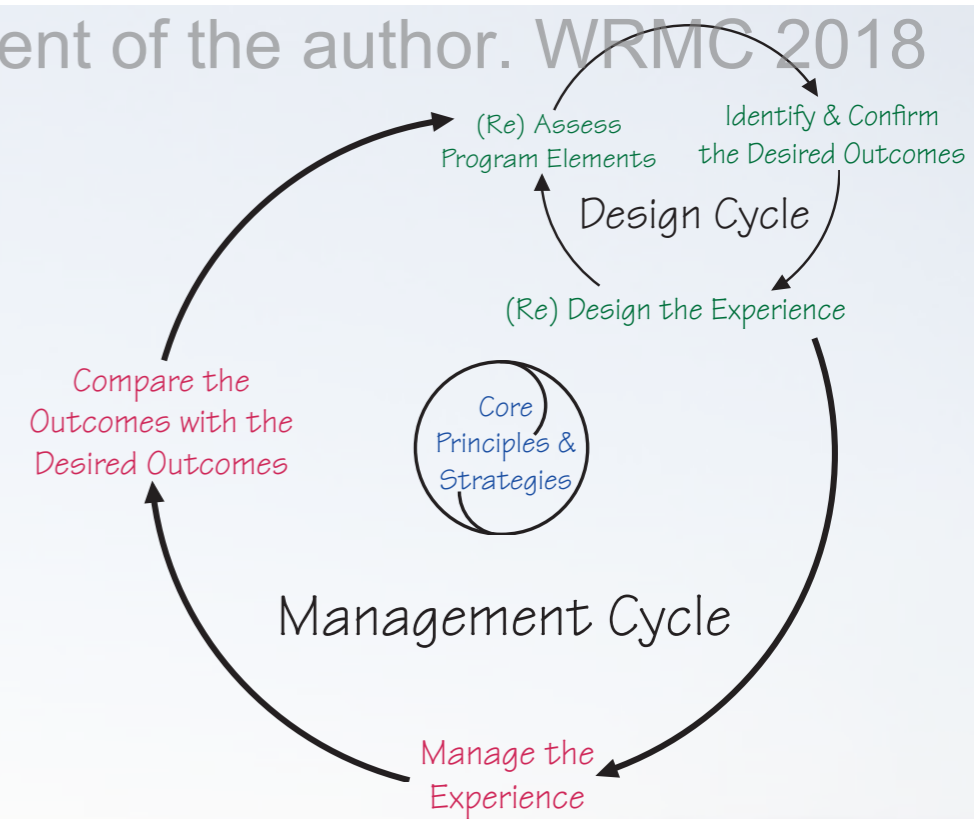
- Develop competencies
  - Outdoor and Technical
  - Personal and Interpersonal
  - Teaching and Facilitation
  - Etc.
- Fun



# The Outcome Model

## Activity design

- Framing
- Site management plan
- Seamless progressions
- Effective training strategies
- Formal or informal assessment plan

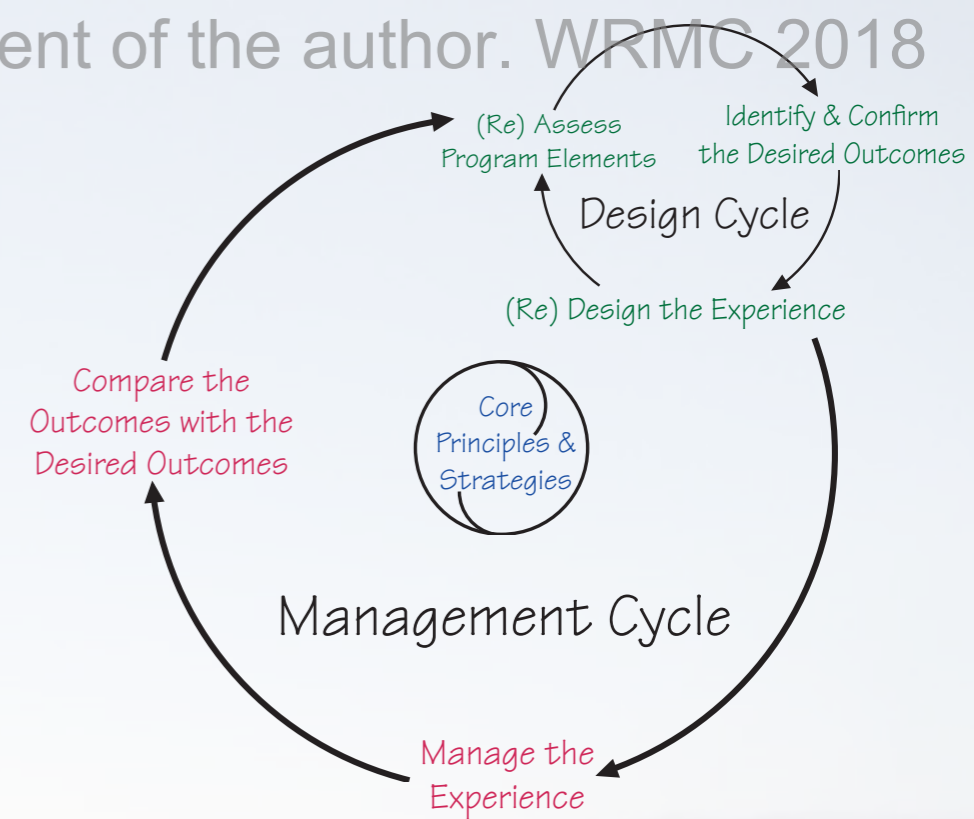
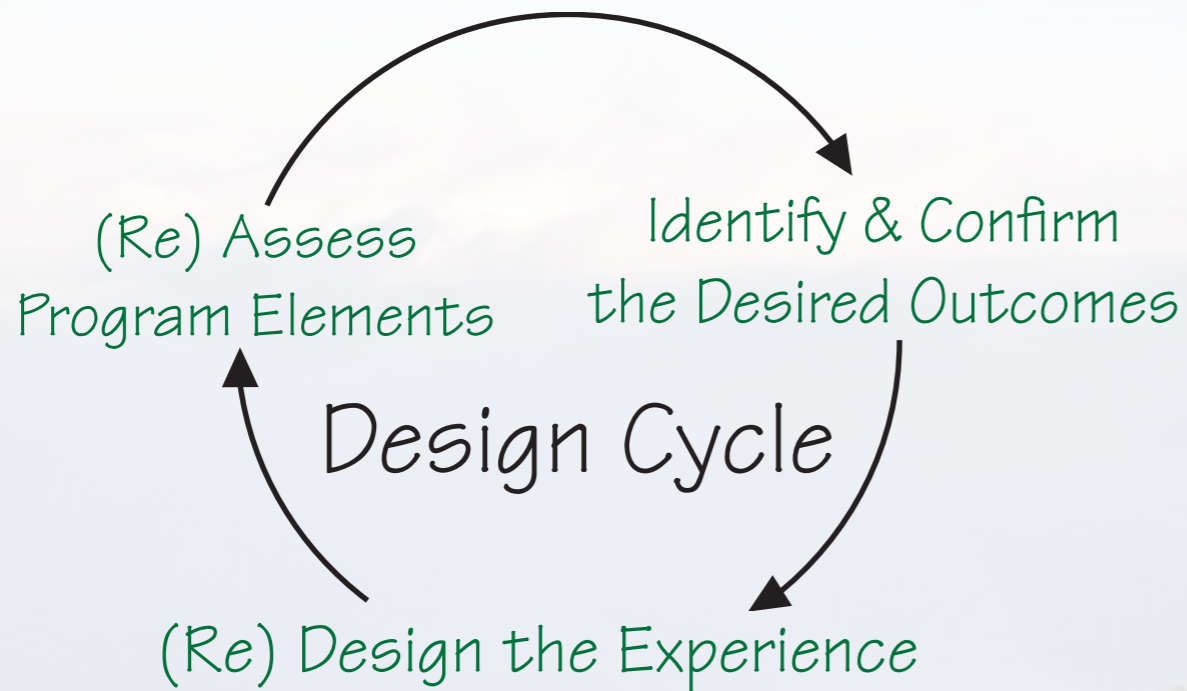


**Design must prioritize safety over other outcomes**



# The Outcome Model

## Design Cycle

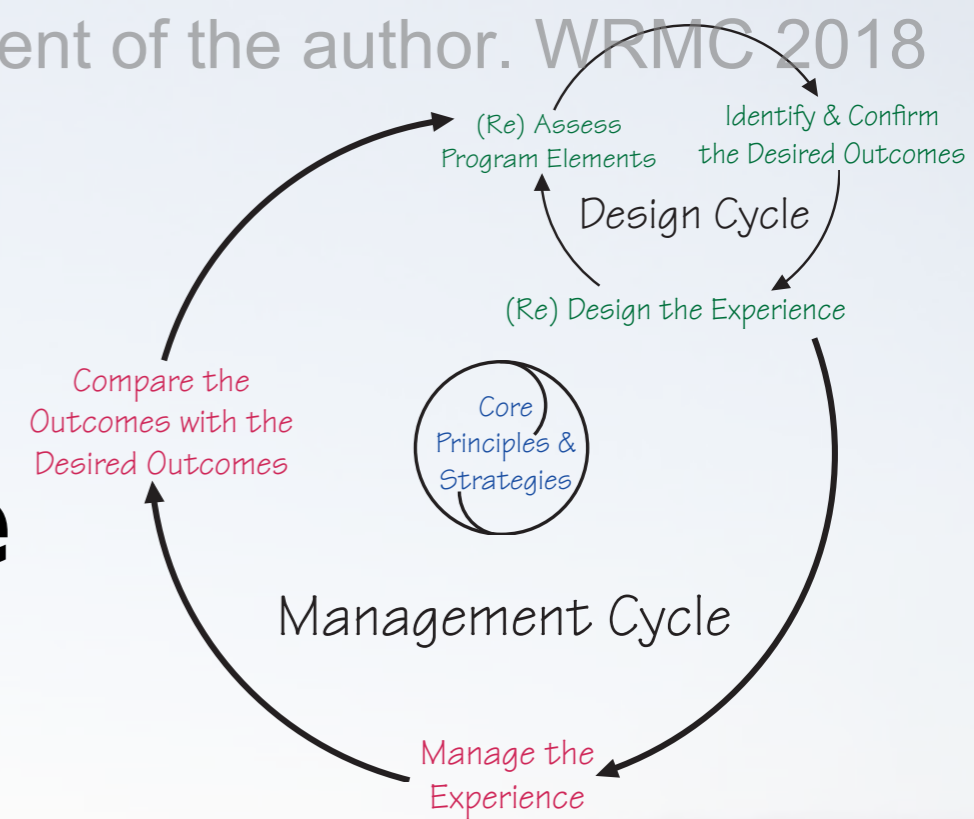


Assessment, Outcomes, and Design  
must all be in alignment before starting

# The Outcome Model

## Manage the Experience

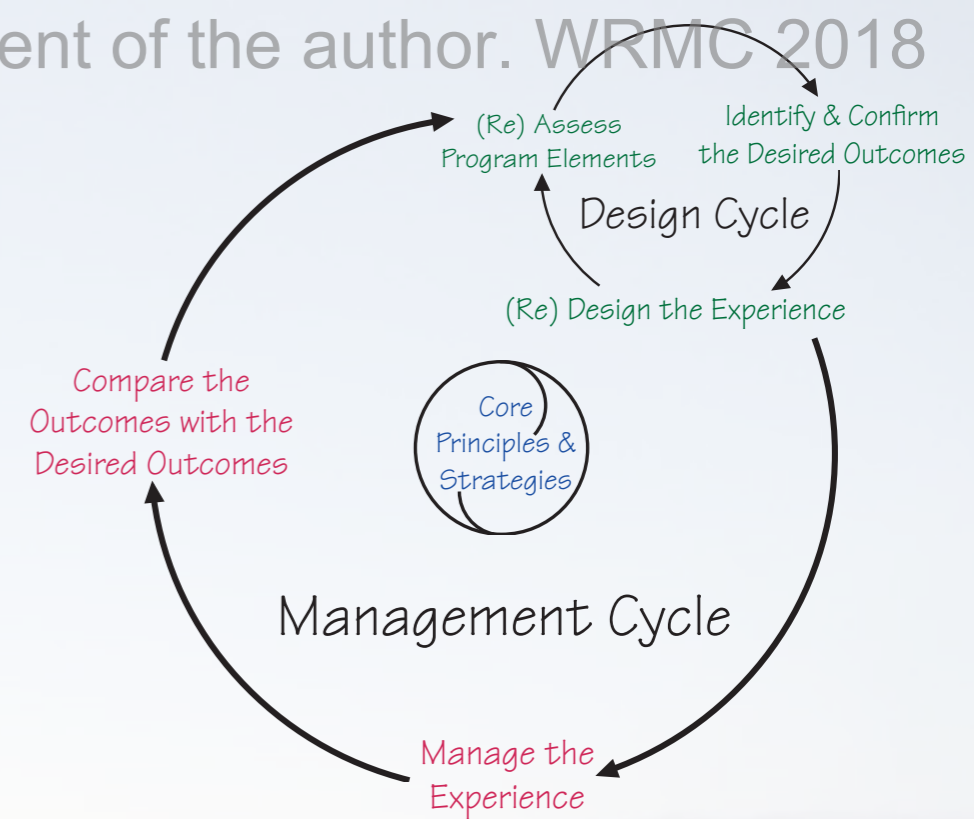
- Facilitate the training activity
- Observe what happens
- Take notes for assessment purposes
- Activity, feedback, and reflection
- Intervene for safety or quality purposes



# The Outcome Model

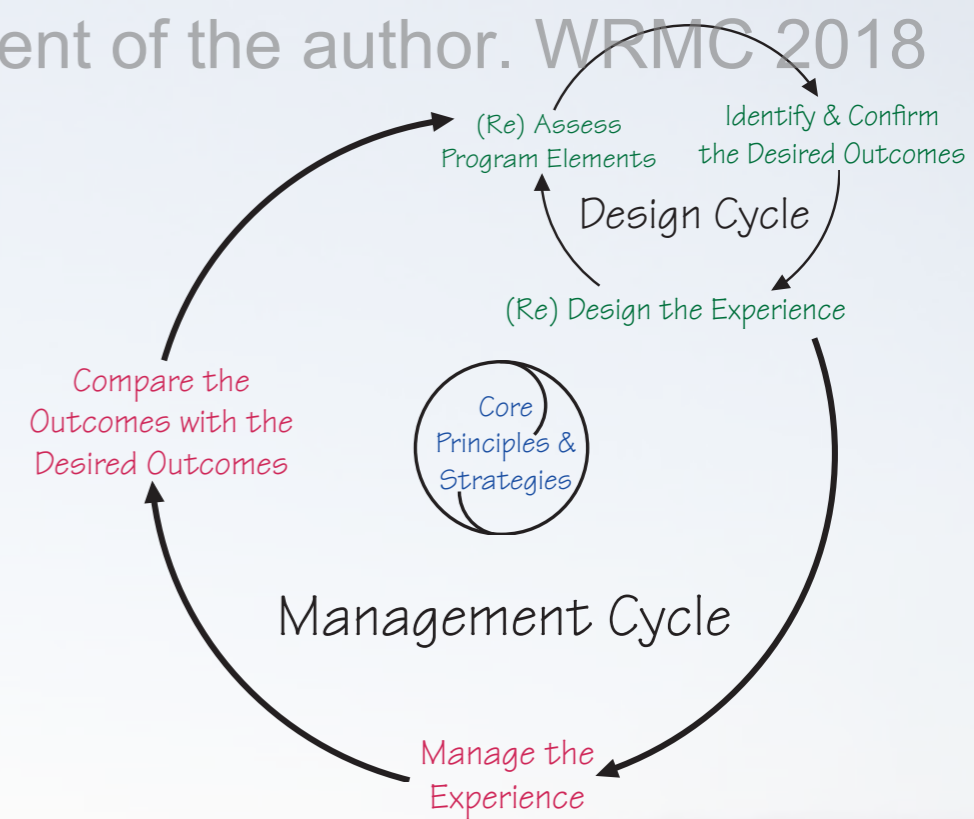
## Evaluate

- What actually happened?
- Were the desired outcomes met?
- Accidental outcomes?



# The Outcome Model

## Re-Assess, and...



# The Outcome Model

## Short activity

Identify one entry-level position or role within your program

- What unique skill sets does your program require of that position?
- How would you categorize those skills?
- What are the desired outcomes of an entry-level training, beyond the minimum hiring standards?

# Specific Training Concepts

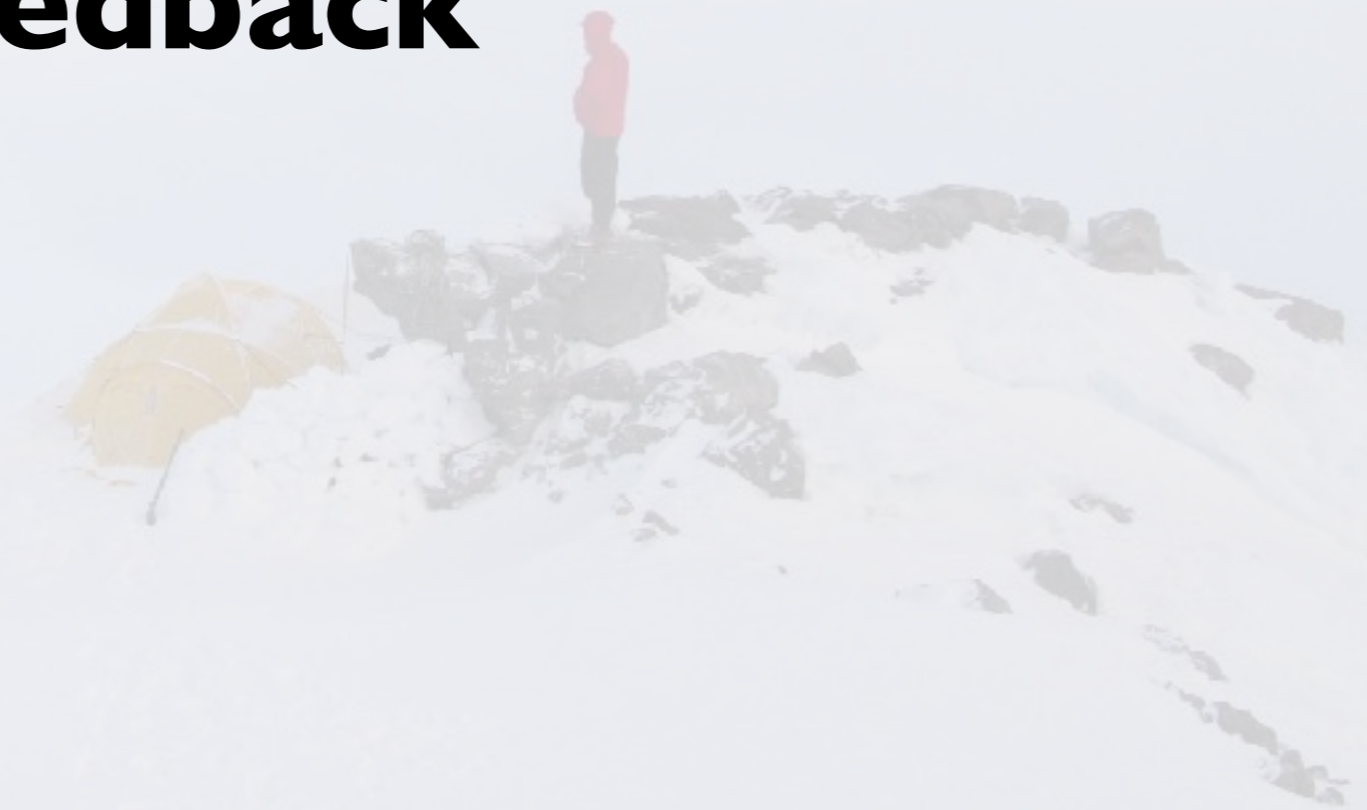
**Scenario Based Training**

**Testing to Skill Failure**

**Structured Feedback**

**Positioning**

**Progressions**



# Specific Training Concepts

## Scenario based training

- Provides a controlled training environment that mirrors actual working conditions
- Applies basic concepts to realistic situations
- Especially helpful to practice skills and decision making in high stress situations
  - Wilderness medicine
  - Avalanche rescue
  - Emergency response

# Specific Training Concepts

## **Scenario based training**

- Basic concepts should be taught previously
- Must be realistic
- If it's a skill that will be performed under stress, the scenario must be designed with an appropriate component of stress
- Use video if possible



# Specific Training Concepts

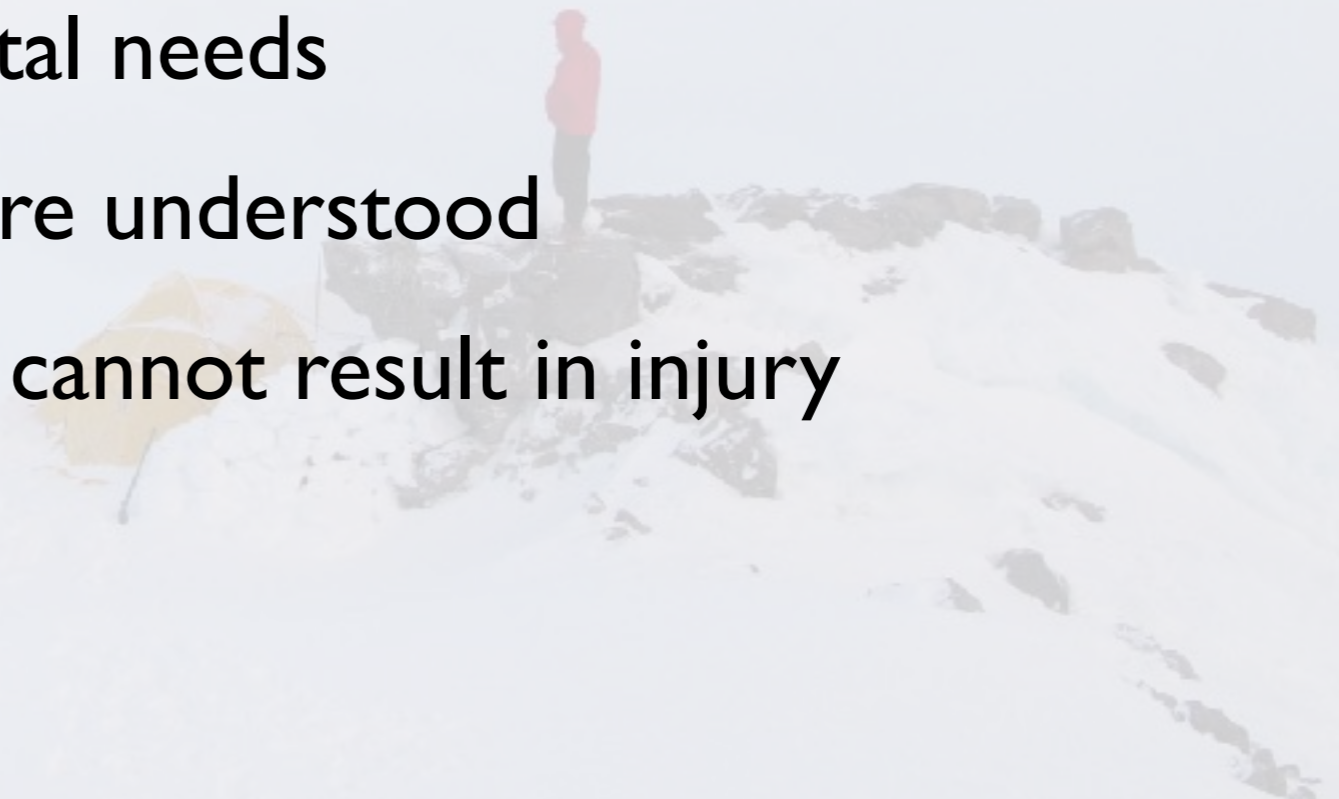
## Scenario based training



# Specific Training Concepts

## Testing to skill failure

- Reveals limits to both trainees and trainers
  - Aligns perception with reality
  - Identifies developmental needs
- Applied after concepts are understood
- Consequences of failure cannot result in injury



# Specific Training Concepts

## Testing to skill failure



# Specific Training Concepts

## Structured feedback process

- Self

- Facilitates self-reflection and accountability

- Peer

- Practice assessing others

- Facilitates their own learning

- Trainer

- Perspective of the program and best practices

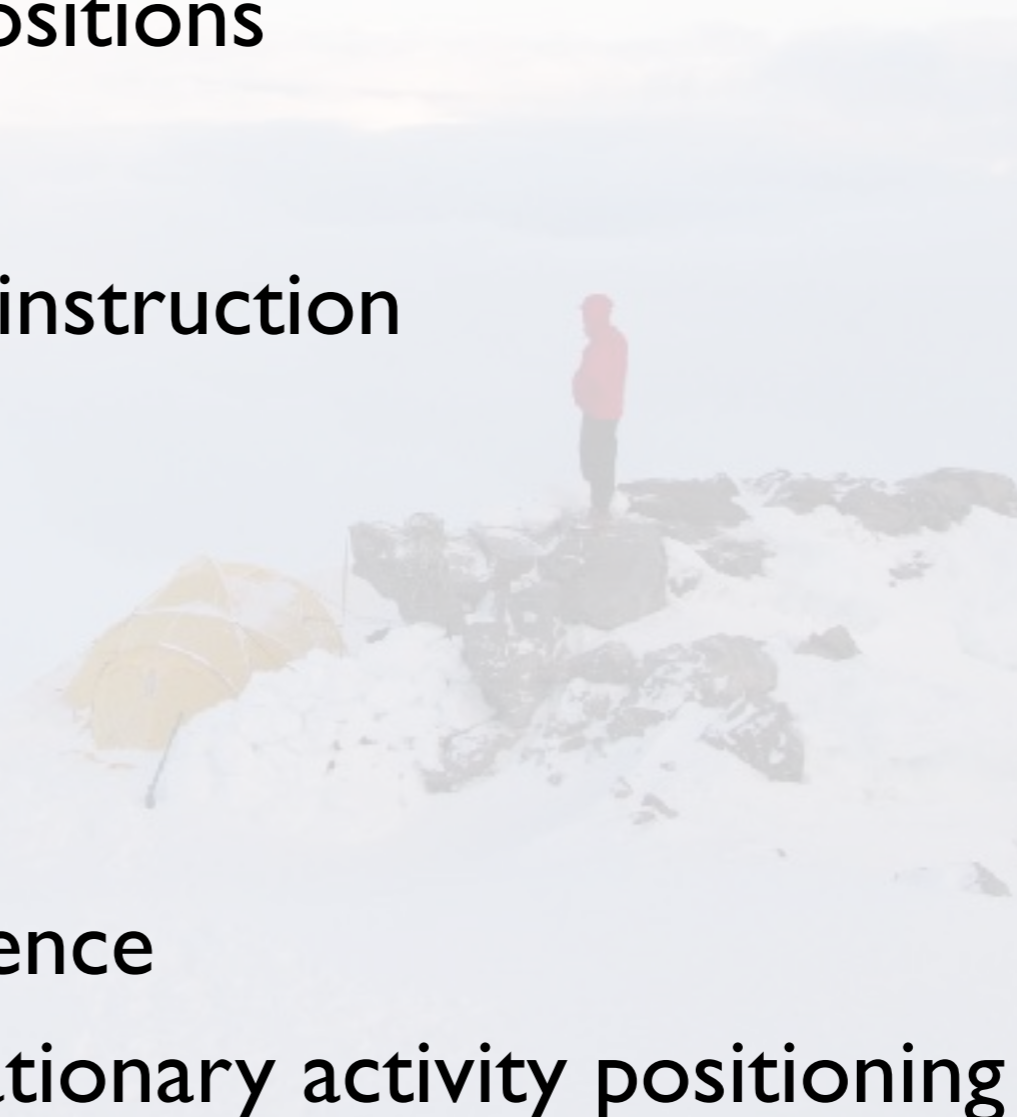
- Observe assessment skills of all participants

Must be a safe

learning environment

# Specific Training Concepts

## Positioning

- Reasons for different positions
    - Safety
    - Communication and instruction
    - Feedback
    - Intervention
    - Assessment
    - Relationship building
    - Participant independence
  - Travel positioning vs stationary activity positioning
- 
- A person in a red jacket stands on a rocky, snow-covered mountain peak. A yellow tent is pitched on the snow to the left. The background shows a vast, hazy mountain range under a soft, overcast sky.

# Specific Training Concepts

## Travel Positioning



Lead/Sweep



Lead/Lead



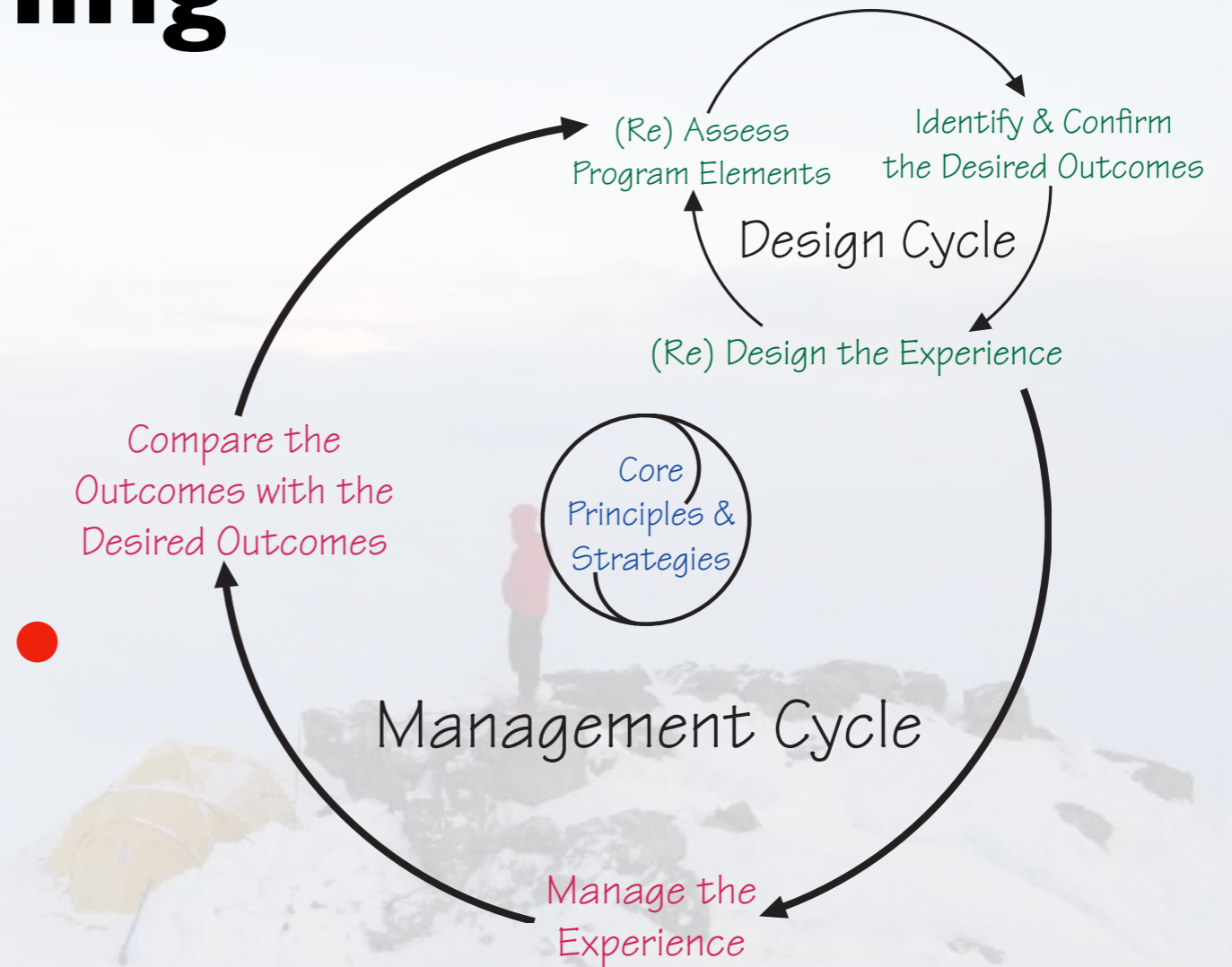
Lead/Far Lead



Middle positioning



Far Sweep/Far Sweep



# Specific Training Concepts

## **Stationary Activity Positioning**



# Specific Training Concepts

## Progressions

- Acknowledges learning as a continuum
- Involves incremental and attainable increases in skill performance
- Necessary for skill development
- Critical for risk management





# Specific Training Concepts

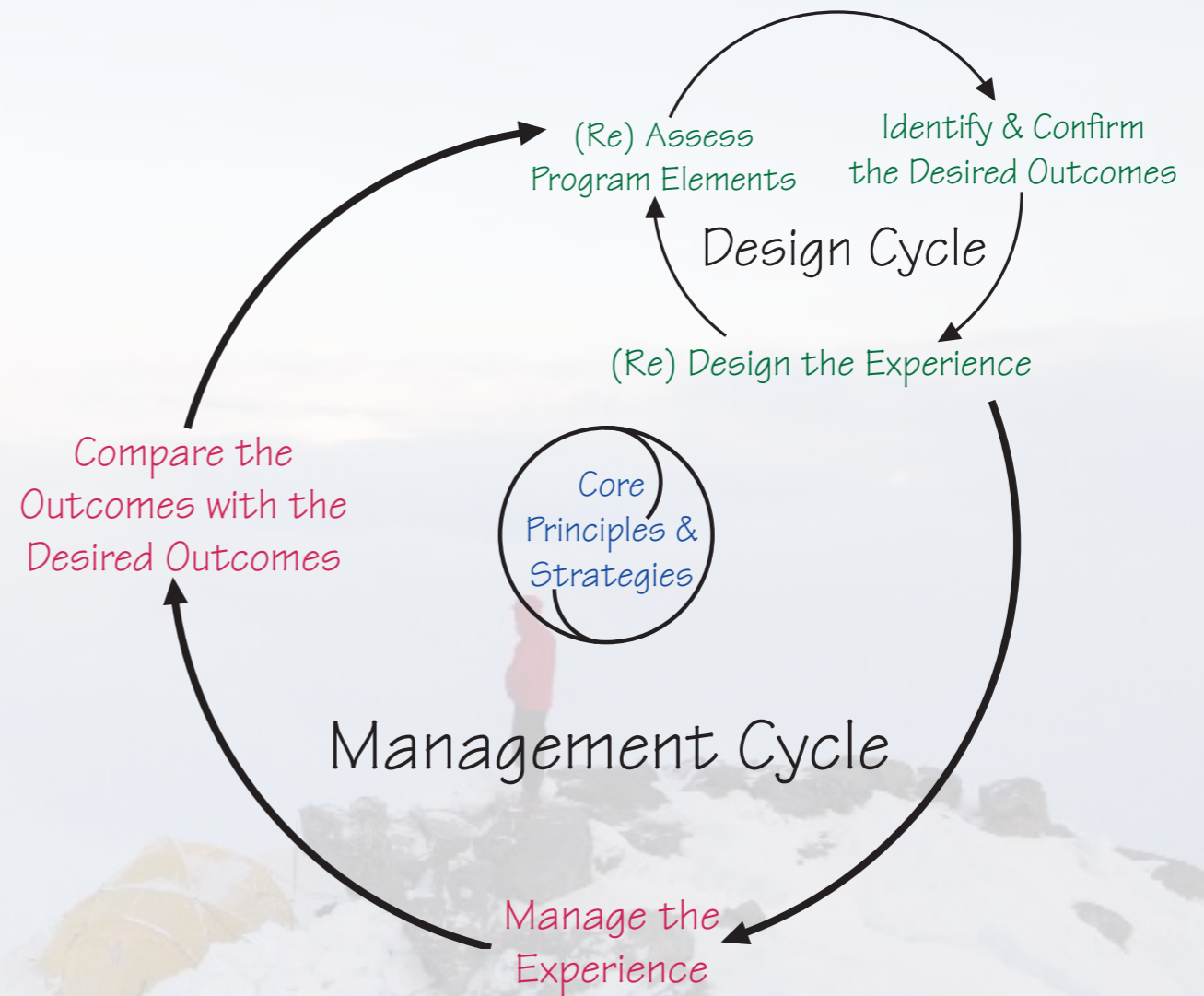
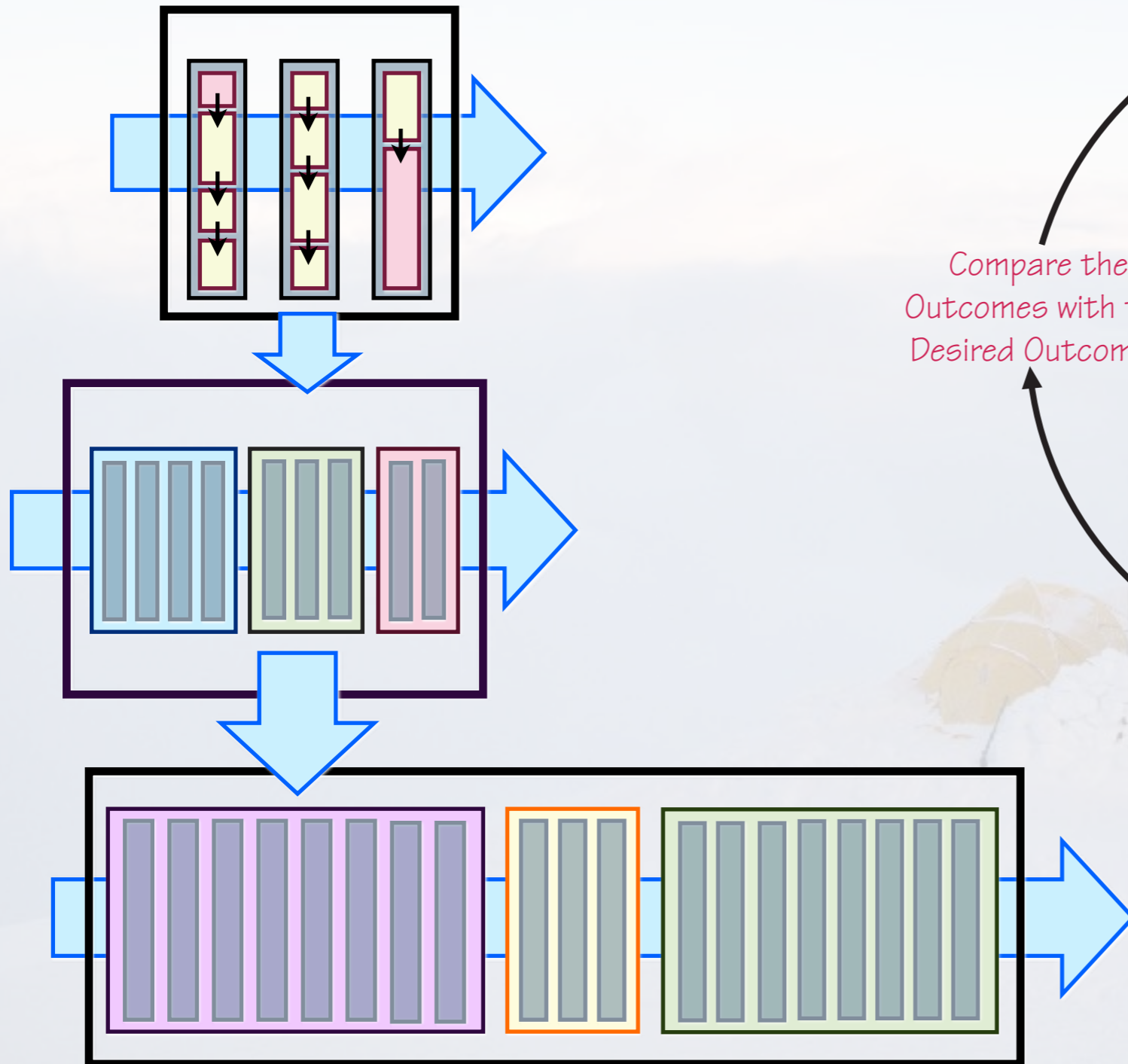
## Progressions

### Self Arrest

1. Practice body position on flat ground (no ice axe)
2. Slide in sitting position and arrest (no ice axe)
3. Slide in more difficult positions and arrest (no ice axe)
4. Repeat steps 1-3 with ice axe
5. Repeat steps 1-4 with pack
6. Repeat on steeper terrain, different snow conditions, etc.

# Specific Training Concepts

## Progressions



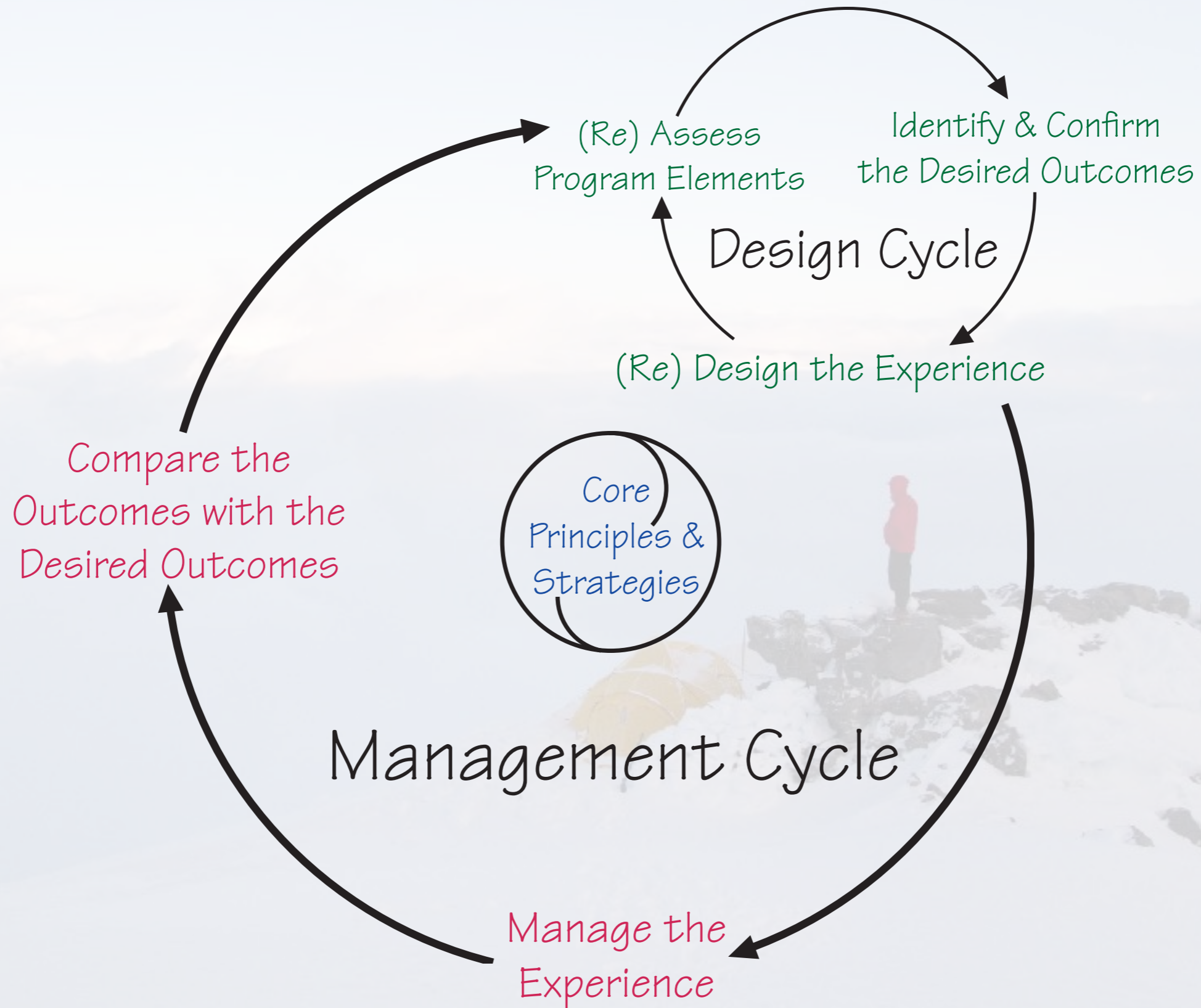
# Activity

Using entry level position from before

- How can the training concepts be used to meet specific outcomes that you identified?
  - Scenario based training
  - Testing to skill failure
  - Positioning
  - Structured feedback
  - Progressions
- How will this add to your assessment of your staff?



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# Thank you!

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Find us at the WMTC vendor booth

