

## CBSS ARES QUALIFICATION SYSTEM

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Training Officer  
CBSS ARES Group

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## BACKGROUND

- Post 9/11 National Paradigm Shift
  - Top-Down Emergency Management System
    - Federal → State/Province → Municipality
    - In Canada Emergency Management is a Provincial Responsibility
    - Ontario IMS Doctrine & Legislation Mandating Municipalities to Institute *Pro-Active* Response Plan
  - Universal Command and Control Methodology (ICS/IMS)
  - Interoperability a Major Focus:
    - Procedures
    - Documentation (ICS Forms)
    - Communication Systems (Hardware)

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## ARRL RESPONSE

- 2003 ARESCOM
  - Initiated the ARRL Review Process
  - Resulted in revised ARRL Training Packages
- 2010 ECAC
  - ARRL Board of Directors meeting the **ECAC** was established
- WAS IT ENOUGH?
  - *ARES: Maintaining Relevance in a Changing World*, Herbert Cole, AI6AT, QST September 2010, pg. 96
  - Suggests Not.***



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## RAC (ARES) RESPONSE

- VERY LIMITED TO DATE:
  - Focus is on Internal Management Structure
  - Inherited the ARRL Cdn Division Field Service
  - Did No Have an Equivalent of ARRL Divisional System
  - Field Service Focus is on Events Reporting
    - No Coordination of Standards, Training, or Mutual Aid)
  - 2007 ARES *National Training Review Group* Report:
    - ARES Operational Training Manual
    - Major Governance Recommendations NOT Implemented

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## 2010 RAC INITIATIVE

- AUG 2010: RAC ORGANIZATIONAL REVIEW INITIATED
  - The Unknown: Future Governance Model and Operation of the Canadian Field Service

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## THE OPTIONS

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| <ul style="list-style-type: none"> <li>• <u>GOVERNMENT</u> <ul style="list-style-type: none"> <li>– Ontario Emergency Act:               <ul style="list-style-type: none"> <li>• Municipal Bylaw</li> <li>• Proactive Emergency Plan</li> <li>• Mandated EM Structure</li> </ul> </li> <li>– Provincial IMS Doctrine               <ul style="list-style-type: none"> <li>• Management Structure                   <ul style="list-style-type: none"> <li>– <b>Defines where ARES fits</b></li> </ul> </li> <li>• Standardized Procedures</li> <li>• Sanctioned Training Programs</li> </ul> </li> <li>– Municipalities:               <ul style="list-style-type: none"> <li>• <b>Supporting Agency Involvement is by MOU</b></li> </ul> </li> </ul> </li> </ul> | <ul style="list-style-type: none"> <li>• <u>TRADITIONAL ARES</u> <ul style="list-style-type: none"> <li>– General RAC guidance               <ul style="list-style-type: none"> <li>• No supporting administrative structure (i.e. ARRL Divisional System)</li> <li>• No operational structure above EC</li> </ul> </li> <li>– Training manual but NO set standards               <ul style="list-style-type: none"> <li>• Enormous impact on Mutual Aid and Interoperability</li> </ul> </li> <li>– Training not Recognized Outside ARES</li> <li>– Client relationships highly dependent on personalities</li> </ul> </li> </ul> |
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## CBSS ARES CHOICES

**PARTNER WITH MUNICIPALITY**  
**OR**  
**REMAIN WITHIN TRADITIONAL  
RAC ARES STRUCTURE**

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## DECISION

**PARTNER WITH MUNICIPALITY**  
**OR**  
**REMAIN WITHIN TRADITIONAL  
RAC ARES STRUCTURE**

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## CBSS RESPONSE

Conducted Analysis Which Resulted In:

1. Formal Partnership with City (MOU Aug 2010)
2. Meet the Same Standards as other Partners
  - (4 Mbrs *Basic Emergency Management* Qualified)
3. ICS Based Structure
4. ICS Procedures and Documentation
5. Mentored Training Program
  - (Leadership & Succession Planning)
6. Major Lesson Learned: **Need Mutual Aid !!**

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## TRAINING PHILOSOPHY

1. Practical Experience is the Best Teacher.
2. Everyone has a designated Mentor.
3. You are Employed in the Job you are Qualified for -- You Train for the **NEXT** Qualification Level.
4. Formal Training is aimed at the **FIRST** Day on the Job in the new assignment – not the LAST.

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## AMATEUR RADIO COMMUNICATIONS TEAM (ARCT)

Minimum Capabilities:		Type I	Type II	Type III	Type IV
Component	Metric				
Team	Description	One Type II (base station) & Four Type III (mobile/portable)	Fieldbase station <b>(EOC)</b>	Mobile/portable field units <b>(ICP or MCP)</b>	Mobile/portable field additional support unit <b>(SHELTER)</b>
Personnel		<b>12</b> persons, including: 1 supervisor, 1 assistant supervisor	<b>4 (or more)</b> AROs	<b>2</b> AROs	<b>1</b> ARO
Training	License Class		2 must be Advanced or have HF privileges	At least 1 must be Advanced or have HF privileges	<b>Basic</b> Qualification Or higher
Equipment	Radios		VHF/UHF and HF, FM and SSB (voice), CW and DIGITAL	VHF FM, HF, Winlink/packet, Mobile/Portable	VHF FM
Vehicles	Number	Four	One or Two	One or Two	One
Supply (power)		Not dependant upon any outside power source or infrastructure	Same as Type I	Same as Type II	Same as Type III

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## QUALIFICATION SYSTEM

5 Progressive Levels:

1	2	3	4	5
RECRUIT	OPERATOR	TEAM LEADER	OPERATIONS SUPERVISOR	APPOINTED LEADERSHIP/FUNCTIONAL MANAGER
STRUCTURED AND MENTORED TRAINING PROGRAM				BASED ON MERIT
CAN BE NON-HAM		LICENCED SUPERVISORS		

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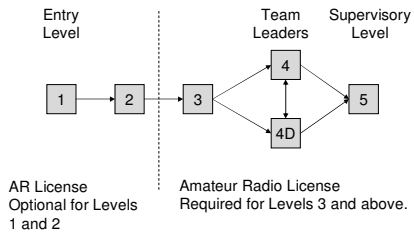
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## DEVELOPMENTAL PROGRESSION PATH




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## QUALIFICATION LEVELS

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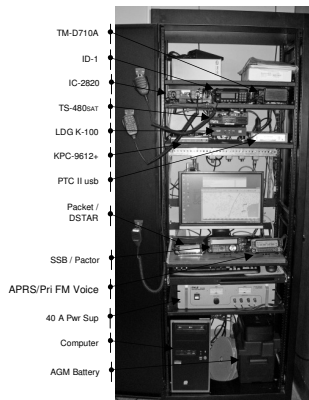
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## Level 1 ASSOCIATE MEMBER

- Briefing/Discussion with an AEC
- Tour of the EOC AR Station VE3EOB




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## ASSOCIATE MEMBER (Cont'd)

- **What We're Looking For:**
  - Does the Candidate understand what they are getting into?
  - A *Commitment* to show up if called – *before we invest in the training.*
- **Certification:**
  - By Training Officer on Recommendation of AEC
- **Employment:**
  - Support Member in one of the Operating Teams under Close Supervision.

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## 2. MEMBER

- **SELF STUDY**
  - IMS 100 / CBRN Awareness / WHIMIS / Red Cross Emergency First Aid, CPR, AED
- **PREREQUISITE READING**
  - Pre-Reading for formal courses:
    - Portions of NATO ACP-125 Communications Manual
    - Sections of RAC ARES Operations Training Manual (i.e. PSCM equiv)
    - Annex L of City of Barrie Emergency Plan (Confidential CBSS ARES Annex)
- **FORMAL COURSES** (Under Development)
  - CBSS ARES Orientation Course
  - CBSS ARES Comms Procedures Course
  - Intro to Winlink 2000
- **Certification:**
  - By Training Officer on Recommendation of Mentor

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## 3. FULL MEMBER

- **SELF STUDY**
  - AR Licence
- **PREREQUISITE READING**
  - “Advanced” Sections of ACP-125 and RAC ARES OTM
- **FORMAL COURSES**
  - Environment Canada CANWARN Seminar (SKYWARN)
- **PRACTICAL REQUIREMENTS**
  - 15 Practical Exercises, each with Defined Objectives
- **Certification:**
  - By Training Officer on Recommendation of Mentor

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## 4. FIXED STATION TEAM MEMBER

- SELF STUDY
  - RAC Emergency Coordinator Certification
- PREREQUISITE READING
  - ACP-125 (Net Operations and Message Transmission Procedures)
  - Associated ARES OTM Sections
- FORMAL COURSES
  - Provincial Basic Emergency Management Course
  - ICS Comm Leader Course (TBA in Ontario)
  - EOC Operating Procedures (City Course - TBA)
  - EOC Document Control Procedures (City Course - TBA)
- Certification:
  - By Training Officer on Recommendation of Mentor

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## 4D. FIELD DEPLOYMENT TEAM MEMBER

- SAME REQUIREMENTS AS LEVEL 4

The distinction is that:

- Level 4 better accommodates physical limitations,
- Level 4D Involves a commitment on the part of the Candidate(s) to provide a **"Rapid" Deployable Communications Package.**

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## 5. APPOINTED TEAM MEMBER

- FORMAL COURSES
  - EM200 (BEM) Basic Emergency Management
  - EOC Operating Procedures (City of Barrie course)
  - EOC Document Control Procedures (City of Barrie course)
- Appointment:
  - By the Group Leader (EC)

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## THE NEXT STEP ?

- DEFINE THE TRAINING REQUIREMENT



- **SPECIFICATION** - Defines an Occupation's Task, Skill and Knowledge Requirements
- **TRAINING STANDARD** - Defines WHAT has to be taught, & HOW (course, OJT, etc.)
- **TRAINING PLAN** - Detailed Outline of Training Packages (in modular format)
- **INDIVIDUAL LECTURES** - Instructor Package(s)

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## CURRENT WORK

- Developing The Specification

Our Group will begin this process with our 21 September Bi-monthly Meeting

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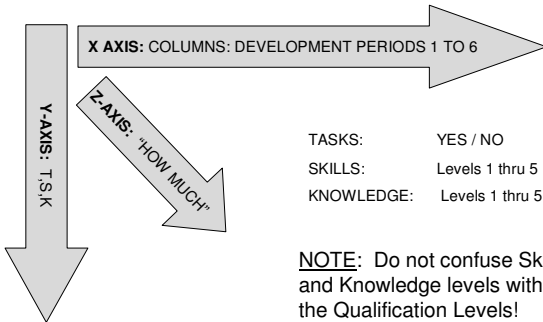
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## SPEC LAYOUT




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