

CBSS ARES QUALIFICATION SYSTEM

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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)

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.***



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

2010 RAC INITIATIVE

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

THE OPTIONS

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

CBSS ARES CHOICES

PARTNER WITH MUNICIPALITY
OR
REMAIN WITHIN TRADITIONAL
RAC ARES STRUCTURE

DECISION

PARTNER WITH MUNICIPALITY
OR
REMAIN WITHIN TRADITIONAL
RAC ARES STRUCTURE

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 !!**

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.

AMATEUR RADIO COMMUNICATIONS TEAM (ARCT)

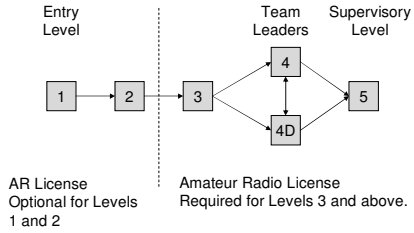
Minimum Capabilities:		Type I	Type II	Type III	Type IV
Component	Metric				
Team	Description	One Type II (base station) & Four Type III (mobile/portable)	Fieldbase station (EOC)	Mobile/portable field units (ICP or MCP)	Mobile/portable field additional support unit (SHELTER)
Personnel		12 persons, including: 1 supervisor, 1 assistant supervisor	4 (or more) AROs	2 AROs	1 ARO
Training	License Class		2 must be Advanced or have HF privileges	At least 1 must be Advanced or have HF privileges	Basic 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

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		

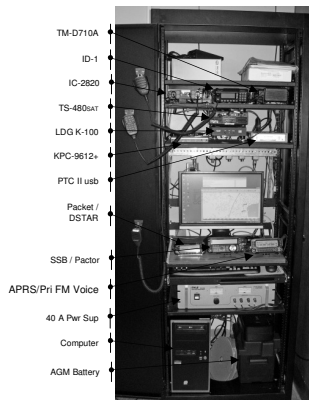
DEVELOPMENTAL PROGRESSION PATH



QUALIFICATION LEVELS

Level 1 ASSOCIATE MEMBER

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



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.

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

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

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

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.**

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)

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)

CURRENT WORK

- Developing The Specification

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

SPEC LAYOUT

