

# ERO PROFICIENCY EVALUATION

# WELCOME

Your Presenters are,  
Tom Cornell & Laurie Mitchell

## A little background:

Tom; EP Coordinator, Trainer & Assessor

Laurie; EMP Training Program Manager

Both; 12+ years in Emergency Management  
and way too long on the Hanford Site.

# The FERRO Evaluation Saga

It was a dark and stormy readiness review post-drill critique (*things hadn't gone well*), when one of the evaluators said, “Does anyone else feel like we've been missing something?”

# Trend Identification

The Emergency Management Program personnel compared experiences from different facilities and identified a common thread.

Waiting until an Exercise or Readiness Review to evaluate performance of the FERO against the program validation criteria is too late.

# Buy in

Getting support for more than a quick fix.

Is there a mandate?

# DOE O 151.1C

## Attachment 2

### Contractor Requirements Document

#### 5. TRAINING AND DRILLS

##### b.(1)

Training - Both initial training and annual refresher training must be provided for the instruction of and demonstration of proficiency by all personnel (i.e., primary and alternate) comprising the emergency response organization.

# Application Problem

Exercises

vs.

Training

# First Assumption

Demonstration of Proficiency = Performance

# Next Task

Find a way to tie performance and evaluation together other than as part of an Exercise or Readiness Review.

# DOE O 151.1C

## Attachment 2

### Contractor Requirements Document

#### 5. TRAINING AND DRILLS

##### b.(2)

Drills must provide supervised, “hands on” training for members of emergency response organizations.

# Next Assumption

“Hands on” Training = Performance

# Leap of Faith

Drills provide “hands on” training.

Therefore...

Proficiency can be evaluated in drills as a required part of the Training Program.

# The Next Hard Part

Eliminate the subjective.  
Accentuate the objective.

# Our Solution

Establish measurable criterion based on established standards for program elements.

DOE G 151.1-3

APPENDIX D. Evaluation Criteria

# The Really Painful Part

As a group, we:

- Identified the program elements that are dependent on FERO performance.
- Identified the FERO position(s) responsible for performance of the required action(s).
- Developed observable criterion for successful completion of the required action(s).

# The FERRO Proficiency Evaluation Package

Yes, our handout is Hanford specific.

Yes, some of the roles and responsibilities will be different at other DOE sites.

Yes, you can get a Word<sup>®</sup> file and modify it to reflect the program at your facility.

# QUESTIONS?

Laurie and I have been using this tool as Drill Evaluators for several years and will be available to discuss our experiences with you.

After this session, you can contact us through the MSA EMP information booth between sessions.



# Thank You for Attending!