



USDA Forest Service Fire and Aviation Management Briefing Paper



Date May 2015

Topic: “CRM 7 Skills” equivalent to “A-310 Overview of Crew Resource Management”

Issue: Crew Resource Management 7 Skills has become the agency standard for Crew Resource Management (CRM) training within the Forest Service. (Ref: *CRM Briefing Paper 3/8/2012*).

A-310 - Overview of Crew Resource Management is a general 2 hour course that provides information on the roles and responsibilities of flight and aircrew members in aviation operations. (Ref: *IAT Guide 2014 p. 23*)

The Forest Service Aviation Training Program Manager determines course equivalencies for the Forest Service. (Ref: *IAT Guide 2014 p. 2*)

Background: Three courses have been developed to meet the Interagency and Forest Service requirements for CRM training:

Course Descriptions:

- N9059-Crew Resource Mgmt. 7 Skills (3 hrs.) This course explains the importance/history of CRM, covers current policy, introduces the 7 skills of CRM (Decision Making, Assertiveness, Mission Analysis, Communication, Leadership, Adaptability/Flexibility, and Situational Awareness) and checks for understanding utilizing practical skill application through facilitated scenarios. Student focused facilitation utilized.
- RT9059F-CRM 7 Skills Refresher (1.5 hr.) A CRM course providing a refresher of:
 - CRM history – why is CRM important
 - Policy Review – updates of policy changes
 - Review of the 7 critical skills – Decision Making, Assertiveness, Mission Analysis, Communication, Leadership, Adaptability/Flexibility, and Situational Awareness
 - Mission-specific scenarios/case study – utilizes mission specific scenarios and case studies to demonstrate to check for understanding utilizing practical skill application through facilitated scenarios. Student focused facilitation utilized.
- FS509-CRM 7 Skills Train the Trainer (24 hrs.) A comprehensive course that teaches facilitative instruction using case studies.

Key requirements:

 - Prior completion of M-410-Facilitative Instructor or comparable adult learning instruction (see [Field Manager’s Course Guide](#))
 - Ability to effectively present training
 - Desire to be a CRM Facilitator
 - Successful completion of FS509-CRM 7 Skills Train the Trainer

- Successful completion of final field evaluation.

The facilitator is provided with instructional material templates for both for the initial and refresher course with the ability to make the training specific and pertinent to their mission.

NOTE: Due to the complicated nature of airborne command and control, the 24 or 16 hour course is also recommended for Air Tactical Group Supervisor initial training.

Determination: CRM Subject Matter Experts have reviewed the course content of A-310, FS-509, N9059 and RT9059F and have determined that:

- FS509-CRM 7 Skills Train the Trainer
- N9059-Crew Resource Mgmt. 7 Skills
- RT9059F-CRM 7 Skills Refresher

meet and exceed the objectives and content of A-310 - Overview of Crew Resource Management. Therefore, all Forest Service personnel completing FS-509, N9059 and/or RT9059 have met any requirement for A-310 as stated in the Interagency Aviation Training Guide.

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