USDA Forest Service
Fire and Aviation Management
Briefing Paper

Date: 9/29/2014

Topic: Definition of Agency Approved CRM Training for ATGS

Issue: The October 2014 issuance of the National Incident Management System Wildland Fire Qualification System Guide, PMS 310-1 and Forest Service Fire & Aviation Qualification Guide (FSFAQG) will require the course *N9059-Crew Resource Management 7 Skills* for Air Tactical Group Supervisor (ATGS).

Background: The 310-1 and the FSFAQ have previously required **Agency Approved CRM Training** for the ATGS position.

The National Wildfire Coordinating Group (NWCG) has adopted the **Crew Resource Management 7 Skills** training as the agency standard.

This training is supported by the development of CRM training facilitators. Facilitators must complete *FS509-Crew Resource Management 7 Skills Train the Trainer* and successfully pass a facilitator evaluation. With designation as a 7 Skills CRM facilitator, the individual will be qualified to present the initial *N9059-Crew Resource Management 7 Skills* course and the *CRM 7 Skills Refresher* as needed.

The following 3 courses are now in IQCS:

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

As of October 2014, the FSFAQG requirement for ATGS to complete *N9059-Crew Resource Management 7 Skills* as well as the *CRM 7 Skills Refresher* triennially will be reflected in IQCS.

There are currently 29 facilitators qualified to present *N9059* and the refresher training. More facilitators will be developed throughout the coming years.

Currently CRM training is only REQUIRED in the 310-1 and FSFAQG for ATGS. CRM training is a safety critical element for all personnel involved flight operations where communication with the pilot is essential to the operation.

The Forest Service requires CRM training for a variety of other positions including:

• Helicopter Rappel Spotters	Reference: **NROG**
• Helicopter Rappel Pilots	Reference: **NROG**
• Smokejumper Spotters	Reference: **ISMOG**
• Exclusive Use Fire Helicopter Crew Supervisor	Reference: **FSFAQG**
• Exclusive Use Assistant Fire Helicopter Crew Supervisor	Reference: **FSFAQG**
• Aircrew Member	Reference: **5709.16**
• Pilots	Reference: **5709.16**

Course Descriptions:

- *N9059-Crew Resource Mgmt. 7 Skills* (3 hrs.) This course explains the importance/history of CRM, introduces the 7 skills of CRM (Decision Making, Assertiveness, Mission Analysis, Communication, Leadership, Adaptability/Flexibility, and Situational Awareness) and checks for understanding through practical skill application through facilitated scenarios.

- *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.

  Through certifying facilitators at the Regional/Unit level with the Train–the-Trainer course, delivery of *N9059-Crew Resource Mgmt. 7 Skills* and *RT9059F-CRM 7 Skills Refresher* is efficient and cost effective.

  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.

- *RT9059F-CRM 7 Skills Refresher* (1.5 hr.) A CRM course providing a refresher of the 7 Skills CRM that is customized to mission and issues of specific operations such as ATGS, Helicopter Operations, Smokejumper Operations, etc. Discussion of mission-based scenarios and demonstration of effective application and understanding of the 7 skills of CRM are critical components of this course.

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