

Training and Development Committee

Organization Chart

May 2021

Objectives

- Enhanced efficiency and effectiveness
- Clearly define the functions of the T&D committee
- Clearly define roles, responsibilities, communication channels and relationships (dependencies) within the committee
- Define an organizational structure and job descriptions for all T&DC members with a manageable distribution of workload within the team

Form follows Function

Functional Assessment Training & Development Committee

Function

**EVIDENCE-BASED
CSP STANDARDS**

Function

**EDUCATIONAL /
EVALUATION
CONTENT
DEVELOPMENT**

Function

**PRODUCTION /
DOCUMENTATION**
*Manual /
Instructional /
Evaluation /
Translation
Hard copy / On Line*

Function

**CONSULTATION /
INFORMATION
SHARING
WITHIN THE
ORGANIZATION
(Patroller Education
Services)**

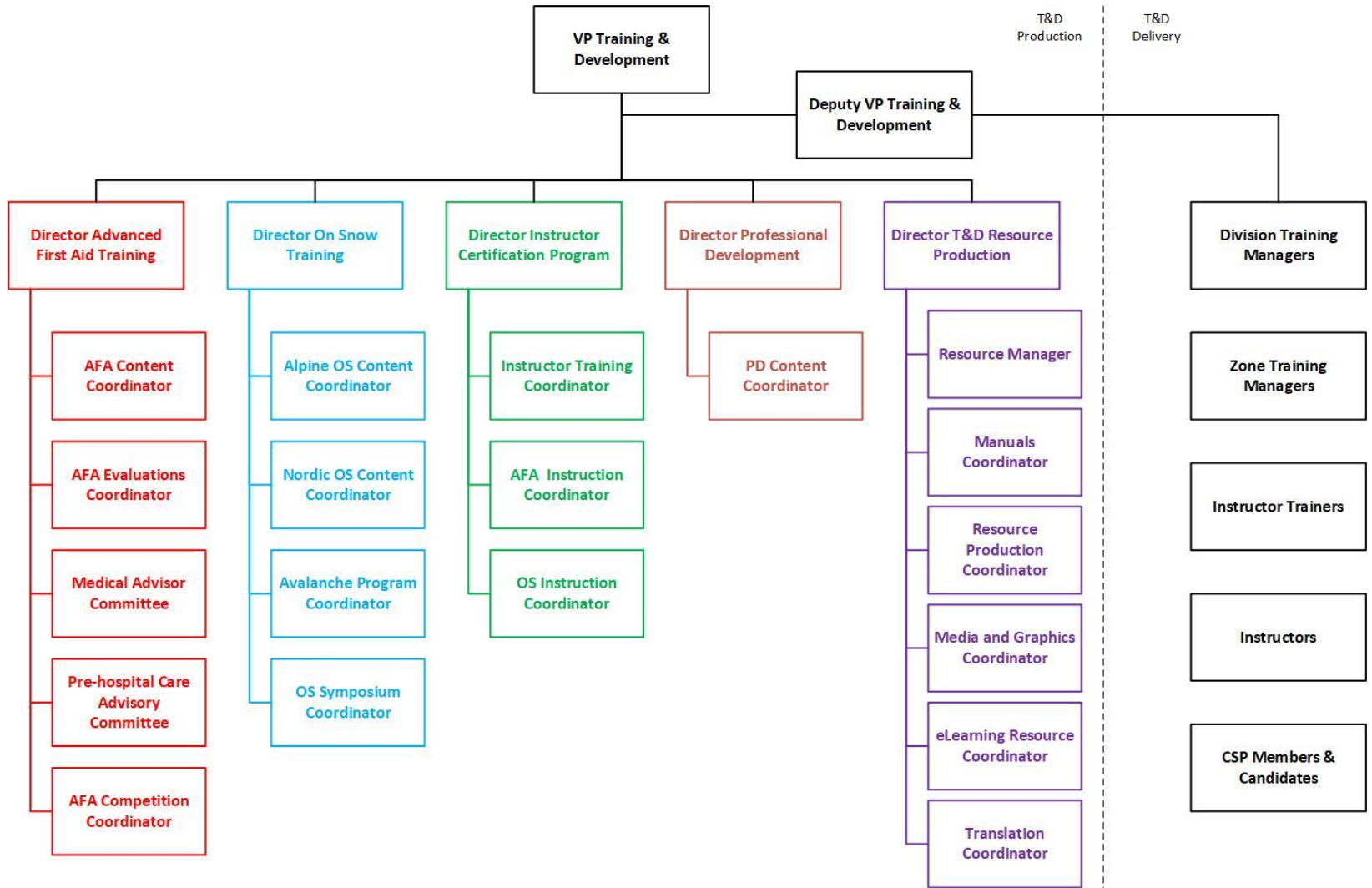


CSP Training and Development System

CSP T&D Production System

CSP T&D Delivery System

	Architects	Designers	Producers	Distributors	Trainers	Consumers
	<ul style="list-style-type: none"> - Identify the relevant standards - Define the requirements (What is to be taught and evaluated) 	<ul style="list-style-type: none"> - Design the instructional content (How it is taught) - Design and produce the evaluation content (How it is evaluated) 	<ul style="list-style-type: none"> - Produce the instructional content 	<ul style="list-style-type: none"> - Distribute the instructional & evaluation content Nationally - Information sharing within organization 	<ul style="list-style-type: none"> - Provide the instructional & evaluation content Locally - Evaluate the consumer performance 	<ul style="list-style-type: none"> - Consume the instructional & evaluation content (new candidates, returning patrollers) - Provide feedback
Advanced FA	AFA Standards & Requirements Standards (ILCOR/CSA/Wilderness/Extended/FIPS/PCAC/MAC), Quality Management, Prov./Terr. regulations, Change management (ECRs)	AFA Content & Evaluation Development AFA Course designs (AFA, AFA-M, CPR, Requalification), AFA module instruction outlines, AFA evaluations (quizzes, written, skills, diagnostics, CPR)	AFA Products AFA Manual (layout, graphics, epub, pdf), AFA Course Modules (presentation, narration), AFA eLearning Course construction	AFA Product Distribution T&D Sharepoint, National Database System Nat. AFA Symposium ("Annual conference") FA Competition	AFA Product Delivery (AFA Instructors)	AFA Product Consumption (new candidates, return patrollers)
On Snow Operations Alpine/Nordic/Avalanche	OS Standards & Requirements Standards (CSIA/CASI/CNSI/CAA/FIPS), Quality Management, Change management	OS Content & Evaluation Development OS Course designs (Alpine, Nordic) OS module instruction outlines, Avalanche (3 rd party)	OS Products OS Manual, OS Course Modules, OS eLearning Course construct, 3 rd party (AST1 &2, CRS)	OS Product Distribution Nat. OS Symposium	OS Product Delivery (OS Instructors)	OS Product Consumption (new candidates, return patrollers)
Instructor Certification Program	ICP Standards & Requirements Standards (Adult learning, CSA), Quality Management, Change management	ICP Content & Evaluation Development ICP Course designs (AFA & OS Instructor, IT) ICP module instruction outlines, ICP evaluations	ICP Products Instructor Manual, ICP Courses Modules, ICP eLearning Courses construct, Instructor Yearly Updates	ICP Product Distribution Nat. ICP Symposium	ICP Product Delivery (Instructor Trainers)	ICP Product Consumption (new inst./IT candidates, return instructor)
Professional Development	PD Standards & Requirements	PD Content Development	PD Products Training Manager Guide, 3 rd party PD courses	PD Product Distribution	PD Product Delivery	PD Product Consumption (DTM/ZTM, patrol leaders, ...)



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