



NFCC

National Fire
Chiefs Council

Fire standards

Training analysis

Developed and maintained by the NFCC



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Training analysis

A service should aim to train its operational and fire control personnel to use the hazard and control measure approach provided in National Operational Guidance (NOG), applying risk assessment, decision making and risk management skills. This should include locally tailored guidance where a risk-based approach to policy should drive the training approach.

It is important for training material to align with service policy and procedure so a hazard and control measure approach can manifest in firefighter behaviour. It closes the loop and enables the achievement of operational competence where personnel consistently achieve the outcome of workplace performance. It is how services produce the best trained, professional firefighters, equipped with the most current and up to date guidance if the service policy and procedure is aligned to NOG.

An analysis of training programmes and material is required to ascertain that the training delivered does reflect what is written in policy and procedure. This will create a narrative and evidence base for an all-hazards approach that can be measured by HMICFRS.

New guidance and procedural material can then be easily aligned with training packages and potentially new material to help embed the implementation of NOG.

The most successful examples of implementation have been evidenced when the training teams work directly with the policy teams and are engaged from the outset of the project. The size of the workload should not be underestimated as there is a large volume of practical applications and knowledge and understanding criteria within the training specifications on ukfrs.com. It is possible to group these together into manageable packages that can be integrated into a manageable maintenance of competency schedule.

[Kent have provided an example Training Gap Analysis template](#)