An Electronic Competency-Based Evaluation Tool for Assessing Humanitarian Competencies in a Simulated Exercise

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Study/Objective: To present a novel, competency-based evaluation tool designed for rapid, electronic, offline use in a field-based simulation exercise.

Background: A growing number of humanitarian training programs are using simulation exercises in an effort to train and prepare humanitarians for work in the field. However, few field training exercises include methods and tools designed to assess the essential humanitarian competencies that participants must demonstrate in the SimEx and the field.

Methods: During a three-day humanitarian simulation event, participants in teams of eight to ten were individually evaluated at multiple injects by trained evaluators. Participants were assessed on five competencies and a global rating scale. Participants evaluated both themselves and their team members using the same tool at the end of the SimEx.

Results: All participants (63) were evaluated. A total of 1,008 individual evaluations were completed. There were 90 (9%) missing evaluations. All 63 participants also evaluated themselves and each of their teammates using the same tool. Self-evaluation scores were significantly lower than peer-evaluations, which were significantly lower than evaluators’ assessments. Participants with a medical degree, and those with humanitarian work experience of one month or more, scored significantly higher on all competencies assessed by evaluators compared to other participants. Participants with prior humanitarian experience scored higher on competencies regarding operating safely and working effectively as a team member.

Conclusion: This study presents a novel electronic evaluation tool to assess individual performance in five of six globally recognized humanitarian competency domains in a 3-day humanitarian SimEx. When combined with testing knowledge-based competencies, this presents an approach to a comprehensive competency-based assessment that provides an objective measurement of competency. There is an opportunity to advance the use of this tool in future humanitarian training exercises, and potentially in real time, in the field. This could impact the efficiency and effectiveness of humanitarian operations.

A Social Network Analysis of the Emergency Medical Command During a Live CBRNE Exercise

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Study/Objective: During major incidents, it is crucial that all actors in the emergency medical command have correct and