

Canadian Avalanche Association

COMPETENCY PROFILES AND PROFICIENCY SCALE FOR CAA MEMBERS

July 8, 2020



Acknowledgements

The components in this document are the result of numerous hours of work by many individuals. Much appreciation is owed to the CAA Committees, Board of Directors, staff, individual members and project teams for the time and research that lead to the competency framework contained herein. Additionally, much appreciation is owed to the non-members, employers, and volunteers, for their valuable inputs and feedback.

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1 Background

1.1 *Shift Towards Self-Regulation*

The Canadian Avalanche Association is undergoing a significant shift in how applicants qualify to become practicing members. Historically CAA focused on providing services to its members; over the last several years the organization has been adopting an explicit orientation towards working in the public interest. This shift has moved CAA further toward self-regulation of its members, with a new emphasis on actively ensuring that members practice in a manner that earns the confidence of the public in the avalanche safety programs and services they deliver.

Fundamental in this transition is the establishment of competencies for the CAA membership. The competencies will define the abilities that newly qualified members bring to the workplace.

In September 2014 the CAA Board initiated a project to develop a competency profile for each of two membership categories, temporarily referred to as Practitioner 1 (P1, roughly corresponding to Active Membership) and Practitioner 2 (P2, roughly corresponding to Professional Membership).

The Board directed that the competencies for the P1 and the P2 should be determined:

...based upon the provision of a meaningful set of workplace skills for employers (safeguarding the public interest), rather than as an exact match for the expectations of CAA's current membership categories or training programs.

The Board also noted that:

Following completion of the [competency development] project, membership categories and / or training programs may be adjusted [towards] a more cohesive, employment-based approach.

and further:

... [the P1 and P2] competency sets are envisioned as being integrated, the competencies of P2 including, and building upon, the competencies of P1. [The] P2 may possess a higher level of proficiency in some of the P1 tasks, as well as some additional abilities.

The Board engaged a consultant in 2014 with expertise in the development of occupational competencies to lead the project. The Board also appointed a Competency Development Committee made up of experienced members to provide subject-matter expertise. The draft competency profile document resulting from that work was presented to the CAA Board on April 9, 2015 and subsequently released to members.

Since that time, several committees, project teams, members and external stakeholders have been working to turn competency-based membership into a reality. Fundamental to the work accomplished is finalizing the competency profiles. This document is a result of those efforts.

Also since that time, creation of new membership category names has been postponed. **All work conducted to date for P1 will apply to the existing Active membership category. Similarly, all work conducted to date**

for P2 will apply to the existing Professional membership category¹. Once in force, this document will describe the competencies required by individuals when applying for Active or Professional membership with the CAA.

1.2 The Competency Profile Development Process

In October 2014, a Competency Development Working Group was formed to establish the competency profiles. The conceptual framework for the competencies was established first. The competencies were then developed by conducting a job analysis, assisted by referencing relevant published materials such as avalanche-industry job descriptions, competencies from other professions and ITP curriculum (a literature search was unable to locate any published documents purporting to identify competencies for avalanche industry workers).

In February 2015, an online survey of CAA members took place to rate the importance and frequency of the proposed competencies, and to poll for additional competencies for inclusion. Over the same timeframe, employers were surveyed for information about the level of CAA members they employed, their expectations for the abilities of those workers, and their involvement in the assessment process.

The Competency Development Working Group then met to review the survey data and make final decisions on the composition of the competency profiles. The first draft version of this document was subsequently presented to the CAA Board of Directors and released.

As described further in [Section 2.3 – Assessment Venues](#), a Gap Analysis was conducted to determine how the CAA should assess applicants wishing to attain membership. As a result of the analysis, the CAA began revising its Industry Training Program (ITP) to better address competencies in the Active and Professional profiles.

In parallel with ITP revisions, subject matter experts came together to develop an Active workplace portfolio for addressing competencies that were not well suited to being evaluated through courses or the application process itself. Development included consultation with portfolio experts, employers, and members. In December 2018, the committee released a Beta Workplace Portfolio package to 13 volunteer prospective members. The volunteers created their portfolios and provided detailed feedback on the process and content, including the competencies. The beta portfolio responses were then assessed by volunteer senior members to establish the process for assessing the portfolios. Using the insight and feedback from the beta activity, the workplace portfolio was then updated.

From February 2020 to June 2020, the resulting competency-based membership application process was provided on a voluntary basis. Individuals applying for membership during this time period were given the option to use the existing application process, or the new competency-based process. Both options satisfied the existing bylaws. This voluntary period enabled the staff, project team and Membership Committee to fine tune all aspects of the competency-based membership application process before it became standard.

¹ As of June 2020, the competency profiles primarily affect new applicants to Active and Professional Member Categories. At this time, there are no changes to the obligations of existing Active or Professional members as outlined in either the [CAA bylaws](#) or [CPD Requirements](#).

All of the projects described above have provided valuable insight and feedback on the draft competency profiles released in 2015. Collectively these observations have resulted in the Competency Profiles and Proficiency Scale presented in this document.

2 Conceptual Framework for the Competency Profiles

2.1 Fundamental Definitions

2.1.1 Competency

Within this document, a “competency” is defined as the ability to perform a job task to a specified level of proficiency under specified workplace conditions.

2.1.2 Competency Profile

The competency profile for a member category establishes the minimum set of abilities that a newly qualified member in the category is expected to bring to the workplace. It is understood that the profiles act as “snapshots” of the competencies of members when entering these membership categories. As discussed below in [Section 2.2 - Entry to Practice and Beyond](#), it is expected that for many individuals, their abilities will continue to develop after becoming members of the association.

In the workplace Active and the Professional members will perform many of the same tasks. In general, the Professional member is expected to have a higher level of proficiency in those tasks. The Professional member also has the ability to perform tasks with greater autonomy, in addition to having gained experience and a higher level of knowledge. **To understand the level of proficiency required at the Active and Professional membership levels, the proficiency scale described in [Section 2.1.4](#) must therefore be used together with the competency profiles.**

Lastly, it is important to understand the contexts of entry-level (Active member) and professional (Professional member) workplace conditions, as explained next (in [Section 2.1.3 - Workplace Conditions](#)).

2.1.3 Workplace Conditions

Within the framework of competencies required to be a member of the CAA, supervision, and an existing program structure help to define the work environment those members may practice in. These parameters are of key importance in defining the Scope of Practice of CAA members.

At entry to practice, the Active member functions within the following workplace conditions:

- A highly structured environment
- An established avalanche program
- Decision making subject to established protocols
- Consultation or supervisory review readily available and utilized

At entry to practice, the Professional member functions within the following workplace conditions:

- A moderately structured environment
- An established or developing avalanche program
- Decision making subject to established protocols
- General direction provided

The following scenarios provide examples of Active and Professional members at work. These examples are illustrations and not meant to be exhaustive descriptions of the roles of Active and Professional members. A broader range of roles emerges when considering the proficiency scale below and the roles of members involved in advanced practice which may be required in many workplaces.

Examples:

An Active member may have a significant, but junior role at a ski hill, recording observations of snow, weather, and avalanche phenomena. This member's training ensures the work is done to OGRS standards. However, the Active member successfully conducts his or her work through the support of the highly structured environment at the ski hill. The ski hill's existing avalanche program provides guardrails in the form of protocols that clearly limit what decisions the Active member can make and clearly dictate the procedures to be followed. Within this context, the Active member is also usually in contact with a supervisor several times per day for review and consultation on the Active member's work.

A Professional member has greater latitude than the Active member. The Professional member's additional training and experience allow moderate structure; the member may exercise judgement more frequently and may not always have supervision.

A different example of a Professional member's role might be as a team leader for avalanche safety at a snowmobile touring or cat skiing operation. The Professional member may be one of the program's daily operational leaders, making decisions about the daily activities, and supervising or training Active members. General direction for the avalanche program may have been developed in consultation with a highly experienced specialist conducting an advanced practice (See 2.1.4 below for details on advanced practice).

2.1.4 Proficiency Scale

As previously mentioned, the level of proficiency expected of an Active member differs from that of a *Professional* member. The following table describes the level of knowledge, experience, autonomy, leadership, and communication that is expected of avalanche workers' competencies when beginning the various stages of their career. While progressing between stages of their career, the proficiency level of members' competencies will evolve over time at varying rates (see [Section 2.2 below, Entry to Practice and Beyond](#)).

CAA Member Proficiency Scale

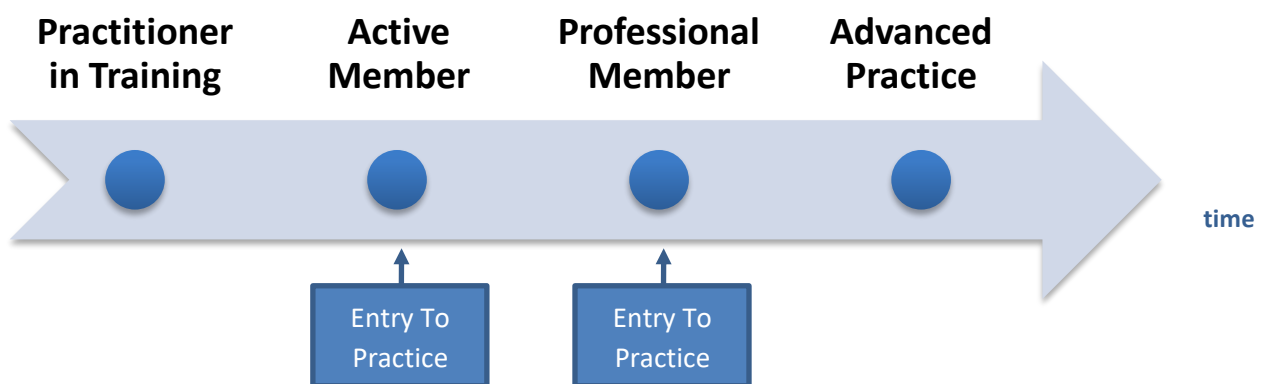
Level of Practice	Practitioner in Training	Active Member	Professional Member	Advanced Practice Professional Member Includes PEng., scientists, consultants, sector specialists, etc.	
Education	- CAA Avalanche Operations Level 1 & prerequisites	- CAA Avalanche Operations Level 1 & prerequisites - CAA Introduction to Professionalism - Workplace Portfolio and Active member application	- CAA Avalanche Operations Level 2 & prerequisites - Workplace Portfolio and Professional member application	Advanced education, additional ITP courses, CPD, ISSW, external certification	
Proficiency Levels	1 Basic	2 Capable	3 Proficient	4 Specialist	5 Expert
Knowledge	Very limited knowledge of avalanche risk management, its main processes, methods, and tools	Limited knowledge of avalanche risk management, its main processes, methods, and tools	Good level of knowledge in all aspects of avalanche risk management, all its processes, methods and tools. Capable of explaining the application of the processes	High level of knowledge in all aspects of avalanche risk management, all its processes, methods and tools to assess and validate improvements. Ability to coach others on contents and methods in the context of their workplace	Extensive knowledge of avalanche risk management, both internal to their organization and external to their sector. Contributes to set externally recognized standards. Ability to define contents and methods for using knowledge effectively in influencing and developing international processes. Ability to influence the process with one's knowledge
Experience	Little experience in this subject	Sufficient experience to deal with recurrent activity	Has enough experience in avalanche risk management to also deal with unforeseen issues	Wide proven experience in avalanche risk management. Is recognized specialist within the field of expertise	Demonstrates world class expertise, in recognized international organizations
Autonomy	Capable of performing basic routines under direct supervision	Capable of performing standard tasks under readily available supervision	Capable of performing tasks autonomously within a pre-defined framework	Capable of performing tasks in complex situations	Capable of performing tasks in complex situations
Leadership & Communication	Little to no proven skills	Capable of straightforward clear communication. Basic leadership skills	Demonstrates consistent, appropriate, and highly functional leadership skills	Capable of leading changes at an organizational level	Capable of leading changes industry-wide

2.2 Progression from Entry to Practice to Advanced Practice

The competency profile for a member category establishes the minimum set of abilities that a newly qualified member in the category is expected to bring to the workplace. Thus, the profile may be considered to be a listing of entry-to-practice abilities at the Active or Professional level. It is fundamental to the public interest to clearly describe these abilities, upon which employers and others may rely.

Equally fundamental, however, is the recognition that competencies evolve with workplace experience. Workers learn from their experience, from the guidance of more experienced colleagues, and from continuing education. Their competency sets and proficiency levels grow over time. Skills that workers regularly perform or for which they receive more guidance will grow more quickly than those practiced less frequently or with less support. This growth, along with training, enables members to progress from one membership category to the next and to focus on a particular practice area. For example, with experience, the proficiency of the Active member in performing some tasks may approach that of the Professional member. Similarly, the proficiency of the Professional member in frequently performed tasks may exceed the minimum Professional member proficiency defined in the previous section.

The chart below illustrates graphically how the competencies of members may develop over the course of their career in terms of the proficiency levels defined previously in [Section 2.1.4 – Proficiency Scale](#). For example, with accumulated experience and training an Active member's competency set and proficiency levels may grow towards Professional member entry-to-practice levels. Those competencies can then also grow toward advanced proficiency levels in a particular practice area. Other members, however, may find that that Active or Professional member competencies and proficiency levels sufficiently meet their practice needs.



2.3 Assessment Venues

The CAA competency profiles define the competencies members should have when entering a level of practice. They do not, however, prescribe *how* the CAA should assess applicants wishing to attain membership. To answer this question, the CAA conducted a gap analysis to understand which assessment of member applicants could be addressed by the Industry Training Program (ITP) and what areas would require

new methods of assessment. The gap analysis adapted Miller's Pyramid, a widely accepted model for defining assessment levels, to categorize the assessment currently available in ITP and suggest instances where new assessment methods might be required.

Together the gap analysis and the competency profiles were used to redesign the CAA *Avalanche Search and Rescue Advanced Skills* course. Additionally, the Competency Aligned Avalanche Risk Assessment Training Project (CAARAT), funded through a Search and Rescue New Initiatives Fund (SAR NIF) grant, was used to align the *Avalanche Operations Level 1 and 2* courses with the competency profiles. Where ITP was unsuited to evaluate specific competencies, other assessment methods were considered. The result is the online *Introduction to Professionalism* course and the Workplace Portfolio.

The Workplace Portfolio has been developed to provide applicants a tool to capture and demonstrate their proficiency level of specific competencies using workplace experiences and evidence. As shown in the competencies profile tables in [Section 3](#), some workplace portfolio entries require evidence to be submitted as part of the portfolio (indicated by Workplace Portfolio + Evidence), while others do not. Additionally, some competencies require external validation by a supervisor or senior colleague involved in an applicant's work (as indicated by Workplace Portfolio + Validation), while others do not.

The following is a summary of the assessment venues used to evaluate the proficiency level of an applicant's competencies. The competency profiles in [Section 3](#) show which assessment method is used to assess each required competency for Active and Professional members, as well as any pertinent information about the assessment. For example, they show if evidence required for a competency must be of a specific format or contain specific information. Additional details about the assessment venues are provided on CAA's webpages about [competency-based membership](#).

- CAA Industry Training Program Courses
 - Introduction to Avalanche Operations
 - Avalanche Operations Level 1
 - Avalanche Operations Level 2
 - Avalanche Search and Rescue Advanced Skills
- CAA Introduction to Professionalism
- Workplace Portfolio
- Membership Application Process (for communication competencies)

As seen in the competency profiles, all competencies have "primary" assessment venues, while some competencies have both "primary" and "secondary" assessment venues. Secondary assessments are provided when two courses address a competency, or when a competency is considered critical and is assessed using a workplace portfolio as well as a course. In general, only the primary competency is used for assessment. The secondary assessment may be consulted if the assessment team requires additional information.

3 Competency Profiles

The following sections identify the competencies to be met by Active and Professional member applicants. The competencies are split into 8 domains:

1. Professionalism
2. Communication
3. Organization and Decision Making
4. Terrain Use
5. Managing Operational Avalanche Risk
6. Observing and Recording
7. Delivering Education
8. Emergency Response

The tables below also identify which of the assessment venues (refer to [Section 2.3](#) above) are used to evaluate each competency. It is important to use the [Proficiency Scale provided in Section 2.1.4](#) with these tables in order to understand the level of experience and understanding required for the different levels of membership.

3.1 Active Member Competency Profile and Assessment Venues

Competency	Primary Assessment Venue	Secondary Assessment Venue
PROFESSIONALISM		
1.1 Act with honesty and professional integrity.	CAA Introduction to Professionalism	
1.2 Treat others with respect and fairness.	CAA Introduction to Professionalism	
1.3 Comply with CAA code of ethics.	CAA Introduction to Professionalism	
1.4 Comply with government legislation and regulations affecting practice.	CAA Introduction to Professionalism	
1.5 Comply with employer policies, procedures and protocols.	CAA Introduction to Professionalism	
1.6 Practice within the CAA Scope of Practice, and within the bounds of individual knowledge, skills and limitations.	CAA Introduction to Professionalism	
1.7 Undertake new learning, seek advice or engage assistance to ensure individual abilities are not exceeded.	CAA Introduction to Professionalism	CAA Avalanche Operations Level 1
1.8 Maintain currency in knowledge and techniques relevant to individual practice.	CAA Introduction to Professionalism	CAA Avalanche Operations Level 1
1.9 Self-evaluate performance, and undertake learning aimed at improvement.	CAA Introduction to Professionalism	CAA Avalanche Operations Level 1
1.10 Maintain personal health and wellness consistent with needs of individual practice.	CAA Introduction to Professionalism	CAA Avalanche Operations Level 1
1.11 Accept accountability for decisions and actions.	CAA Introduction to Professionalism	
1.12 Respond constructively to feedback.	CAA Introduction to Professionalism	CAA Avalanche Operations Level 1
1.13 Act purposefully and with attention to detail.	CAA Introduction to Professionalism	
1.14 Promote community understanding of the role of the avalanche professional.	CAA Introduction to Professionalism	
1.15 Proactively provide information to others in the interest of public safety.	CAA Introduction to Professionalism	
COMMUNICATION		
2.1 Listen effectively.	CAA Avalanche Operations Level 1	- CAA Introduction to Professionalism - CAA Membership Application
2.2 Communicate clearly orally.	CAA Avalanche Operations Level 1	- CAA Introduction to Professionalism - CAA Membership Application

2.3 Communicate clearly in writing.	CAA Avalanche Operations Level 1	- CAA Introduction to Professionalism - CAA Membership Application
2.4 Select communication content, language and delivery style appropriate to audience and situation.	CAA Avalanche Operations Level 1	- CAA Introduction to Professionalism - CAA Membership Application
2.5 Communicate operational information using established technical language.	CAA Avalanche Operations Level 1	- CAA Introduction to Professionalism - CAA Membership Application
2.6 Use communication tools effectively.	CAA Introduction to Professionalism	CAA Membership Application
ORGANIZATION AND DECISION MAKING		
3.1 Manage individual work time effectively.	Workplace Portfolio	
3.2 Work collaboratively with team members.	Workplace portfolio	
3.3 Maintain situational awareness, and work within abilities and limitations of team.	Workplace Portfolio	CAA Avalanche Operations Level 1
3.4 Function effectively within organizational structure.	Workplace Portfolio	CAA Avalanche Operations Level 1
3.5 Provide clear direction to others.	Workplace Portfolio	
3.6 Document professional activities.	Workplace Portfolio	CAA Avalanche Operations Level 1
3.7 Provide field information for use in operational decision making.	CAA Avalanche Operations Level 1	Workplace Portfolio
3.8 Manage digital information.	Workplace Portfolio	
3.9 Use information technology.	Workplace Portfolio	
3.10 Use quality assurance principles for continuous improvement.	Workplace Portfolio	
3.11 Use networks to exchange information and enhance practice.	Workplace Portfolio	
3.12 Utilize an organized approach to decision making.	Workplace Portfolio	CAA Avalanche Operations Level 1
3.13 Identify and mitigate bias and other human factors that affect decision making.	Workplace Portfolio	CAA Avalanche Operations Level 1
TERRAIN USE		
4.1 Prepare an operational field plan.	Workplace Portfolio + Evidence	
4.2 Travel safely and effectively over snow in mountainous terrain.	Workplace Portfolio + Evidence	CAA Avalanche Operations Level 1
4.3 Identify, characterize and map avalanche terrain in the field.	Workplace Portfolio	CAA Avalanche Operations Level 1
4.4 Identify and characterize avalanche terrain from mapping products.	Workplace Portfolio	
4.5 Recognize avalanche problems in relation to terrain under consideration.	Workplace Portfolio + Evidence	CAA Avalanche Operations Level 1
4.6 Select travel routes that optimize risk and work objectives.	Workplace Portfolio + Evidence	CAA Avalanche Operations Level 1

4.7 Utilize travel techniques that optimize risk and work objectives.	Workplace Portfolio + Evidence	CAA Avalanche Operations Level 1
4.8 Select stationary worksites to optimize risk and work objectives.	Workplace Portfolio + Evidence	CAA Avalanche Operations Level 1
4.9 Adapt terrain use in response to changing environmental conditions.	Workplace Portfolio	CAA Avalanche Operations Level 1
4.10 Employ situationally appropriate check-in methods.	Workplace Portfolio	
4.11 Utilize intra-team field communication techniques.	Workplace Portfolio	
MANAGING OPERATIONAL AVALANCHE RISK		
5.1 Identify potential effect of forecast events on people and resources.	Workplace Portfolio	
5.2 Communicate hazard and risk to persons affected.	Workplace Portfolio	CAA Avalanche Operations Level 1
5.3 Perform available risk treatment techniques (including: avoidance; artificial triggering [excluding the use of explosives]; snowpack modification; implementing pre-established procedures; use of personal protective equipment).	Workplace Portfolio	CAA Avalanche Operations Level 1
5.4 Evaluate treatment results and initiate adjustments to improve effectiveness.	Workplace Portfolio	CAA Avalanche Operations Level 1
5.5 Identify, communicate and debrief near misses.	Workplace Portfolio	
5.6 Operate according to the procedures specified in an avalanche safety plan.	Workplace Portfolio	
OBSERVATION AND RECORDING		
6.1 Observe and record study plot weather and snow information, consistent with OGRS.	CAA Avalanche Operations Level 1	
6.2 Select field sites, frequencies and techniques for weather, snow and snowpack observation, consistent with objectives and hazards.	CAA Avalanche Operations Level 1	
6.3 Observe and record field weather and snow information, consistent with OGRS and in a timely manner.	CAA Avalanche Operations Level 1	
6.4 Complete and record a snow profile, consistent with OGRS.	CAA Avalanche Operations Level 1	
6.5 Complete and record snowpack tests, consistent with OGRS.	CAA Avalanche Operations Level 1	
6.6 Complete snow profiles and snowpack tests in a timely manner.	CAA Avalanche Operations Level 1	
6.7 Observe and record avalanche occurrences, consistent with OGRS.	CAA Avalanche Operations Level 1	
6.8 Observe, record and report avalanche incidents consistent with OGRS.	CAA Avalanche Operations Level 1	
DELIVERING EDUCATION		
7.1 Provide job-performance feedback to others in a constructive manner.	Workplace Portfolio	
7.2 Direct others toward learning resources related to avalanche safety.	Workplace Portfolio	

7.3 Provide a safety briefing to individuals who will be exposed to avalanche hazards.	Workplace Portfolio	
7.4 Train individuals exposed to avalanche hazards in the recognition of avalanche terrain and the operational safety measures that apply.	Workplace Portfolio	
7.5 Select instructional terrain that balances learning with abilities and risk.	Workplace Portfolio	
<p>The forthcoming <i>CAA Guidelines for Instruction in Avalanche Terrain (GIAT)</i> is designed to assist Active Members who need to adapt the workplace conditions described above in 2.1.3 to the instructional context. GIAT addresses the variance from the typical Active Member structure that is often found in formal instruction contexts. Active Members will be required to adhere to GIAT when it is published.</p>		
EMERGENCY RESPONSE		
8.1 Manage emergency response preparedness.	CAA Intro to Avalanche Operations & Avalanche Operations Level 1	
8.2 Define nature of incident.	CAA Intro to Avalanche Operations & Avalanche Operations Level 1	
8.3 Activate additional resources.	CAA Intro to Avalanche Operations & Avalanche Operations Level 1	
8.4 Assess and manage further risk at incident location.	CAA Avalanche Operations Level 1	
8.5 Manage incident with immediately available resources.	CAA Avalanche Operations Level 1	
8.6 Search with immediately available resources.	CAA Avalanche Operations Level 1	
8.7 Prioritize needs of subjects.	CAA Avalanche Operations Level 1	
8.8 Excavate subjects with immediately available resources.	CAA Avalanche Operations Level 1	
8.9 Knowledgeable of, and adherent to operational first aid requirements.	Workplace Portfolio + Evidence (describe workplace requirements and provide evidence they are met)	
8.10 Evacuate subjects.	Workplace Portfolio <u>OR</u> CAA AvSAR Advanced Skills	
8.11 Engage additional resources appropriately.	Workplace Portfolio <u>OR</u> CAA AvSAR Advanced Skills	
8.12 Transfer incident management to others in response to availability of additional expertise.	Workplace Portfolio <u>OR</u> CAA AvSAR Advanced Skills	
8.13 Perform incident site demobilization.	Workplace Portfolio <u>OR</u> CAA AvSAR Advanced Skills	

8.14 Manage safety of self and others when in the vicinity of helicopters and mechanized equipment.	Workplace Portfolio <u>OR</u> CAA AvSAR Advanced Skills	
8.15 Preserve incident site integrity and evidence.	Workplace Portfolio <u>OR</u> CAA AvSAR Advanced Skills	
8.16 Document incident and response.	Workplace Portfolio <u>OR</u> CAA AvSAR Advanced Skills	
8.17 Contribute to operational incident debriefing and investigation.	Workplace Portfolio <u>OR</u> CAA AvSAR Advanced Skills	
8.18 Address post-incident personal wellness needs.	Workplace Portfolio <u>OR</u> CAA AvSAR Advanced Skills	

3.2 Professional Member Competency Profile and Assessment Venues

Note: Competency numbers followed by () indicate those competencies which are not applicable to Active Members and are required by Professional Members only.*

Competency	Primary Assessment Venue	Secondary Assessment Venue
PROFESSIONALISM		
1.1 Act with honesty and professional integrity.	CAA Introduction to Professionalism	
1.2 Treat others with respect and fairness.	CAA Introduction to Professionalism	
1.3 Comply with CAA code of ethics.	CAA Introduction to Professionalism	
1.4 Comply with government legislation and regulations affecting practice.	CAA Introduction to Professionalism	
1.5 Comply with employer policies, procedures and protocols.	CAA Introduction to Professionalism	
1.6 Practice within the CAA Scope of Practice, and within the bounds of individual knowledge, skills and limitations.	CAA Introduction to Professionalism	
1.7 Undertake new learning, seek advice or engage assistance to ensure individual abilities are not exceeded.	CAA Introduction to Professionalism	CAA Avalanche Operations Level 2
1.8 Maintain currency in knowledge and techniques relevant to individual practice.	CAA Introduction to Professionalism	CAA Avalanche Operations Level 2
1.9 Self-evaluate performance, and undertake learning aimed at improvement.	CAA Introduction to Professionalism	CAA Avalanche Operations Level 2
1.10 Maintain personal health and wellness consistent with needs of individual practice.	CAA Introduction to Professionalism	CAA Avalanche Operations Level 2
1.11 Accept accountability for decisions and actions.	CAA Introduction to Professionalism	
1.12 Respond constructively to feedback.	CAA Introduction to Professionalism	CAA Avalanche Operations Level 2
1.13 Act purposefully and with attention to detail.	CAA Introduction to Professionalism	
1.14 Promote community understanding of the role of the avalanche professional.	CAA Introduction to Professionalism	
1.15 Proactively provide information to others in the interest of public safety.	CAA Introduction to Professionalism	
1.16* Contribute to the development of the profession	Workplace Portfolio + Evidence (Statement/evidence of cataloguing activities and following CPD requirements)	CAA CPD currency

COMMUNICATION		
2.1 Listen effectively.	CAA Avalanche Operations Level 2	- CAA Introduction to Professionalism - CAA Membership Application
2.2 Communicate clearly orally.	CAA Avalanche Operations Level 2	- CAA Introduction to Professionalism - CAA Membership Application
2.3 Communicate clearly in writing.	CAA Avalanche Operations Level 2	- CAA Introduction to Professionalism - CAA Membership Application
2.4 Select communication content, language and delivery style appropriate to audience and situation.	CAA Avalanche Operations Level 2	- CAA Introduction to Professionalism - CAA Membership Application
2.5 Communicate operational information using established technical language.	CAA Avalanche Operations Level 2	- CAA Introduction to Professionalism - CAA Membership Application
2.6 Use communication tools effectively.	CAA Introduction to Professionalism	CAA Membership Application
2.7* Prepare a technical report	Workplace Portfolio + Evidence	CAA Avalanche Operations Level 2
ORGANIZATION AND DECISION MAKING		
3.1 Manage individual work time effectively.	Workplace Portfolio	
3.2 Work collaboratively with team members.	Workplace Portfolio	Operations Level 2
3.3 Maintain situational awareness, and work within abilities and limitations of team.	Workplace Portfolio	CAA Avalanche Operations Level 2
3.4 Function effectively within organizational structure.	Workplace Portfolio	
3.5 Provide clear direction to others.	Workplace Portfolio + Evidence	
3.6 Document professional activities.	Workplace Portfolio + Evidence	
3.7 Provide field information for use in operational decision making.	CAA Avalanche Operations Level 2	
3.8 Manage digital information.	Workplace Portfolio + Evidence	
3.9 Use information technology.	CAA Avalanche Operations Level 2	
3.10 Use quality assurance principles for continuous improvement.	Workplace Portfolio + Evidence	
3.11 Use networks to exchange information and enhance practice.	CAA Avalanche Operations Level 2	

3.12 Utilize an organized approach to decision making.	Workplace Portfolio + Evidence	CAA Avalanche Operations Level 2
3.13 Identify and mitigate bias and other human factors that affect decision making.	Workplace Portfolio + Validation	CAA Avalanche Operations Level 2
3.14* Provide leadership for a team.	Workplace Portfolio + Validation	CAA Avalanche Operations Level 2
TERRAIN USE		
4.1 Prepare an operational field plan.	Workplace Portfolio: + Evidence	CAA Avalanche Operations Level 2
4.2 Travel safely and effectively over snow in mountainous terrain.	Workplace Portfolio: + Validation	CAA Avalanche Operations Level 2
4.3 Identify, characterize and map avalanche terrain in the field.	Workplace Portfolio + Validation	CAA Avalanche Operations Level 2
4.4 Identify and characterize avalanche terrain from mapping products.	Workplace Portfolio + Evidence	CAA Avalanche Operations Level 2
4.5 Recognize avalanche problems in relation to terrain under consideration.	Workplace Portfolio + Evidence	CAA Avalanche Operations Level 2
4.6 Select travel routes that optimize risk and work objectives.	Workplace Portfolio + Evidence	CAA Avalanche Operations Level 2
4.7 Utilize travel techniques that optimize risk and work objectives.	Workplace Portfolio + Validation	CAA Avalanche Operations Level 2
4.8 Select stationary worksites to optimize risk and work objectives.	Workplace Portfolio + Validation	CAA Avalanche Operations Level 2
4.9 Adapt terrain use in response to changing environmental conditions.	Workplace Portfolio + Validation	CAA Avalanche Operations Level 2
4.10 Employ situationally appropriate check-in methods.	Workplace Portfolio + Validation	
4.11 Utilize intra-team field communication techniques.	Workplace Portfolio + Evidence	
MANAGING OPERATIONAL AVALANCHE RISK		
5.1 Identify potential effect of forecast events on people and resources.	Workplace Portfolio + Evidence	CAA Avalanche Operations Level 2
5.2 Communicate hazard and risk to persons affected.	Workplace Portfolio + Evidence	CAA Avalanche Operations Level 2
5.3 Perform available risk treatment techniques (including: avoidance; artificial triggering [excluding the use of explosives]; snowpack modification; implementing pre-established procedures; use of personal protective equipment).	Workplace Portfolio + Evidence	
5.4 Evaluate treatment results and initiate adjustments to improve effectiveness.	Workplace Portfolio + Evidence	CAA Avalanche Operations Level 2
5.5 Identify, communicate and debrief near misses.	Workplace Portfolio + Evidence	
5.6 Operate according to the procedures specified in an avalanche safety plan.	Workplace Portfolio + Validation	

5.7* Obtain, aggregate and analyze relevant weather, snowpack and avalanche occurrence data to forecast avalanche distribution, likelihood and size.	Workplace Portfolio + Evidence	CAA Avalanche Operations Level 2
5.8* Evaluate risk and compare with level of operational risk tolerance.	Workplace Portfolio + Evidence	CAA Avalanche Operations Level 2
5.9* Evaluate available risk treatment options and identify treatment plan.	Workplace Portfolio + Evidence	CAA Avalanche Operations Level 2
5.10* Implement an avalanche safety plan.	Workplace Portfolio + Validation	CAA Avalanche Operations Level 2
OBSERVATION AND RECORDING		
6.1 Observe and record study plot weather and snow information, consistent with OGRS.	CAA Avalanche Operations Level 2	
6.2 Select field sites, frequencies and techniques for weather, snow and snowpack observation, consistent with objectives and hazards.	CAA Avalanche Operations Level 2	
6.3 Observe and record field weather and snow information, consistent with OGRS and in a timely manner.	CAA Avalanche Operations Level 2	
6.4 Complete and record a snow profile, consistent with OGRS	CAA Avalanche Operations Level 2	
6.5 Complete and record snowpack tests, consistent with OGRS.	CAA Avalanche Operations Level 2	
6.6 Complete snow profiles and snowpack tests in a timely manner.	CAA Avalanche Operations Level 2	
6.7 Observe and record avalanche occurrences, consistent with OGRS.	CAA Avalanche Operations Level 2	
6.8 Observe, record and report avalanche incidents consistent with OGRS.	Workplace Portfolio + Evidence	
6.9* Identify study plot observations required, based upon operational needs and conditions.	CAA Avalanche Operations Level 2	
6.10* Locate a dedicated study site, consistent with OGRS and MSC guidelines.	Workplace Portfolio + Evidence	
DELIVERING EDUCATION		
7.1 Provide job-performance feedback to others in a constructive manner.	Workplace Portfolio + Validation	CAA Avalanche Operations Level 2
7.2 Direct others toward learning resources related to avalanche safety.	Workplace Portfolio + Validation	
7.3 Provide a safety briefing to individuals who will be exposed to avalanche hazards.	Workplace Portfolio + Evidence	
7.4 Train individuals exposed to avalanche hazards in the recognition of avalanche terrain and the operational safety measures that apply.	Workplace Portfolio + Evidence + Validation	
7.5 Select instructional terrain that balances learning with abilities and risk.	Workplace Portfolio + Evidence + Validation	
7.6* Manage the care and safety of others in the winter environment.	Workplace Portfolio + Evidence + Validation	
7.7* Train others in the collection and recording of weather, snow, snowpack and avalanche information consistent with OGRS.	Workplace Portfolio + Evidence + Validation	

7.8* Provide ongoing guidance to others to facilitate professional development.	Workplace Portfolio + Evidence	
7.9* Develop and deliver tailored presentations to groups, in a manner that encourages learning.	Workplace Portfolio + Evidence	
<p>The forthcoming <i>CAA Guidelines for Instruction in Avalanche Terrain (GIAT)</i> is designed to assist Professional Members who need to adapt the workplace conditions described above in 2.1.3 to the instructional context. GIAT addresses the variance from the typical Professional Member structure that is often found in formal instruction contexts. Professional Members will be required to adhere to GIAT when it is published.</p>		
EMERGENCY RESPONSE		
8.1 Manage emergency response preparedness.	CAA AvSAR Advanced Skills	
8.2 Define nature of incident.	Workplace Portfolio + Evidence	
8.3 Activate additional resources.	CAA AvSAR Advanced Skills	
8.4 Assess and manage further risk at incident location.	CAA AvSAR Advanced Skills	
8.5 Manage incident with immediately available resources.	CAA AvSAR Advanced Skills	
8.6 Search with immediately available resources.	CAA AvSAR Advanced Skills	
8.7 Prioritize needs of subjects.	CAA AvSAR Advanced Skills	
8.8 Excavate subjects with immediately available resources.	CAA AvSAR Advanced Skills	
8.9 Knowledgeable of, and adherent to operational first aid requirements.	Workplace Portfolio + Evidence (describe workplace requirements and provide evidence they are met)	
8.10 Evacuate subjects.	- CAA AvSAR Advanced Skills - Workplace Portfolio + Evidence	
8.11 Engage additional resources appropriately.	CAA AvSAR Advanced Skills	
8.12 Transfer incident management to others in response to availability of additional expertise.	CAA AvSAR Advanced Skills	
8.13 Perform incident site demobilization.	CAA AvSAR Advanced Skills	
8.14 Manage safety of self and others when in the vicinity of helicopters and mechanized equipment.	Workplace Portfolio + Evidence	
8.15 Preserve incident site integrity and evidence.	CAA AvSAR Advanced Skills	
8.16 Document incident and response.	Workplace Portfolio + Evidence	
8.17 Contribute to operational incident debriefing and investigation.	CAA AvSAR Advanced Skills	
8.18 Address post-incident personal wellness needs.	CAA Avalanche Operations Level 2	
8.19* Manage extended response and additional resources.	Workplace Portfolio + Evidence	CAA AvSAR Advanced Skills
8.20* Manage demobilization of extended incident.	Workplace Portfolio + Evidence	CAA AvSAR Advanced Skills
8.21* Conduct operational incident debriefing and investigation.	Workplace Portfolio + Evidence	CAA AvSAR Advanced Skills