



EMERGENCY RESPONSE INSTRUCTOR DEVELOPMENT PROGRAMME

Goal:

To develop confident, adaptable emergency response instructors who can design, deliver and evaluate high-quality practical skills training that is safe, effective and grounded in contemporary, evidence-informed practice.

Target group:

This programme is designed for professionals who take training seriously – and want to do it well. It is ideal for:

- Experienced operators responsible for delivering operational training
- Aspiring instructors preparing to transition into instructional roles
- Current instructors ready to move beyond basic, prescriptive teaching methods
- Training managers and programme leads responsible for raising standards and improving quality assurance

Delegates typically work in water rescue, rope rescue, confined space, high-risk technical environments, bariatric rescue, animal rescue and related emergency response disciplines. However, the instructional principles extend to any adult practical skills setting where adaptable performance and safety matter.

Highlights:

- Evidence-informed delivery – grounded in contemporary research into how adults learn practical skills.
- Contextualised, hands-on training – theory demonstrated and practised within realistic operational environments.
- Develops adaptive instructors – moving beyond prescriptive delivery to flexible, learner-centred instructional capability.

Train The Trainer: Emergency Response

Course length

36 hours (5 days)

Instructor

2:8

Period of validity

Unlimited

Certification

Outreach Rescue Certificate of Attendance for attending the course - students can choose to undertake a longer term assessment over the successive 6 months for a certificate of Achievement



Venue

Outreach Rescue, Tan-y-Bwlch Centre, Llanllechid, Bangor, Gwynedd, North Wales LL57 3HY

Description

The Emergency Response Instructor Development Programme is a 5-day experiential course designed to transform capable operators into capable educators and assessors.

Delivered using the same principles it teaches — structured, reflective and operationally grounded — the programme challenges delegates to rethink how practical skills are taught learned and how that aligns with the intended final operational outcome.

Participants explore:

- How adults acquire and retain complex practical skills
- How instructional methods directly influence operational performance
- How poor training design increases risk — and how to prevent it
- How to structure sessions that maximise learning within limited time
- How to make informed assessments of complex skillsets and judgement

Delegates will observe, practise and refine instructional techniques in realistic operational environments. Structured feedback is embedded throughout, enabling rapid development and measurable improvement.

A central theme of the programme is adaptability and the intention to develop adaptive expertise rather than routine. Instructors must operate in unpredictable environments with mixed-ability groups and competing demands. This course develops the judgement and flexibility required to deliver high-quality training under real-world constraints.

Beyond session delivery, the programme addresses the wider professional responsibilities of instructors, including:

- Lesson planning and structured session design
- Constructive alignment of outcomes, delivery and assessment
- Effective feedback systems
- Assessment framing and performance evaluation
- Integration of risk assessment into training design

By the end of the programme, delegates will not simply “run sessions” — they will understand how to build, evaluate and continuously improve training provision within their organisations.

Where appropriate, elements may include in-water or at-height demonstrations delivered under a challenge-by-choice approach. Alternatives are always available.

What You Will Develop:

Instructional Capability

- Structured, outcome-focused session design
- Confident delivery across varied operational environments
- Effective use of instructional direction and guided discovery
- Adaptive approaches for mixed-ability groups

Performance Development Skills

- Practical feedback strategies that improve competence
- Debriefing methods that strengthen learning transfer
- Reflective practice techniques for continual improvement

Training Design Competence

- Constructive alignment of learning outcomes, delivery and assessment
- Integration of training risk assessment
- Strategies to improve retention and operational performance.

Compliance:

While not a compliance-driven qualification, the programme strengthens instructional competence in line with recognised sector frameworks and expectations, including:

- BS 8454 principles for training delivery and management
- DEFRA-aligned water rescue instructor expectations
- Organisational quality assurance systems

It is particularly suited to organisations seeking to raise instructional standards beyond minimum compliance.

Previous knowledge:

Delegates must be experienced and competent operators within the discipline(s) they intend to teach.

Previous instructional experience is beneficial but not required.

Requirements:

Age 18+. Delegates must be physically and cognitively fit to participate in an intensive practical course.

Some elements may involve in-water or at-height activities delivered under a challenge by choice ethos; suitable alternatives are available

Progression:

Refresher engagement is recommended every 2–3 years to maintain instructional currency as evidence and best practice evolve.

Choosing to undertake the assessment component within 6 months is advised as evidence of competency in applying the principles following consolidation.

Theoretical elements:

- Adult learning in practical skills environments
- Learning transfer and retention
- Structuring effective practical sessions
- Instructional methods and degrees of instructor direction
- Differentiation and learner-centred adaptation
- Feedback and performance improvement models
- Constructive alignment
- Reflective practice
- Risk-informed training design
- Assessing competence in complex environments and skillsets

Practical elements:

- Delivery of structured practical teaching sessions
- Application of varied instructional approaches in operational settings
- Guided peer teaching with detailed instructor feedback
- Contextualised practice in water, rope/height, confined space and related environments (where appropriate)
- Structured debrief and review techniques
- Assessing competence in complex environments and skillsets
- Lesson planning and refinement workshops
- Risk assessment integration into live session planning

Assessment Model:

The taught course is attendance-based.

Delegates may opt to complete a post-course submission within 6 months to achieve a certificate of achievement. See separate data sheet for further details - this includes:

- Lesson planning documentation
- Evidence of delivery
- Reflective commentary demonstrating impact and refinement
- Associated training risk assessment

The assessment process may include formative feedback cycles followed by summative review.