IED Risk Management by Response Training in HMA

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Presentation Overview

Company Overview & Training Services.

IEDs the Global Threat.

International Mine Action Standards (IMAS).

Syria - IMAS EOD, C-IED and Search Training Mitigation Processes.
Company Overview & Training Services

Explosive Remnants Of War (ERW) & Explosive Ordnance Disposal (EOD) Training Establishment & Demining School (A Division of PCM)
Company Training & Services – Background and History

A premier provider of IMAS EOD levels 1 to 3+, ERW Risk Management, C-IED & Search, MRE/CL, Mine Action, QMS Training Courses and National Capacity Building.

Clients include Governments, NGOs, Commercial Agencies, UN Agencies (UNMAS, UNOPS, UNDP), ICRC, NMAA’s and Individuals.

2016 - Training for over 160 individuals, Training Partner for Many Agencies, including commercials (Syria – mobile training teams).

2017 – Forecast is Training for over 280 individuals.
IED Risk Management by Response Training in HMA

Overview of the processes and ethos behind training management to mitigate risk.

Prevalence of IEDs / Training Issues.

IMAS and Industry Standards and IMAS Risk Management.

Syria – Example of ‘Actual Live’ Training to Manage the Risk.
Legacy/ Abandoned IEDs

IEDs becoming increasingly prevalent.

Not a new phenomenon, however the skills required to clear these devices are unique and complex and differ from conventional clearance methods.

Huge numbers of abandoned / legacy devices.

Risks involved in clearing contaminated areas are extreme.

Counter clearance traps incorporated to target clearance operators.
Training Founded on IMAS

IMAS, T&E protocols, IATGs, NTSGs, TNMA, CEN Workshop Agreement for EOD - levels 1 to 3+, and a raft of publications and technical notes.

Well proven and tested over time through QA/QC by UNMAS and the Commercial & HMA industry.

HMA risk mitigation / management processes and procedures.

Courses structured to follow the competency standards at their respective levels.
Training Founded on IMAS

IED and C-IED / Search procedures taken from NATO TTPs and amended to meet the requirements of the HMA industry.

Concept of Ops for HMA to search and render safe as apposed to a military ethos of locate and avoid.
Risk Management Process for Mine Action

ERW risk mitigation through all processes inception to land release are laid out in this table.

Following the phases of management and structuring training programmes through IMAS, T&E and CEN, one can focus training delivery encompassing all perceived risk at each IMAS level 1 to 3+.

Ensure processes and training are fully compliant to IMAS.

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Ensure processes and training are fully compliant to IMAS.
PCM are currently delivering IMAS EOD, C-IED and Search training in Syria where the process of training delivery is structured and designed to ensure successful IED risk management and mitigation.

Risk management and mitigation through training methodologies:

The principles for training delivery implemented by our Training Cadre to manage and mitigate IED risk in Syria:

IMAS EOD levels 1 to 3.
C-IED and Search.
OJT and Mentoring.
Training Needs Analysis (TNA)

A full and detailed TNA conducted in response to the client’s requirements.

Identifying the in-country threats and risks posed by ERW and IEDs.

In country SOPs, EOD equipment, current operational tasking, training locations, resources, staffing and numbers to be trained was reviewed.

Identification of those to be trained, their roles and future employment role, their background and any EOD experience they may have.

This identified all risks to be mitigated through the production and delivery of training.
Course Development

All courses are fully compliant with IMAS, in country SOPs and developed to incorporate the current equipment and resource capability of those to be trained. (train them to use what they have).

Additional time added to course length to allow for translation time during each lesson.

Course training material translated into Arabic prior to deployment. Structured balance of theory verses practical training.
Interpreters

Interpreters Qualified in EOD to IMAS to the level of course delivered - minimum.

Ensures these Interpreters understand the material being delivered and are familiar with terms and references.
Identifying suitably Qualified and Experienced Instructors.

All staff CV’s vetted and staff interviewed prior to employment.

Instructors must be a minimum of 1 IMAS level above that of the course delivered.

Mobile Training Teams with core staff and contracted Instructors.
In Country Preparation

All Instructional staff deploy at least 2 weeks prior to commencement of training to establish the course environment.

Lesson rehearsals, building of training aids, equipment testing, identifying suitable training areas, classrooms and preparing course material such as student handouts etc.
All trainees are first introduced to the fundamentals of HMA through attendance on IMAS EOD Level 1 ‘UXO Searcher’ Training/ C-IED Awareness.

Those showing aptitude are selected to return for further training at IMAS EOD Level 2 having gained experience on deployed operations.

Trainees who graduate out of the IMAS EOD Level 2 training go onto attend C-IED (team member) training.
Progressive and Structured Training

Through OTJ and mentoring those demonstrating strong management and EOD skills are selected to attend IMAS EOD Level 3 and then C-IED as a Team Leader.

Stepped and tiered approach ensures all trained personnel can absorb the nuances of HMA at each IMAS Level and can gain valuable experience before attending the next level of training.

Process also allows for periods of OJT and mentoring where staff can identify those stronger individuals for advancement.
Phased Assessments

Throughout the courses - phase assessments are conducted with those not meeting the required standard given additional training or removed as unsuitable to continue.

Theoretical and Practical Assessments.

Assessments reviewed to ensure no training points have been missed or wrongly taught.

Training courses are not attendance courses.
C-IED and ERW disposal is dangerous and complex and as such it takes time and experience to become competent.

OJT and mentoring is vital to ensure all trained individuals can be given guidance.

Instructors regularly meet with the mentoring teams and discuss the trainee’s performance in the field.

This enables instructors to identify training issues - individuals who have the aptitude to go onto the next levels of training. Mentoring and OJT should be for a minimum of 4 weeks.
Training Review and Assessment of Task Performances

All courses on completion are reviewed to identify areas of improvement.

Operational performance and tasking are reviewed to ensure exercise scenario and practical training is specific to requirement.

Reviewed to identify areas of weakness where training may be focused to improve future performance.
Continuous Review of in Theatre Threats

Instructors are in date to the latest threats and the immeregence of any new IED threat or changes to SOPs.

Reviewed and changes to TTP and training incorporated for future courses.
Exercises and Assessment

All aspects of training are assessed to ensure trainees have assimilated the information delivered.

Those who fail a phased assessment will be given further training before advancing onto the next phase.

Those who fail assessment and do not demonstrate an aptitude will be removed from the course.
Trainee Selection for Advancement & Course Duration

Only those personnel who demonstrate the aptitude and performance on operations will be selected for further training.

Courses are minimum of 4 weeks in duration.

Allow for the course content to be delivered through interpreter at a pace suitable to the trainees.
Capability verses Training

Only those who are IMAS EOD Level 3 will go onto become C-IED Team Leaders.

This ensures they have gained the requisite experience and levels of training to perform as a team leader and conduct the associated operational tasks.

C-IED Team Leaders will be trained to conduct single searcher, render safe and disposal techniques on IEDs and again all Team Leaders will be mentored for a minimum of 4-weeks to ensure they are competent in their duties.
Achievements

Outputs

66 Fully trained EOD & CIED Local Nationals
Conducting CIED operations, Manbij City
Below Ground Surface (BGS) Search at the Hospitals BF825

Impact

Conducting Survey of 45 Schools – 23 completed
5 Hospitals Completed
Power plant BF 511 – surveyed and completed
Support for UXO & IEDs remediation within city limits

Items found

490 x IEDs Neutralized and Recovered.
3,967 x UXO items Neutralized

Every one trained by PCM is still Alive!
Training:

A further 60 x Local Nationals, Group 2 - UXO Searchers IMAS EOD L1 & CIED Training. Started 08 April 17

Down selected x 18 EOD L1 UXO Searchers FROM THE ORIGINAL Group 1 for IMAS EOD L2 & 3, C-IED & Search Team Members and Team Leaders courses

Road to Raqqa:

Assisting the Client Planning & Preparing for the Task Gather Task specific information - Mentoring
Summary

Through a structured system of progressive training, OJT / mentoring the trainees can develop their personal skills and understanding at each IMAS level as they progress through the tiers of management and responsibility, thus mitigating risk through training.

Controlled management of training design and delivery enables PCM to guarantee Project Operational Staff will be successful in the Mitigation and Management of IED Clearance Operations.
Thermite Deflagration
Thank You

QUESTIONS?