



IQCS User Guide

MODULE 5: MANAGE COMPETENCIES

OVERVIEW

Welcome to the Managing Competencies module. In this module, we will discuss how you can manage responders' competencies within the Incident Qualifications and Certification System (IQCS). This includes the Competencies page, awarding competencies, managing licenses and certificates, and troubleshooting.

A responder's competencies record could be considered his or her control table. IQCS compares the responder's competencies to the business requirements implemented in the Role Table to determine if a responder is qualified for a position. Competencies are added to a responder's record automatically when most other additions are made: when training is added to the training record, when a task book is added or certified, when a licenses/certificate is added to the licenses and certificates page. When experience is added to the experience record, the Expiration Date is updated on the Incident Qualifications page.

IQCS users are not allowed to enter, edit or remove their own data on any pages, with the exception of experience records, in the IQCS application.

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USE OF COMPETENCIES IN IQCS

IQCS account management requires the ability to conduct an analysis of a responder’s qualifications, report findings to the responder and/or Certifying Official, identify currency issues, and make appropriate account updates.

IQCS uses competencies to document the attainment of position qualification requirements. For example, when a responder completes a training course, his or her training record is updated and a corresponding competency is awarded. When the Show Qual Card Details button is clicked on the Qualifications page, the online qualification process is run. IQCS checks the requirements of the position against the responder’s competency record to see if he or she meets the required competencies for each position.

In the example below, there are eight active required competencies for ICT4 qualification. The competency record for the responder shows she has attained 143 competencies in her record. The application will compare the requirement of the ICT4 control table to the responders control table and identify a qualification status for the position on the responder Incident Qual Card page.

Role Competencies | Taskbook Prereqs | Role Description | Position Checklist URL | Track Changes

Set ID: NWC00 | Position: ICT4 | Incident Commander Type 4 | Department: _____

Competency Profiles | Find | View All | First 1 of 1 | Last

Effective Date: 09/29/2012 | Position Checklist

Assigned Competencies | Personalize | Find | View 6 | First 1-9 of 9 | Last

Competency	Proficiency	Reqd for Trainee Status	No Override	Apply Retro	Status as of Effective Date		
FITCAT	Fitness Category	A	Arduous	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Active
ICS-100	Introduction to ICS (ICS-100)	1	Attained	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Active
ICS-200	Basic ICS (ICS-200)	1	Attained	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Active
ICT4CPX	ICT4 Complex Position Prereq	1	Attained	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Active
ICT4TB	Incident Commander Type 4 PTB	2	Certified	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Active
IS-700	NIMS An Introduction	1	Attained	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Active
RT-130	Fire Safety Refresher	1	Attained	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Active
S-200	Initial Attack Incident Cmdr	1	Attained	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Active
S-215	Fire Ops Urban Interface	1	Attained	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Inactive

Competencies | Manually Award Comps

Supervisor: Sarah | Employee: _____ | Empl ID: _____ | CH ID: _____

Competency Evaluation | Find | View All | First 1 of 1 | Last

Evaluation ID/Type: 01 Approved

Assigned Competencies | Personalize | Find | View 100 | First 73-80 of 143 | Last

Competency	Description	Effective Date	Proficiency	Expiration Date	Justification
ICS-300	Intermediate ICS (ICS-300)	04/15/2004	Attained		
ICS-400	Advanced ICS (ICS-400)	01/31/2014	Attained		
ICT4	Incident Command Type 4	07/30/2007	Attained		
ICT4CPX	ICT4 Complex Position Prereq	08/29/2005	Attained		
ICT4TB	Incident Commander Type 4 PTB	01/01/2002	Certified		
ICT5	Incident Commander Type 5	10/01/2001	Attained		
ICT5TB	Incident Commander Type 5 PTB	10/01/2001	Certified		
IHCSLCPX	IHCSL Complex Position Prereq	04/01/2009	Attained		

QUALIFICATION STATUSES

Perhaps the most useful feature of IQCS is that it automatically compares a responder's competencies to established criteria for a given position based on the requirements of the responder's agency.

This automatic process results in the responder receiving one of the following qualification statuses on the Incident Qual Card page:

- Trainee
- Qualified
- Unqualified

Qualifications												
Qual Info		More Qual Info										
Priority	Print to Card	Certify Position	Send To ROSS		Setid Override	SetID	Position		Admin. Action	Status	Reason	
1	<input type="checkbox"/>	<input type="checkbox"/>			<input checked="" type="checkbox"/>	AH000	ABRO	Aircraft Base Radio Operator	<input type="checkbox"/>	T	Trainee	Reason
2	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>			NWCG0	ACDP	Aircraft Dispatcher	<input type="checkbox"/>	Q	Qualified	
3	<input type="checkbox"/>					NWCG0	CRWB	Crew Boss, Single Resource	<input type="checkbox"/>	U	Unqualified	Reason
4				INACTIVE		NWCG0	DOZB	Dozer Boss	<input type="checkbox"/>	U	Unqualified	Reason
5	<input type="checkbox"/>	<input type="checkbox"/>			<input type="checkbox"/>	NWCG0	EDRC	Expanded Dispatch Recorder	<input type="checkbox"/>	Q	Qualified	

System qualification statuses on a responders Incident Qualification Card page are directly tied to competencies in the responder's Competencies page and/or experience records to maintain currency.

COMPETENCIES RECORD

A responder's competency record serves as the historical record for all competencies that a responder has achieved.

IQCS compares the competencies in a responder's competency record to the business requirements to ensure that the responder is qualified for the position. The agency position guides are implemented in an IQCS Control table on the Setup Roles component.

Competency	Description	Effective Date	*Proficiency	Expiration Date
EDRC	Dispatch Recorder	06/30/2015	Attained	
EDRCTB	Dispatch Recorder PTB	04/01/2015	Certified	
EDSDTB	Support Dispatcher PTB	07/01/2015	Active	07/01/2018
ICS-100	Introduction to ICS (ICS-100)	03/13/2015	Attained	
ICS-200	Basic ICS (ICS-200)	03/13/2015	Attained	
IS-700	NIMS An Introduction	03/13/2015	Attained	

In short, the competency table is a key defining table in IQCS organizes position requirements identified by policy documents. Types include:

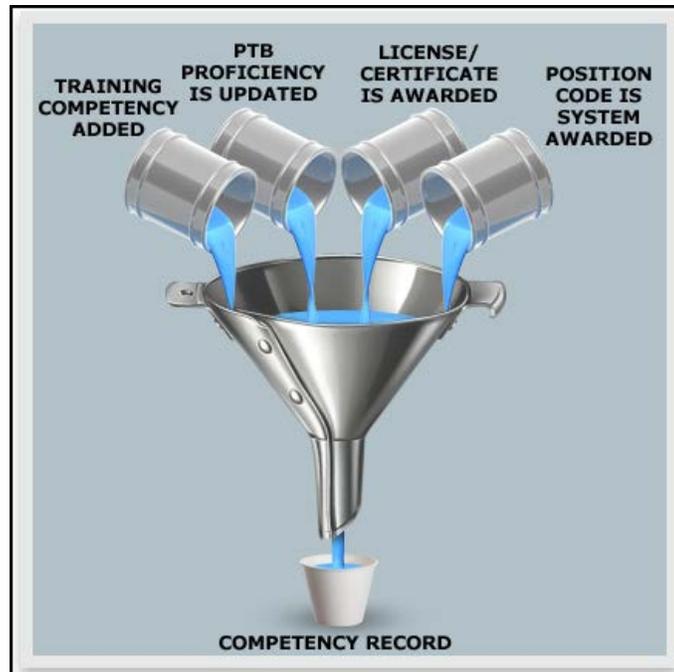
- **Position** (code reflect qualification policy guides). i.e. SITL, ICT3, EDSP
- **Training** (includes a hyphen). i.e. S-300, ICS-400, D-312
- **Taskbook** (position code ends with TB). i.e. HECMTB, AOBDTB, DIVSTB
- **Licenses/Certificates** (code ends with LC). i.e. FAL3LC, PARALC
- **Complex competencies** (code ends with CPX or TPX). Complex competencies represent instances where prerequisite position (i.e. experience) and/or training are defined by more than one way/path to meet the requirement. Any time there is an “or” statement on a policy position qualification sheet in the prerequisite experience for a position or training, a complex competency is built.
 - Position complex requirements (code ends with CPX).
 - i.e. ATGSCPX, HEB2CPX, TFLDCPX
 - Training complex prerequisite (code ends with TPX).
 - i.e. ADAMTPX, ATBMTPX

The competency record will maintain multiple rows of historic data.

- In the **Update/Display** mode, the user will only see the most recent effective-dated row.
- All rows of data can be viewed in the **Include History**.
- Edits to the **Competencies** page can be made by only select users in the Correct History mode.

HOW COMPETENCIES ARE SYSTEM ADDED

Generally speaking, competencies are added and/or updated on a responder's competency record automatically when related changes are made in the system.



The following are examples of changes that can occur and the triggers for the change:

- A training competency is added on the Competencies page when the Responder Training page is updated.
- A Position Taskbook (PTB) competency is added on the Competencies page when a PTB is initiated on the Position Taskbook page.
- A PTB proficiency is updated on the Competencies page when the PTB expires or is certified on the Position Taskbook page.
- A position competency is system awarded on the Competencies page when a PTB is certified on the responder's Position Taskbook page.
- A license/certificate competency is added or updated on the Competencies page when the responder's Licenses and Certificates page is updated.
- Complex competencies are system awarded when a responder meets one of the multiple-position requirement paths.

MANUALLY AWARDING COMPETENCIES

There may be circumstances that require you to manually award competencies to accurately reflect the responder's paper record. Competencies are generally system awarded when a position prerequisite (position CPX or training TPX) is met, a PTB is initiated (TB), a certified taskbook (position) is completed, training session (course code) is completed, or an expiring license/certificate (LC) is added.

Prior to manually awarding a position code, first check to see if there is an active PTB for the position at the responders Position Taskbook page. If the responder does have an active PTB for the position the user will have to request to have it removed/deleted via the IQCS Help Desk. Active PTBs with evaluation records **cannot** be removed/deleted from IQCS.

Although the process for manually awarding competencies can be used for any competency (position CPX, training TPX, PTB, training, licenses/certificates, etc.) **it is not encouraged or recommended** in all circumstances. The responder's competency record is established and maintained at other screens and, in most cases, IQCS will automatically update the responder's competencies screen.

These are all added from the individual source page and should be maintained from the source pages. One exception is the awarding of a [Technical Specialist](#) position. These positions are not represented in the [PMS 310-1](#) but are cataloged in the [Federal Wildland Fire Qualifications Supplement](#) and [IPQG](#).

INSTRUCTIONS - MANUALLY AWARDING COMPETENCIES

Use the process below to manually awarding a competency to a responder's Competencies page.

1. Navigate to **Qualification Management > Competency Management > Competencies**.
2. Search and select employee.
3. Select the Manually Award Comps tab.
4. At the **Competency** field, search and select the desired competency by clicking the **Lookup** icon. Pay attention to the category. For example FAL2 is a position, FAL2LC is a recurrent certificate, FAL2TB is a task book.
5. Enter Effective Date for position competency.
6. **Expiration Date**. (This step is optional).
 - **Do not enter an expiration date for position competencies**. If entered, they will be removed via a nightly batch process since position do not expire, they lose currency; the requirements of the position (training, certification, etc.) expire.
7. **Proficiency**. Depending on the competency, the selection options for proficiency will differ. The bolded proficiency below is recommended when manually awarded the competency.
 - **Position: Attained** or Not Attained
 - **Training: Attained** or Not Attained
 - **Licenses/Certificates: Active** or Expired
 - **Position Taskbook: Active, Admin Action, Certified, or Expired**.
 - **CPX or TPX: Attained** or Not Attained
8. **Awarding Official**. Select the person authorizing the Administrative Action.
9. **Justification**. Enter a narrative statement in the Justification field that documents fully the Administrative Action. The amount of detail should be enough to satisfy an Office of Inspector General (OIG) audit.
10. **Award & Save**. Select this button to the left of the justification field to save and award competency. Select the **Clear Values** button to clear all entered data from this screen.
11. **Click Save**.

EQUIVALENCY TABLE

The Equivalency Table is used by IQCS to determine equivalencies and reduce the need for course competencies to be manually added to the responder record.

Consider that Course A is a training requirement for position X. In the Field Managers Course Guide, Course B has been identified as a course equivalency to Course A. With the implementation of the Equivalency Table, Course A is a valid replacement for the training requirement for position X and eliminates the need to manually award a competency for Course A to meet the requirement for position X.

The screenshot shows a web interface titled "Iq Comp Crse Lkup". It displays a search result for "Competency ICS-200" and "Data Type C". Below the search criteria is a table with the following data:

	Comp or Course	Equivalent	Data Type
1	ICS-200	I-200	C
2	ICS-200	ICS200	C
3	ICS-200	ICS200	T
4	ICS-200	IS-200.B	C

At the bottom of the interface are buttons for "Save", "Return to Search", "Previous in List", "Next in List", and "Notify".

The responder's record will always indicate the course that was actually completed. You can use the lookup table to search for courses and determine their equivalencies.

INSTRUCTIONS - NAVIGATING TO THE EQUIVALENCY TABLE

Use the process below to navigate to the Equivalency Table.

1. Navigate to **Control Tables > Common Definitions > Competencies > Comp/Course Equivalency View**
 - This is a view-only area within IQCS.
2. Search for or enter the **competency** and/or **course code**.
3. If an equivalency has been created, the table will be displayed.

You can use the key below to help decipher the information in the table.

- Competency and/or Course Code (header): the code that was searched and selected
- Data Type (header): C = Competency, T = Training
- Comp or Course: the code that was searched and selected
- Equivalent: the competency(ies) or course(s) that has been established as equivalent.

TECHNICAL SPECIALIST POSITIONS

According to the [PMS 310-1](#) and [IPOG](#), Technical Specialists are personnel with specialized skills gained through educational degree programs or industry training in established standards. These personnel may perform the same duties during an incident that they perform in their regular job and may receive supplemental training in order to use their specialized skills in the incident environment.

Agencies that utilize positions not contained in the [PMS 310-1](#), broadly referred to as Technical Specialists, typically establish minimum standards for these positions in the agency-specific manuals or guides.

IQCS has made the attainment of most Technical Specialist positions a manual award process if there is no PTB requirement identified on the position qualification sheet for qualification. If a responder must have a Technical Specialist position on their incident qualification card, it is necessary to add that position to the responder’s competency record and document why you are awarding this position competency.

The [Federal Wildland Fire Qualifications Supplement](#) and the [IPOG](#) have specific requirements for many of the Technical Specialist positions. These requirements have been added to the IQCS system, which will check to see if the responder meets all these requirements. While these additional requirements have been added to agency-specific SetID jobs, the system will still require that the position competency be awarded to the responder.

The screenshot displays the 'Manually Award Comps' interface. At the top, it identifies the employee as 'Trench, Cup' with 'Empl ID: 00000094528' and 'CH ID:'. The main section is titled 'Manually Award Competency' and contains the following fields:

- Competency:** CDSSP (Cache Demob Specialist)
- Effective Date:** 06/08/2015
- Proficiency:** Attained
- Expiration Date:** (empty)
- Awarding Official:** 00000094690 (Johnson, Randy) - jsupervisor
- Justification:** Technical specialist position, PTB not required for BIA responders per 2015 Federal Wildland Fire Qualifications Supplement. Approval to award TS position granted by Randy Johnson, Test Zone FMO, June 8, 2015. Documentation in responder hard copy record.

Buttons for 'Award & Save' and 'Clear Values' are located below the justification text. At the bottom of the form, there are navigation buttons: 'Save', 'Return to Search', 'Notify', 'Update/Display', 'Include History', and 'Correct History'.

INSTRUCTIONS – AWARDING A TECHNICAL SPECIALIST POSITION

To manually award a Technical Specialist position, that does not require a PTB, follow the following process.

1. Navigate to **Qualification Management > Competency Management > Competencies**.
2. Search and select the desired responder.
3. Select the **Manually Award Comps** tab.
4. At the **Competency** field, search and select the desired competency by clicking the **Lookup** icon.
5. Enter **Effective Date** for position competency.
6. **Expiration Date**. (This step is optional).
 - **Do not enter an expiration date for position competencies**. If entered, they will be removed via a nightly batch process since position do not expire, they lose currency; the requirements of the position (training, certification, etc.) expire.
7. **Proficiency**. When awarding position competency select 'Attained'.
8. **Awarding Official**. Search/Select or enter the EmplID of the Awarding Official authorizing the Administrative Action.
9. **Justification**. Enter a narrative statement in the Justification field that documents fully the Administrative Action. The amount of detail should be enough to satisfy an Office of Inspector General (OIG) audit.
10. Click the **Award & Save** button to the left of the Justification field or select the **Clear Values** button to clear all entered data from this screen.
11. **Click Save**.
12. Confirm that technical specialist position competency has been awarded to responder record by selecting the **Competencies** tab.
13. Position code will be added to responder **Incident Qualification Card** page. If responder meets position requirements they will be system qualified. If they are missing position requirements, they will be identified as unqualified. To determine why they are unqualified, simply select the **Reason** button.

For a list of all active positions in IQCS, including technical specialist, please refer to the IQCS Position List article on the IQCS website under the Business menu item.

LICENSES AND CERTIFICATES

There are certain positions that require a responder to hold external certifications, licensing, warrants, and/or agency-defined specialties. IQCS will track information that applies to position qualification and certification because the expiration of a license or warrant will result in the loss of a qualification.

If a position qualification requires an external license or certification, IQCS can document the responder's completion of and/or currency in the license or certificate. Additionally, IQCS will keep track of any possible expiration dates for the license or certificate. This will relieve the account manager of having to track the expiration date outside of IQCS. It will also check the dates and when the expiration date has passed, it will unqualify the position on the Incident Qual Card page.

Keep in mind, however, that even though IQCS can document these external licenses and certificates, the specifics for completing and maintaining them are governed by the authorizing entities.

The screenshot shows the 'Licenses and Certifications' form for employee Dawg, Olde (Empl ID: 00000094555, CH ID:). The form includes the following fields and options:

- *License/Certificate Code: FAL3 (Basic Faller Certification)
- *Issue Date: 04/01/2014
- License #: (empty field)
- Issued By: Sammy Shovel
- *Expiration Date: 04/01/2017
- License Verified
- Entered by Userid: jsupervisor
- Issued In:
 - Country: USA
 - State: NM (New Mexico)

IQCS allows us to associate licenses and certifications with competencies (like positions, training/courses, and PTBs). This allows the following two processes to occur:

1. A license/certificate competency can be added to the position's Role-Competencies (requirements for the position) control table.
2. An established competency corresponding to a license/certificate will be automatically awarded to the responder's competencies record upon entering a record on the Licenses and Certifications page.

INSTRUCTIONS – RECORDING A LICENSES AND/OR CERTIFICATE

1. Navigate to **Qualification Management > Competency Management > Licenses and Certificates.**
2. Enter the Responder’s EmplID.
3. Select the **License/Certificate Code.**
4. Enter the required **Issue Date.**
 - The issue date is displayed as the **Attained Date** at the responder competencies page.
5. Enter the required **Expiration Date.**
6. Enter all other available information.
 - It must be entered to reflect the expiration date for the license or certificate. This expiration date is displayed at the responder competencies page.
7. Select the **License Verified** check box, once all information is verified.
8. Select the **Save** button.

Licenses and Certificates entered at this screen will automatically maintain the license or certificate competency at the responder’s competencies page if an associated competency has been tied to the license or certificate. To view if a competency has been awarded updated navigate to the responders Competencies page.

Navigate to **Qualification Management > Competency Management > Competencies**

Competencies | Manually Award Comps

Dawg,Olde Employee Empl ID: 00000094555 CH ID:

Competency Evaluation Find | View All First 1 of 1 Last

Evaluation ID/Type: 01 Approved

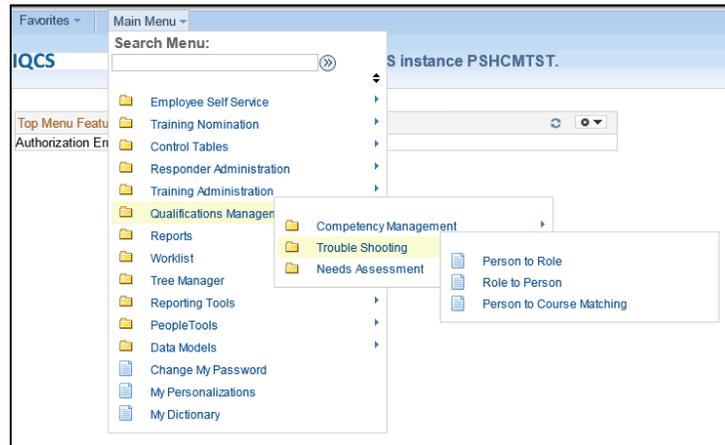
Assigned Competencies Personalize | Find | View All | First 1-8 of 8 Last

Competency	Description	Effective Date	*Proficiency	Expiration Date	Justification
EDRC	Dispatch Recorder	06/30/2015	Attained		
EDRCTB	Dispatch Recorder PTB	04/01/2015	Certified		
EDSDTB	Support Dispatcher PTB	07/01/2015	Active	07/01/2018	
FAL3	Basic Faller	04/01/2015	Attained		Justification jsupervisor
FAL3LC	Basic Faller Certification	04/01/2014	Active	04/01/2017	
ICS-100	Introduction to ICS (ICS-100)	03/13/2015	Attained		
ICS-200	Basic ICS (ICS-200)	03/13/2015	Attained		
IS-700	NIMS An Introduction	03/13/2015	Attained		

IQCS TROUBLESHOOTER

IQCS has a built-in troubleshooting function to determine a responder's missing criteria. The Person to Role Match function compares the responder's competency record to those competencies required for a specific position.

Alternatively, you could use the Reason button on the Incident Qual Card page to show position deficiencies. However the IQCS troubleshooter will provide more functionality.



The Person to Role Match function also gives futuring functionality. For example, you could use this function to help you research qualification possibilities for a new position.

Select for Match **Competency Match** [Fit Gap Analysis](#)

Supervisor, Sarah Employee **Empl ID:** 00000101243 **CH ID:** 22227

Setid: NWC00 **Position:** TFLD **TFLD on Qual Card** **Criteria Dt:** 04/05/2013

Dept ID: **Status:** Trainee **Not Overridden**

Match Analysis

Competency Match Points: 8 out of 11 [Competency Match Detail](#)

Total Competencies: 8 out of 11 **Competencies Not Ranked:** 1

310-1 or 5109.17 As of

Competency	Training Scheduled	Expire Dt:	Status
FITCAT Fitness	<input type="checkbox"/>		Green dot
ICS-100 Introduction to ICS (ICS-100)	<input type="checkbox"/>	04/17/2013	Green dot
ICS-200 Basic ICS (ICS-200)	<input type="checkbox"/>		Green dot
ICS-300 Intermediate ICS (ICS-300)	<input type="checkbox"/>		Green dot
IS-700 NIMS An Introduction	<input type="checkbox"/>		Green dot
IS-800 Natl Response Framework, Intro	<input type="checkbox"/>		Green dot
RT-130 Fire Safety Refresher	<input type="checkbox"/>		Green dot
S-215 Fire Ops Urban Interface	<input type="checkbox"/>		Green dot
S-330 Task Force/Strike Team Leader	<input type="checkbox"/>		Green dot
TFLDCPX TFLD Complex Position Prereq	<input type="checkbox"/>		Green dot
TFLDTB Task Force Leader PTB	<input type="checkbox"/>		Green dot, Yellow dot, Red circle

When equivalencies have been identified for a course, select this icon to view equivalency table.

- Training Schedule indicates if responder is enrolled in to training.
- Expire Dt indicated when the recurrent training will or has expired.

- Green dot indicates competency has been met (attained).
- Yellow dot indicates an active PTB competency.
- Red circle indicated the competency has expired or is missing.

When there is a complex prerequisite (CPX), select this icon to view this responder's status in meeting the CPX. Green check indicates they have attained the competency; indicates they have not attained.

PERSON TO ROLE MATCHING PROCESS

The Person to Role Match function also gives futuring functionality. For example, you could use this function to help you research qualification possibilities for a new position.

INSTRUCTIONS – PERSON TO ROLE TROUBLE SHOOTING

1. Navigate to **Qualification Management > Trouble Shooting > Person to Role Matching**.
2. Search for and select the desired responder.
3. SELECT the Setid (Business Unit). This will determine the criteria set of the position
 - Use NWCG0 for positions covered in [NWCG Wildland Fire Qualification System Guide \(PMS 310-1\)](#) or technical specialist positions used by multiple agencies.
 - Use FS000 for positions covered in [Forest Service Fire and Aviation Qualifications Guide \(FSFAQG\)](#).
 - Use BIA00, BLM00, FWS00, or NPS00 for agency-specific jobs that deviate from [PMS 310-1](#).
 - Use AH000 for DOI [Incident Position Qualification Guide \(IPOG\)](#).
4. Enter or search for a position to match to the responder.
5. Select the Do Matching button.
6. Select the Competency Match tab to display the results. Be sure to select View All to see all competencies for the position.
 - Green dot indicates competency has been met (attained).
 - Yellow dot indicates an active PTB.
 - Red circle indicated the competency has expired or is missing.
 - Select the notebook type icon to view complex competencies /and or equivalencies.
 - Be sure to select View All to see all the complex competencies identified.

COMPETENCY MANAGEMENT RELATED REPORTS

The following reports may assist a user in the management of responder competencies. For a full list of reports available in IQCS and directions on how to run reports, or specifics on a report, please refer to the Reports Module.

Reports > Training > Admin	Report Number
Course Awarding Comps	C118
Course Equivalentents	C119
Reports > Training > Responders	Report Number
License and Certificates	C11
Fitness Test Summary	C27
Responder Fitness Expire (includes RT-130)	C26
Expiring Recurrent Training	C48
Courses Taken/Not Taken	C170
Reports > Taskbooks	Report Number
Responder Task Books	C5
Task Book Summary	C104
Task Book Evaluation	C150
Reports > Qualifications	Report Number
License and Certificates	C11
Responder Master Record	C28
Responder Position Currency	C45
Qualification Master List	C50
Responder Experience Summary	C152
Responder Detail Experience	C153
Responder to Role Match	C302
Qual/Competencies Justifications	C333
Reports > Needs Analysis	Report Number
Workforce Analysis Detail	C163
Time to Position	C331
Training Needs Assessment	C401
Reports > Positions	Report Number
Position Qualification Criteria	C94