



Field Training & Evaluation Program (FTEP)

Overview

Following successful completion of the four-day orientation program, all new employees enter Armstrong's Field Training & Evaluation Program (FTEP).

FTEP is a structured, competency-based progression model designed to ensure providers demonstrate safe, consistent, and protocol-driven performance in live operational environments prior to independent release.

Progression is performance-based, with defined minimum field exposure requirements.

Program Structure

All new hires are required to work under the direct supervision of a credentialed Field Training Officer (FTO) as a third rider on a fully staffed operational unit for a **minimum of 96 hours**.

During this period, the trainee is integrated into active field responses while the FTO maintains primary responsibility for patient care and operational decision-making.

The program includes:

- Minimum 96 hours of supervised field time
- Standardized daily evaluation forms
- Competency checklists aligned with scope of practice
- Progressive responsibility as skills are demonstrated
- Structured midpoint and final evaluations

Advancement beyond 96 hours is competency-based. Additional training time is assigned if performance benchmarks are not met.

Core Evaluation Domains

Performance is measured across standardized categories:

Clinical Competency

- Protocol adherence
- Assessment thoroughness
- Medication and intervention accuracy
- Clinical decision-making

Operational Performance

- Safe patient movement application
- Scene management
- Equipment proficiency
- Fleet safety compliance

Documentation Quality

- ePCR completeness and compliance
- Narrative clarity
- Timeliness

Professionalism & Communication

- Patient interaction
- Hospital interface
- Team collaboration
- Cultural alignment

Remediation & Oversight

If performance gaps are identified:

- Additional supervised hours are assigned
- Targeted remediation plans are implemented
- Clinical Services oversight is initiated when necessary

Providers are not cleared for independent practice until all competency domains are satisfactorily demonstrated.

Clearance for Independent Assignment

Release from FTEP requires:

- FTO recommendation
- Documented completion of minimum hour requirement
- Clinical documentation review
- Supervisor approval