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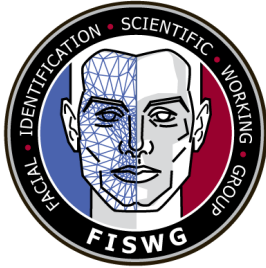
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Guide for Mentorship of Facial Comparison Trainees in Role Based Facial Comparison

1. Scope

1.1 The purpose of this document is to provide guidelines and recommendations to assist with establishing a mentorship process as part of an on-going formal agency training program. This document will focus on skills development, continuous feedback during the training period, and continuing professional development for facial reviewers and examiners. The agency should document the training and feedback process throughout the implementation and continuously demonstrate reviewer and examiner competency.

1.2 The intended audience of the document is all personnel involved in facial comparison (i.e., reviewers, examiners, managers, supervisors).

1.2.1 Mentorship of Facial assessors is out of scope for this document.

1.3 This guide is intended to provide a minimum set of criteria for training of personnel who will conduct facial comparisons.

2. Referenced Documents

2.1 *FISWG Standards:*

FISWG Guidelines and Recommendations in Facial Comparison Training to Competency

3. Terminology

3.1 *Definitions:*

3.1.1 *Feedback, n*—information provided to trainees to minimize the gap between their current and optimal performance

3.1.2 *Mentor, n*—an individual who has competency, proficiency, and experience in the relevant role

3.1.3 *Mentorship, n*—a program administered under the direction of a competent facial reviewer or examiner during the course of a trainee's professional development. Mentorship should include, but is not limited to, the evaluation of skills and competencies, the review and supervision of facial comparison casework, and where applicable, the observation of expert testimony.

4. Summary of Guide

4.1 Coursework alone is insufficient to establish expertise for facial comparison. In addition to coursework, on-the-job training with a mentor, feedback, and on-going professional development are necessary to achieve and maintain expertise.

5. Significance and Use

5.1 The procedures outlined in this document are grounded in the generally accepted body of knowledge and experience in the field of facial comparison. The procedures are considered necessary for a trainee to acquire the scientific, technical, and other specialized skills required to perform the work of a facial reviewer or examiner.

6. Recommendations for the Mentorship Program

6.1 For facial review trainees, the mentoring duration should be at least the equivalent of 6-months full-time on-the-job training under the supervision of the mentor.

6.2 For facial examination trainees, the mentoring duration should be at least the equivalent of 24-months full-time on-the-job training under supervision of the mentor.

6.3 The mentor and trainee should be willing and prepared to cultivate an environment that promotes a mutually open and honest cycle of feedback and questioning.

6.3.1 After training to competency, the agency should provide access to a mentor(s) to help ensure continued professional development.

6.4 Mentorship ensures the trainee acquires and maintains specialized knowledge, skill, and experience required to reliably perform the relevant work by:

6.4.1 Providing instruction in each FISWG topic area of training to competency.

6.4.2 Providing relevant literature to study.

6.4.3 Administering assessment(s) (e.g., written test, oral test, practical exercise) to measure the trainee's knowledge.

6.4.4 Providing operational casework under supervision.

6.4.5 Allowing for external training, technical visits, courses, conferences, or workshops, as applicable.

6.4.6 Providing research opportunities, as applicable.

6.5 A training record shall document the above activities including statistics (e.g., number, type, items, reports, outcome).

7. Recommendations for the Mentor(s):

7.1 The mentor may be internal or external to the organization and the role performed in person or remotely.

7.2 The mentor for a facial review trainee shall be a competent facial reviewer or examiner.

7.3 The mentor for a facial examination trainee shall be a competent facial examiner.

7.4 A facial review mentor should have successfully completed at least the equivalent of 6-months full-time supervised on-the-job training followed by 6-months of full-time experience as a competent facial reviewer or examiner.

7.5 A facial examination mentor should have successfully completed at least the equivalent of 24-months full-time supervised on-the-job training followed by 24-months full-time experience as a competent facial examiner.

7.6 FISWG encourages the mentor to have successfully completed a course or seminar in instructor training and development.

8. Keywords

8.1 Training, mentor, facial reviewer, facial examiner, facial comparison, facial identification, professional development

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