



AMERICAN SAFETY &  
HEALTH INSTITUTE

MEDIC  
First Aid

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# HSI INSTRUCTOR DEVELOPMENT COURSE (IDC)

The HSI IDC reflects established models, theories, and principles of instructional design and training development that have been integrated into HSI training program brands for more than 40 years. The HSI IDC is a blended learning course with authorized HSI Instructor Trainers (ITs) delivering the face-to-face portion to Instructor Candidates (ICs). ICs must complete both the self-directed online portion and the face-to-face portion of the IDC.

## Intended audience

Individuals with little or no previous teaching experience who desire or require sufficient competency to teach, evaluate, and certify participants in HSI training programs. The goal of the IDC is for participants to gain or improve instructional knowledge, skill, and proficiency teaching with HSI training programs.

## Prerequisites

1. Current, valid student-level certification in the training program the candidate wishes to teach and/or at minimum, competent demonstration of student-level skills for:
  - Adult, Child, Infant One-Provider CPR AED
  - Adult First Aid – Severe, Life-Threatening External Bleeding
  - Adult First Aid – Severe Allergic Reaction
2. The recommended minimum age to undertake an IDC is seven-teen (17).
3. For ICs who intend to train healthcare professionals, medical knowledge and experience is strongly recommended.
4. ICs must demonstrate a strong cognitive grasp of the subject matter they wish to teach and be able to proficiently demonstrate all skills taught in the student-level program.

## Candidate-to-Instructor Trainer Ratio (CITR)

1. Traditional or Virtual method:
  - Recommended CITR is 6 candidates to 1 IT (6:1)
  - Maximum CITR is 10 candidates to 1 IT (10:1)
2. Apprenticeship method:
  - Recommended: CITR is 1 candidate to 1 IT (1:1)
  - Maximum: CITR is 2 candidates to 1 IT (2:1)

## Candidate-to-Manikin Ratio (CMR)

- Recommended: CMR is 1 candidate to 1 manikin (1:1)
- Maximum: CMR is no more than 3 candidates to 1 manikin (3:1)

## Recommended time to complete

Traditional or Virtual classroom methods\*: 3 ½ - 4 hours

Apprenticeship method: 3 – 3 ½ hours

\*The time to complete the face-to-face portion of the traditional or virtual classroom method is based on a class size of 3 candidates. Additional time is necessary when more candidates are enrolled, and timing can be influenced by class preparation, available equipment, and IT efficiency.





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## Instructor authorization and successful completion

To be eligible for authorization, an IC must complete the online portion of the IDC with a passing score on the exam, perform all required face-to-face teach backs, and successfully complete the instructional skill Performance Evaluation by the IT.

Successful completion of the IDC by itself does not authorize an IC to conduct HSI training programs and issue certification cards. Upon successful completion of the IDC, candidates must affiliate with a Training Center and submit an instructor application to finalize instructor authorization. ICs may establish their own TC.

## Course topics

- Traditional and Virtual Classroom Methodologies
- Principles of Instructional Design
- Quality Assurance
- Lesson Planning
- Facilitating "Teach-Backs"
- Instructional Skills
- Constructive Feedback
- Class Presentations
- Preparing for Class
- Class Materials and Equipment Checklist
- Classroom Health and Safety
- Preventing Injury
- Avoiding Harmful Situations
- Using Training Devices
- Conducting Performance Evaluations
- Documentation