The KSA Project: Preparing a Trauma Ready Force

Eric Elster MD FACS
CAPT MC USN
Professor and Chair
USU Walter Reed Surgery
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Knowledge, Skills, & Abilities (KSA) Background
The KSA metric was developed in response to the inadequate and non-existence of proper metrics to measure Readiness

Expert Trauma System
Education, training, and research is the foundation for system mastery

ACGME Based Methodology

• Developed by a Tri-Service team of 14 military surgeons with deployment experience facilitated by the ACS
• Educationally-based methodology exportable to all critical specialties

Disclosure and Disclaimer
Nothing to disclose

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Clinical Readiness Lifecycle: Structured Readiness System
KSA Score evaluation is one step in the process of evaluating Readiness

Current State
Prior to this initiative, there was an underspecified, qualitative measure of political/critical readiness or “Readiness

Problem:
The current fragmented approach to developmental specialty skills training, refinement and retention to the MHS, and an ad hoc, informal approach to readiness skill sets

Solution:
The Knowledge, Skills, and Abilities (KSA) Project: Preparing a Trauma Ready Force

What are KSA’s
KSA’s are critical knowledge, skills, and abilities developed by each specialty community to gauge deployment readiness

- Avoids terminology (Kamran Khan et al., 2012).

- Review of JTS CPGs, R2 Registry, References

- Provides a consistent method to measure a readiness score

- Improves the concept, refined the terminology and performance in the context of assessments in healthcare – Deciphering the JTS CPGs, R2 Registry, References

- Reduces the unnecessary knowledge deficit

- Minimizing peacetime KSA deficit

- Next Conflict?

- Education, Training, and Research is the foundation for system mastery

- Indicative of system readiness

- Education, Training, and Research

- Definitive specialty care at Role 3 and 4

- Trauma Surgeons at key locations and in key positions

- CCCT can perform DCS/DCR with assessed proficiency

- Able to train and supervise others performing routine and non-intuitive solutions

- Able to deal with complexity analytically

- Achieves excellent performance

- Sets new standards of performance

- In complex situations, moves easily between analytical and intuitive solutions

- Related options also seen beyond the given task

- Achieves distinguishable performance

- Mostly deals with complex situations intuitively

- Ensures robust performance with highest quality care

- Readiness at core of system linking Direct Care to Expeditionary

- Principals and Goals

- CCCT can perform DCS/DCR with assessed proficiency

- Trauma Surgeons at key locations and in key positions

- Promotes the knowledge and clinical judgment to lead in the trauma system in a deployed environment

- Key locations – select austere teams/role R2’s, Role 3 and 4 as TBD

- Key positions – JTS leadership, JTTED, COCOM trauma systems

- Definitive specialty care at Role 3 and 4

- Ensures robust practice with highest quality care

- Readiness at core of system linking Direct Care to Expeditionary

- No conflicts of interest to disclose

- Nothing to disclose

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Curriculum

Current progress reflects year one of three year effort.

1. A skills curriculum (ASSET+) for initial and refreshment training of combat surgical skills required of expeditionary surgeons (Role II) linked to existing and future CPGs.
2. A validated process (multiple (6-8) station skills test) for assessment of currency and competency of required expeditionary skills – to be administered every 2 years or in pre-deployment window.
3. A process for remediation/retraining of individual surgeons.

MHSPACS Tasks Include the development of:
- Critical Care
- Trauma Surgery (MD)
- Orthopedic Surgery (MD)
- Anesthesia (MD CRNA)
- Oral Surgery (MD)
- Anesthesiology
- Emergency Medicine
- Critical Care Medicine
- Orthopedic Surgery
- Trauma Surgery
- Emergency Nursing

War Time Surgical Specialties KSA Development

MHSPACS working group is tasked with developing the curriculum and assessment for MHS surgeons.

KSA Blueprint Session Scope

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1. A skills curriculum (ASSET+) for initial and refreshment training of combat surgical skills required of expeditionary surgeons (Role II) linked to existing and future CPGs.
2. A validated process for assessment of currency and competency of required expeditionary skills – to be administered every 2 years or in pre-deployment window.
3. A process for remediation/retraining of individual surgeons.

What does the KSA Score Represent?

The KSA score connects garrison workload to expeditionary workload evaluating its ability to prepare a surgeon.

The KSA project focuses on the most expeditionary relevant specialty.

Informs NDAA Sections 703, 705, 706, 708, 725.