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OSAC 2024-N-0009

Standard Guide for

Mentorship of Facial

Comparison Trainees in Role

Based Facial Comparison

Facial & Iris Identification Subcommittee
Digital/Multimedia Scientific Area Committee (SAC)
Organization of Scientific Area Committees (OSAC) for Forensic Science



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OSAC Proposed Standard

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Disclaimer:

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This OSAC Proposed Standard was written by the Facial & Iris Identification Subcommittee of the Organization of Scientific Area Committees (OSAC) for Forensic Science following a process that includes an [open comment period](#). This Proposed Standard will be submitted to a standard developing organization and is subject to change.

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89 **3.4** The mentorship program should include means to document the training and feedback
90 process throughout training and continuing professional development to demonstrate
91 reviewer and examiner competency.

92 **3.5** This guide should be read in conjunction with Guide for Role-Based Training in Facial
93 Comparison.

94 **4. Significance and Use**

95 **4.1** Minimum criteria for a facial comparison mentorship program include the following:

96 4.1.1 For facial review trainees, the mentoring duration should be at least the
97 equivalent of 6 months full-time on-the job training under the supervision of a mentor.

98 4.1.2 For facial examination trainees, the mentoring duration should be at least the
99 equivalent of 24 months full-time on-the-job training under the supervision of a mentor.

100 4.1.3 The mentor and trainee should be willing and prepared to cultivate an
101 environment that promotes a mutual open and honest feedback and questioning cycle.

102 4.1.4 The program should ensure that the trainee acquires and maintains
103 competency in the scientific, technical, and other specialized knowledge, skill, and experience
104 required to reliably perform the relevant work by:

105 4.1.4.1 Providing instruction in each topic area of the ASTM ##### Guide for Facial
106 Comparison Training of Examiners and ASTM ##### Guide for Facial Comparison Training of
107 Reviewers as applicable;

108 4.1.4.2 Providing relevant literature to study;

109 4.1.4.3 Administering assessment(s) (e.g., written test, oral test, practical exercise) to
110 measure the trainee's skills and knowledge;

111 4.1.4.4 Undertaking operational casework under supervision;

112 4.1.4.5 Participating in external training, technical visits, courses, conferences, or
113 workshops;

114 4.1.4.6 Conducting research, if applicable;

115 4.1.4.7 Providing ongoing access to a mentor after the trainee has successfully
116 completed the training program, for continuing professional development.

117 4.1.5 A record of training shall be maintained which documents the above activities.
118 The record of training should also include, where applicable:

119 4.1.5.1 Details of mock casework and supervised operational casework completed;

120 4.1.5.2 The types of items/images compared;

121 4.1.5.3 Copies of reports produced;

122 4.1.5.4 The details of any outcomes from a comparison.

123 **4.2** Minimum criteria for facial comparison mentors include the following:

124 4.2.1 eMentors may be internal or external to the organization and the role
125 performed in person or remotely.

126 4.2.2 Mentors for a facial review trainee shall be a competent facial reviewer or
127 examiner.

128 4.2.3 Mentors for a facial examination trainee shall be a competent facial examiner.

129 4.2.4 Facial review mentors should have successfully completed at least the
130 equivalent of 6 months full-time supervised on-the-job training and 6 months of full-time post-
131 training experience as a competent facial reviewer (i.e., 1 year total).

132 4.2.5 Facial examination mentors should have successfully completed at least the
133 equivalent of 24 months full-time supervised on-the-job training and 24 months of full-time
134 post-training experience as a competent facial examiner (i.e., 4 years total).

135 4.2.6 Mentors should have successfully completed a course or seminar in instructor
136 development.

137 **5. Keywords**

138 Training, trainee, mentor, mentorship, facial reviewer, facial examiner, facial comparison,
139 facial identification, professional development, competency