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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





OSAC Proposed Standard

DRAFT OSAC 2024-N-0009 Standard Guide for Mentorship of Facial Comparison Trainees in Role

Prepared by Facial & Iris Identification Subcommittee

Based Facial Comparison

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

1. Scope

- 57 **1.1** This guide is intended to provide the minimum criteria for mentorship in the role-based
- 58 facial comparison tasks of facial review and facial examination, as part of an on-going formal
- 59 facial comparison training program.
- 60 1.2 The intended audience of this document includes organizations and individuals
- 61 involved in facial review and facial examination tasks.
- 1.3 Individuals who conduct assessments operate in a quick, high-throughput environment
- 63 for which they should have the ability to refer facial comparison decisions to a higher level for
- 64 resolution, and therefore are out of scope of a formal mentorship program.
- 65 **1.4** This guide was developed by representative members of the Facial & Iris Identification
- 66 Subcommittee of the Digital/Multimedia Committee within the Organization of Scientific Area
- 67 Committees (OSAC) as advisory information and published as a public service.

68 2. Terminology

- 69 2.1 Mentorship is a program administered under the direction of a competent facial
- 70 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
- 73 testimony.
- 74 2.2 Mentor is an individual who provides mentorship to a trainee and is proficient and
- 75 experienced in the relevant role.
- 76 **2.3** For other definitions specific to Facial Identification see ASTM E2916-19e1 Standard
- 77 Terminology for Digital and Multimedia Evidence Examination.

78 **3. Summary of Practice**

- 79 **3.1** Trainee facial reviewers and facial examiners should receive on-the-job training with a
- 80 mentor as part of a structured mentorship program to achieve and maintain competency, as
- 81 part of a formal facial comparison training program¹.
- 82 **3.2** This guide provides the minimum criteria for establishing a mentorship program for
- facial comparison trainees as part of a formal training program, including: skills development,
- 84 feedback and continuing professional development for facial reviewers and examiners.
- 85 **3.3** Mentors should be individuals who are trained and deemed competent at the required
- 86 level of facial comparison. Mentors should develop the trainee through continuous guidance
- 87 and feedback during courses and throughout mock casework and supervised operational
- 88 casework.

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¹ Moreton, R. Havard, C. Strathie, A. Pike, G., "An International Survey of Applied Face-Matching Training Courses," *Forensic Science International*, Vol 327, 2021, 110947.



- 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
- 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
- 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
- required to reliably perform the relevant work by:
- 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
- measure the trainee's skills and knowledge;
- 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;
- 4.1.4.6 Conducting research, if applicable;
- 4.1.4.7 Providing ongoing access to a mentor after the trainee has successfully
- 116 completed the training program, for continuing professional development.
- 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;
- 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:
- 4.2.1 eMentors may be internal or external to the organization and the role performed in person or remotely.
- 4.2.2 Mentors for a facial review trainee shall be a competent facial reviewer or examiner.
- 4.2.3 Mentors for a facial examination trainee shall be a competent facial examiner.
- 4.2.4 Facial review mentors should have successfully completed at least the equivalent of 6 months full-time supervised on-the-job training and 6 months of full-time post-training experience as a competent facial reviewer (i.e., 1 year total).
- 4.2.5 Facial examination mentors should have successfully completed at least the equivalent of 24 months full-time supervised on-the-job training and 24 months of full-time 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.
- **5. Keywords**
- 138 Training, trainee, mentor, mentorship, facial reviewer, facial examiner, facial comparison,
- facial identification, professional development, competency