



# Training and Education Solutions

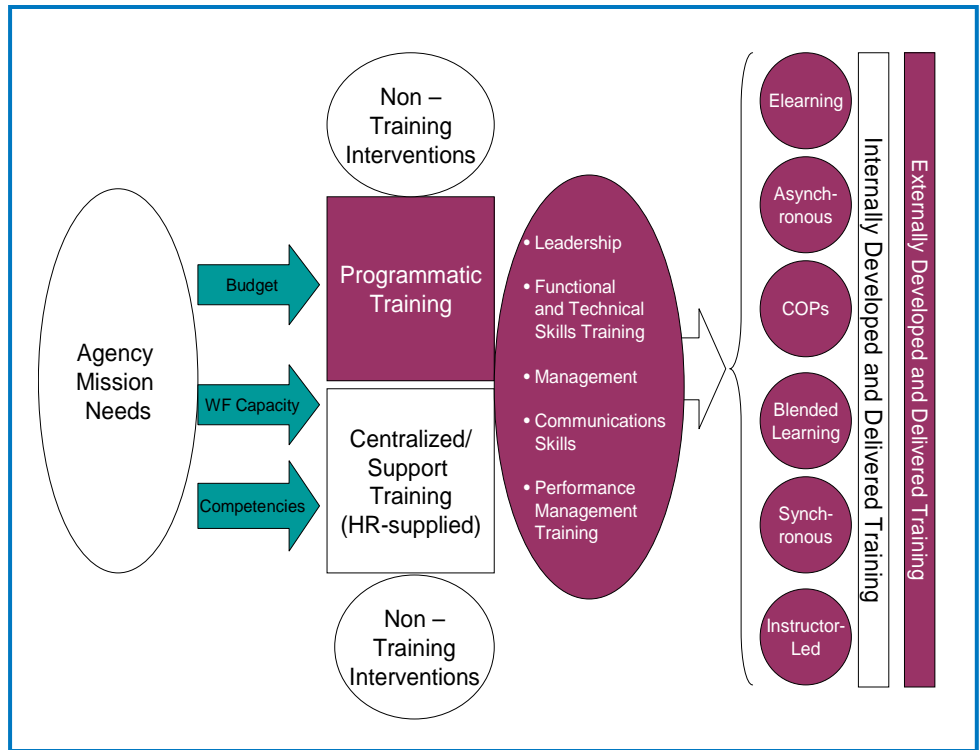


The key to successful accomplishment of any mission is properly trained people. ICF International works with clients to determine the most cost-effective training and education solutions. From needs assessment to the delivery method, we present options that are right for each client. Our strength lies in combining subject matter expertise with rigorous time-tested methodologies, and integrating current information technologies designed for adult learning.

ICF has been applying this methodology to deliver solutions for defense and private sector clients for more than 30 years. During that time, we have designed and tested an analytical process that ensures employees acquire and retain the training and education needed to achieve success in their roles and responsibilities. The diagram below illustrates how ICF helps clients determine the best response to their training needs.

ICF International helps organizations improve their performance through people

## Our Approach to Training



## Featured Solutions

### Aircraft Maintenance and Munitions Officer School

ICF supports the U.S. Air Force's premier Aircraft Maintenance and Munitions Officer School (AMMOS). We developed and implemented the initial course and continue to make improvements to keep it updated. Our unique and comprehensive expertise in Agile/Expeditionary Combat Support (ACS/ECS) has been the key to successful and on-time accomplishment of every milestone and action item, and our first-hand knowledge has been instrumental in the development and refinement of the ACS/ECS core competency. ICF continues to provide contract instructors and IT support to the AMMOS program, now in its fourth year of operation.

### Advanced Logistics Readiness Officer Course

ICF supports the Advanced Logistics Readiness Officer Course, a graduate-level program designed to develop skilled logistics readiness officers who are trained in tactical, operational, and strategic employment of ECS. The curriculum spans all roles in the combat support community and the entire spectrum of master processes. We train officers to be skilled in mobilization, deployment, beddown, sustainment, combat employment, redeployment, reconstitution, and command and control. We offer an experienced and diverse team with operational Air Force knowledge to support visionary integration.

### U.S. Department of Transportation

Since 2001, ICF has supported the U.S. Department of Transportation Federal Highway Administration's Office of Operations with research, analysis, and evaluation in the areas of emergency management, intelligent transportation systems (ITS), transportation planning, and traffic management. In 2004, ICF identified the roles of transportation and ITS during biohazard incidents. Currently, state and local transportation agencies have experience dealing with emergencies such as severe weather, fires, accidents, or hazardous material spills. A biohazard incident, however, may require transportation agencies to respond in ways that differ significantly from how they respond to other emergencies. ICF has published its findings on the subject and recommended and developed an online learning tool to incorporate and present the information in an engaging, instructional format for an audience of local and state transportation agency personnel who are interested in transportation's role in the management of a biohazard emergency.

### e-Training

ICF's e-learning services assist organizations in identifying, adopting, implementing, and evaluating practices that improve human performance and increase effectiveness. Because we view training as part of an overall performance improvement system, we develop training in the context of the organization's mission, culture, processes, and infrastructure, not as a stand-alone activity. We also incorporate sound instructional systems design methodologies into our training projects, producing measurable performance improvement through development of behavioral objectives, observable proficiency measures, and accurate analysis of training requirements, training outcomes, and target audience needs. We use the latest multimedia technologies to produce engaging, interactive presentations using digital audio and video, two-dimensional and three-dimensional graphics and animations, and professionally designed graphic user interfaces. ICF's e-learning clients represent offices within four-fifths of the federal cabinet-level departments, including the departments of Defense, Homeland Security, Transportation, Energy, Justice, Commerce, Agriculture, Health and Human Services, Education, Housing and Urban Development, the Interior, and Treasury, as well as many independent agencies.

### Army Research Institute

Since 2000, ICF has conducted one of the largest and most comprehensive studies initiated by the U.S. Army to assess its training and leader development systems and processes for officers, non-commissioned officers, warrant officers, and Army civilians. Based on the results, the Army accepted many of ICF's recommendations for modifications to education and training doctrine as well as identification of human performance requirements needed to support the future force. ICF also has developed and validated competency models to guide education and training and prepared the Leader's Guidebook to Leader Development. We have identified and defined new concepts and dimensions of soldier performance, such as deep learning, critical thinking, and social awareness, and created improved methods of cultivating these capabilities. We also have assisted the Army (via work with the Center for Army Leadership) through applied research in advanced leader training applications and formulation of measures to assess the effectiveness of these applications.

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## About ICF International

ICF International (NASDAQ: ICFI) partners with government and commercial clients to deliver consulting services and technology solutions in the energy, climate change, environment, transportation, social programs, health, defense, and emergency management markets. The firm combines passion for its work with industry expertise and innovative analytics to produce compelling results throughout the entire program life cycle, from analysis and design through implementation and improvement. Since 1969, ICF has been serving government at all levels, major corporations, and multilateral institutions. More than 2,500 employees serve these clients worldwide. ICF's Web site is [www.icfi.com](http://www.icfi.com).

For more information, please visit [www.icfi.com](http://www.icfi.com) or contact:

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