Difficulty, Criticality, Frequency (DCF) Model for Training Content Selection

First Level = Difficulty Level
1. Have Subject Matter Expert(s) rate the level of difficulty for the task/subtask. Rate the level of difficulty as High, Average, or Low. Difficulty can be attributable to physical and/or cognitive difficulty.

Second Level = Criticality Level
2. Have Subject Matter Expert(s) rate the criticality of the task/subtask. Rate as being: Yes for critical or No for non-critical. Criticality is often determined by evaluating the consequences of a task/subtask that is performed incorrectly.

Third Level = Frequency of Performance
3. Have Subject Matter Expert(s) determine the frequency of performance; how often will the trainee have to perform the task/subtask after training? Rate the frequency as High, Average, or Low.

4. Determination:
   T = Train. Add the task/subtask to the list to train.
   OT = Especially critical. Put extra emphasis on the training.
   NT = No Train. The decision tree indicates that training is not needed.

*The need to Over Train may also be a good indication that supplemental training aids, jobs aids, electronic performance support systems (EPSS), etc. may also be warranted.