

**Wildland Firefighter Resources
Shortage in the United States;
is a national endorsement
process the solution.**

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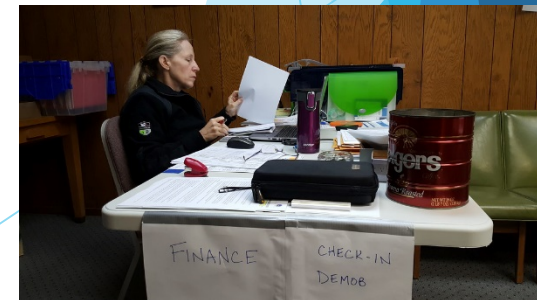
Firefighter Shortage in the USA?

- ▶ low unemployment rate—at around 3 percent, is the lowest it's been in nearly 50 years.
- ▶ Fewer people seeking seasonal work
- ▶ Firefighting is physically and emotionally demanding



Incident Command Teams

- ▶ Shortage in positions
 - ▶ Finance
 - ▶ Logistics
 - ▶ Public Information
- ▶ Length of time to be qualified in the Type 1 and Type 2 command and general staff positions



National Wildfire Coordination Group (NWCG)

- ▶ NWCG provides national leadership to enable interoperable wildland fire operations among federal, state, local, tribal, and territorial partners.
- ▶ Establish wildland fire position standards, qualifications requirements, and performance support capabilities (e.g. training courses, job aids) that enable implementation of NWCG standards.

NWCG Membership



FEMA National Qualification System (NQS)

- ▶ The National Qualification System (NQS) establishes and promotes baseline qualifications for a national incident workforce consisting of incident management, incident support, and emergency management personnel. These personnel come from all levels of government, the faith-based community, nongovernmental organizations (NGO), and the private sector.
- ▶ NQS core tenets are:
 - ▶ Minimum “discipline neutral” qualification requirements
 - ▶ Performance standards
 - ▶ Training
 - ▶ Qualification standards for each position in all disciplines.

Endorsement System

What is an Endorsement?

- ▶ An amendment to a base-line incident position qualification in a unique discipline or hazard-specific competencies and behavior required to operate in a particular hazards
 - ▶ Education
 - ▶ Training
 - ▶ Experience
 - ▶ Licenses & Certifications

Threat and Hazard Identification and Risk Assessment

Natural	Technological	Human-caused
<ul style="list-style-type: none">▪ Avalanche▪ Animal disease outbreak▪ Drought▪ Earthquake▪ Epidemic▪ Flood▪ Hurricane▪ Landslide▪ Pandemic▪ Tornado▪ Tsunami▪ Volcanic eruption▪ Wildfire▪ Winter storm	<ul style="list-style-type: none">▪ Airplane crash▪ Dam failure▪ Levee failure▪ Mine accident▪ Hazardous materials release▪ Power failure▪ Radiological release▪ Train derailment▪ Urban conflagration	<ul style="list-style-type: none">▪ Biological attack▪ Chemical attack▪ Cyber incident▪ Explosives attack▪ Radiological attack▪ Sabotage▪ School and workplace violence



Threat and Hazard Identification and Risk Assessment Guide

Comprehensive Preparedness Guide (CPG) 201

*Second Edition
August 2013*

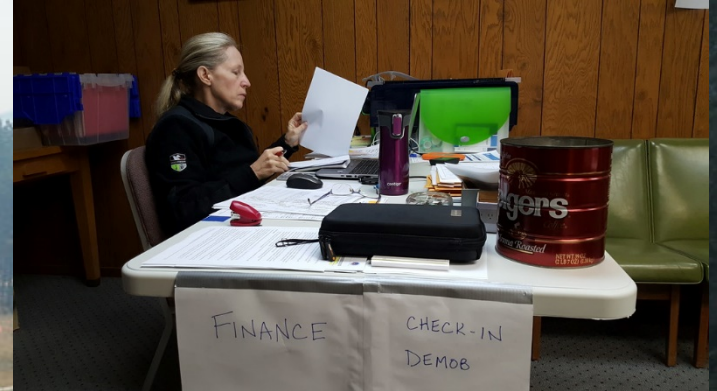


Homeland
Security

Special Skills for Fire?

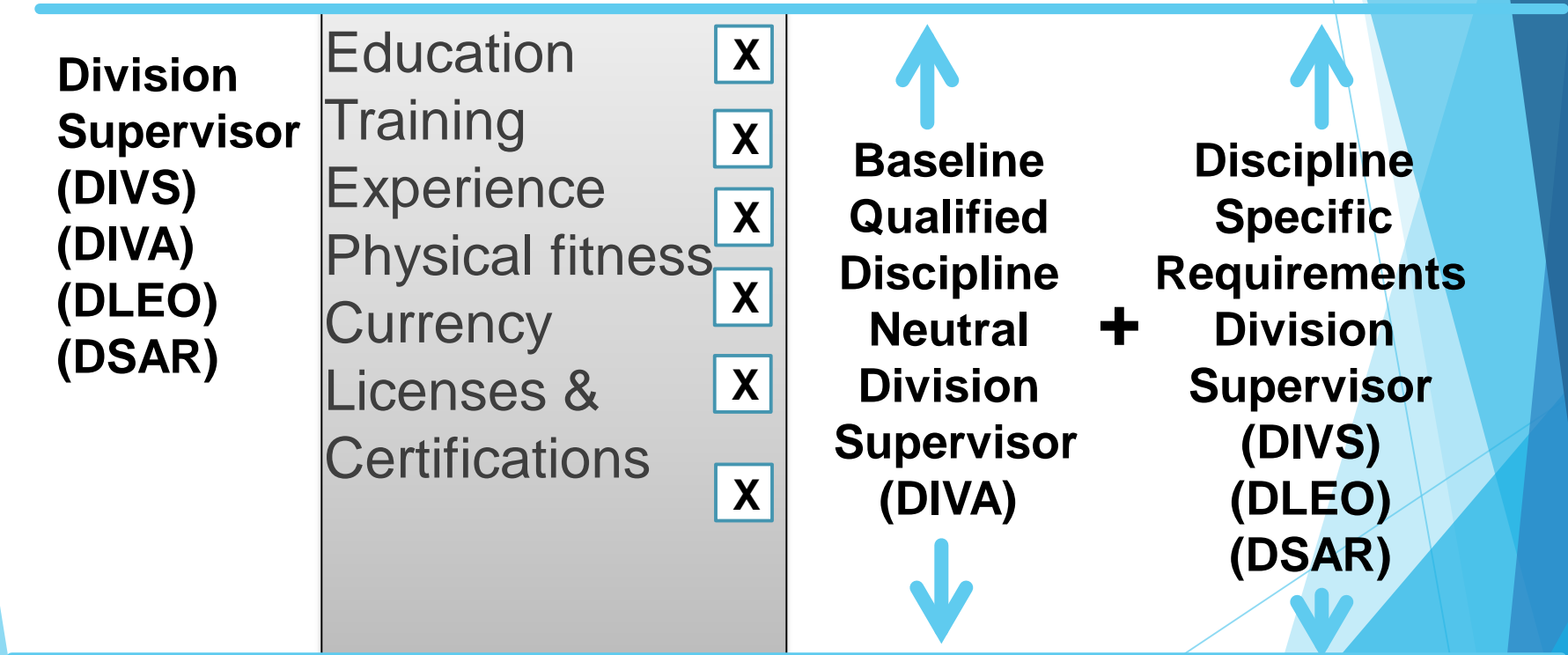


Special Skills?



Endorsements

Old Model - Baseline requirements in order to become qualified for a position – plus – all Discipline Specific requirements. A unique Position Code is used for each.



Endorsements

NEW Model:

A responder may be qualified for a position with one or many endorsements.

**Qualified
with
Endorsement**

Law Enforcement (LE)	X
Search & Rescue (SR)	X
Wildland Fire (WF)	X
Structural Fire (SF)	X

**Division Supervisor
DIVS LE/SR/WF/SF**



Qualified sans Endorsement

A responder may be qualified for a position with no endorsement

DIVS

**Baseline
Qualified**



Education	X
Training	X
Experience	X
Physical Fitness	X
Currency	X
Licenses & Certifications	X

Endorsements

- Animal Emergency Response
- Emergency Medical Services
- Fire and Hazardous Materials
- Incident Management
- Law Enforcement
- Mass Care
- Medical and Public Health
- Public Works
- Search and Rescue



NATIONAL INCIDENT MANAGEMENT SYSTEM

Guideline for the Credentialing of
Personnel

August 2011



Homeland
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Who manages Endorsements

- ▶ When an industry association, governmental organization or group, professional or discipline specific non-profit, or AHJ identifies the need to add discipline- or hazard-specific requirements over and above the criteria found in the FEMA Job Titles, a discipline-specific endorsement should be developed
- ▶ Examples of Endorsement Governance includes:
 - ▶ National Association of Chiefs of Police -Law Enforcement
 - ▶ International Association of Fire Chiefs -Structural Fire
 - ▶ American Public Works Association -Public Works
 - ▶ National Wildfire Coordinating Group - Wildland Fire
 - ▶ National Association for Search and Rescue - Search and Rescue

Fire Positions that will have Fire endorsement?

SPUL	STPS	FAL 1,2,3
ORDM	DIVS	ACAC
RCDM	TFLD	AOBD
OSC1	STLD (ALL)	ASGS
OSC2	CREP	ATGS
OPBD	SRB (ALL)	HLCO
OSPS	IC	ATCO
HEB2	HEB2	HEB1

Future

- ▶ Using endorsement can open up more qualified resources to help support Wildland fire teams
- ▶ Hard to find positions
 - ▶ Finance
 - ▶ Logistics
 - ▶ Plans



Thank You

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