

# 11.A. Training

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**“The District has adopted the IFSTA Essentials Firefighter I multi-media program as its standard fire ground training curriculum.”**

**Goal:** *“Provide a personnel management program that emphasizes quality training for District personnel consistent with established levels of service for a community based fire & life safety protection system.”*

## Organizational Values:

- Provide standard and performance based training.
- Provide volunteer friendly training opportunities.
- Provide recognition of accomplishments.
- Assure strong training support by career staff.
- Provide training consistent with the level-of-service.
- Provide a safe working environment.

## Historical Perspectives:

- The District hired its first full-time Training Officer in 1992; prior to that, the role was filled by volunteer officers assigned to that function specifically.
- Early (from the early 1970's) organized training curriculum was provided by the state in the “Operation Support” hand-off program; subsequent curricula has been adopted from the International Fire Service Training Association (IFSTA).
- The Thurston County Training Officers' Association sponsored the first countywide recruit academy in 1983.

## Current Situation:

- The District is participating in a countywide consortium that will provide consolidated training resources to all its members.
- The functions of safety and training are assigned to the Assistant Chief for Volunteer Services.
- The District has expanded its joint training efforts with FD 7 in combined EMS training (since 1998) and more fire ground drills; additional joint training sessions are being planned.
- Due in a large part to the efforts of the countywide recruit academy and Medic One, standardized training protocols have been essentially established for county fire departments.
- The District has adopted the *IFSTA Essentials* Firefighter I multi-media program as its standard fire ground training curriculum.
- Basic “employee” related training is provided by the District, including sexual harassment, hazardous materials communication, and infectious disease prevention.

Program Narrative



“Increase the availability of basic, specialized, and leadership training by exploring and using non-traditional training delivery methods and vehicles.”



## Training

### Future Direction:

- The District’s fire ground training will be provided through a combination of the Thurston Fire and Rescue Consortium (TFRTC) (Firefighter I and II, Officer I and II), NET (specialized training and joint operations) and Medic One (EMS); all programs will be accredited.
- Training will be provided to members in a combination of methods (e.g. one of various scheduled drill times within the TFRTC, self-study via CD programs or Internet, tutorials with fellow members or staff).
- Additional health & safety programs will be developed and adopted by NET; training for these programs will be integrated into the NET training schedule.
- Human resources training (e.g. employee orientation, sexual harassment, “Right-to-Know”, “whistle-blower”) for all members will be integrated into the District training schedule.
- Coalitions between fire-EMS service training and formal collegiate accreditation will be established allowing a formal education process for members to a degreed status and future career opportunities.

### Strategies:

- The District will work closely with the TFRTC to develop a training system consistent of IFSAC and State accreditation guidelines. Provide fire personnel opportunities to become certified in Firefighter I & II, Driver Operator and Fire Officer I & II.
- Establish a computer database to allow adequate tracking of information, provide easy access to records, and interface with other training database systems.
- Develop an examination system that ensures all members have met performance standards set for intellectual, moral, emotional, and physical fitness.
- Educate line officers to provide the performance based training task to their personnel.
- Increase the availability of basic, specialized, and leadership training by exploring and using non-traditional training delivery methods and vehicles.
- Use State Fire Protection Bureau tools such as training curriculum and performance task sheets to enhance training programs and conformity to state accreditation regulations.
- Increase the quality and availability of in-District training facilities. Currently the District is limited in providing in-District training due to the lack of training props. The District will strive to provide props in-District for all annual training required by local, regional and national standards. The District will investigate the use of mobile and other non-traditional sources of fire props.
- Evaluate requirements for human resources training (e.g. employee orientation, sexual harassment, right to know, employee rights, “whistle-blower”) and develop a coordinated (with the administrative and personnel relations programs) plan that integrates curriculum in an efficient and effective manner.
- Evaluate training functions performed by District personnel & resources that could be better performed through cooperative or contract services (i.e. NET, TFRTC, Thurston County Medic One).