



**OFFICE OF THE STATE FIRE MARSHAL
STATE BOARD OF FIRE SERVICES
DEPARTMENT OF FORESTRY AND FIRE PROTECTION**

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Date: March 7, 2012

To: State Board of Fire Services

From: Mike Richwine, Assistant State Fire Marshal

Subject/Agenda Action Item: Mission Alignment of State Fire Training

Recommended Actions: Information Only

Background Information:

To insure that State Fire Training is on track with the challenges presented in Blueprint 2020, a process was needed to gather stakeholder input and support. Mission Alignment was developed to strategically address the long-range goals and objectives of Blueprint 2020, with the assistance of a broad fire service demographic.

Blueprint 2020 identifies the challenges State Fire Training is currently facing. Blueprint 2020 also established five key goals and action items. The five key goals are as follows:

1. **Quality Improvement:** Ensure the highest levels of service and quality by implementing an oversight program that ensures the qualifications, currency, and accountability of all instructors and curriculum.
2. **National Professional Development Model:** Participate in the Fire and Emergency Services Higher Education (FESHE) National Model of fire service training and education that includes an integrated, competency-based system of fire and emergency services professional development and an integrated system of higher education from a two-year Associate degree to Doctoral degrees.
3. **Capstone Testing:** Administer a comprehensive evaluation tool after a candidate completes all the requirements and applies for a position certificate. Capstone testing would replace the current system of administering a written certification exam at the end of each course in the certification track.

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4. **State Fire Training Business Processes and Training Delivery:** Utilize a computer-aided training and education delivery system that includes appropriate distance learning and educational material, and the ability for participants to track and access completed training and certification records.
5. **California Public Safety Institute:** Create a unified system that integrates all public safety training and education toward a common mission. The crown jewel of this initiative is the envisioned all-risk California Public Safety Institute (a California equivalent of the federal National Emergency Training Center).

Mission Alignment re-examines the feasibility for each of these key goals and to develop actionable items to further the sustainability of the State Fire Training System. The Mission Alignment focus groups have formed around these strategic directions:

1. **Achieving National Recognition**
 - Accredit the certification system
 - Obtain National recognition
 - Create model CDG for local fire department use
2. **Engaging all generations into planning process**
 - Empower Generation X and Millennials to represent change
 - Bring next generation into the planning process
 - Internal education on generational impact
 - Engage younger folks in system design and implementation
 - Obtain current educational expertise
3. **Evolving, evaluating and reconfiguring curriculum development and delivery**
 - Simplify and standardize process
 - No lesson plans developed by State Fire Training
 - Declaration of Independence Model (cadre as a review team only)
 - Have Cadre meet one time per year using “go to” or Skype technology
 - Use instructors for maintenance of courses
 - Incorporate technology “you tube” way CA Logo
 - Incorporate current delivery mechanisms
 - Follow wingspread
 - Embrace technology and obtain expertise
 - Modify process for curriculum review
4. **Pursuing strategic partnership**
 - Build partnerships and look beyond the fire service
 - Partnership
 - GO’s
 - NGO’s
 - Other states
 - Partner with Oregon, Arizona and Nevada to leverage current projects
 - Grants Partnerships

- Partnerships for activities like:
 - Administrative
 - Records
 - Testing
 - Quality Improvement
- Look at Partnerships to change funding model
- CA Fire training and education repository – partnerships
- 3rd party data manager for maintenance of security and information
- Advocacy
 - Funding
 - Law / regulation

5. Evaluating and Reconfiguring State Fire Training

- Organizational analysis – realignment and reconfiguration
- Clear limit on capabilities – “just say no”
- Make training and certification mandatory
- System design process renewal
- Simplify the system – focus
 - Standards
 - Testing
 - Instructors
- Conduct process analysis to identify and implement efficiencies

6. Changing Stakeholder Perceptions

- Change attitude
 - Plan ahead
 - Educate
- Strategic communication plan
- Educate stakeholders to change their perceptions
- Well defined, well communicated message (just one!)
- Positive marketing
 - Value of the system
- Create a formal marketing plan aimed at Fire Chiefs
- Domino’s Pizza Recovery Plan

Analysis/Summary of Issue:

State Fire Training is continuously evaluating the effectiveness of the statewide training system and is actively searching for new ideas and methodologies to develop a sustainable training system that enhances user interaction with State Fire Training.