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

Jason Steinmetz
Department of the Interior
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
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

<table>
<thead>
<tr>
<th>Natural</th>
<th>Technological</th>
<th>Human-caused</th>
</tr>
</thead>
<tbody>
<tr>
<td>Avalanche</td>
<td>Airplane crash</td>
<td>Biological attack</td>
</tr>
<tr>
<td>Animal disease outbreak</td>
<td>Dam failure</td>
<td>Chemical attack</td>
</tr>
<tr>
<td>Drought</td>
<td>Levee failure</td>
<td>Cyber incident</td>
</tr>
<tr>
<td>Earthquake</td>
<td>Mine accident</td>
<td>Explosives attack</td>
</tr>
<tr>
<td>Epidemic</td>
<td>Hazardous materials release</td>
<td>Radiological attack</td>
</tr>
<tr>
<td>Flood</td>
<td>Power failure</td>
<td>Sabotage</td>
</tr>
<tr>
<td>Hurricane</td>
<td>Radiological release</td>
<td>School and workplace violence</td>
</tr>
<tr>
<td>Landslide</td>
<td>Train derailment</td>
<td></td>
</tr>
<tr>
<td>Pandemic</td>
<td>Urban conflagration</td>
<td></td>
</tr>
<tr>
<td>Tornado</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Tsunami</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Volcanic eruption</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Wildfire</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Winter storm</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Special Skills for Fire?
Special Skills?
**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.

<table>
<thead>
<tr>
<th>Division Supervisor (DIVS)</th>
<th>Education</th>
<th>Training</th>
<th>Experience</th>
<th>Physical fitness</th>
<th>Currency</th>
<th>Licenses &amp; Certifications</th>
</tr>
</thead>
<tbody>
<tr>
<td>Division Supervisor (DIVA)</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td>Division Supervisor (DLEO)</td>
<td>x</td>
<td>x</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td>Division Supervisor (DSAR)</td>
<td>x</td>
<td>x</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
</tr>
</tbody>
</table>

Baseline Qualified Discipline Neutral Division Supervisor (DIVA) + Discipline Specific Requirements Division Supervisor (DIVS) (DLEO) (DSAR)
NEW Model:
A responder may be qualified for a position with one or many endorsements.

Division Supervisor
DIVS LE/SR/WF/SF

Qualified sans Endorsement
A responder may be qualified for a position with no endorsement
DIVS

Qualified with Endorsement

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

Baseline Qualified
Education
Training
Experience
Physical Fitness
Currency
Licenses & Certifications
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
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?

<table>
<thead>
<tr>
<th>SPUL</th>
<th>STPS</th>
<th>FAL 1,2,3</th>
</tr>
</thead>
<tbody>
<tr>
<td>ORDM</td>
<td>DIVS</td>
<td>ACAC</td>
</tr>
<tr>
<td>RCDM</td>
<td>TFLD</td>
<td>AOBBD</td>
</tr>
<tr>
<td>OSC1</td>
<td>STLD (ALL)</td>
<td>ASGS</td>
</tr>
<tr>
<td>OSC2</td>
<td>CREP</td>
<td>ATGS</td>
</tr>
<tr>
<td>OPBD</td>
<td>SRB (ALL)</td>
<td>HLCO</td>
</tr>
<tr>
<td>OSPS</td>
<td>IC</td>
<td>ATCO</td>
</tr>
<tr>
<td>HEB2</td>
<td>HEB2</td>
<td>HEB1</td>
</tr>
</tbody>
</table>
Future

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

Jason Steinmetz
Jason_Steinmetz@ios.doi.gov