**Areas of Emphasis (2023)**

| **Location:** |  |
| --- | --- |
| **Date:**  MM/DD/YY |  |
| **Respondent:**  First, Last |  |
| **Reviewed by:**  First, Last |  |

| **ITEM** | **DESCRIPTION** | **REMARKS** |
| --- | --- | --- |
| 1 | **Implement Fire and Aviation’s workforce transformation in the preparedness and fuels management programs by recruiting and retaining top talent by offering security and upward mobility.**  Examples include appointment conversions (e.g., career-seasonal [CS] to permanent full-time [PFT]) considering all funding streams, and other actions to integrate staff into all fire/resource programs that may not involve appointment conversions. |  |
|  | 1. CS to PFT appointments for GS-08 and above positions are implemented. **(In “Remarks,”** **record number of PFT appointment conversions for GS-08 and above, and barriers to implementation.)** |  |
|  | 1. CS to PFT positions are implemented below GS-08. **(In “Remarks,” record number of CS to PFT conversions, and barriers to implementation.)** |  |
|  | 1. Temporary to CS positions are implemented. **(In “Remarks,” record number of Temporary to CS conversions, and barriers to implementation.)** |  |
|  | 1. All funding sources are considered or used. **(In “Remarks,” enter barriers to implementation.)** |  |
|  | 1. Other upward mobility actions taken or considering. **(Provide comments in “Remarks.”)** |  |
|  | 1. Describe past actions or current and long-term plan(s) for workforce transition not tied to appointment conversions. **(Provide comments in “Remarks.”)** |  |
| 2 | **Respond to and mitigate climate impacts by managing fuels more aggressively and maintaining longer duration fire response organizations through workforce transformation.**  Plans to integrate preparedness funded personnel into fuels projects and activities, IDPs or EPAPs that identify the need to increase fuels knowledge for preparedness funded personnel to cross train and integrate into vegetation management. Examples include dedicated work months, detail assignments, training with fuels mangers and resource management professionals. |  |
|  | 1. Fuels management capability is augmented by using available personnel that have historically been funded by preparedness to accomplish work outside of fire season. |  |
|  | 1. A year-round workforce is available for national priorities, such as fire suppression and emergency support function (ESF) support assignments. |  |
| 3 | **Ensure BLM Fire is mentally prepared for the upcoming western fire season after extremely busy recent fire years and a global pandemic.** |  |
|  | Mental health, stress management, and work/life balance practices are integrated into program operations such as: work towards education and awareness of mental health, or messaging to fire managers from leadership on the importance of mental health (e.g., State Director IMs, plans and/or other items that pertain to mental health). |  |
|  | 1. Mental health, stress management, and work/life balance discussions and feedback sessions are integrated into program operations. |  |
|  | * Employees discuss and are aware of their own stress reactions—the triggers that set them off, the symptoms, the mitigations to put into place to reduce them. |  |
|  | * Supervisors and employees monitor and work to prevent stress buildup in their teams—openly discussing the causes of stress and the potential mitigations. |  |
|  | * All employees encourage team members to watch out for each other by monitoring one another’s stress reactions. |  |
|  | 1. Mental health, stress management and work/life balance resources are available to all fire program employees. |  |