BLM Standards for Fire Training and Workforce Development

U.S. Department of the Interior
Bureau of Land Management

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Fire and Aviation
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To: Agency Personnel

From: Assistant Director, Fire and Aviation

Subject: *BLM Standards for Fire Training and Workforce Development*

The BLM Fire and Aviation, Division of Fire Operations, with concurrence from the National Fire Operations Group, tasked the BLM Fire Training Committee to revise, publish, and distribute the *BLM Standards for Fire Training and Workforce Development* as necessary.

The *BLM Standards for Fire Training and Workforce Development* states, references, or supplements policy for BLM wildland fire training and workforce development.

The *BLM Standards for Fire Training and Workforce Development* is available at https://www.nifc.gov/training/trainingBLM_main.html.

Suggestions for modification of this publication should be sent to your BLM Fire Training Committee representative or to the BLM National Fire Training and Workforce Development Program Manager. Contact information is listed at https://www.nifc.gov/training/trainingBLM_main.html.

John F. Ruhs
Assistant Director, Fire & Aviation

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Chapter 1
BLM National Fire Training and Workforce Development Program Overview

Document Purpose

The *BLM Standards for Fire Training and Workforce Development* provides wildland fire and aviation training, qualifications, and workforce development program management direction for BLM personnel.

For the purpose of this document, the terms wildland fire and fire will be used interchangeably.

Document Scope

The *BLM Standards for Fire Training and Workforce Development* states, references, or supplements policy for BLM fire and fire aviation training, qualifications, and workforce development program management. Original source policy is stated or referenced throughout this document. This document attempts to quote verbatim, rather than to paraphrase, policy that is stated elsewhere and limits duplication of source policy when a reference will suffice. This document is intended to comply with and support the *Federal Wildland Fire Management Policy*, 1995; the *Review and Update of the 1995 Federal Wildland Fire Management Policy*, 2001; the *Guidance for Implementation of Federal Wildland Fire Management Policy*, 2009; *A National Cohesive Wildland Fire Management Strategy*, 2014; and the *Integrated Rangeland Fire Management Strategy*, 2015; and the *Interagency Standards for Fire and Fire Aviation Operations* (Red Book), and other existing federal policy.

Program Mission Statement

The mission of the Bureau of Land Management (BLM) National Fire Training and Workforce Development Program is to develop the wildland firefighting workforce through qualification standards, training standards, and workforce development programs in support of BLM fire management objectives.

Program Objectives

- Provide national leadership in all areas of BLM fire training and workforce development.
- Advocate for the professional development of the individual firefighter.
- Develop and disseminate a wide range of training and development opportunities for BLM fire personnel.
- Ensure that BLM fire training and workforce development supports the overall Bureau mission.

Fire Training and Workforce Development Doctrine

The purpose of fire training and workforce development is to develop firefighters who can fight fire effectively and safely, and who can manage complex wildland fire programs at the highest levels.

Although training is often associated with technical skills and education with professional knowledge, a successful firefighter must excel in both areas, mastering a wide range of technical skills and building a significant body of professional knowledge. An experienced firefighter's skills and knowledge should range from fundamental suppression tactics to complex wildland fire management in challenging interagency environments.

All firefighters undergo similar entry-level training. This universal training provides all firefighters with a common background and skill set in the basic components of wildland fire management.

Fire training consists of curriculum-driven classroom studies; on-the-job training; individual and group workforce exchanges; formal and informal crew-level training; and knowledge and skills gained through experience.

The formal training curriculum covers the entire field of wildland fire, from basic suppression to management of large and complex fires. Fire and aviation operations, fire behavior and effects, risk management, leadership, logistics, planning, finance, and other subjects are part of the fire training curriculum.

On-the-job training is formally integrated into the fire training curriculum. Lessons learned in controlled classroom settings are practically applied in uncontrolled fire environments where performance is evaluated and documented by mentors.

Crew level training is a critical component of effective wildland fire management. Crews train through the established curriculum, but also in many other ways, formal and informal. Every activity, from routine daily work to complex fire suppression operations, is a training opportunity; professional crews train and learn incessantly. The continuous training environment established by top crews amplifies the knowledge gained through experience.

Experience is the most critical aspect of fire training. A firefighter gains experience over time across a wide range of wildland fire environments and situations. Experience is enhanced as a training opportunity when it is critically reviewed and analyzed, even after success. After action reviews, tailgate meetings, and accident investigations are all methods for evaluating recent experience and identifying opportunities to improve. Self-improvement is critical to the development of the professional firefighter.

Successful fire training and workforce development will develop the highly trained, skilled, and experienced firefighters and leaders essential to the future success of the BLM fire program.

Policy

Firefighters must meet standards identified in the *NIMS: Wildland Fire Qualifications System Guide, Publication Management System (PMS) 310-1* (PMS 310-1). https://www.nwcg.gov/publications/310-1.

Certain fire management positions must meet standards identified in the *Interagency Fire Program Management Qualifications Standards and Guide*. https://www.ifpm.nifc.gov/.

Employees engaged in fire management activities will comply with all agency-specific training, qualifications, and health and safety policy. BLM standards for training and qualifications may exceed the minimum standards established by National Wildfire Coordinating Group (NWCG). Additional standards will be approved by the Assistant Director, Fire and Aviation, and implemented through the Incident Qualifications and Certification System (IQCS). Standards that exceed the minimums established by NWCG are identified in this document.

NWCG-developed direction, if adopted, will be issued as BLM-specific direction, as stated in Department Manual Part 620:

> *"The National Wildlife Coordinating Group is chartered by the Fire Executive Council, the Chair of the National Association of State Foresters Forest Fire Protection Committee, and the President of the Intertribal Timber Council, to provide national leadership to develop, maintain, and communicate interagency standards, guidelines, qualifications, training, and other capabilities that enable synchronized operations among federal and non-federal entities. These standards, guidelines, qualifications, training, and other capabilities are adopted by individual agencies as policy or best practices. The NWCG facilitates implementation of approved standards, guidelines, qualifications, and training.*"

Review, Updates, Request for Change

The *BLM Standards for Fire Training and Workforce Development* will be updated as necessary. Proposed changes and updates to this document will be managed through the BLM Fire Training Committee Request for Change Process.

BLM Fire Training Committee Request for Change Process

All suggestions for modification to this document should be sent through the appropriate State BLM Fire Training Committee (BFTC) Representative via a BLM Fire Training Committee Request for Change form (see Appendix A). The Request for Change Process is used to recommend:

- Changes to or creation of BLM training courses;
- Changes to or creation of BLM position qualifications, including IQCS recommendations;
- Changes to BLM training policy; or
- Development of new training products or workforce development programs.

BFTC representatives should address requests with state-level stakeholders and develop a consolidated state position. Requests should then be submitted to the BLM Fire Training Committee co-chairs.

All requests for change will be processed through BFTC conference calls or meetings and tracked through the BFTC Action Item Log. Some decisions may require coordination with other BLM committees and/or groups.

Once a decision has been reached, the BFTC will forward the request to the BLM Fire
Operations Group (FOG) for consideration. The FA-324 BFTC co-chair will inform committee
representatives of final decisions and if any further action(s) is needed.

Changes adopted through this process will be incorporated into the *BLM Standards for Fire
Training and Workforce Development* during the annual revision or through erratum.

Chapter 2
BLM National Fire Training and Workforce Development Program Organization and Responsibilities

Introduction

The BLM National Fire Training and Workforce Development Program is made up of personnel and groups with roles and responsibilities for programs located at the national, State, and local levels.

National Organization and Responsibilities

Fire and Aviation Assistant Director (NIFC)

- Approve BLM policy for fire training and qualifications.
- Approve Bureau fire training and workforce development programs.
- Advise the Director on fire program training and workforce development issues.
- Approve fire training assistance and expertise to BLM and interagency partners.
- Assure compliance with statutory and regulatory requirements and internal program standards.

Chief, Preparedness/Suppression Standards (NIFC)

- Supervise the BLM National Fire Training and Workforce Development Program.
- Establish uniform processes involving the BLM Fire Training Committee (BFTC), Fire Operations Group (FOG), and Fire Leadership Team (FLT) to develop, issue, implement, evaluate, enforce, revise, and reissue fire training and workforce development direction.
- Ensure that fire training and workforce development direction and materials are consistent with Bureau policies, objectives, and regulations.
- Assure validity and relevance of course materials and instructional methodology.
- Coordinate and integrate fire training efforts with interagency partners.

BLM National Fire Training and Workforce Development Program Manager (NIFC)

- Manage the BLM National Fire Training and Workforce Development Program.
- Provide leadership and technical expertise to Bureau fire programs and interagency partners in all areas of fire training and workforce development, including training systems design, standards development, curriculum development, course delivery, publications management, and qualifications standards.
- Develop and implement long-term strategies for continual evaluation and progressive modification of the Bureau fire training and workforce development program in order to keep pace with developments and innovations in the field of training and education.
- Provide leadership and oversight to Bureau and interagency training and workforce development programs and initiatives such as higher education programs and workforce mentoring program.
- Evaluate and adjust fire training and workforce development programs to achieve established objectives in the most cost effective manner possible.

BLM National Fire Training and Workforce Development Program (FA-324)

The BLM National Fire Training and Workforce Development Program (FA-324) functions under the direction of the Chief, Preparedness/Suppression Standards. FA-324 is made up of a Program Manager, an Assistant Manager, and a Writer/Editor who provide overall support for the BLM National Fire Training and Workforce Development Program.

Website: https://www.nifc.gov/training/trainingBLM_main.html

Fire Operations Group (FOG)

The FOG is chartered under the Fire Leadership Team (FLT) and in collaboration with the BLM Fire and Aviation, Fire Operations (FA-300) and is made up of State Fire Operation Specialists. This group's mission is to promote and coordinate safe, effective and efficient fire operations in order to accomplish BLM fire management objectives.

Website: http://web.blm.gov/internal/fire/fire_ops/fog.htm

BLM Fire Training Committee (BFTC)

The BFTC is chartered under the FOG. The mission of the BFTC is to provide national leadership in all areas of BLM fire training and workforce development and to promote and coordinate safe, effective, and efficient training in order to accomplish BLM fire management objectives. This is done in collaboration with and under the direction of the FOG in coordination with the BLM National Fire Training and Workforce Development Program Manager (NIFC).

Each BLM state will provide one representative to the BFTC. The representative should be familiar with and may have primary responsibility for fire training issues at the organizational level.

The BFTC is chaired jointly. One co-chair will be appointed from FA-324 by the FA-320 Chief, and the other will be nominated from and elected by the BFTC for a two-year term.

Website: https://www.nifc.gov/training/trainingBFTC.html

BLM National Training Center (NTC)

The BLM's National Training Center provides Instructor-Led Training (ILT), Distance Learning (DL) courses and other learning opportunities and services to agency employees, partners and contractors. This professional development prepares employees and public collaborators to support the BLM's mission.

Website: https://www.blm.gov/learn/national-training-center

State and Geographic Organization and Responsibilities

State Directors

- Provide statewide leadership in fire training and workforce development.
- Ensure that fire or fire militia employees meet applicable fire training requirements established in this document, the *Interagency Standards for Fire and Fire Aviation Operations* (https://www.nifc.gov/policies/pol_ref_redbook.html), *NIMS Wildland Fire Qualification System Guide* (https://www.nwcg.gov/publications/310-1), *Interagency Fire Program Management Qualifications Standards and Guide* (https://ifpm.nifc.gov/), and the *Federal Wildland Fire Qualifications Supplement* (https://iqcsweb.nwcg.gov/sites/default/files/documents/FedSupplement.pdf).
- Ensure training is completed to support delegations to line managers and principal actings.
- Support local, geographic, and national training efforts by providing instructors, coordinators, and subject matter experts for course development/revision.

State Fire Management Officer

- Provide leadership in fire training and workforce development.
- Ensure that fire or fire militia employees meet applicable fire training requirements established in this document, the *Interagency Standards for Fire and Fire Aviation Operations* (https://www.nifc.gov/policies/pol_ref_redbook.html), *NIMS Wildland Fire Qualification System Guide* (https://www.nwcg.gov/publications/310-1), *Interagency Fire Program Management Qualifications Standards and Guide* (https://ifpm.nifc.gov/), and the *Federal Wildland Fire Qualifications Supplement* (https://iqcsweb.nwcg.gov/sites/default/files/documents/FedSupplement.pdf) prior to performing fire management duties.
- Maintain fire training and qualifications records.
- Develops, implements, evaluates, and documents fire and fire aviation training to meet current and anticipated needs.
- Certify Area Command and Type 1 Command and General Staff positions.
- Certify and maintain a list of current Advanced Faller (FAL1) evaluators.

State Fire Training Officers

All states have a designated State Fire Training Officer position; however, this may be assigned as a collateral duty by some states.

- Provide statewide leadership in fire training and workforce development.
- Assist the State Director, State FMO, and unit fire program manager in meeting all fire training and workforce development requirements.
- Represent the State on the BFTC and help that group meet its national fire training objectives.
- Represent the State and the BLM on the Geographic Area Training Committee.
- Coordinate fire training efforts with State counterparts in operations, aviation, and fuels.
- Serve as the State IQCS account manager and coordinator.

- Work with the unit fire programs to provide subject matter experts and field reviewers for BLM and NWCG course development projects.
- Meet established fire training documentation and reporting requirements.
- Assist unit fire programs in complying with Interagency Fire Program Management (IFPM) qualifications standards.
- Coordinate and prioritize statewide NWCG fire training course nominations.
- Assist unit fire programs in identifying and facilitating on-the-job training opportunities.
- Provide leadership in the individual development plan process and mentoring programs.

Geographic Area Training Committees/Working Teams

Geographic area training committees/working teams are chartered under their respective geographic area coordinating groups or boards of authority. Their purpose is to provide coordinated, interagency training programs within their geographic areas. Charters and detailed information pertaining to the geographic area training committees/working teams can be found on the National Wildland Fire Training website (https://nationalfiretraining.nwcg.gov/).

Geographic Area Training Representatives (GATRs)

GATRs are selected, by their governing Geographic Area Coordinating Groups, and/or Boards of Directors, to provide cost effective and efficient interagency wildland fire management training responsive to the needs and direction of their respective Geographic Areas, and in support of the National training effort.

- Responsible for the scheduling, coordination, delivery, and evaluation of 300-400 and some 500 level training program within their Geographic Area (GA).
- GATR represents NWCG training delivery issues/recommendations to the GA and National level.
- Responsible for forwarding recommendations and delivery issues to the NWCG Operations and Training Committee (OTC) and National training leads.
- Coordinates with other GATRs to share courses, cadres, and training materials to ensure cost effective, efficient training delivery throughout the Geographic Areas.
- Serves as the single point of contact for out of GA training nomination.
- Serves as the point of contact for their respective GA Priority Trainee mobilization coordination within and outside their GA. Responsible for providing inter-Geographic priority trainee availability lists and spreadsheet documentation of priority trainee assignments.
- Administrative responsibility for the GA training web page.
- Coordination of Subject Matter Expert and Field Reviewers for NWCG development.
- Provide an inter-Geographic forum to share innovative training ideas, concepts and new ways of doing business.
- Responsible for implementation of the training work flow process of IQCS.

Website: https://nationalfiretraining.nwcg.gov/geographic_information

Local Organization and Responsibilities

District Managers

- Provide districtwide leadership in fire training and workforce development.
- Ensure that fire or fire militia employees meet applicable fire training requirements established in this document, the *Interagency Standards for Fire and Fire Aviation Operations* (https://www.nifc.gov/policies/pol_ref_redbook.html), *NIMS Wildland Fire Qualification System Guide* (https://www.nwcg.gov/publications/310-1), *Interagency Fire Program Management Qualifications Standards and Guide* (https://ifpm.nifc.gov/), and the *Federal Wildland Fire Qualifications Supplement* (https://iqcsweb.nwcg.gov/sites/default/files/documents/FedSupplement.pdf).
- Ensure capability to delegate fire management duties to principal actings by accomplishing required training as outlined in *Interagency Standards for Fire and Fire Aviation Operations*, Chapter 2 (https://www.nifc.gov/policies/pol_ref_redbook.html).
- Support local, geographic, and national training efforts by providing instructors, coordinators, and subject matter experts for course development/revision.
- Establish and implement fire training and workforce development plans to meet established fire management objectives of the annual work plan.

Unit Fire Management Officers (FMO)

- Provide leadership in fire training and workforce development.
- Ensure that fire or fire militia employees meet applicable fire training requirements established in this document, the *Interagency Standards for Fire and Fire Aviation Operations* (https://www.nifc.gov/policies/pol_ref_redbook.html), *NIMS Wildland Fire Qualification System Guide* (https://www.nwcg.gov/publications/310-1), *Interagency Fire Program Management Qualifications Standards and Guide* (https://ifpm.nifc.gov/), and the *Federal Wildland Fire Qualifications Supplement* (https://iqcsweb.nwcg.gov/sites/default/files/documents/FedSupplement.pdf) prior to performing fire management duties.
- Evaluate and communicate fire training and workforce development needs with unit and state training officers to meet current and anticipated needs.
- Ensure all unit IQCS account managers have delegation of authority from the Certifying Official. (https://iqcsweb.nwcg.gov/sites/default/files/2017-12/delegation_of_authority.pdf).

Unit-Level Training Officers

All units have designated fire training officers; this is often a collateral duty.
- Provide unit-level leadership in fire training and workforce development.
- Assist the District Manager and the FMO in all areas of fire training.
- Ensure that employees meet pertinent PMS 310-1 and BLM-specific qualifications requirements.
- Maintain fire training and qualifications records.
- Assess unit training needs and establish training objectives. Develop and implement training schedules to meet those objectives.
- Coordinate fire training efforts with interagency partners and non-fire programs.

- Represent the unit on local, zone, or geographic area fire training committees.
- Manage the unit IQCS account, including inputting training, qualifications, and experience information and producing incident qualifications cards (Red Cards).
- Coordinate the fire qualifications review process for the unit IQCS Red Card review committee.
- Assist with IFPM standards compliance.
- Coordinate and prioritize unit-level NWCG fire training course nominations.
- Assist employees in identifying and facilitating on-the-job training opportunities.
- Provide leadership in the Individual Development Plan (IDP) process and mentoring programs.
- Assist the FMO in prioritizing training nominations.
- Work with agency and interagency counterparts to sponsor 100-300 level courses.

Employee Responsibilities

While the BLM has a responsibility to ensure that employees are properly trained and equipped to perform their jobs, employees are largely responsible for developing and advancing their own careers. Responsibilities may include:

- Work with immediate supervisor to identify training and development needs.
- Use annual performance plans and/or Individual Development Plans to establish and implement a training and development strategy.
- Participate in and complete training courses and developmental activities.
- Apply knowledge and skills in field situations to gain experience.
- Enhance experience by participating in after action reviews and other activities that assess, analyze, and seek to improve performance.
- Ensure that training and records are accurately entered into IQCS.
- Maintain personal copies of training, qualifications, and experience.
- Execute only duties they have been trained and qualified to perform.

Chapter 3
BLM National Workforce Development Programs

Introduction

The BLM National Fire Training and Workforce Development Program is constantly developing and improving programs that will better develop our future firefighters, leaders, and fire managers. This chapter addresses workforce development programs managed at the national level.

Wildland Fire Apprenticeship Program (WFAP)

The Wildland Firefighter Apprentice Program is an educational program designed to enhance and develop future fire and aviation managers. The intent of the program is to take a career-entry firefighter and provide education, training, and paid work experience over a 12- to 48-month period, depending on experience. Upon successful completion of all the requirements of the program, the apprentice will reach journey-level status as a wildland firefighter. The BLM is currently unable to provide this opportunity for employees. The BLM will continue to support the WFAP by providing staff and instructors through an interagency agreement with the U.S. Forest Service.

Applying for WFAP Staff and Instructors

Interested employees should visit the WFAP website (https://www.nafri.gov/wfap/) for staff and instructors outreach information. Individuals selected as staff and instructors will notify the BLM National Fire Training and Workforce Development Program Manager prior to departure from the home unit to receive funding information.

Website: https://www.nafri.gov/wfap/
BLM Representative: BLM National Fire Training and Workforce Development Program Manager

Prescribed Fire Training Center (PFTC)

The Prescribed Fire Training Center (PFTC) is a unique program blending maximum field prescribed burning experience with a flexible curriculum of classroom instruction on topics of interest to prescribed fire practitioners. Participants will have the opportunity to complete portions of their NWCG-approved prescribed fire task books under the guidance of invited training specialists.

Applying for PFTC

Contact your State Fuels Lead or Angie Simpson, Fuels Management Specialist for more information.

Website: https://www.fws.gov/fire/pftc/index.shtml

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Chapter 4
Interagency Fire Training Program Organizations and Processes

Introduction

The BLM National Fire Training and Workforce Development Program functions within and outside of the interagency environment. This chapter provides an oversight of the National Wildland Fire Coordinating Group (NWCG) and the interagency committees under its direction and how the BLM National Fire Training and Workforce Development Program interfaces in the interagency environment.

National Wildfire Coordinating Group (NWCG)

Mission

The National Wildfire Coordinating Group (NWCG) provides national leadership to enable interoperable wildland fire operations among federal, state, local, tribal, and territorial partners.

Although NWCG standards are interagency by design, the decision to adopt and utilize them is made independently by the individual member entities and communicated through their respective directives systems.

Strategic Priorities

- Establish national interagency wildland fire operations standards. Recognize that the decision to adopt standards is made independently by the NWCG members and communicated through their respective directives systems.
- Establish wildland fire position standards, qualifications requirements, and performance support capabilities (e.g. training courses, job aids) that enable implementation of NWCG standards.
- Support the National Cohesive Wildland Fire Management Strategy goals: to restore and maintain resilient landscapes; create fire adapted communities; and respond to wildfires safely and effectively.
- Establish information technology (IT) capability requirements for wildland fire.
- Ensure that all NWCG activities contribute to safe, effective, and coordinated national interagency wildland fire operations.

Website: https://www.nwcg.gov/

NWCG Training Development Program

The NWCG Training Development Program provides national leadership in the development and delivery of the NWCG wildland fire training curriculum. The NWCG training curriculum is one of the primary vehicles by which NWCG standards are transmitted to the wildland fire community. The training curriculum includes classroom, online, and on-the-job training components. Primary objectives include:

- Develop and disseminate high quality, relevant wildland fire training in a cost-effective manner to support the needs of the wildland fire community.

- Develop and disseminate wildland fire position task books based on established position competencies and behaviors.
- Ensure that qualification requirements, training courses, and position task books are aligned.
- Establish and implement an effective and efficient curriculum management process.
- Provide direction and support to NWCG subgroups with curriculum maintenance responsibilities.
- Work with the NWCG Operations and Training Committee, Geographic Area Training Representatives, FEMA, National Advanced Fire and Resource Institute, the Lessons Learned Center, and other pertinent entities to maximize effectiveness and efficiency in all areas of wildland firefighter training.

Website: https://www.nwcg.gov/

NWCG Operations and Training Committee (OTC)

The Operations and Training Committee (OTC) provides national leadership in the development and maintenance of incident management standards, position standards and associated training. Primary objectives include:

- In coordination with NWCG committees and other SMEs, develop, approve and disseminate standards and best practices for wildland fire incident management.
- Establish the structure and business processes by which NWCG position standards are established and maintained.
- Establish the structure and business processes by which the NWCG committees, NWCG training Development Program and others, develop, revise and deliver NWCG Training.
- In coordination with NWCG committees and other SMEs, develop, approve and disseminate minimum requirements for training, experience, physical fitness level, and currency standards for wildland fire positions to support successful position performance.
- Ensure that NWCG ICS position standards are compliant with NIMS requirements.
- Work with Incident Qualifications and Certification System (IQCS) and Incident Qualification System (IQS) leads to ensure these business systems support and maintain established standards.

BLM Representatives: BLM Chief, Preparedness/Suppression Standards and BLM National Fire Training and Workforce Development Program Assistant Manager

NWCG Leadership Subcommittee

The Leadership Subcommittee (LSC) promotes and enables the development of leaders in the wildland fire service. The LSC provides educational and leadership development opportunities, and supports leadership innovation and best practices throughout the wildland fire community. Primary objectives include:

- Ensure that key stakeholders and partners are identified and engaged in LSC activities.
- Ensure that LSC courseware is of high quality, is consistent with program doctrine, and is aligned with target audiences.

- Manage the Wildland Fire Leadership Development Program (WFLDP).
- Ensure capacity, accessibility and quality of WFLDP products meet demand.
- Continually seek to improve and incorporate best practices in leadership development.

Website: https://www.fireleadership.gov/
BLM Contact: BLM National Fire Training and Workforce Development Program Assistant Manager

Interagency Fire Program (IFPM) Group

The Interagency Fire Program Management Group (IFPM Group) is established pursuant to the authorities granted in the federal Fire Management Board (FMB) Charter.

Purpose

The purpose of the IFPM Group is to develop, maintain, and implement Interagency Fire Program Management Qualifications Standards for key fire management positions utilized by the federal land management agencies.

The IFPM Group is primarily responsible for:

- Maintain the *Interagency Fire Program Management Qualification Standards* (Qualification Standards) for key fire program positions.
- Ensure consistent interagency application of the Qualification Standards.
- Integrate Qualification Standards into agency workforce development and succession planning efforts.
- Establish and maintain a process for reporting issues and concerns related to the maintenance of the Qualification Standards.
- Communicate with fire management and human resources management staff on Qualification Standards utilizing the IFPM website, status reports, FAQ's and decision papers.
- Coordinate with the Incident Qualification and Certification (IQCS) Change Management Board to maintain the qualification requirements for key fire management positions in IQCS for tracking and reporting purposes.
- Coordinate with the interagency classification group on the development and maintenance of interagency standard position descriptions for key fire management positions.
- Collect data, develop reports and present findings to FMB as requested.

DOI Policy on Qualification Requirements for GS-0401 Fire Program Management

The Office of Personnel Management (OPM) Qualification Standard for the 0401 series includes a "positive" education requirement. OPM has also established the GS-0401 Supplemental Qualification Standard for Fire Program Management. Applicants are responsible for providing documentation or proof that they have met the applicable educational provisions described in the supplemental standard. No applicant may be placed in a position covered by the GS-0401 Supplemental Qualification Standard for Fire Program Management without meeting these requirements.

Training officers must work closely with human resources personnel to ensure that the coursework meets the requirements of the GS-0401 supplemental standard.

The directive *DOI Policy for Qualification Requirements for GS-0401 Fire Program Management* is located at https://www.ifpm.nifc.gov/standard/standard/DOI_PB_07-13.pdf.

Website: https://www.ifpm.nifc.gov/
BLM Representative: BLM National Fire Training and Workforce Development Program Manager

NWCG Incident Qualifications and Certification System (IQCS) Change Management Board

The IQCS Change Management Board is chartered under the OTC. IQCS is utilized to certify and manage individual qualifications as defined by the NWCG, PMS 310-1, and agency specific direction. The partnering agencies have selected representatives to participate, review, and make recommendations in development, implementation, and maintenance of IQCS.

More information on BLM IQCS standards and training is contained in Chapter 5.

Website: https://iqcsweb.nwcg.gov/
BLM Representative: BLM National Fire Training and Workforce Development Program Assistant Manager

National Advanced Fire and Resource Institute (NAFRI)

The National Advanced Fire and Resource Institute (NAFRI) is responsible for course delivery of 500-600 level NWCG courses and other national training courses as endorsed by NWCG.

Website: https://www.nafri.gov/
BLM Representative: Contact the BLM National Fire Training and Workforce Development Program Manager

NWCG Curriculum Management Plan

Maintenance responsibilities for the NWCG training curriculum are assigned by course to one of three primary entities/groups:

- NWCG Training Branch
- Steering Committee/National Advanced Fire Resource Institute (NAFRI)
- NWCG committees (may be delegated down to their subcommittees or task groups)

Website: https://training.nwcg.gov/pdfs/CMP%20Appendix%20A%20Course%20List%20(1)%20(1).pdf

NWCG Course Development/Revision

The NWCG Training Development Unit solicits annually for subject matter experts (SMEs) and field reviewers on an as-needed basis. Typically, SMEs join the project teams when courses move from the analysis and design phases into the development phase. Email solicitations,

including a nomination form, may be sent out through relevant NWCG committees, Geographic Area Training Specialists, and special interest groups when SMEs are needed for courses.

SMEs participate in approximately three one-week workshops conducted over a one-year time period. The initial workshop determines the extent of the revision.

Website: https://www.nwcg.gov/

BLM Process for NWCG Course Development SME Application and Field Review

The BLM allocates funds down to the state offices for all pre-suppression activities. This includes but is not limited to support of national level efforts. Participation as SMEs in the development and revision NWCG training courses is considered a national level effort. SME funding will need to be negotiated between the local office and the state office. Contact your State Fire Management Officer.

All applications for course development SMEs will be submitted through the State Fire Training Committee Representative. All applications will then be collected by the BLM National Fire Training and Workforce Development Program Manager and forwarded to the NWCG Training Development Unit Leader. All funding for BLM SMEs will be funded by the local unit. Those not selected as SMEs will be expected to be Field Reviewers for the final product.

BLM Equivalency for NWCG Courses

The BLM has determined that the courses listed in the table below are equivalent to the associated NWCG courses. Persons who have successfully completed the identified equivalent course do not need to attend the corresponding NWCG course and should receive credit in IQCS.

NWCG-APPROVED CURRICULUM	APPROVED EQUIVALENT COURSE(S)
Facilitative Instructor (M-410)	National Fire Protection Association, Fire Service Instructor I (NFPA 1041)
Introduction to Fire Effects (RX-310)	Successful completion of Technical Fire Management (TFM)
Human Factors on the Fireline (L-180)	Firefighter Training (S-130, 2004 version). *The 2004 version of S-130 incorporated L-180 into the course package.*
Driving for the Fire Service (S-216)	Engine Operator (PMS 419)
Leadership and Organizational Development (S-301, obsolete course)	Fireline Leadership (L-380)

NWCG Guidance for Course Equivalency (Field Manager's Course Guide)

An equivalent course is determined by agency-identified evaluators (at the national/state level) to be equal to a NWCG-approved course. Awarding course equivalency is an agency-specific responsibility. Only agencies have the authority to certify that their employees meet NWCG training requirements when alternative course offerings are used. Individual agencies will set

guidelines for equivalency determination and may grant credit for courses they deem equivalent. Courses being reviewed for equivalency must have:

- A reason the alternative course was used or developed; and
- Benefits gained by awarding course equivalency include cost savings, broadened target audience and enhanced learning experience for students;

The agency seeking course equivalency should conduct a detailed analysis and document their findings according to agency policy. When conducting this analysis, the following guidelines apply:

- All learning and performance objectives of NWCG course are met or exceeded in the equivalent course;
- The same minimum instructor qualifications required for the NWCG course apply to the equivalent course;
- Course prerequisites have not been altered;
- The equivalent course does not conflict or contradict established NWCG guidelines or standards; and
- The equivalent course is not numbered using the NWCG course numbering system.

A new analysis must be completed when the equivalent NWCG course is revised to ensure course equivalency continues.

Website: https://www.nwcg.gov/publications/901-1

BLM Process for Evaluating and Establishing Course Equivalency

1. The appropriate State Office (SO) fire management staff or national committee identifies the need for an equivalency analysis of a specific course. The SO fire management staff or national committee can assemble an evaluation team (see *Evaluation Team Composition*) to conduct the analysis, document their findings, and submit recommendations through agency channels to the BFTC for an equivalency review. If assistance is needed in assembling the appropriate evaluation team it can be requested from the BLM National Fire Training and Workforce Development Program Manager.
2. If the BFTC and the BLM FOG determines that the equivalent course analysis is sufficient and the proposed course meets the NWCG certified course standards, the BLM Assistant Director, Fire & Aviation shall issue a memorandum stating that the course is equivalent.
3. The BLM IQCS Agency Lead will issue a course number for the equivalent course and enter it into IQCS with a competency for the NWCG course. The BLM National Fire Training and Workforce Development Program Manager will provide the equivalency information to the OTC and the GATRs, other agencies and/or the states for information-sharing purposes.

The BFTC may utilize analyses conducted by other agencies when making course equivalency determinations.

Evaluation Team Composition

The evaluation team shall be comprised of at least a lead instructor, cadre member, and course developer or subject matter expert for the respective NWCG course. The evaluators shall be individuals who have either been involved within the past three years instructing the course that is being evaluated, and/or who are familiar with the course development and revision process.

Evaluation Methodology for Equivalency

The evaluation team shall consider, at a minimum, the following items when attempting to determine whether or not a course is equivalent to an NWCG course:

- *Comparison of course objectives.* The learning objectives of the two courses must be thoroughly analyzed and found to be substantially similar, both at the unit level and at the course level.
- *Comparison of course content.* There should be no omissions of major topics, procedures, or concepts that are contained in the NWCG course.
- *Testing.* Tests administered to trainees to measure content learned must be similar in terms of information tested, length of test, and percentage required for a passing grade.
- *Documentation of findings.* The evaluation team shall document its analysis and findings and forward them to the BLM National Fire Training and Workforce Development Program Manager with its recommendation.

Equivalent course material may have more, not less, in-depth subject matter content than the NWCG course.

Nomination Process for an NWCG Course

The Unit-Level Training Officer and the employee are responsible for verifying that all agency course and NWCG prerequisites have been met as well as ensuring that all the necessary signatures have been obtained and are on the nomination form.

Website: https://nationalfiretraining.nwcg.gov/nwcg_nomination_form

100-200 Level Course Nomination Process

Completed NWCG nomination forms for all 100-200 level courses must be routed as follows:

Nominee completes form	➡	Form approved through nominee's established local channels	➡	Form submitted to Course Coordinator for acceptance
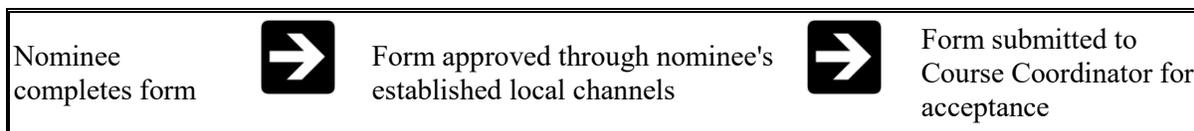
300-600 Level Course Nomination Process

Nomination form for "within area" 300 and above prescribed fire (RX) and other miscellaneous courses are submitted to your training officer/zone representative who will prioritize and forward to the hosting unit.

Completed NWCG nomination forms for all "out-of-area" 300-600 level, RX and other miscellaneous courses must be routed as follows:

Nominee completes form and gains local approval	→	Form approved through GATR process	→	Nominee's GATR submits nomination form to host area GATR	→	Host area GATR submits approved form to Course Coordinator
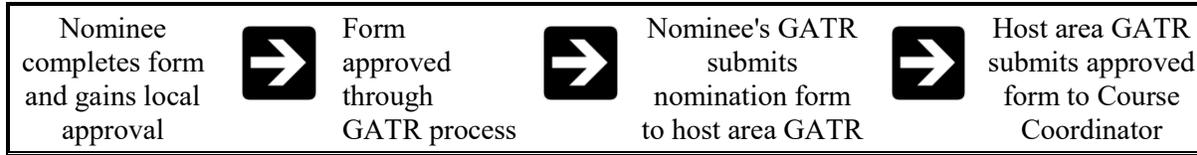
The above nomination procedures are required for all individuals desiring to attend a course. All geographic areas have agreed to a single point of contact, the GATRs, for the most efficient coordination of courses. This process allows for prioritization and tracking of nominations. Some individual units and zones may have a slight variation from the above workflow.

This does not apply to NAFRI courses. The NAFRI nomination process can be found at https://www.nafri.gov/nomination-process.

Website: https://nationalfiretraining.nwcg.gov/

Course Nomination Process Using IQCS

For information on the IQCS nomination process, visit the National Wildland Fire Training website at https://nationalfiretraining.nwcg.gov/nomination_information

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Chapter 5
BLM-Specific Fire Training and Qualifications

Introduction

BLM firefighters must meet minimum standards identified in the NWCG *NIMS: Wildland Fire Qualification System Guide,* PMS 310-1 and for non-PMS 310-1 positions refer to the *Federal Wildland Fire Qualifications Supplement.*

Bureau personnel will meet the training, certification, and qualification processes outlined in the PMS 310-1, the *Federal Wildland Fire Qualifications Supplement*, and this document. However, the Bureau may place higher standards for training, certification, and qualifications.

Department Manual Part 620, Chapter 2.2, Section E:

> *"The National Wildlife Coordinating Group is chartered by the Fire Executive Council, the Chair of the National Association of State Foresters Forest Fire Protection Committee, and the President of the Intertribal Timber Council, to provide national leadership to develop, maintain, and communicate interagency standards, guidelines, qualifications, training, and other capabilities that enable synchronized operations among federal and non-federal entities. These standards, guidelines, qualifications, training, and other capabilities are adopted by individual agencies as policy or best practices. The NWCG facilitates implementation of approved standards, guidelines, qualifications, and training.*"

BLM adopts NWCG standards, or implements additional standards, by issuing guidance through the Bureau directives system.

Incident Qualification and Certification

The Agency Administrator (or delegate) is responsible for annual certification of all agency and Administratively Determined (AD) personnel serving on wildfire, prescribed fire, and all-hazard incidents. This responsibility includes monitoring medical status, fitness, training, performance, and ensuring the responder meets all position performance requirements.

Training, medical screening, and successful completion of the appropriate work capacity test (WCT) must be properly accomplished. All Incident Qualification Cards issued to agency employees, with the exception of Emergency Firefighter (EFF-paid or temporary employees at the FFT2 level), will be printed using the Incident Qualifications and Certification System (IQCS). Incident Qualification Cards issued to EFF or temporary employees at the FFT2 level may be printed at the local level without use of the IQCS.

Each agency will designate employees at the national, regional/state, and local levels as Fire Qualifications Administrators, who ensure all incident experience, incident training, and position task books for employees within the agency are accurately recorded in the IQCS. All records must be updated annually or modified as changes occur.

BLM employees shall not certify the qualifications of private sector contractors or educational institutions trainees or instructors except where formal agreements are in place. Non-agency firefighters will be certified by state or local fire departments. The BLM will not act as the

certifying agency or assist in administrating/sponsoring the WCT for non- federal agency firefighters.

Work Capacity Test (WCT)/DOI Medical Standards Program (MSP)

The *Wildland Fire Qualifications System Guide* ([PMS 310-1](#)) establishes physical fitness standards for NWCG sanctioned firefighters. These standards are assessed using the WCT. Prior to attempting the WCT, all employees who participate in wildland fire activities requiring a fitness level of arduous must participate in the DOI Medical Standards Program (MSP).

Website: https://www.nifc.gov/medical_standards/

BLM National Fire Operations Fitness Challenge

The BLM fire operations fitness challenge encourages and recognizes achievement in physical fitness by BLM firefighters. The fitness challenge provides a common system by which BLM firefighters can measure current fitness, establish fitness goals, and track fitness improvement.

Efforts are underway to update the fitness challenge. For current specific information about the fitness challenge, refer to the fitness challenge information on the BLM Fire Operations website.

Website: https://www.nifc.gov/training/trainingFitness.html

Incident Qualifications and Certification System (IQCS)

The Incident Qualifications and Certification System (IQCS) is the incident qualification and certification record keeping system for the BLM. The Responder Master Record report provided by the IQCS meets the BLM requirement for maintaining fire qualification records. The system is designed to provide managers at the local, state/regional, and national levels with detailed qualification, experience, and training information needed to certify employees in wildland fire positions. The IQCS is a tool to assist managers in certification decisions. However, it does not replace the manager's responsibility to validate that employees meet all requirements for position performance based on the BLM standards.

A hard copy file folder will be kept for each employee and is considered the system of record. The contents will include, but are not limited to, training records for all agency required courses, evaluations from assignments, position task book verification, yearly updated IQCS forms, and Responder Master Record from IQCS. All records will be stored and/or destroyed in accordance with agency policy located at https://blmspace.blm.doi.net/wo/BLMrec/default.aspx.

Employees are ultimately responsible for maintaining original training certificates, completed position task books, experience records, and any other qualifications records that may be needed to support training and qualifications.

IQCS Training

All authorized users will complete mandatory IQCS user training. IQCS training is only available online. For additional questions contact the BLM State IQCS Representatives listed at https://iqcsweb.nwcg.gov/contact-us/blm-reps. The IQCS staff updates training materials to match modifications and improvements to IQCS.

All IQCS account managers must have a delegation of authority from their certifying official. https://iqcsweb.nwcg.gov/sites/default/files/2017-12/delegation_of_authority.pdf

Website: https://iqcsweb.nwcg.gov/

Incident Qualification Card (Red Card) Review Committees (IQCRC)

Each unit with fire management responsibilities will establish an Incident Qualification Card qualification and certification process, which may include a qualification and certification committee. In areas cooperating with other federal, state, or local agencies, an interagency qualification and certification committee should be established and include representatives from each unit. These qualification and certification committees provide management oversight and review of the wildland and prescribed fire positions under their jurisdiction. The committee:

- Ensures that qualifications generated by IQCS or other agency systems for employees are valid by reviewing the training and experience of each employee.
- Determines whether each employee possesses the personal characteristics necessary to perform the wildland and prescribed fire positions in a safe and efficient manner.
- Makes recommendations to the appropriate Agency Administrator or designee who is responsible for final certification signature.
- Develops interagency training needs and sponsors courses that can be offered locally.
- Ensures training nominees meet minimum requirements for attending courses.

Position Task Books

The unit's certifying official is responsible for certification and verification of all employees' qualifications to ensure they meet BLM standards including required training and completion of position task books (PTBs).

For more information on roles and responsibilities for completing the PTBs refer to PMS 310-1.

To delete a position task book in IQCS, contact the IQCS Help Desk (https://iqcsweb.nwcg.gov/iqcs-help-desk). The request will be forwarded to the BLM IQCS Change Management Board representative for approval.

BLM Recertification Policy

If an employee (including an agency-sponsored AD) has lost currency in a position, the employee is converted to trainee status for that position. In order to regain full qualification for the position, the employee must demonstrate the ability to perform in the position as determined by the Certifying Official. Prior to recertification, the employee must:

- Complete the BLM Recertification Evaluation found in Appendix B.
- Complete one or more evaluation assignments.
- Complete any additional requirements as determined by the Certifying Official (e.g., additional assignments and/or courses).

NOTE: This policy only applies to positions for which a PTB is required.

If a Certifying Official requires a decertification of a qualification, it is recommended to utilize the "Block" function in IQCS and to properly document in the justification block.

Website: https://www.nifc.gov/training/trainingBLM_main.html

BLM–Specific Requirements in the Recruitment and Selection Process

Personnel hired by the BLM must meet requirements established in the position description. If the position description requires Incident Command System qualifications, only qualifications and minimum requirements specified in the PMS 310-1 will be applied as selective factors and/or screen-out questions. To avoid reducing candidate pools, BLM-specific requirements that are supplemental to the PMS 310-1 may not be used as selective placement factors/screen-out questions. Supplemental BLM-specific training or qualification requirements may only be used as selective factors and/or screen-out questions when requested and justified by the selecting official, and approved by human resources. Impacts to the candidate pool must be addressed in the justification. As with all other BLM or DOI-specific training/experience requirements (e.g., Do What's Right training and purchase card training) that newly hired employees from other agencies may not have, the supervisor and IQCS certifying official are responsible for reconciling that employee's training and IQCS record after the employee has entered on duty. This may be accomplished by providing additional training/experience or by manually awarding competencies as per established IQCS protocol.

BLM-Specific Incident Qualifications and BLM-Specific Training Courses

As additional agency requirements to the PMS 310-1, the BLM has identified additional requirements to support the wildland fire management program for Engine Boss (ENGB), Prescribed Fire Burn Boss Type 1 (RXB1), and Prescribed Fire Burn Boss Type 2 (RXB2), Firing Boss (FIRB), Fire Effect Monitor (FEMO) and Procurement Unit Leader (PROC).

Refer to the *Federal Wildland Fire Qualifications Supplement* for information on non-PMS 310-1 positions.

Website: https://www.nwcg.gov/publications/310-1

See Appendix C and Appendix D for BLM positions with additional qualification and training requirements above the NWCG PMS 310-1 standards.

To request changes to current positions and/or their requirements or request new positions or training courses, refer to Appendix A – BLM Training Committee Request for Change.

General BLM Non-fire Training Requirements

All fire personnel will meet specific agency training, experience, and qualification requirements for incident assignments. Additional training which is deemed necessary to improve employee proficiency and safety but is not addressed within the NWCG curriculum will be offered to the employee and taken in a timely manner. See Appendix E for more information.

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Appendix A
BLM Fire Training Committee Request for Change Process

All Requests for Change forms will be submitted through the appropriate State BLM Fire Training Committee (BFTC) Representative. The Request for Change process is used to recommend:

- Changes to or creation of BLM training courses;
- Changes to or creation of BLM position qualifications including IQCS recommendations;
- Changes to BLM training policy; or
- Development of new training products or workforce development programs.

When the BFTC representative receives a request for change, he/she is expected to seek input from their state prior to submitting the request to the BFTC to ensure the change request is national in scope and meets an identified need of the agency. If so, BFTC representatives will forward to the co-chairs for placement on the agenda.

All requests for change will be processed through BFTC conference calls or meetings and tracked through the BFTC Action Item Log. Some decisions may require coordination with other BLM committees and/or groups.

Once a decision has been reached, the BFTC will forward the request to the Fire Operations Group (FOG) for concurrence. The FA-324 BFTC co-chair will inform the BFTC of final decisions and if any further action is needed.

Changes adopted through this process will be incorporated into the *BLM Standards for Fire Training and Workforce Development* during the annual revision.

Form Instructions:

1. **State/Office Requesting Change:** Indicate the State requesting the change and identify the appropriate BFTC state representative.
2. **Unit Representative Contact Information:** Provide the name, home unit, telephone number, and email address of the person initiating the change request.
3. **Description of the Proposal:** Briefly describe the proposed change in sufficient detail.
4. **Description of the Issue:** Describe the issue your proposal is intended to solve. Provide the significant background information on the issue.
5. **Desired Outcome:** Provide a description of the final product. Offer suggested language for policy change, if applicable.
6. **Estimated Cost/Workload Required:** Provide an estimated amount the proposal will cost to accomplish. Estimate the number of people and time it will take to bring the request to resolution. Offer alternatives for delivering the desired outcome. Understand that this is a simple estimate of workload.

BLM Fire Training Committee Request for Change

State/Office Requesting Change:	
State Training Representative:	
Unit Representative Name:	
Unit Representative Home Unit:	
Unit Representative Contact #:	
Unit Representative Email:	
Date Submitted:	
Description of the Proposal (Be concise.)	
Description of the Issue (Concise overview and background and reasons change is needed.)	
Desired Outcome (Describe potential end product, proposed language, estimated due date, etc.)	
Estimated Cost/Workload Required	

~For Committee Use Only~

Tracking #:	*BFTC – FY-#*
BLM Fire Training Committee Approval	☐ Yes ☐ No ☐ Pending/Further Information Needed
Date:	
Rationale:	
Fire Operations Group Approval	☐ Yes ☐ No ☐ Pending/Further Information Needed
Date:	
Rationale:	
Fire Leadership Team Approval	☐ Yes ☐ No ☐ Pending/Further Information Needed
Date:	
Rationale:	

Appendix B
BLM Recertification Evaluation

This document is used to determine the agency's minimum requirements for position recertification.

Trainee name:	Unit ID:
Trainee's supervisor:	Trainee's phone number:
Position to be recertified:	Date of last assignment:

Certifying Official: In addition to the mandatory evaluation assignment, the Certifying Official may request additional training or coursework. If the Certifying Official chooses to have the trainee complete a new position task book (PTB), then the recertification evaluation form is unnecessary.

☒ Mandatory - Satisfactory performance on at least one evaluation assignment by a qualified evaluator. The evaluation assignment should be documented on the Incident Personnel Performance Rating form, NFES 1576 (ICS 225).

Check the box next to any underlined optional requirements the trainee needs to perform prior to being considered for recertification (work with the local Qualification and Certification Committee and refer to PMS 310-1):

☐ Open and complete all tasks in the current PTB as outlined by the local Qualification and Certification Committee. (Note: The trainee will not need to complete the evaluation assignment if the Certifying Official chooses to have the trainee complete a PTB.)

☐ Complete any new "required training" courses based on the current PMS 310-1 or agency policies that have been added to the position since losing currency.

☐ Retake all "required training" relevant to the position based on current agency polices.

☐ Attend the following course(s) prior to certification:

_____
Trainee Signature   Date

_____
Certifying Official Signature   Date

Final Agency Certification
I certify that (trainee name) _____ has met all requirements for recertification in the above position and qualification has been reissued.
Certifying Official – Signature of Approval   Date

Evaluator: The above individual has lost currency for the stated position. The trainee's Certifying Official is asking the evaluator to assess the individual's skills and abilities to assist them in determining if the trainee should be considered for recertification.

Assignment Information:

Incident name:	Incident number:
Dates of evaluation:	Incident complexity:
Evaluator qualification:	Fuel type:

What, if any, significant job tasks, competencies, or behaviors were you unable to evaluate on this assignment?

Provide additional comments related to the individual's ability to perform the position.

Do you recommend the individual for recertification?

If no, what recommendation do you have for improving tasks, competencies, and/or behaviors (e.g., more experience is needed in logistic support)?

_____

Evaluator (name, home unit, and phone contact)   Date

_____

Trainee Signature   Date

Appendix C
BLM-Specific Incident Qualifications

As additional agency requirements to the PMS 310-1, the BLM has identified additional requirements to support the wildland fire management program for Engine Boss (ENGB), Prescribed Fire Burn Boss Type 1 (RXB1), and Prescribed Fire Burn Boss Type 2 (RXB2), Firing Boss (FIRB), Fire Effects Monitor (FEMO), and Procurement Unit Leader (PROC).

The BLM also follows the *Interagency Prescribed Fire Planning and Implementation Procedures Guide* (PMS 484) and BLM supplemental policy (issued through directives) in dealing with prescribed fire qualifications, certification, and fitness standards.

Website: https://www.nwcg.gov/publications/484

In April 2014, the Fire Leadership Team (FLT) approved a proposal from the BLM Fire Operations Group (FOG) to require certain NWCG leadership courses for key fireline positions (see Information Bulletin No. FA 2015-006, *Implementation of Required Leadership Training for Key Bureau of Land Management (BLM) Fireline Positions*). These requirements are:

- L-280 Followership to Leadership for Crew Boss (CRWB), Engine Boss (ENGB), Felling Boss (FELB), Firing Boss (FIRB), Heavy Equipment Boss (HEQB), Helicopter Manager (HMGB), and Incident Commander, Type 4 (ICT4) positions;

- L-380 Fireline Leadership for Task Force Leader (TFLD), Strike Team Leader, Heavy Equipment (STEQ), Strike Team Leader, Engine (STEN), Strike Team Leader, Crew (STCR), Helibase Manager (HEBM), and Prescribed Fire Burn Boss, Type 2 (RXB2) positions;

- L-381 Incident Leadership for Incident Commander, Type 3, (ICT3) and Division/Group Supervisor (DIVS) positions.

Website: https://www.fireleadership.gov

For information on non-PMS 310-1 positions, refer to the *Federal Wildland Fire Qualifications Supplement.*

Website: https://iqcsweb.nwcg.gov/sites/default/files/documents/FedSupplement.pdf

Engine Boss (ENGB)

BLM utilizes the term "Engine Captain" to describe an individual whose position description reflects primary responsibility as a supervisory wildland firefighter of a wildland fire engine in a BLM fire management organization and should not be confused with Engine Boss. "Engine Captain" is not a fireline qualification. The BLM-specific Engine Boss qualification uses the NWCG position task book; however, training requirements differ.

**Identifies additional BLM Requirement

REQUIRED TRAINING:
Basic ICS: ICS for Single Resources and Initial Action Incidents (ICS-200)
Annual Fireline Safety Refresher (RT-130)
Crew Boss (Single Resource) (S-230)
Intermediate Wildland Fire Behavior (S-290)
**Fire Operations in the Wildland/Urban Interface (S-215)
**BLM Engine Driver Refresher (annually; IQCS Number: RT-301)

REQUIRED EXPERIENCE:
**Satisfactory position performance as Incident Commander Type 5 (ICT5)
         AND
**Satisfactory position performance as Engine Operator (ENOP)
         AND
Completion and Certification of PTB as Engine Boss (ENGB)

PHYSICAL FITNESS LEVEL:
Arduous

THESE POSITIONS MAINTAIN CURRENCY FOR ENGB:
**Engine Operator (ENOP)
Division/Group Supervisor (DIVS)
Incident Commander Type 3 (ICT3)
Incident Commander Type 4 (ICT4)
Operations Section Chief Type 3, Wildland Fire (OPS3)
Prescribed Fire Burn Boss Type 1 (RXB1)
Prescribed Fire Burn Boss Type 2 (RXB2)
Safety Officer, Line (SOFR)
Any Single Resource Boss (CRWB, FELB, FIRB, HMGB, HEQB)
Strike Team Leader Engine (STEN)
Task Force Leader (TFLD)

ENGB MAINTAINS CURRENCY FOR THESE POSITIONS:
Field Observer (FOBS)
Firefighter Type 1 (FFT1)
Firefighter Type 2 (FFT2)
Incident Commander Type 4 (ICT4)
Single Resource Boss (CRWB, FELB, FIRB, HEQB)
Strike Team Leader Engine (STEN)

**ADDITIONAL TRAINING WHICH SUPPORTS DEVELOPMENT OF KNOWLEDGE
AND SKILLS:**
Engine Boss (Single Resource) (S-231)
Firing Operation (S-219)
Interagency Incident Business Management (S-260)
Basic Air Operations (S-270)
Followership to Leadership (L-280)

Prescribed Fire Burn Boss Type 1 (RXB1)

**Identifies additional BLM Requirement

REQUIRED TRAINING:
Annual Fireline Safety Refresher (RT-130)
Advanced Wildland Fire Behavior Calculations (S-490)

REQUIRED EXPERIENCE:
Satisfactory performance as a Prescribed Fire Burn Boss Type 2 (RXB2)
        AND
**Satisfactory performance as an Incident Commander Type 3 (ICT3)
        AND
Completion and Certification of PTB as a Prescribed Fire Burn Boss Type 1 (RXB1) on a prescribed fire incident

PHYSICAL FITNESS LEVEL:
Light

THESE POSITIONS MAINTAIN CURRENCY FOR RXB1:
Prescribed Fire Burn Boss Type 2 (RXB2)
Prescribed Fire Manager Type 1 (RXM1)
Strategic Operational Planner (SOPL)

RXB1 MAINTAINS CURRENCY FOR THESE POSITIONS:
Firefighter Type 1 (FFT1)
Firefighter Type 2 (FFT2)
Incident Commander Type 3 (ICT3)
Prescribed Fire Burn Boss Type 2 (RXB2)
Any Single Resource Boss (ENGB, FELB, FIRB, HEQB, CRWB)
Strategic Operational Planner (SOPL)
Any Strike Team Leader (STCR, STEQ, STEN)
Task Force Leader (TFLD)

ADDITIONAL TRAINING WHICH SUPPORTS DEVELOPMENT OF KNOWLEDGE AND SKILLS:
Advanced Fire Effects (RX-510)
Prescribed Fire Plan Preparation (RX-341)
Fire Program Management, an Overview (M-581)

Prescribed Fire Burn Boss Type 2 (RXB2)

*** Identifies additional BLM Requirement**

REQUIRED TRAINING:
**Fireline Leadership (L-380)
Annual Fireline Safety Refresher (RT-130)
**Prescribed Fire Implementation (RX-301)
Smoke Management Techniques (RX-410)
Introduction to Wildland Fire Behavior Calculations (S-390)

REQUIRED EXPERIENCE:
Satisfactory performance as a Firing Boss, Single Resource (FIRB)
      AND
Satisfactory performance as an Incident Commander Type 4 (ICT4)
      AND
Completion and Certification of PTB as a Prescribed Fire Burn Boss Type 2 (RXB2) on a prescribed fire incident

PHYSICAL FITNESS LEVEL:
Moderate

THESE POSITIONS MAINTAIN CURRENCY FOR RXB2:
Prescribed Fire Burn Boss Type 1 (RXB1)
Prescribed Fire Manager Type 1 (RXM1)
Prescribed Fire Manager Type 2 (RXM2)
Strategic Operational Planner (SOPL)

RXB2 MAINTAINS CURRENCY FOR THESE POSITIONS:
Firefighter Type 1 (FFT1)
Firefighter Type 2 (FFT2)
Incident Commander Type 4 (ICT4)
Prescribed Fire Burn Boss Type 1 (RXB1)
Prescribed Fire Manager Type 2 (RXM2)
Any Single Resource Boss (ENGB, FELB, FIRB, HEQB, CRWB)
Strategic Operational Planner (SOPL)
Strike Team Leader including (STCR, STEN, STEQ)
Task Force Leader (TFLD)

ADDITIONAL TRAINING WHICH SUPPORTS DEVELOPMENT OF KNOWLEDGE AND SKILLS:
Introduction to Fire Effects (RX-310)
Prescribed Fire Plan Preparation (RX-341)

Firing Boss, Single Resource (FIRB)

*** Identifies additional BLM Requirement*

REQUIRED TRAINING:
Basic ICS: ICS for Single Resources and Initial Action Incidents (ICS-200)
Annual Fireline Safety Refresher (RT-130)
Crew Boss (Single Resource) (S-230)
Intermediate Wildland Fire Behavior (S-290)
**Firing Operations (S-219)

REQUIRED EXPERIENCE:
Satisfactory performance as Firefighter 1 (FFT1)
          AND
Completion and Certification of PTB as a Firing Boss, Single Resource (FIRB) on a wildfire incident

PHYSICAL FITNESS LEVEL:
**Arduous (This is above the PMS 310-1 Moderate Standard)

THESE POSITIONS MAINTAIN CURRENCY FOR FIRB:
Division/Group Supervisor (DIVS)
Incident Commander Type 3 (ICT3)
Incident Commander Type 4 (ICT4)
Operations Section Chief Type 3, Wildland Fire (OPS3)
Prescribed Fire Burn Boss Type 1 (RXB1)
Prescribed Fire Burn Boss Type 2 (RXB2)
Safety Officer, Line (SOFR)
Any Single Resource Boss (CRWB, FELB, ENGB, HMGB, HEQB)
Task Force Leader (TFLD)

FIRB MAINTAINS CURRENCY FOR THESE POSITIONS:
Firefighter Type 1 (FFT1)
Firefighter Type 2 (FFT2)
Field Observer (FOBS)
Incident Commander Type 4 (ICT4)
Single Resource Boss, including (CRWB, FELB, ENGB, HEQB)

OTHER TRAINING WHICH SUPPORTS DEVELOPMENT OF KNOWLEDGE AND SKILLS:
Basic Air Operations (S-270)
Followership to Leadership (L-280)
Interagency Incident Business Management (S-260)

Fire Effects Monitor (FEMO)

*** Identifies additional BLM Requirement*

REQUIRED TRAINING:
Annual Fireline Safety Refresher (RT-130)
Intermediate Wildland Fire Behavior (S-290)
**Introduction to Fire Effects (RX-310)

REQUIRED EXPERIENCE:
Satisfactory performance as a Firefighter Type 2 (FFT2)
       AND
Completion and Certification of PTB as a Fire Effects Monitor (FEMO) on a wildfire or prescribed fire incident

PHYSICAL FITNESS LEVEL:
**Arduous (This is above the PMS 310-1 Moderate Standard)

THESE POSITIONS MAINTAIN CURRENCY FOR FEMO:
Field Observer (FOBS)
Fire Behavior Analyst (FBAN)
Long Term Fire Analyst (LTAN)

FEMO MAINTAINS CURRENCY FOR THESE POSITIONS:
Field Observer (FOBS)
Firefighter Type 2 (FFT2)

ADDITIONAL TRAINING WHICH SUPPORTS DEVELOPMENT OF KNOWLEDGE AND SKILLS:
Field Observer (S-244)
Introduction to Fire Effects (RX-310)

Historical Reference for Firing Leader (FIRL): Over time, several changes have been made to the position that controls ignition/firing/burning operations on wildland fires. The BLM has gone from Ignition Specialist 1 and 2 (RXI1, RXI2) and Firing Boss (FIRB) to only Firing Boss (FIRB). In October 3, 2007, the BLM endorsed two positions: Firing Boss (FIRB) and Firing Leader (FIRL). In 2013 the FIRL position was removed (FA-IM-2014-001).

For further information on these changes, refer to FA IM-2010-009 at http://web.blm.gov/internal/fire/Directives/IM2010/FAIM2010009.pdf and Attachment 1 at http://web.blm.gov/internal/fire/Directives/IM2010/FAIM2010009a1.pdf.

Chainsaw Operators and Fallers

The BLM Faller positions are located in the PMS 310-1. The BLM as also adopted the use of the NWCG Position Task Book for all Faller positions for certification. Refer to the *Interagency Standards for Fire and Fire Aviation Operations*, Chapter 13.
https://www.nifc.gov/policies/pol_ref_redbook.html

The BLM requirements for final evaluation for each faller position is as follows:

- The individual tasks required for completion of the FAL3 PTB must be evaluated by a qualified FAL2 or FAL1. The Final Evaluator's Verification for a FAL3 trainee must be completed by a qualified FAL2 or FAL1;
- The individual tasks required for completion of the FAL2 PTB must be evaluated by a qualified FAL2 or FAL1. The Final Evaluator's Verification for a FAL2 trainee must be completed by a qualified FAL2 or FAL1;
- The individual tasks required for completion of the FAL1 PTB must be evaluated by a qualified FAL1. The Final Evaluator's Verification for a FAL1 trainee must be completed by a qualified FAL1 evaluator;
- Each BLM state fire management officer will certify and maintain a list of their current FAL1 evaluators;
- The final certification of all wildfire faller positions will remain the responsibility of the IQCS certifying official.
- All wildfire saw operation qualifications are maintained through the IQCS system and displayed on the incident qualification card.

Procurement Unit Leader (PROC)

** Identifies additional BLM Requirement

REQUIRED TRAINING
Basic ICS: ICS for Single Resources and Initial Action Incidents (ICS-200)
Intermediate ICS for Expanding Incidents (ICS-300)
NRF: An Introduction (IS-800)

REQUIRED EXPERIENCE
Satisfactory performance as an Equipment Time Recorder (EQTR)
+
Completion and Certification of PTB as a Procurement Unit Leader (PROC)
+
**BLM employees qualified as a PROC must also possess a Contracting Officer Certificate of Appointment, and not approve actions exceeding their warrant amount.

PHYSICAL FITNESS LEVEL
None required

THESE POSITIONS MAINTAIN CURRENCY FOR PROC
Equipment Time Recorder (EQTR)
Finance/Administration Section Chief Type 1 (FSC1)
Finance/Administration Section Chief Type 2 (FSC2)
Finance/Administration Section Chief Type 3 (FSC3)
Personnel Time Recorder (PTRC)
Time Unit Leader (TIME)

PROC MAINTAINS CURRENCY FOR THESE POSITIONS
Equipment Time Recorder (EQTR)
Finance/Administration Section Chief Type 2 (FSC2)
Finance/Administration Section Chief Type 3 (FSC3)

OTHER TRAINING WHICH SUPPORTS DEVELOPMENT OF KNOWLEDGE AND SKILLS
Finance/Administration Unit Leaders (E/L975)
Fireline Leadership (L-380)

Appendix D
BLM-Specific Training Courses

PMS-419 Engine Operator (IQCS #N9018)

Engine Operator training is intended to provide employees filling the Engine Operator (ENOP) position on engine modules with the knowledge, skills, and abilities they need to safely and effectively utilize engines in the wildland fire environment with a minimum of down time. The course provides a solid foundation of information and hands-on training upon which to build strong job skills for the ENOP's day-to-day activities. Furthermore, on-the-job-training and locally-specific training will be needed to fully equip Engine Operators with the skills required to perform their jobs safely and proficiently.

Website: https://www.nifc.gov/training/trainingFireVehicle.html

BL-300 Fire Vehicle Driver Orientation (IQCS #BL-300)

The goal of the Vehicle Driver Orientation course is to provide all personnel with the foundation of knowledge to make sound decisions and maintain situational awareness while operating and working around vehicles so that everyone comes home safely.

This training is the first part of a process to train and educate entry-level and first-year BLM crewmembers to drive or move a vehicle in an emergency situation or around the parking lot of a governmental site. For vehicles not covered by the Commercial Driver's License (CDL) requirements, this could also mean running for parts in town, driving the vehicle in fire camp (fueling or getting supplies), and repositioning the vehicle on the fireline. For vehicles covered by CDL requirements, the driver would need a CDL training/learner permit, and a qualified CDL passenger in the cab for any non-emergency driving.

Website: https://www.nifc.gov/training/trainingFireVehicle.html

RT-301 BLM Fire Vehicle Driver Refresher Training

BLM Fire Vehicle Driver Refresher Training is an objectives-based training requirement. Refresher training must be done annually for all vehicle drivers that meet the requirements stated in the *Interagency Standards for Fire and Fire Aviation Operations*, Chapter 2. The training may be provided in any way the local Fire Management Officer chooses as long as all the objectives are met and documented.

Website: https://www.nifc.gov/training/trainingFireVehicle.html

BL-303 668 Super Heavy Driver Training

This course is designed to provide a minimum level of knowledge to safely and successfully operate a specialized fire suppression vehicle in the 668 Working Capital Fund (WCF) vehicle class and will fulfill the initial training requirement set in the *Interagency Standards for Fire and Fire Aviation Operations* for a driver. The course will focus mainly on maintenance and inspections of the specialized vehicle chassis, its components, as well as provide basic driving techniques and an understanding of the vehicle performance limits. The course will be specific to the 668 vehicle class.

Website: https://www.nifc.gov/training/trainingFireVehicle.html

Driver Training for Regular Drivers of Fire Equipment

All regular drivers of specialized vehicles (e.g., engines, water tenders, crew carriers, fuel tenders, helicopter support vehicles) must complete BL-300 *Fire Vehicle Driver Orientation* (initially) and RT-301 *Fire Vehicle Driver Refresher Training* (annually).

For the purposes of this policy, a regular driver is defined as an employee whose duties include driving fire equipment on a regular basis. This may include highway, off-road, city, mobile attack, and extreme terrain driving.

Website: https://www.nifc.gov/training/trainingFireVehicle.html

Appendix E
Other BLM Training Requirements

Introduction

As stated in Chapter 5, all fire personnel will meet specific agency training, experience, and qualification requirements for incident assignments. Additional training which is deemed necessary to improve employee proficiency and safety but is not addressed within the NWCG curriculum will be offered to the employee and taken in a timely manner.

- The tables presented on the following pages list most training that BLM employees are required to, or are suggested to, take depending on BLM policy and mission. BLM-specific training and qualifications for fireline and prescribed fire positions is presented in Appendix C and Appendix D.

Legend for the Manual or Authority Column

- H-1112-1 = Safety and Health Management Handbook
- CFR = Code of Federal Regulations (http://www.ecfr.gov/cgi-bin/ECFR?page=browse)
- DM = Departmental of Interior Manual
- HRM = Human Resources Management (National Operations Center) (https://blmspace.blm.doi.net/oc/intra/dhrs/Pages/HomePage.aspx)
- IM = Instruction Memorandum (http://web.blm.gov/internal/fire/index.htm)
- NHRMC = National Human Resources Management Center
- Red Book = *Interagency Standards for Fire and Fire Aviation Operations* (https://www.nifc.gov/policies/pol_ref_redbook.html)
- TC = National Training Center (https://www.blm.gov/learn/national-training-center)
- PMS 310-1 = NIMS Wildland Fire Qualification System Guide (https://www.nwcg.gov/publications/310-1)

Definitions for the Type of Training Column

- BLM Fire = Training required of BLM fire personnel only
- Corporate = Training (departmental or agency) required of all BLM personnel
- DOI Talent: https://doitalent.ibc.doi.gov/

Required Training

Type of Training	Type of Employee	Manual or Authority Point of Contact	Length/Recurrence/ Training Location	Course Completion Tracking Method/Type of Training
Annual Fireline Safety Refresher (RT-130)	All personnel participating in fire suppression or prescribed fire activities	BLM Manual 9215 PMS 310-1 Red Book	4 hours minimum Annual Local https://www.nwcg.gov/publications/training-courses/rt-130	IQCS Corporate
Bloodborne Pathogens	All employees handling or potentially exposed to medical waste, blood or body fluids	29 CFR 1910.1030 H-1112-1, Chapter 24 Red Book	Varies Annual for employees at increased risk due to assigned duties (e.g., IHC, helitack, engine crews, SMJ) Local or DOI Talent online course	Manually or DOI Talent Corporate
Commercial Driver License (CDL)	Drivers of 26,000 pounds or greater GVWR vehicles	49 CFR Part 383-395 Individual State Laws	Hours differ by state Refresher every 5 years Locally	Manually Corporate

Type of Training	Type of Employee	Manual or Authority Point of Contact	Length/Recurrence/ Training Location	Course Completion Tracking Method/Type of Training
Contracting Officer Representative (COR)/COR Refresher	All CORs	DOI-Acquisition Regulations (DIAR) 1401.670 BLM Manual 1510-1.670	Federal Acquisition Institute https://www.fai.gov/drupal/ (Certification tab) Recertification – Every 2 years	Federal Acquisition Institute Corporate
NO FEAR - Discrimination and Whistleblowing in the Workplace	All employees	5 CFR 2638.705 Office of Civil Rights	Varies Every 2 years. New employees within 60 days DOI Talent online course	DOI Talent Corporate
Defensive Driving	All employees	485 DM 16 Red Book	5 hours Every 3 years	Manually or DOI Talent Corporate
Do What's Right: Equal Employment Opportunity and Conduct for the Wildland Fire Community	All fire personnel	Red Book	2 hours minimum Annual FA IM-2019-005 Local	Manually BLM Fire

Type of Training	Type of Employee	Manual or Authority Point of Contact	Length/Recurrence/ Training Location	Course Completion Tracking Method/Type of Training
EEO and Diversity Training for Supervisors	Managers/ Supervisors	FA IM-2019-002	6 hours comprised of EEO and/or Diversity training Annual Local	Manually Corporate
EEO and Diversity Training for Nonsupervisory employees	Nonsupervisory employees	FA IM-2019-002	4 hours comprised of EEO and/or Diversity training Annual Local	Manually Corporate
Employee Safety Orientation	All fire personnel employees	29 CFR 1960.59 H-1112-1, Chapter 5 Red Book	Varies Once Locally	Manually Corporate
Ethics	All employees	5 CFR 2635.70 Departmental Ethics Office	Varies Annually DOI Talent online course	DOI Talent Corporate
Federal Information Systems Security Awareness + Privacy and Records Management	All personnel using BLM IT systems	5 CFR 930.301 Office of the Chief Information Officer/DOI Privacy Office	Varies Annual DOI Talent online course	DOI Talent Corporate

Type of Training	Type of Employee	Manual or Authority Point of Contact	Length/Recurrence/ Training Location	Course Completion Tracking Method/Type of Training
First Aid	All field-going employees and firefighters	29 CFR 1910.151 Red Book, Chapter 2	Varies per certifying authority Every 3 years or per certifying authority Local	Manually Corporate
Introduction to Freedom of Information Act (FOIA)	Recommended for all BLM employees (including temporary hires)	BLM Manual 1278 Yearly WO IM	Varies (1 hour online) Annual DOI Talent online course	Manually or DOI Talent Corporate
HAZCOM Hazard Communication (Employee Right-to-Know)	All employees using products with hazardous ingredients	29 CFR 1910.1200	Varies (1 hour online) Must meet objectives in CFR Once DOI Talent online course or local	Manually or DOI Talent Corporate
HAZMAT First Responder Awareness Level	All field and fire personnel potentially discovering hazardous substances	29 CFR Part 1910.120(q) Red Book, Chapter 2	Varies (1 hour online) Must meet objectives in CFR Annual refresher DOI Talent online course or local	Manually or DOI Talent Corporate

Type of Training	Type of Employee	Manual or Authority Point of Contact	Length/Recurrence/ Training Location	Course Completion Tracking Method/Type of Training
Hazard Communication and the Globally Harmonized System (GHS)	All field and fire personnel potentially discovering hazardous substances	Red Book, Chapter 2	1 hour Once DOI Talent online course or local	Manually or DOI Talent Corporate
Hearing Conservation	All employees exposed to 8 hour time-weighted average sound level of 85 dBA (chainsaw/pump operators, helicopter personnel, etc.)	29 CFR 1910.95 H-1112-1, Chapter 27	Varies Must meet objectives in CFR Annual Local or DOI Talent online course	Manually or DOI Talent Corporate
Integrated Charge Card Training	All DOI integrated charge cardholders	41 CFR Chapters 301-304 Office of Acquisition & Property Management	Varies Level specific Online course https://cctrain.ibc.doi.gov/	Manually Corporate

Type of Training	Type of Employee	Manual or Authority Point of Contact	Length/Recurrence/ Training Location	Course Completion Tracking Method/Type of Training
Supervision for New Supervisors	Initial supervisory training within one year of the new supervisor's appointment	5 U.S.C. 4121 Office of Human Resources	Varies Within 12 months of appointment Once DOI Talent /NTC instructor-led course/agency determined DOI Talent Course BLM-TC-1430-53/FWS/NPS/SUPSKILLS https://doiu.doi.gov/programs/supervisory/index.html	DOI Talent Corporate
Supervision for Experienced Supervisors	Follow-up training for supervisors at least once every three years	5 U.S.C. 4121 Office of Human Resources	Varies Once every 3 years DOI Talent /NTC instructor-led course/agency determined https://doiu.doi.gov/programs/supervisory/index.html	DOI Talent Corporate

Type of Training	Type of Employee	Manual or Authority Point of Contact	Length/Recurrence/ Training Location	Course Completion Tracking Method/Type of Training
Fire Training for Agency Administrators	Agency Administrator or other acting	Red Book, Chapter 2	32-60 hours Once Regional Training Centers	IQCS
Risk Management	All employees	H-1112-1, Chapter 2	Varies Once Local or DOI Talent online course	Manually or DOI Talent Corporate
Safety Training for Supervisors	All supervisors	29 CFR 1960.55 H-1112-1, Chapter 5	Varies Once Local or DOI Talent online course	Manually or DOI Talent Corporate

Specialized Required Training

Some training may be required due to a position the employee may hold or a Job Hazard Analysis/Risk Analysis (JHA/RA) requirement.

Type of Training	Type of Employee	Manual or Authority	Length/Recurrence/ Training Location	Course Completion Tracking Method/ Type of Training
BLM UTV Operations	UTV operators	Red Book, Chapter 14	Recreational Off Highway Vehicle Association (ROHVA) course Refresher/Evaluation - TBD Local	Manually Corporate
Forklift Driving	All personnel required to operate a forklift	29 CFR Part 1910.178 H-1112-1	Variable Annual refresher Locally	Manually Corporate
Hazardous Waste Operations and Emergency Response (HAZWOPER)	All field personnel involved with emergency Hazardous Waste response as determined by JHA/risk assessment	29 CFR Part 1910.120	40 hours initially 8-hour annual refresher Local or DOI Talent instructor-led course	Manually or DOI Talent Corporate

Type of Training	Type of Employee	Manual or Authority	Length/Recurrence/ Training Location	Course Completion Tracking Method/ Type of Training
Oil and Gas Hazard Recognition and Mitigation	All fire personnel whose offices have oil and gas operations within their fire suppression jurisdictions	Red Book, Chapter 7	Varies Annual Local	Manually Corporate
Resource Advisor	All personnel working as Resource Advisors	*Resource Advisor's Guide for Wildland Fire* (PMS 313) *Federal Wildland Fire Qualifications Supplement*	Varies 4-8 hours Annual refresher Local	Manually or IQCS DOI Talent Course Name: **DOI All-Hazards Resource Advisor Basic Course** Course Code: **DOI-READ-Basic-OLT-101** Corporate
Watercraft Operation	All personnel required to operate a watercraft	485 DM 22 H-1112-1, Chapter 16	24 hours initially Refresher 8 hours every 5 years Local	Manually Corporate

Specialized Team Training

The following table contains training opportunities for specific teams:

Type of Training	Type of Employee	More Information	Length/Recurrence/ Training Location	Course Completion Tracking Method/ Type of Training
Critical Incident Stress Management (CISM)	All personnel who wish to participate as part of a CISM Team	Red Book, Chapter 7 https://gacc.nifc.gov/cism/index.html	https://gacc.nifc.gov/cism/training.html	Manually Corporate
Interagency Serious Accident Investigation Course (1112-05)	Core Serious Accident Investigation Team members	Red Book, Chapter 18	24 hours Recurrency training every 5 years BLM National Training Center	DOI Talent Corporate

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