



Training and Competency

Fire Chief Development Program

Prepared by R. Andy Dexter AAS, NRP, LP, EMS-I, FSCEO

Course Agenda

- Organizational Liabilities
 - Where are they?
 - Mitigation Tools
 - Leadership
 - Roles and Responsibilities
- NFPA 1401 – Training Records
- Record Retention Requirements
- Certification Programs
 - SFFMA
 - TCFP
 - IFSAC
 - ProBoard
 - Certification Reciprocity
- ISO Requirements
- Conclusion





ANDY DEXTER AAS, NRP, LP, EMS-I, FSCEO

■ Work

- The Woodlands Fire Department
- Northwest Volunteer Fire Department

■ Volunteer

- SFFMA
 - Vice Chairman of the Certification Board
 - Chairman of the Texas EMS Board / EMS Committee
 - Steering Committee
 - Combination Committee
 - Professional Development Committee
- Klein Volunteer Fire Department

■ Other Teaching History

- Lone Star College System
- DLR & Associates

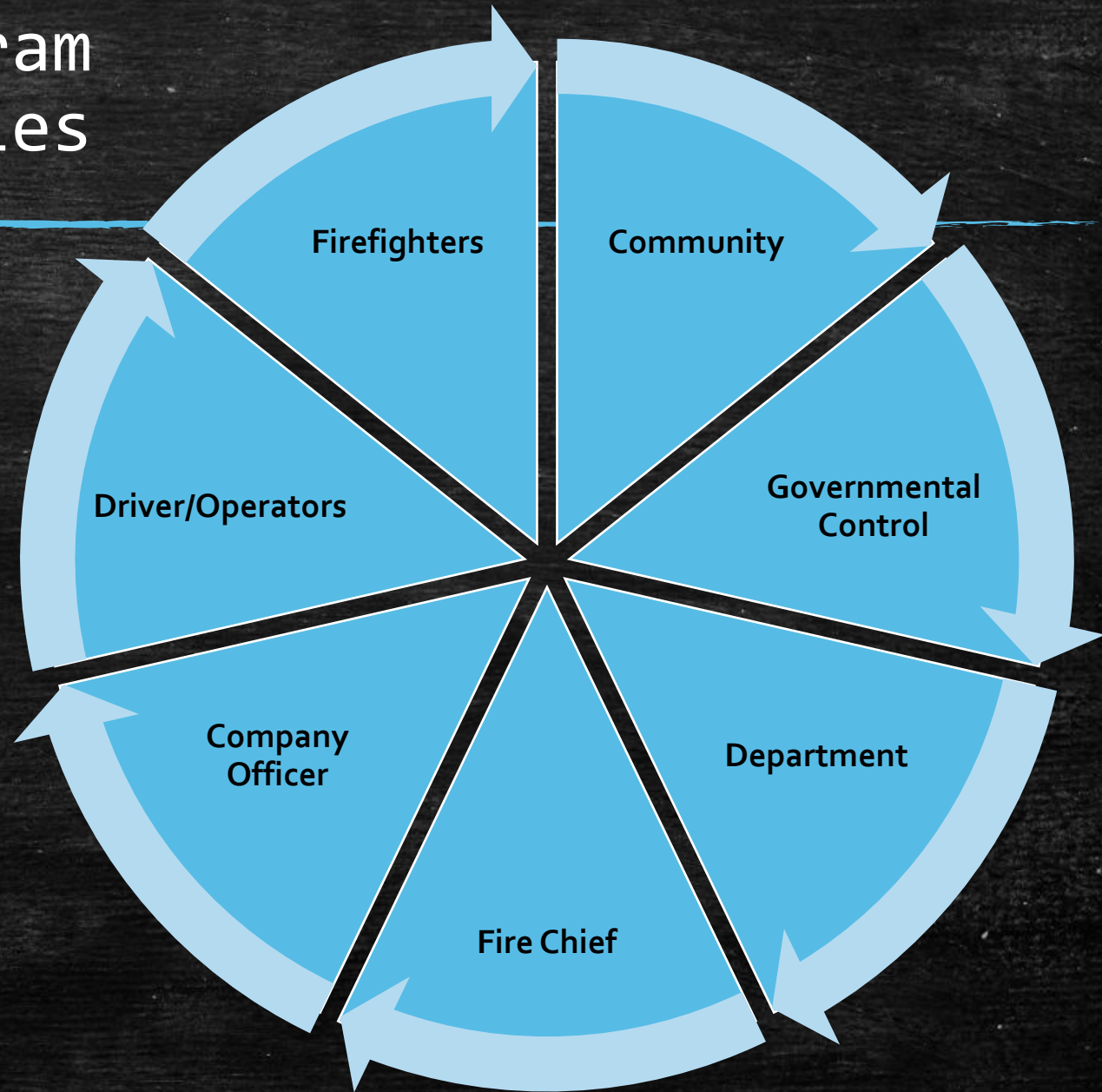


Organizational Liabilities

Training and Competency

Training Program Responsibilities

- Ensure Safety
- Educate / Skills Training
- Mitigate Liabilities



Our Most Important Resource



Training Level Disparity

The Experienced

"The Instructor/Mentor"

"The Chief Officer"

"The Senior Firefighter"

"The Senior Driver/Operator"

"The Company Officer"

The Inexperienced

"The New Volunteer"

"New Employee"

"The T-Shirts"

"The Transients"



Definition of the Department



- Community Expectations
- District / Territory
- Mission of the Fire Department
- Vision of the Fire Department
- Values of the Fire Department

Fire Department Liabilities

- Our overall existence
- Public perception
- Responding to dynamic incidents
- Completing complicated and multi-disciplined tasks during critical timeframes
- Physical, mental, emotional capacities
- Staffing models or availability
- Excreta, Excreta, Excreta



Fire Department Liabilities



Possible Outcomes

- Vicarious Liability

- Vicarious liability is a legal doctrine that assigns liability for an injury to a person who did not cause the injury but who has a particular legal relationship to the person who did act negligently. It is also referred to as imputed Negligence.

- Litigation

- Criminal
- Civil



Management of Liability

- A properly managed Training Program greatly reduces the Fire Department's liability
- Program Best Practices:
 - Use consensus standards (if available)
 - Prepare for training classes
 - Document all training
 - Emergency Incidents are not Training Environments
 - Work towards and obtained Certifications
 - Develop consistent training levels / certification
 - Provide for the needs / Not the wants (Pepper the program with wants though)
 - Needs of the department based on the mission and/or identified scope of practice
 - Build the future leaders of the department
 - Improve safety through training



Management of Liability



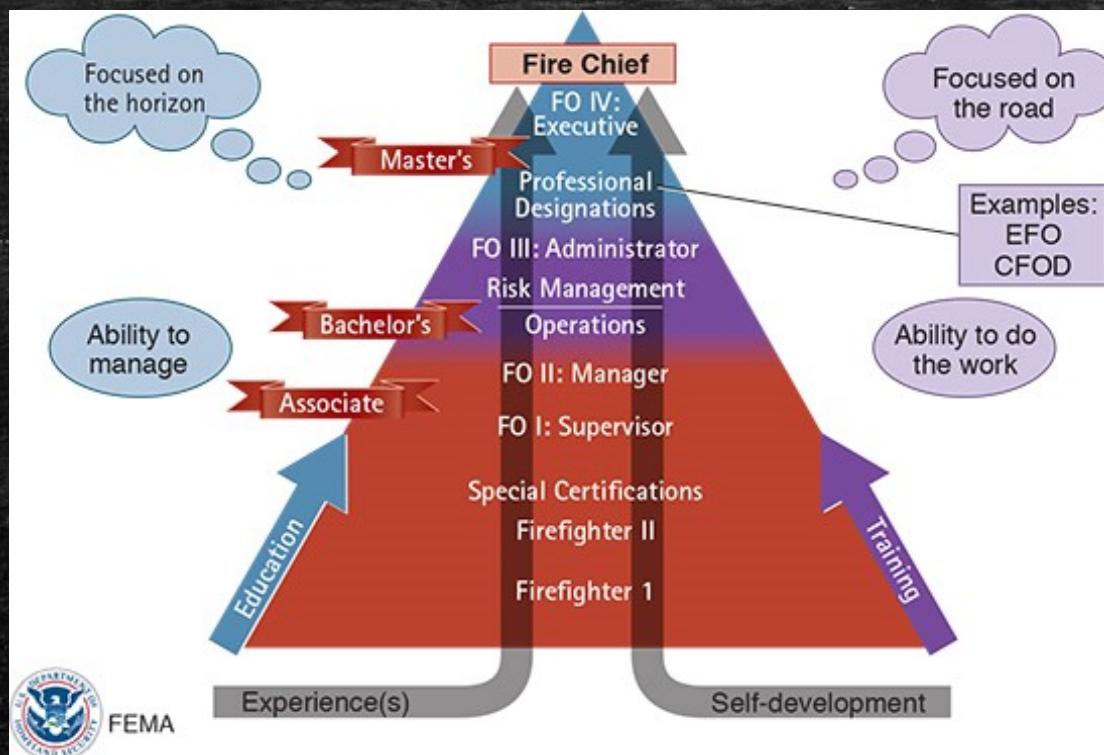
- Establishment of a Training Division
 - Budget
 - Staff
 - Authority / Responsibility
- Training Division Programs
 - Outside Lecturers and Specialist
 - Scheduled training classes
 - Maintain competencies
 - Build new competencies
 - Work towards certifications

Management of Liability

- Recruit/Probationary Member Training
 - Requirement to complete a minimum number of hours of instruction before going into service
 - Must be certified or working to certification or other
 - Goals and Intentions
 - Verify the right fit for the organization
 - Formalized Academy Program
 - Based on NFPA 1001 and NFPA 1072
 - Once complete, then what?



Management of Liability



- The Sheppard
- Leadership at All Levels (Build from the beginning)
- Mentoring and Coaching to build a successful team
- Succession Planning / Career Development

Management of Liability



Management of Liability

- Driver/Operator Training Program
 - Requirements before being allowed to drive and operate apparatus under emergency conditions
 - Proper Driver's License
 - New Apparatus Training
 - Apparatus operation, tactics, and capabilities
 - Apparatus maintenance
- Emergency Vehicle Operator Course (EVOC)



Management of Liability



- Fire Officer Training Program
- Training Officer Program
 - Instructor Certification
- Inspector Training Program
 - Pre-fire Planning
- Safety Officer Training Program

Management of Liability

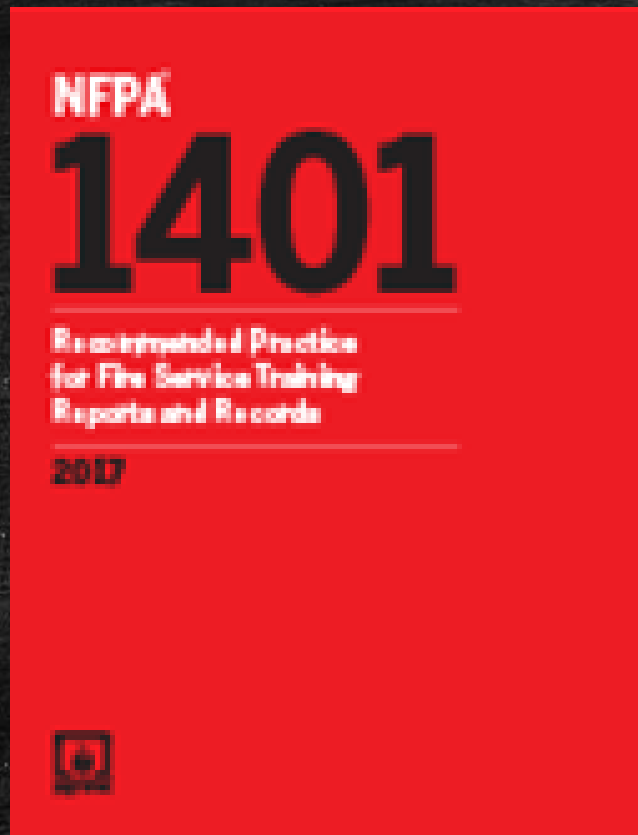


- Specialized Emergency Operations
 - EMS
 - Hazardous Materials
 - Aircraft
 - Technical Rescue
 - Wildland
 - Excreta

Roles and Responsibilities

- Company Officers
- Chief Officers
- Training Officer
- Individual Members





NFPA 1401 – Recommended Practices for Fire Service Training Reports and Records, 2017 Edition

Training and Competency

NFPA 1401 – Recommended Practices for Fire Service Training Reports and Records, 2017 Edition - Chap. 4

General

- Training records should be created and maintained
- Compliance with mandated training requirements
- Must be accurate and clear
- Organized

Elements of Information

- Five Elements
 - Who
 - What
 - When
 - Where
 - Why
- Additional Information
 - Sources
 - Method
 - Evaluation



NFPA 1401 – Recommended Practices for Fire Service Training Reports and Records, 2017 Edition – Chap. 5

Training Reports

- Logically Sequenced
- Purpose
- Organized
- Narrative Report

Training Records

- Type of Media
 - Paper or Electronic
- Contents:
 - Certifications
 - Performance Tests
 - Examinations
 - Personal Evaluations
- Status & Progress
- Hours of Training Attended



NFPA 1401 – Recommended Practices for Fire Service Training Reports and Records, 2017 Edition – Chap. 6

Evaluating Records of Individuals

- Specified intervals
- Evaluate:
 - Status of required training?
 - Are there any performance deficiencies?
 - Job Performance Standards completed
 - Training sufficient to maintain skills levels?

Evaluating the Record-Keeping System

- Audit at least annually
- Evaluate:
 - Purpose of records
 - Who has access & who has accessed?
 - Providing the necessary documentation
 - Is there record duplication?
 - Schedule of record retention
 - Any identifiable trends?
 - Is there a better way to complete this process?



NFPA 1401 – Recommended Practices for Fire Service Training Reports and Records, 2017 Edition – Chap. 7

Privacy of Personal information

- Records are private unless specifically released by the employee
- Legal counsel should be consulted
- Training records should be free of Medical Information/Records
- DO NOT use Social Security #s

Record Keeping and Risk Management

- Agencies that conduct multijurisdictional training should have a signed release from for those individuals who participate in certain training activities.





Record Retention Requirements

Training and Competency

RETENTION SCHEDULE FOR RECORDS OF PUBLIC SAFETY AGENCIES

- This schedule establishes mandatory minimum retention periods for records commonly found in public safety agencies.
- No local government office may dispose of a record listed in this schedule prior to the expiration of its retention period.
- A records control schedule of a local government may not set a retention period that is less than that established for the record in this schedule.
- Destruction of local government records contrary to the provisions of the Local Government Records Act of 1989 and administrative rules adopted under it, including this schedule, is a Class A misdemeanor and, under certain circumstances, a third degree felony (Penal Code, Section 37.10). Anyone destroying local government records without legal authorization may also be subject to criminal penalties and fines under the Public Information Act (Government Code, Chapter 552).





RETENTION SCHEDULE FOR RECORDS COMMON TO ALL LOCAL GOVERNMENTS

Record Number	Record Title	Record Description	Retention Period	Remarks
GR1050-12	EMPLOYEE SERVICE RECORDS	Summary employment history record for each employee maintained on one or more forms, containing the following minimum information: name; sex; date of birth; social security number; positions held with dates of hire, promotion, transfer, or demotion; dates of leaves of absence or suspension that affect computation of length of service; wage or salary rate for each position held, including step or merit increases within grades; most recent public access option form; and date of separation.	Date of separation + 75 years.	Retention Notes: a) This schedule does not require the creation of an employee service record of the type described, but the creation of the record is strongly recommended to allow frequent disposal of documents from which information has been summarized. If an employee service record is not maintained, documents (e.g., employment applications, personnel action forms) containing the prescribed information must be retained date of separation + 75 years. More than one document providing the same element of required information need not be retained.

A statue of a firefighter in a dark uniform and helmet, holding a baby, set against a clear blue sky with some green foliage visible on the left.

RETENTION SCHEDULE FOR RECORDS COMMON TO ALL LOCAL GOVERNMENTS

Record Number	Record Title	Record Description	Retention Period	Remarks
GR1050-28a	TRAINING AND EDUCATIONAL ACHIEVEMENT RECORDS	Certificates of completion, transcripts, test scores, or similar records documenting the training, testing, or continuing education achievements of an employee if such training or testing is required for the position held or if the educational or skill attainment or enhancement affects or could affect career advancement in the local government or, in the case of licensed or certified personnel (e.g., school professionals, firefighters, police officers, health care professionals), in other governments or the private sector.	Date of separation + 5 years.	Retention Note: If information concerning training or testing (e.g., test scores) is transferred to an Employee Service Record (item number GR1050-12), the document from which the information is taken need be retained for only 2 years.

RETENTION SCHEDULE FOR RECORDS COMMON TO ALL LOCAL GOVERNMENTS

Record Number	Record Title	Record Description	Retention Period	Remarks
GR1050-28b	TRAINING AND EDUCATIONAL ACHIEVEMENT RECORDS	Records documenting the planning, development, implementation, administration and evaluation of in-house training programs.	2 years.	N/A
GR1050-28c	TRAINING AND EDUCATIONAL ACHIEVEMENT RECORDS	Training manuals, syllabuses, course outlines, and similar training aids used in in-house training programs.	US, expired, or discontinued + 2 years.	N/A



A statue of a firefighter in a dark uniform and helmet, holding a baby, stands against a clear blue sky. The statue is positioned on the left side of the slide, partially overlapping the title area.

RETENTION SCHEDULE FOR RECORDS COMMON TO ALL LOCAL GOVERNMENTS

Record Number	Record Title	Record Description	Retention Period	Remarks
GR1050-28d	TRAINING AND EDUCATIONAL ACHIEVEMENT RECORDS	Skill or achievement measurement records of a training group or class as a whole (e.g., rosters with scores).	2 years.	Retention Note: If the only information documenting the in-house training of an employee of the types described in (a) is contained in the measurement records of a group or class as a whole, the group records must be retained for the date of separation + 5 years for all employees included in the group records.



RETENTION SCHEDULE FOR RECORDS OF PUBLIC SAFETY AGENCIES

Record Number	Record Title	Record Description	Retention Period	Remarks
PS4475-06	DRILL AND SIMULATION RECORDS	Reports and related documentation of drills, simulations, and triage exercises conducted or participated in by fire, emergency medical, or emergency communications personnel.	5 years.	N/A



A statue of a firefighter in a dark uniform with a helmet, holding a child, set against a clear blue sky with some green foliage on the left.

RETENTION SCHEDULE FOR RECORDS OF PUBLIC SAFETY AGENCIES

Record Number	Record Title	Record Description	Retention Period	Remarks
PS4525-01	EMERGENCY MEDICAL SERVICE TRAINING RECORDS	Records relating to the training (including continuing education) of emergency medical personnel sufficient to document who was trained and when, in what subject, and by whom; scores received in academic achievement and performance tests (including copies of all written tests), and similar records of the training and achievement of individual students.	5 years.	Retention Note: It is an exception to the retention periods given in this record group that records documenting the training and educational achievement of employees as described in item number GR1050-28(a) must be retained for date of separation + 5 years for emergency medical personnel employed by the local government that conducts the training.

A statue of a firefighter in a dark uniform and helmet, holding a baby, stands against a clear blue sky with some green foliage visible on the left.

RETENTION SCHEDULE FOR RECORDS OF PUBLIC SAFETY AGENCIES

Record Number	Record Title	Record Description	Retention Period	Remarks
PS4525-02	FIREFIGHTER RECRUIT TRAINING FACILITY RECORDS	Records relating to recruit training, certified by the Texas Commission on Fire Protection, for structural fire, aircraft crash, and rescue personnel sufficient to document who was trained and when, in what subject, and by whom; scores received in academic achievement and performance tests (including copies of all written tests); and similar records of the training and achievement of individual students.	3 years.	<i>By regulation - 37TAC 427.13(b).</i> Retention Note: It is an exception to the retention periods given in this record group that records documenting the training and educational achievement of employees as described in item number GR1050-28(a) must be retained for date of separation + 5 years for fire personnel employed by the local government that operates the training facility.



SFFMA Certification Program

Training and Competency

State Firefighters' and Fire Marshals' Association of Texas (SFFMA)

- Participation in the SFFMA Certification Program is not a membership requirement, but is highly recommended. Benefits of participation include, but are not limited to, the following:
 - **For the department:** increased availability of state and federal grant money.
 - **For the individual:** volunteer firefighter license plates, a career track to full-time employment, and waiver of tuition/fees toward a degree in Fire Science.
 - **For the community:** a possible reduction in homeowners' insurance rates through improved ISO rating.
- The program allows an individual to spread the training over an extended period of time, rather than taking leave to attend full-time training.



State Firefighters' and Fire Marshals' Association of Texas (SFFMA)

- General Statement #3

- Training provided under this program should include facilities, apparatus, equipment, reference materials, and records to support a quality volunteer firefighter education and training program. The resources should provide for classroom instruction, demonstrations and practical exercises for trainee to develop the knowledge and skills required for volunteer firefighter certification.

- Emergency Medical Care

- Minimum emergency medical care performance capabilities for entry-level personnel shall be developed and validated by the AHJ to include infection control, CPR, bleeding control, and shock management.



Participation Requirements For the Individual

- Any participating individual must have and maintain a current individual membership in the SFFMA, and be:
 1. an active member in good standing of a regularly organized Fire Department; or
 2. an honorably retired or honorably separated member of a regularly organized Fire Department.



Training Credit

- As long as the training covers the objectives of the SFFMA Certification Program, each of the following options credits toward certification.
 - Training through a regularly organized fire department
 - Training through any state or federal agency (including all branches of the military, as well as through TEEX-ESTI)
 - Training through an accredited college or university
 - Training from an instructor with SFFMA or TCFP Instructor I (or higher) certification
 - Training as documented with an IFSAC or ProBoard seal
 - Training from an [approved for-profit training provider](#)
 - Training from uniquely qualified individuals
- On this last option, a “uniquely qualified individual” must have the approval of the department’s fire chief and certification coordinator. An example would be a manufacturer representative providing vehicle familiarization training.



All Certification Perquisites



- As of January 1, 2015 anyone participating in certification must complete Courage to be Safe training prior to applying for any certification.
- As of January 1, 2019 anyone applying for Firefighter I (or any certificates that have Firefighter I as a prerequisite) must complete Traffic Incident Management training.

Documentation of Completed Training

- 19-I.05 Trainee shall demonstrate the use of SCBA in conditions of obscured visibility.
NFPA 1001 5.3.5, 5.3.5.A-B, 5.3.9 / SFFMA (27-01.02) / moved from SCBA 27-I.02
- 19-I.06 Trainee shall identify the physical requirements of the wearer, the limitations of the self-contained breathing apparatus, and the safety features of types of SCBA available to local AHJ.
NFPA 1001 5.3.1.A-B / SFFMA (27-01.03) / (27-01.03) / moved from SCBA 27-I.03
- 19-I.07 Trainee shall demonstrate donning SCBA while wearing protective clothing:
NFPA 1001 5.3.2.A-B / SFFMA (27-01.04) / (27-01.04) / moved from SCBA 27-I.04
- (FD can document with SCBA #2 skill sheet found in appendix and retain on file)
(FD can document with SCBA #3 skill sheet found in appendix and retain on file)
(FD can document with SCBA #7 skill sheet found in appendix and retain on file)
(FD can document with SCBA #8 skill sheet found in appendix and retain on file)
- A. in a seated position on an apparatus with a seat belt on
 - B. Compartment Method
 - C. Overhead Method
 - D. Coat Method
- 19-I.08 Trainee shall demonstrate that the SCBA is in a safe condition for immediate use.
NFPA 1001 5.3.1 / SFFMA (27-01.05) / (27-01.05) / moved from SCBA 27-I.05

Documentation of Completed Training

1-I.08 Trainee shall identify the critical aspects of NFPA 1500: *Standard on Fire Department Occupational Safety and Health Program*.

NFPA 1001 5.1.1 / added to Program for 2012

1-I.09 Trainee shall identify activities on a national level required by FEMA to meet its responsibilities to establish and maintain comprehensive and coordinated emergency management in the United States.

Completion of ICS-700 meets the requirements of this objective.

NFPA 1001 5.1.1 / SFFMA (20-03.01) / Moved from Emergency Management 20-I.01

1-I.10 Trainee shall identify, by title, the official responsible for emergency management in the state.
Completion of ICS-800 meets the requirements of this objective.

NFPA 1001 5.1.1 / SFFMA (20-03.02) / Moved from Emergency Management 20-I.02

1-I.11 Trainee shall identify, by title, the official responsible for emergency management in a county or parish.

Completion of ICS-800 meets the requirements of this objective.

NFPA 1001 5.1.1 / SFFMA (20-03.03) / Moved from Emergency Management 20-I.03

1-I.12 Trainee shall identify, by title, the city official who is responsible for emergency management in a city.

Completion of ICS-800 meets the requirements of this objective.

NFPA 1001 5.1.1 / SFFMA (20-03.04) / Moved from Emergency Management 20-I.04

Documentation of Completed Training



State Firemen's and Fire Marshals' Association of Texas

Texas Volunteer Firefighters' and Fire Marshals' Certification Board

PO Box 1409 ♦ Manchaca, Texas 78652-1409 ♦ 512.453.1876 (fax)

www.sffma.org ♦ 512.454.3473 (phone)

INSTRUCTIONAL SKILLS

SCBA #5

Skip-Breathing Procedures

Subject: Fireground Operations
NFPA1001 53.1

Firefighter I

OBJECTIVE

The firefighter trainee, wearing full protective clothing and a Self-Contained Breathing Apparatus (SCBA), shall demonstrate how to conserve air by the technique known as skip-breathing. The trainee will have a maximum time limit of three 3 minutes to complete the skill.

INSTRUCTIONS- procedures for achieving the objective

While wearing full protective clothing and a Self-Contained Breathing Apparatus (SCBA), you will demonstrate emergency procedures for conserving air by using the technique known as skip-breathing. You shall verbalize to the examiner each step identified in bold print as it is performed. You will have a maximum time limit of three 3 minutes to complete the skill. You will begin on my instruction to start. The evaluation will end when all identified steps have been accomplished and you put your hands in the air to signal that you are finished with this skill. Do you understand these instructions?

EXAMINERS NOTE

The SCBA will be in full operational condition with tank cylinder and main line valves fully opened and by-pass valve closed.

The firefighter trainee will not be allowed to review the performance steps at the time of testing.

PREPARATION & EQUIPMENT

Self-Contained Breathing Apparatus unit

The firefighter trainee shall accomplish the skill wearing "FULL PROTECTIVE CLOTHING FOR STRUCTURAL FIREFIGHTERS" to include helmet, coat, boots, hood, and trousers.



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INSTRUCTIONAL SKILLS

FIREFIGHTER I: SCBA #5

Skip-Breathing Procedures

Candidate: _____ Notes: _____

Examiner: _____

School: _____

Test Site: _____

The firefighter trainee, wearing full protective clothing and a Self-Contained Breathing Apparatus (SCBA), shall demonstrate how to conserve air by the technique known as skip-breathing. The trainee will have a maximum time limit of three 3 minutes to complete the skill.

The Candidate:	POSSIBLE POINTS	TEST	RETEST
a. Takes a regular breath (safety point: inhales normally)	1		
b. Holds breath for about as long as it would normally take to exhale it	1		
c. Takes a second breath	1		
d. Exhales slowly	1		
e. Completes skill in allotted time	1		
TOTAL POINTS:		5	

Points needed to pass: 4

Evaluator/Candidate Comments:

Certifying Examiner

Date

Re-Test Certifying Examiner

Date

Overall Skill Sheet Score

Pass ☐ Fail ☐

Overall Skill Sheet Re-Test Score

Pass ☐ Fail ☐

Documentation of Completed Training



State Firemen's and Fire Marshals' Association of Texas
Texas Volunteer Firefighters' and Fire Marshals' Certification Board
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www.sffma.org ♦ 512.454.3473 (phone)

TESTING SKILLS

PERSONAL PROTECTIVE EQUIPMENT #2 Donning and Doffing of PPE

Subject: General
NFPA1001 51.2

Section 101
Firefighter I

OBJECTIVE

The firefighter trainee will demonstrate the ability to don personal protective clothing within 1 minute; doff personal protective clothing. (5.1.2)

INSTRUCTIONS- procedures for achieving the objective

You will be given a complete set of protective clothing (turnout coat, turnout pants, hood, gloves, helmet, and boots). You will be required to properly don the protective clothing in 1 minute. After you have donned the clothing, reverse the procedure to doff and place in ready state. You will begin on my instruction to start. This skill will end when you state to me that you have completed all of the identified steps. Do you understand these instructions?

EXAMINERS NOTE

Only the donning of the protective clothing will be timed. The firefighter trainee will not be allowed to review the performance steps at the time of testing.

PREPARATION & EQUIPMENT

Turnout coat Turnout pants Hood
Helmet Gloves Boots



State Firemen's and Fire Marshals' Association of Texas
Texas Volunteer Firefighters' and Fire Marshals' Certification Board
PO Box 1409 ♦ Manchaca, Texas 78652-1409 ♦ 512.453.1876 (fax)
www.sffma.org ♦ 512.454.3473 (phone)

TESTING SKILLS

FIREFIGHTER I: PERSONAL PROTECTIVE EQUIPMENT #2 Donning and Doffing of PPE

Candidate: _____ Notes: _____
Examiner: _____
School: _____
Test Site: _____

The firefighter trainee will demonstrate the ability to don personal protective clothing within 1 minute; doff personal protective clothing. (5.1.2)

	POSSIBLE POINTS	TEST	RETEST
Turnout pants and boots			
a. Removes safety shoes	1		
b. Steps into turnout pants and boots one foot at a time	1		
c. Pulls pants up by waistband (not suspenders)	1		
d. Adjusts suspenders (if applicable)	1		
e. Fastens all snaps and buckles and secures Velcro (if present)	1		
Turnout coat and protective hood		TEST	RETEST
a. Dons protective hood properly	1		
b. Dons turnout coat	1		
c. Fastens all snaps and buckles and secures Velcro (if present)	1		
d. Turns up collar	1		
Helmet and gloves		TEST	RETEST
a. Dons helmet with earflaps down (adjusts chinstrap)	1		
b. Dons gloves	1		
c. Completes skill in allotted time	1		
Doffing		TEST	RETEST
a. Doffs personal protective clothing and place in ready state (This last step is not timed)	1		
TOTAL POINTS:	13		

Points needed to pass: 9

Current SFFMA Certifications

- Firefighting I, II
 - NFPA 1001
- Master Firefighter
- Wildland Firefighter
 - NFPA 1051
- Hazmat A&O – Prerequisite for FFI
 - NFPA 1072
- Fire Officer I, II, III, IV
 - NFPA 1021
- Incident Safety Officer
 - NFPA 1521
- Instructor I, II, III
 - NFPA 1041
- EMS Instructor
 - 2002 NAEMSE
- Public Fire Educator / Public Information Officer
 - NFPA 1035
- Fire Investigator
 - NFPA 1033
- Fire Inspector I, II, Plans Examiner
 - NFPA 1031



Current SFFMA Certifications

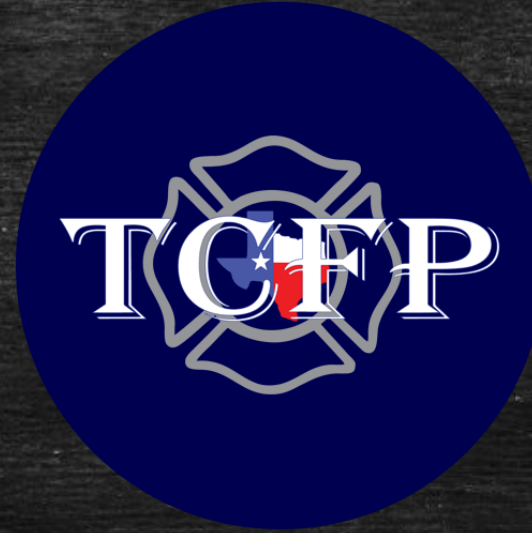
- Rescue (NFPA 1006)
 - Rescue Apprentice (must have for all other Rescue Certs)
 - Machinery Rescue
 - Rope Rescue
 - Confine Space Rescue
 - Swift Water Rescue
 - Surface Water Rescue
 - Trench Rescue
 - Vehicle Rescue
 - Wilderness Rescue
 - Structural Collapse
- Driver/Operator (NFPA 1002)
 - Pumper
 - Aerial
 - Wildland
 - Mobile Water Supply
- Public Safety Telecommunicator
 - NFPA 1061
- Support Personnel
 - NFPA 1584



SFFMA Certification

- All certifications are referenced to an NFPA standard
- NFPA Standards are updated every 4 years
- SFFMA will be updating every 4 years





TCFP Certification Program

Training and Competency

Overview

- The mission of the Texas Commission on Fire Protection is to aid in the protection of lives and property of Texas citizens through the development and enforcement of recognized professional standards for individuals and the fire service. The commission's authority is defined by TX Gov't Code Chapter 419. The commission's strategic plan includes two major goals:
 - The agency fulfills its first goal by providing education and assistance to the fire service:
 - Fire Protection Resource Library
 - Injury Report
 - The agency fulfills its second goal through three program areas by enforcing statewide fire service standards:
 - Certification
 - Training and Testing
 - Compliance



TCFP Certifications

- Structure Fire Fighter (includes hazmat awareness, hazmat operations, fire fighter I, fire fighter II)
- Hazardous Materials Technician
- Hazardous Materials Incident Commander
- Aircraft Rescue Fire Fighter
- Driver/Operator – Pumper
- Driver/Operator – Aerial
- Fire Instructor
- Fire Inspector (includes Inspector I and Inspector II)
- Head of Department
- Plans Examiner I
- Fire Officer
- Arson Investigator
- Fire Investigator
- Incident Safety Officer
- Fire and Life Safety Educator
- Marine Fire Fighter
- Wildland Fire Fighter





IFSAAC Certification Program

Training and Competency

Overview

- Proof of training to the level stated on the seal if you move to a new state.
- Fire fighters who come to Texas from another IFSAC jurisdiction can use seals they have obtained as proof of training.
- Some are requiring their employees to hold IFSAC seals in various disciplines, particularly those organizations contracting to provide services at federal facilities.



IFSAC Certifications

- Firefighter I, II
- HazMat Awareness, Ops, Tech, Incident Commander
- ARFF
- DO-Pumper, DO-Aerial
- Fire Instructor I, II, III
- Fire Inspector I, II, Plans Examiner
- Fire Officer I, II, III, IV
- Fire Investigator
- Incident Safety Officer
- Fire & Life Safety Educator I, II



TCFP's Relationship with IFSAC

- The accredited entity in the State of Texas is the Texas Commission on Fire Protection. IFSAC has reviewed and accredited many of the commission's certification testing programs. The commission earned Fire Fighter I and Fire Fighter II accreditation for its basic structure fire protection program on May 3, 1997. Additional programs have been added since then, with a total of 23 seals being offered as of May 2018. IFSAC re-examines accredited programs every five years.





ProBoard Certification Program

Training and Competency

Overview

- Established in 1972, the Pro Board is the original fire service system for the accreditation of agencies that certify candidates to the various disciplines and levels identified in the NFPA Professional Qualification series of standards.
- There are over 70 agencies accredited by the Pro Board, and they offer accredited certification to fire service professionals across North America, and around the world.





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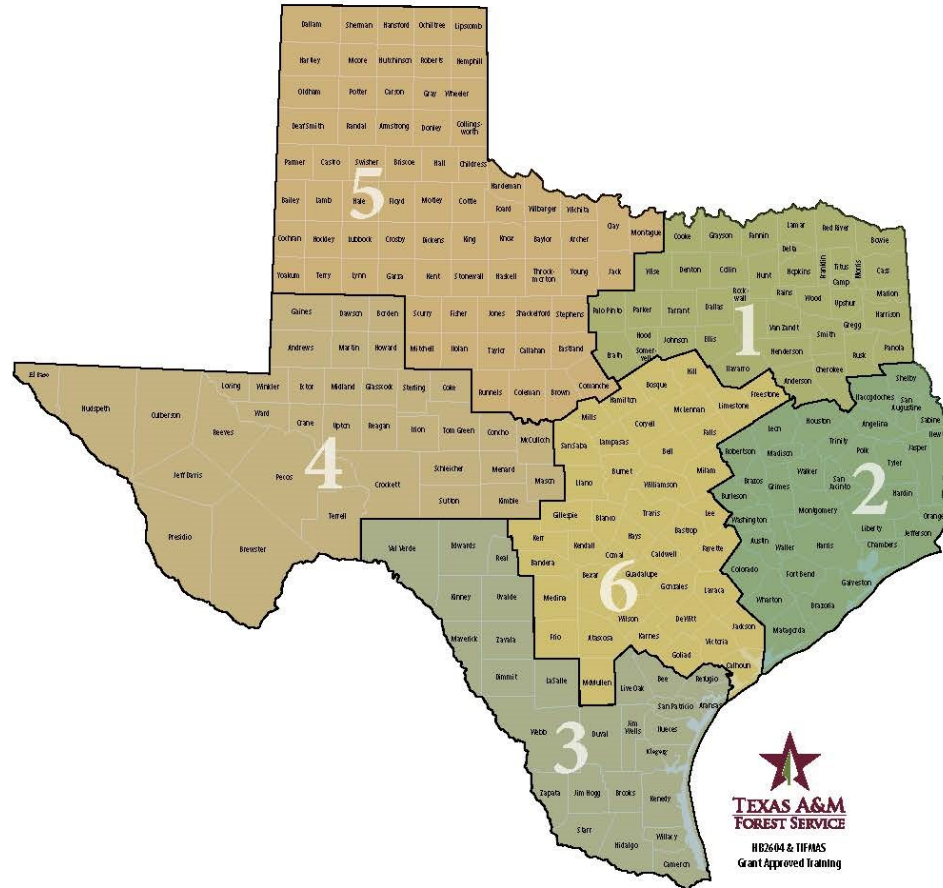
TEEX's Relationship with ProBoard

- The National Board on Fire Service Professional Qualifications (Pro Board) is an internationally recognized organization that accredits agencies to certify emergency responders to National Fire Protection Association (NFPA) Professional Qualification standards. As an accredited agency, TEEX must complete a self-assessment and receive a site visit every five years by the Pro Board to maintain this accreditation.





Regional Training Managers for the State of Texas



Harvie Cheshire, Training Director
TEEX.org/EXTENSION

REGION

1 Michael Cole



REGION

2 Tommy (TJ) Jacobs



REGION

3 Dallas Renfrew



REGION

4 Tony Lenard



REGION

5 Henry Perry



REGION

6 Darren Smith





Certification Reciprocity

Training and Competency

Certification Reciprocity

Training Curriculum Standard

	IFSAC	ProBoard	SFFMA	TCFP
NFPA	No	No	Yes (Written & Skills Testing Required)	No
IFSAC	Yes (Written & Skills Testing Required)	No	Yes (Direct Reciprocity)	Yes (Direct Reciprocity)
ProBoard	No	Yes (Written & Skills Testing Required)	Yes (Direct Reciprocity)	Yes (Direct Reciprocity with TCFP TPA #)
SFFMA	No	No	Yes (Written & Skills Testing Required)	Yes (Written & Skills Testing Required)
TCFP	Yes (Written & Skills Testing Required)	No	Yes (Direct Reciprocity)	Yes (Written & Skills Testing Required)



Insurance Services Office, Inc.



Fire Suppression Rating Schedule

Training and Competency



Training Aspects of the Fire Suppression Rating Schedule (FSRS)

- Minimal Training Requirements:
 - The fire department must provide training related to suppression of structure fires for active members for at least 3 hours every 3 months.
- Automatic Aid – Inter-Department Training (Only 1 of the Following)
 - **Quarterly** (3 Hours in Duration) training exercise with automatic-aid companies
 - **Semiannual** (3 Hours in Duration) training with automatic-aid companies
 - **Annual** (3 Hours in Duration) training with automatic-aid companies



Training Aspects of the Fire Suppression Rating Schedule (FSRS)

On-Duty Firefighters at Fire Station (ODF)

- Each person credited in the section must, while on the fireground, have available a protective clothing ensemble in accordance with the general criteria of NFPA 1001, *Standard for Fire Fighter Professional Qualifications*.

On-Call and Off-Duty Firefighters (OCF)

- Volunteer firefighters who are on duty at fire stations according to a predetermined assignment are credited as on-duty firefighters (ODF) for the time they are on duty; otherwise, volunteer firefighters are considered on-call.



Training Aspects of the Fire Suppression Rating Schedule (FSRS)

Training Facility

- Live fire training structure including smoke room
- Drill tower at least 3 stories in height
- Training area at least 2.0 acres in size

Use of the Training Facility

- Each member of the department should attend 18 hours of training at the facility (facilities)





Training Aspects of the Fire Suppression Rating Schedule (FSRS)

Category	Type	NFPA Standard	Duration
Company Training	Regular	1001	16 hours per Month
Officer Certification	Initial Training	1021	As Required
Certified Officers	Continuing Education	1021 and/or 1521	12 hours per Year
New Driver/Operator	Initial Training	1002 and 1451	60 Hours
Existing Driver/Operator	Continuing Education	1002 and 1451	12 hours per Year
Hazardous Materials	Continuing Education	472 (***)1072)	6 hours per Year
Recruit Training	Initial Training	1001 (FF1 and FF2)	240 Hours

W. D. CARTER 12-24-24
 J. W. CARTER 12-24-24
 HENRY PROCTOR L. COLEMAN 3-16-25
 G. L. A. BRIGHT'S MERCEDES 12-23-26
 J. S. BUTLER SAUNDAL 3-25-27



Quality Assurance / Quality Improvement (QA/QI) Program

The Model of Improvement

What are we trying to accomplish?

Goal !

How will we know that a change is an improvement?

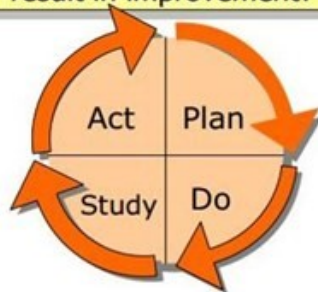
Measure !

What changes can we make that will result in improvement?

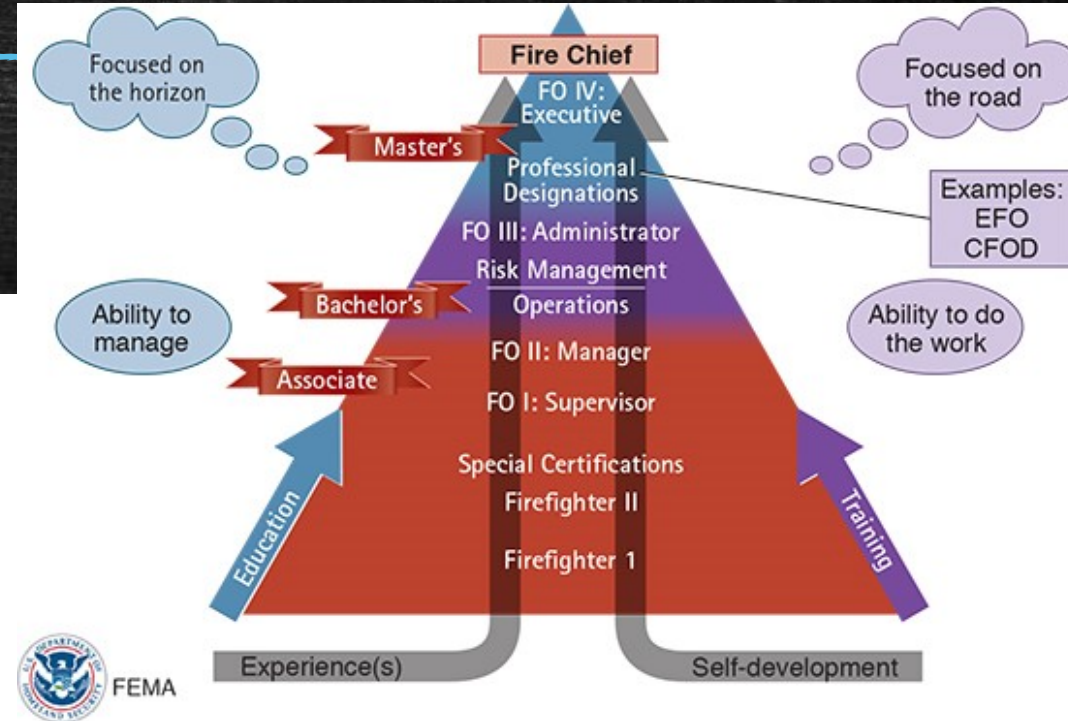
Ideas !

Test !

PDSA-cycle



Ref Deming, Nolan



Training and Competency

**QUESTIONS?
COMMENTS?
CONCERNS?**

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