

# BLM Standards for Fire Training and Workforce Development

U.S. Department of the Interior  
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Fire and Aviation  
3833 S Development Ave  
Boise, Idaho 83705-5354  
<https://www.nifc.gov>



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To: Agency Personnel  
From: Assistant Director, Fire and Aviation  
Subject: *BLM Standards for Fire Training and Workforce Development*

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* will be revised, published and distributed as necessary, and is available at <https://www.nifc.gov/about-us/our-partners/blm/training>.

Suggestions for modification of this publication should be sent to your BLM state fire training officer or to the BLM National Fire Training and Workforce Development Program manager. Contact information is listed at <https://www.nifc.gov/about-us/our-partners/blm/training>.

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Grant Beebe  
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 reference policy, rather than paraphrase policy to limit duplication. This document is intended to comply with and support the *Review and Update of the 1995 Federal Wildland Fire Management Policy* (January 2001) and the *Guidance for Implementation of Federal Wildland Fire Management Policy* (February 13, 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 qualifications 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 [\*NWCG Standards for Wildland Fire Position Qualifications\*](#) (PMS 310-1).

Certain fire management positions must meet standards identified in the [\*Interagency Fire Program Management Qualifications Standards and Guide\*](#).

Employees engaged in fire management activities will comply with all agency-specific training, qualifications, and health and safety policies. BLM standards for training and qualifications may exceed the minimum standards established by the 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 by the BLM National Fire Training and Workforce Development Program (FA-324) staff, with input from state fire training officers.

### **BLM Fire Training Request for Change Process**

All suggestions for modification to this document should be sent through the appropriate state fire training officer via a BLM fire training 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.

State fire training officers should address requests with state-level stakeholders and develop a consolidated state position. Requests should then be submitted to the national fire training and workforce development program manager who will forward the request to the Workforce Development Working Group (WDWG) co-chairs.

All requests for change will be processed and tracked through the WDWG action item log. Some decisions may require coordination with other BLM committees and/or groups. WDWG decisions or requests for further action(s) will be routed through the national fire training and workforce development program manager and the state fire training officers. Changes adopted through this process will be incorporated into the *BLM Standards for Fire Training and Workforce Development* during the next revision.



## **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, Branch of Preparedness and Suppression Operations (NIFC)**

- Oversees the BLM National Fire Training and Workforce Development Program.
- Establish uniform processes involving the Workforce Development Working Group (WDWG), 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, Branch of Preparedness and Suppression Operations. FA-324 is made up of a program manager, assistant manager, writer/editor, who provide overall support for the BLM National Fire Training and Workforce Development Program.

*Website:* <https://www.nifc.gov/about-us/our-partners/blm/training>

### **Fire Operations Group (FOG)**

The FOG is chartered under the Fire Leadership Team (FLT) and in collaboration with Fire Operations (FA-300) and is made up of state fire operation specialists. This group's mission is to provide national leadership in all areas of BLM fire operations, and promote and coordinate safe, effective, and efficient fire operations in order to accomplish BLM fire management objectives

*Website:* <https://doimsp.sharepoint.com/sites/blm-fa/fire-operations>

### **Workforce Development Working Group**

The mission of the Workforce Development Working Group (WDWG) is to identify workforce development challenges and provide recommendations for implementing workforce development strategies.

Each state has one representative to the WDWG. The composition of the WDWG is multi-disciplinary and represent the BLM states. The intent of the membership is to share and exchange experiences and perspectives from each discipline and communicate WDWG efforts to the state(s) they represent. A shared state representative may be appointed as deemed appropriate by FLT. Non-voting members are comprised of representatives from groups or support discipline areas within fire and aviation, and similar bureau-wide programs involved in workforce development.

The WDWG is chaired jointly. A co-chair is nominated and elected by voting members and serves a two-year term. The other co-chair is appointed from the FA-324 staff for an indefinite term.

### **BLM National Training Center (NTC)**

The National Training Center provides instructor-led training, distant learning courses and other learning opportunities and services to agency employees, partners and contractors. The curriculum covers renewable and non-renewable resource management programs, planning and business management, engineering, safety, information technology and more. 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\*](#), [\*NWCG Standards for Wildland Fire Position Qualifications\*](#), [\*Interagency Fire Program Management Qualifications Standards and Guide\*](#), and the [\*Federal Wildland Fire Qualifications Supplement\*](#).
- 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\*](#), [\*NWCG Standards for Wildland Fire Position Qualifications\*](#), [\*Interagency Fire Program Management Qualifications Standards and Guide\*](#), and the [\*Federal Wildland Fire Qualifications Supplement\*](#) 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 Complex Incident Management Command and General Staff positions.
- Certify and maintain a record of all FAL1 evaluators, FAL1 evaluations, and FAL1 evaluator task sheets.

### **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 to meet national fire training objectives.
- May 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 Wildland Fire Learning Portal.

*Website:* <https://wildlandfirelearningportal.net/>

### 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 Geographic Area (GA) sponsored training within the GA.
- GATR represents NWCG training delivery issues/recommendations to the GA and National level.
- Responsible for forwarding recommendations and delivery issues to the NWCG Training Delivery Committee.
- 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 program lead 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 in the Wildland Fire Learning Portal.
- Support coordination of subject matter expert and field reviewers for NWCG development.
- Provide forums to share innovative training ideas, concepts and best management practices with each other.
- Responsible for implementation of the training workflow process of IQCS.

*Website:* <https://wildlandfirelearningportal.net/course/view.php?id=306&section=1>

## 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\*](#), the [\*NWCG Standards for Wildland Fire Position Qualifications\*](#), the [\*Interagency Fire Program Management Qualifications Standards and Guide\*](#), and the [\*Federal Wildland Fire Qualifications Supplement\*](#).

- Ensure capability to delegate fire management duties to principal acting by accomplishing required training.
- 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\*](#), [\*NWCG Standards for Wildland Fire Position Qualifications\*](#), [\*Interagency Fire Program Management Qualifications Standards and Guide\*](#), and the [\*Federal Wildland Fire Qualifications Supplement\*](#) 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 a [delegation of authority](#) from the certifying official.

### **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 plan and/or individual development plan 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 a 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.

BLM is able to send apprentices to the WFAP only to attend courses on a space-available basis. Contact the BLM National Fire Training and Workforce Development Program Manager for additional information and registration information.

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 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://wildlandfirelearningportal.net/course/view.php?id=326>

*BLM Representative:* BLM National Fire Training and Workforce Development Program Manager

#### Prescribed Fire Training Center (PFTC)

The National Interagency Prescribed Fire Training Center (NIPFTC) is a unique program blending maximum field prescribed burning experience with a flexible curriculum of classroom instruction on foundational topics for 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 on BLM participation.

*Website:* <https://wildlandfirelearningportal.net/course/view.php?id=958>

## 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 overview 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.

Primary objectives include:

- 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 duties and responsibilities.
- Ensure that qualification requirements, performance support material, 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 stewardship responsibilities.
- Work with the NWCG Incident and Position Standards Committee (IPSC), NWCG Training Delivery Committee (TDC), Wildland Fire Learning Portal Governance Board, geographic area training representatives (GATRs), FEMA, National Advanced Fire and Resource Institute, the Wildland Fire Lessons Learned Center (LLC), and other pertinent entities to maximize effectiveness and efficiency in all areas of wildland firefighter training.

### **NWCG Incident and Position Standards Committee (IPSC)**

The Incident and Position Standards Committee (IPSC) provides national leadership in the development of wildland fire incident management standards and incident position standards that all NWCG agencies utilize for national mobilization while maintain a long-term strategic perspective. Primary objectives include:

- Provide oversight and direction to ensure the consistent development, implementation and maintenance of incident management standards. These standards may include guidelines, procedures, processes, best practices, specifications, techniques, and methods.
- Provide oversight and direction to ensure the consistent development, implementation and maintenance of incident position standards. These standards include incident position descriptions (duties and responsibilities) and position qualification requirements for training, experience, physical fitness, and position currency.
- Coordinate with NIMSIC on wildland fire endorsements to NIMS NQS positions.
- Establish, implement, maintain and communicate business processes and criteria to assist NWCG committees and subgroups in performing this work.
- Collaborate with the NWCG committees, NWCG staff and other stakeholders to prioritize development and maintenance of incident management standards, incident position standards, publications, training materials, and other position performance support content.
- Ensure position standards and requirements are consistent with the National Incident Management System (NIMS).
- Coordinate implementation of incident position standards with the Incident Qualifications and Certification System (IQCS) and Incident Qualifications System (IQS) system managers.
- Identify and address strategic opportunities for incident management and incident positions standards improvement, sustainability and efficiency.
- Contribute to the standardization of information technology systems (such as FireNet, IROC, etc.) to collect and distribute data, processes, forms, and other operational elements.

*Website:* <https://www.nwcg.gov/committees/incident-and-position-standards-committee>

*BLM Representatives:* FOG member and BLM National Fire Training and Workforce Development Program Manager

### NWCG Training Delivery Committee (TDC)

The Training Delivery Committee (TDC) provides national level oversight for the delivery of NWCG courses and supports the missions and responsibilities of the Incident and Position Standards Committee (IPSC), the Wildland Fire Learning Portal Governance Board, the NWCG Training Development Program (TDP), and other NWCG committees/groups with course management responsibilities.

- Establishes, maintains, implements, and oversees business processes for the delivery of NWCG courses.
- Assists the TDP with establishment, maintenance, and implementation of a NWCG training development/revision plan.
- Coordinates with other NWCG committees and the TDP to establish course development and revision priorities.
- Ensures that delivery issues and/or recommendations are provided to the TDP and addressed during the course revision process.
- Contribute to the standardization of information technology systems (such as FireNet, IROC, etc.) to collect and distribute data, processes, forms, and other operational elements.

*Website:* <https://www.nwcg.gov/committees/training-delivery-committee>

*BLM Representatives:* Geographic area training representatives

### NWCG Leadership Committee

The Leadership Committee (LC) promotes and enables the development of leaders in the wildland fire service. The LC 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 committee activities.
- Ensure that leadership training 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.
- Contribute to the standardization of information technology systems (such as FireNet, IROC, etc.) to collect and distribute data, processes, forms, and other operational elements.

*Website:* <https://www.nwcg.gov/committees/leadership-committee>

*BLM Representative:* <https://www.nwcg.gov/committees/leadership-committee/roster>

### 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 Qualification 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, FAQs 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.

Departmental policy on *Qualification Requirements for GS-0401 Fire Program Management* is located at <https://www.nifc.gov/programs/interagency-fire-program-management/ifpm-standard>.

Website: <https://www.nifc.gov/programs/interagency-fire-program-management>

*BLM Representative:* Chief, Branch of Preparedness and Suppression Operations and BLM National Fire Training and Workforce Development Program manager

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

The IQCS Change Management Board (CMB) is chartered under the IQCS program manager. The CMB purpose is to provide agency business oversight and rules that reflect agency qualification policies and standards that need to be applied within the IQCS.

The CMB has the following distinct purposes:

- Ensures the application accurately reflects the business requirements and meets the needs of the user community.
- Provides interpretation and implementation direction on changes to the NWCG guidance or standards and provide appropriate agency specific guidance.
- Primary source of business direction to the system managers.
- Approve change requests where level of effort is greater than 16 staff hours, impacts the business process of agencies or IQCS membership requests by an agency/entity.
- Approve requests for new agency membership into the application.
- Ensure all approved change requests are based on a demonstrated business needs.
- Agency specific qualification request are shared with each member prior to implementation.
- Identify agency qualification documents that reflect agency policies.
- Approve all system modifications that may affect implementation of business requirements, user security roles, or have a major effect on the responder's data.

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://wildlandfirelearningportal.net/course/view.php?id=257&sesskey=DKx3z7AIRk>

*BLM Representative:* 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 and 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](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 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.

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 of 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 coordinated with the state fire training officer, appropriate BLM committee or other requesting entity. All applications/names will be forwarded to the NWCG training development unit leader. All funding for BLM SMEs will be funded by the local unit or state office. 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). <i>The 2004 version of S-130 incorporated L-180 into the course package.</i>

### NWCG Standards for Recognition of Prior Learning

The *NWCG Standards for Recognition of Prior Learning (RPL)* establishes the use of a formal competency-based qualification process that allows any credentialing authority to recognize and account for competence acquired through life-long learning and experience. RPL is a process that evaluates an individual's formal and non-formal learning to determine the extent to which that individual has achieved the required competencies to perform effectively in a specific emergency management or responder position. It is widely recognized that a standardized NWCG RPL process will reduce redundant training, support efforts to increase speed and time to competency, and support efforts to boost national resource surge capacity.

Federal agencies with responsibilities under the National Response Framework (NRF) are required to ensure that emergency response providers, incident management personnel, and any other personnel responding to a disaster declaration are credentialed and typed in accordance with 6 U.S.C. 320. Homeland Security Presidential Directive 5 (HSPD-5) also sets minimum standards that emergency responders must meet.

RPL is a competency-based process that evaluates an individual's experience, formal and non-formal, to determine the extent to which that individual has achieved the required competencies of an emergency response position. RPL is a qualification process used to determine a person's competency to do a job at a prescribed level for the basis of credentialing. RPL measures the candidate's demonstrated knowledge, skills, and experience (the overall performance) against national standard competencies established for specific jobs. The evaluation process focuses on candidates' ability to meet the established standards rather than how they acquired the knowledge, skills, or abilities. Candidates may have acquired their skills in another emergency response/services discipline, through formal training in a particular field, in the military, or through a combination of career employment experiences. Candidates should not be judged on where or how they learned to do a job, but rather their ability to do the job.

Documents to navigate the RPL process are available at <https://www.nwcg.gov/publications/309>.

#### **Nomination Process for an NWCG Course**

See the [Wildland Fire Learning Portal](#) under "National Training Centers" and "Geographic Areas" tabs for information on the nomination process.

## Chapter 5

### BLM-Specific Fire Training and Qualifications

#### Introduction

BLM firefighters must meet minimum standards identified in the [NWCG Standards for Wildland Fire Position Qualifications](#) (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 or electronic 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.

IQCS account managers will be identified at the national, regional/state, and local level to ensure all training and qualification requirements 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, or private training providers



approved by a memorandum of understanding (MOU) through their local GACC. Agencies will not assist in the administration or sponsor the work capacity test (WCT) as the certifying agency.

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

The [\*NWCG Standards for Wildland Fire Position Qualifications\*](#) 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.doi.gov/wildlandfire/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.

*Website:* [BLM Fire Operations Fitness Challenge](#)

### **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 provided by 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. IQCS is a tool to assist managers in certification decisions; however, it does not replace the manager's responsibility to validate employees meet all requirements for position performance based on the BLM standards.

IQCS implemented functionality that supports electronic employee training and qualification records. IQCS account managers should begin utilizing the document upload feature (<https://iqcsweb.nwcg.gov/document-upload>) for all new responders and begin transitioning to electronic file storage for existing responders.

Uploaded documents in support of training and qualification records will include proof of all required training, licenses/certification, certified position task books, and documentation for manual award of competencies (if applicable). For existing responders with large historical hard copy files, a feature is available that allows upload of multiple documents as a single electronic file. Upload only documents that support training and qualifications, not general non-fire training requirements (e.g., FISSA, EEO, ethics). Historical documents currently included in the hard copy training folder, such as performance evaluations, current copy of the incident qualification card, and review/audit forms (if applicable), may be uploaded but are not required.

Employees are responsible for working with the training officer/IQCS account manager to ensure that training and qualification records are accurate. Once all required documents are converted to electronic files, IQCS becomes the system of record and the employee should assume possession of the hard copy training folder.



During the transition, IQCS certifying officials have the option to keep employee training and qualification records as a hard copy file or an electronic file. All records will be stored and/or destroyed in accordance with agency policies. Transition of hard copy records to electronic records must be completed by December 31, 2024.

### **IQCS Training**

All authorized users will complete mandatory IQCS user training. IQCS training is only available online in the [Wildland Fire Learning Portal](#). For additional questions, contact the BLM state IQCS representatives listed at <https://iqcsweb.nwcg.gov/contact-us/blm-reps>. 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.

*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](#). 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. To regain full qualification for the

position, the employee must demonstrate the ability to perform in the position as determined by the IQCS 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/about-us/our-partners/blm/training>

### **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 (ICS) 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 Fire Training 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.

## Appendix A

### BLM Fire Training Request for Change Process

All requests for change forms will be submitted through the appropriate state fire training officer to the national fire training and workforce development program manager. 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 state fire training officer receives a request for change, he/she is expected to seek input from their state prior to submitting the request to the national fire training and workforce development manager to ensure the change request is national in scope and meets an identified need of the bureau. If so, the state fire training officer will forward the request to the national fire training and workforce development manager who will forward the request to the Workforce Development Working Group (WDWG) co-chairs for placement on the agenda.

All requests for change will be processed through WDWG conference calls or meetings and tracked through the WDWG action item log. Some decisions may require coordination with other BLM committees and/or groups.

Once a decision has been reached, the WDWG will forward the request to the Fire Leadership Team for concurrence, if required, and notify the national fire training and workforce development manager and state fire training officers of the final decision, 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 state fire training officer.
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 Request for Change**

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

*~For Committee Use Only~*

<b><i>Workforce Development Working Group Approval</i></b>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Pending/Further Information Needed
Date:	
Rationale:	
<b><i>Fire Leadership Team Approval, if required</i></b>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> 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 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 policies.
- Attend the following course(s) prior to certification:

\_\_\_\_\_  
Trainee Signature Date

\_\_\_\_\_  
Certifying Official Signature Date

<b><u>Final Agency Certification</u></b>	
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  
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## 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), prescribed fire burn boss Type 2 (RXB2), firing boss (FIRB), fire effects monitor (FEMO), and procurement unit leader (PROC).

The BLM also follows the [NWCG Standards for Prescribed Fire Planning and Implementation](#) (PMS 484) and BLM supplemental policy (issued through directives) in dealing with prescribed fire qualifications, certification, and fitness standards.

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.nwcg.gov/wfldp>

For information on non-PMS 310-1 positions, refer to the [Federal Wildland Fire Qualifications Supplement](#).

#### ***Engine Boss (ENGB)***

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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. The “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**

ICS for Single Resources and Initial Action Incidents (ICS-200)



Wildland Fire Safety Training Annual 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**

Satisfactory performance as a Firefighter Type 1 (FFT1)

**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)  
Single resource boss including (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)

***Heavy Equipment Boss (HEQB)***

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**REQUIRED TRAINING**

ICS for Single Resources and Initial Action Incidents (ICS-200)  
Wildland Fire Safety Training Annual Refresher (RT-130)  
Crew Boss (Single Resource) (S-230)  
Intermediate Wildland Fire Behavior (S-290)

**REQUIRED EXPERIENCE**

Satisfactory performance as a firefighter Type 1 (FFT1)

**AND**

Completion and certification of PTB as heavy equipment boss, single resource (HEQB)

**PHYSICAL FITNESS LEVEL**

Arduous

**THESE POSITIONS MAINTAIN CURRENCY FOR HEQB**

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)  
Single resource boss, including (CRWB, ENGB, FELB, FIRB, HMGB)  
Strike team leader, heavy equipment (STEQ)  
Task force leader (TFLD)  
\*\* Dozer operator, initial attack (DZIA)

**HEQB 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, ENGB, FELB, FIRB)  
Strike team leader, heavy equipment (STEQ)

**ADDITIONAL TRAINING WHICH SUPPORTS DEVELOPMENT OF KNOWLEDGE AND SKILLS**

Basic Air Operations (S-270)  
Firing Operation (S-219)  
Followership to Leadership (L-280)  
Heavy Equipment Boss (Single Resource), (S-236)  
Interagency Incident Business Management (S-260)

***Prescribed Fire Burn Boss Type 1 (RXB1)***

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***\*\*Identifies additional BLM Requirement*****REQUIRED TRAINING**

Wildland Fire Safety Training Annual 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)

**PHYSICAL FITNESS LEVEL**

Light

**THESE POSITIONS MAINTAIN CURRENCY FOR RXB1**

Prescribed fire burn boss Type 2 (RXB2)

Prescribed Fire Manager (RXMG)

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)

Prescribed Fire Manager (RXMG)

Single resource boss, including (ENGB, FELB, FIRB, HEQB, CRWB)

Strategic operational planner (SOPL)

Strike team leader, including (STCR, STEQ, STEN)

Task force leader (TFLD)

**ADDITIONAL TRAINING WHICH SUPPORTS DEVELOPMENT OF KNOWLEDGE AND SKILLS**

Advanced Fire Effects (RX-510)

Fire Program Management, an Overview (M-581)

***Prescribed Fire Burn Boss Type 2 (RXB2)***

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***\*\* Identifies additional BLM Requirement*****REQUIRED TRAINING****\*\***Fireline Leadership (L-380)

Wildland Fire Safety Training Annual 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)

**PHYSICAL FITNESS LEVEL**

Moderate

**THESE POSITIONS MAINTAIN CURRENCY FOR RXB2**

Prescribed fire burn boss Type 1 (RXB1)

Prescribed fire manager (RXMG)

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 (RXMG)

Single resource boss, including (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**

Fireline Leadership (L-380)

Prescribed Fire Implementation (RX-301)

Introduction to Fire Effects (RX-310)

Prescribed Fire Plan Preparation (RX-341)

***Firing Boss, Single Resource (FIRB)***

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***\*\* Identifies additional BLM Requirement*****REQUIRED TRAINING**

ICS for Single Resources and Initial Action Incidents (ICS-200)  
Wildland Fire Safety Training Annual 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 Type 1 (FFT1)

**AND**

Completion and certification of PTB as a firing boss, single resource (FIRB)

**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)  
Single resource boss, including (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**

Wildland Fire Safety Training Annual 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)

**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). On 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

[https://doimsp.sharepoint.com/sites/blm-](https://doimsp.sharepoint.com/sites/blm-fa/Directives/Forms/AllItems.aspx?id=%2Fsites%2Fblm%2Dfa%2FDirectives%2F2010IM%2FFAIM2010009%2Epdf&parent=%2Fsites%2Fblm%2Dfa%2FDirectives%2F2010IM)

[fa/Directives/Forms/AllItems.aspx?id=%2Fsites%2Fblm%2Dfa%2FDirectives%2F2010IM%2FFAIM2010009%2Epdf&parent=%2Fsites%2Fblm%2Dfa%2FDirectives%2F2010IM](https://doimsp.sharepoint.com/sites/blm-fa/Directives/Forms/AllItems.aspx?id=%2Fsites%2Fblm%2Dfa%2FDirectives%2F2010IM%2FFAIM2010009%2Epdf&parent=%2Fsites%2Fblm%2Dfa%2FDirectives%2F2010IM)

and Attachment 1 at [https://doimsp.sharepoint.com/sites/blm-](https://doimsp.sharepoint.com/sites/blm-fa/Directives/Forms/AllItems.aspx?id=%2Fsites%2Fblm%2Dfa%2FDirectives%2F2010IM%2FFAIM2010009a1%2Epdf&parent=%2Fsites%2Fblm%2Dfa%2FDirectives%2F2010IM)

[fa/Directives/Forms/AllItems.aspx?id=%2Fsites%2Fblm%2Dfa%2FDirectives%2F2010IM%2FFAIM2010009a1%2Epdf&parent=%2Fsites%2Fblm%2Dfa%2FDirectives%2F2010IM](https://doimsp.sharepoint.com/sites/blm-fa/Directives/Forms/AllItems.aspx?id=%2Fsites%2Fblm%2Dfa%2FDirectives%2F2010IM%2FFAIM2010009a1%2Epdf&parent=%2Fsites%2Fblm%2Dfa%2FDirectives%2F2010IM).

***Procurement Unit Leader (PROC)***

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***\*\* Identifies additional BLM Requirement*****REQUIRED TRAINING**

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 Section Chief Complex (FSCC)

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 Section Chief Complex (FSCC)

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)

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***Chainsaw Operators and Fallers***

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The BLM faller positions are located in the PMS 310-1. The BLM has 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.

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 FMO will certify and maintain a list of their current FAL1 evaluators. The FAL1 evaluator standards and a list of certified FAL1 evaluators are located at <https://doimspp.sharepoint.com/sites/blm-fa/fire-operations/SitePages/Policy-and-References.aspx>.
- 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 IQCS and displayed on the incident qualification card.



## Appendix D

### BLM-Specific Training Courses

#### ***Engine Operator (IQCS #N9018)***

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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/about-us/our-partners/blm/training/fire-vehicle>

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

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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 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/about-us/our-partners/blm/training/fire-vehicle>

#### ***RT-301 BLM Fire Vehicle Driver Refresher Training***

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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 if all the objectives are met and documented.

*Website:* <https://www.nifc.gov/about-us/our-partners/blm/training/fire-vehicle>

***BL-303 668 Super Heavy Driver Training***

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Working Capital Fund (WCF) class-668 vehicle drivers are required to complete *WCF Class-668 Driver and Maintenance Training* (once). *WCF Class-668 Driver and Maintenance Training* may be conducted at the unit/zone/state level utilizing qualified and experienced class-668 operators. National Fire Equipment Program staff are available as unit instructors; the hosting unit is responsible for course coordination.

Contact: [NFEP Staff](#)

***Driver Training for Regular Drivers of Fire Equipment***

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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/about-us/our-partners/blm/training/fire-vehicle>

## 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](#)
- DM = Departmental of Interior Manual
- HRM = [Human Resources Management \(National Operations Center\)](#)
- IM = [Instruction Memorandum](#)
- NHRMC = National Human Resources Management Center
- Red Book = [Interagency Standards for Fire and Fire Aviation Operations](#)
- TC = National Training Center (<https://www.blm.gov/learn/national-training-center>)
- PMS 310-1 = [NWCG Standards for Wildland Fire Position Qualifications](#)

#### 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](#)

## 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
<a href="#">Wildland Fire Safety Annual Refresher</a> (RT-130)	All personnel participating in fire suppression or prescribed fire activities	PMS 310-1 Red Book	No minimum hourly requirement  Annual  Local <a href="https://www.nwcg.gov/publications/training-courses/rt-130">https://www.nwcg.gov/publications/training-courses/rt-130</a>	IQCS
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  DOI Talent (Course Shortname <a href="#">BLM-B-024</a> )  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	<a href="#">Federal Acquisition Institute</a> (Certification tab) Recertification – Every 2 years	Federal Acquisition Institute  Corporate
No FEAR Act	All employees	5 CFR 724.203	Within 60 days of onboarding; Biannually  DOI Talent online course	DOI Talent <a href="#">DOI Mandatory Training Link</a> or as assigned in DOI Talent  Corporate
Defensive Driving	All employees	485 DM 16  H-1112-1  Red Book	Every 3 years	Manually or DOI Talent (Use Course Shortname <a href="#">BLM-B-021</a> if you only drive Interior or rental vehicles. If you drive BLM or GSA vehicles use <a href="#">Defensive Driving Course DriveThru GSA</a> )  Corporate

OTHER BLM TRAINING REQUIREMENTS

APPENDIX E

Type of Training	Type of Employee	Manual or Authority Point of Contact	Length/Recurrence/ Training Location	Course Completion Tracking Method/Type of Training
Do What's Right	All fire employees	Red Book, chapter 2	2 hours  Annual – Current Direction  Instructor-led, DOI Talent, or as determined by EEO manager	Manually  BLM Fire  DOI Talent (Course Shortname <a href="#">BLM-D-052</a> )
EEO and Diversity Training for Supervisors	Managers/ supervisors	See current direction at: <a href="https://doimsp.sharepoint.com/sites/blm-ocr/SitePages/Training-Programs.aspx">https://doimsp.sharepoint.com/sites/blm-ocr/SitePages/Training-Programs.aspx</a>	As directed  Annual  Local	Manually  Corporate
EEO and Diversity Training for Nonsupervisory employees	Nonsupervisory employees	See current direction at: <a href="https://doimsp.sharepoint.com/sites/blm-ocr/SitePages/Training-Programs.aspx">https://doimsp.sharepoint.com/sites/blm-ocr/SitePages/Training-Programs.aspx</a>	As directed  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

**OTHER BLM TRAINING REQUIREMENTS**

**APPENDIX E**

Type of Training	Type of Employee	Manual or Authority Point of Contact	Length/Recurrence/ Training Location	Course Completion Tracking Method/Type of Training
Ethics	All employees	5 CFR 2635 <a href="#">Ethics SharePoint</a>	Varies Annually DOI Talent online course	DOI Talent (Course Shortname <a href="#">OS-DEO-2022-AET-OLT_1_1</a> or as assigned in DOI Talent)  Corporate
Information Management and Technology (IMT) (aka: Cybersecurity (FISSA), Privacy, Records Management, Section 508 Compliance, Controlled Unclassified Information Reference Guides and the DOI Rules of Behavior (IMT))	All personnel using BLM IT systems	Public Law 100-235 5 CFR 930.301	Initial employment Annual refresher DOI Talent online course	DOI Talent (Course Shortname <a href="#">OCIO-20XXIMT-SCORMQuiz</a> or as assigned in DOI Talent)  Corporate
First Aid	All field-going employees and firefighters	29 CFR 1910.151  Red Book, Chapter 2	Every 2 years or per certifying authority  Local	Manually  Corporate
Freedom of Information Act (FOIA)	Recommended for all BLM employees (including temporary hires)	BLM Manual 1278  <a href="#">Records Management SharePoint</a>	Varies DOI Talent online course	Manually or DOI Talent  Corporate

**OTHER BLM TRAINING REQUIREMENTS**

**APPENDIX E**

Type of Training	Type of Employee	Manual or Authority Point of Contact	Length/Recurrence/ Training Location	Course Completion Tracking Method/Type of Training
HAZWOPER – Field Awareness (section 6)	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  Upon initial employment  Annual refresher	Manually  <a href="https://www.ntc.blm.gov/krc/viewresource.php?courseID=1086&amp;programAreaId=118">https://www.ntc.blm.gov/krc/viewresource.php?courseID=1086&amp;programAreaId=118</a>  Corporate
BLM Hazard Communications (HAZCOM) – 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 (Course Shortname <a href="#">BLM-H-010</a> ) 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/DOI Talent online course/As directed	Manually or DOI Talent (Course Shortname <a href="#">BLM-H-007</a> ) Corporate



Type of Training	Type of Employee	Manual or Authority Point of Contact	Length/Recurrence/ Training Location	Course Completion Tracking Method/Type of Training
<a href="#">Integrated Charge Card Training</a>	All DOI integrated charge cardholders	41 CFR Chapters 301-304 Office of Acquisition & Property Management	Varies or every 3 years Level specific	Manually Corporate <a href="#">DOI Talent</a>
Safety Training for Collateral Duty Safety Officers (CDSOs)	All personnel participating in fire suppression or prescribed fire activities	29 CFR 1960.58 H-1112-1, Chapter 5	Within six months of appointment	IQCS Corporate
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 to 40 hours Within 12 months of appointment Once DOI Talent (DOI University) <a href="https://doiu.doi.gov/programs/supervisory/index.html">https://doiu.doi.gov/programs/supervisory/index.html</a>	DOI University 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 Experienced Supervisors	Follow-up training for supervisors at least once every three years	5 U.S.C. 4121	Varies  Once every 3 years  DOI Talent (NTC/DOI University) instructor-led course/agency determined  <a href="https://doiu.doi.gov/programs/supervisory/index.html">https://doiu.doi.gov/programs/supervisory/index.html</a>	DOI University  Corporate
Fire Training for Agency Administrators - TBD	Agency administrator or other acting	Red Book, Chapter 2	32-60 hours  Once  TBD	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	DOI Talent course “Introduction to Basic Utility Terrain Vehicle Operation.”  <u>AND</u>  Recreational Off Highway Vehicle Association (ROHVA) course (must include UTV loading/unloading, trailer use, and winch operations as prescribed in lesson plans eight through ten of the BLM UTV range cards prior to employees engaging in these activities <u>OR</u> the current version (8/2018) of the BLM UTV Operator Field Training Range Cards.  Refresher/Evaluation - Every three years. Infrequent users (less than 16 hours of riding a year) shall have a check ride prior to scheduled use of a UTV.  Local	DOI Talent  Manually  Corporate

Type of Training	Type of Employee	Manual or Authority	Length/Recurrence/ Training Location	Course Completion Tracking Method/ Type of Training
Forklift Driving	All personnel required to operate a forklift	29 CFR Part 1910.178 H-1112-1, Chapter 18	Certification course that meets the requirements of 29 CFR 1910.178 prior to operation  Every 3 years or 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(e) H-1112-1, Chapter 5	8/24/40 hours initially depending on duty assignment. Annual refresher as determined by risk assessment	Manually or DOI Talent  Corporate
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 H-1112-1, Chapter 20	Varies  Annual  Local	Manually  Corporate

Type of Training	Type of Employee	Manual or Authority	Length/Recurrence/ Training Location	Course Completion Tracking Method/ Type of Training
Resource Advisor	All personnel working as resource advisors	<a href="#">Resource Advisor's Guide for Wildland Fire</a> (PMS 313)  <a href="#">Federal Wildland Fire Qualifications Supplement</a>	Varies 4-8 hours  Annual refresher  Local	IQCS  DOI Talent (Course Shortname <a href="#">DOI-READ-Basic-OLT-101</a> )  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  Per H-1112-1, training can be found at <a href="#">Watercraft Safety Training</a> or contact the state watercraft safety lead or local safety specialist to determine if other courses are available in your area.

**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 <a href="https://gacc.nifc.gov/cism/index.html">https://gacc.nifc.gov/cism/index.html</a>	<a href="https://gacc.nifc.gov/cism/training.html">https://gacc.nifc.gov/cism/training.html</a>	Manually Corporate
DOI Serious Accident Investigation	Core Serious Accident Investigation Team members	Red Book, Chapter 18	24 hours Recurrency training every 5 years BLM National Training Center	DOI Talent (Course Shortname <a href="#">BLM-TC-1112-05</a> )