

VIRGINIA FIVE YEAR STRATEGIC TRAINING PLAN

Enclosure 1



Fiscal Years 2010 to 2015

Effective July 1, 2010

Updated November 28, 2011

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Prepared by:
Virginia Fire Services Board
Virginia Department of Fire Programs

Message from the Fire Education and Training Committee

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Thomas Moffett, Chair

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We are pleased to present the Five-Year Strategic Training Plan for the Virginia Fire Services Board. This plan outlines the Virginia Fire Services Board's critical goals and objectives related to fire service training. This plan shall serve as a guide for enhancing existing training services while building on new initiatives to assist the Virginia Department of Fire Programs and Virginia's Fire Services Stakeholders in meeting their goals of saving lives and protecting property.

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The foundation for this plan was established as a joint venture between the Virginia Fire Services Board, stakeholder groups, and the Virginia Department of Fire Programs staff. Our goal was to develop a strategic training plan that would outline the goals for the next five years and beyond. The plan is to be considered a living document. As current goals are achieved, new goals will be added as needed in order to meet the changing needs of the stakeholder groups. The plan will be reviewed and updated annually. By implementing the plan the stakeholders will be able to continue fulfilling their mission of saving lives and protecting property.

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Virginia Fire Services Board

The Virginia Fire Services Board is created within the Virginia Department of Fire Programs pursuant to § 9-1-202 of the Code of Virginia. Further, pursuant to §9.1-203, A, 2 of the Code of Virginia the Board is given the authority for this Five-Year Strategic Training Plan, as seen below.

About the Fire Education & Training Committee

The Committee on Fire Education and Training shall be responsible for providing information and making recommendations to the Virginia Fire Services Board on developing a five-year (5) statewide plan for fire education and training, providing technical assistance and advice to local fire departments and fire service organizations and local governments; developing personnel standards for fire service personnel; providing criteria for training schools for fire service personnel and rendering assistance to local fire departments and volunteer fire companies in training firefighters.

About the Five Year Strategic Training Plan

This document provides goals and objectives to address strategic training issues for the fire service in the Commonwealth of Virginia. For the purposes of this document, a goal is a broad statement of the long-term results needed to accomplish the organization's mission and achieve its vision. An objective is a description of the results that, when achieved, move an organization toward its stated goal(s).

The Fire Education & Training Committee, with input from Virginia's fire service stakeholders and the Division Chiefs of the Virginia Department of Fire Programs, have developed this Five Year Strategic Training Plan. This document will be updated annually through continued stakeholder feedback and the inclusion of emerging strategic issues in the fire service community.

§ 9.1-203. Powers and duties of Virginia Fire Services Board; limitation.

A. The Board shall have the responsibility for promoting the coordination of the efforts of fire service organizations at the state and local levels. To these ends, it shall have the following powers and duties to:

1. Establish a process, involving state and local agencies, public and private, for setting priorities for implementing the Virginia Fire Prevention and Control Plan and coordinating the activities of state and local agencies, public and private, in implementing the Plan;
2. Develop a five-year statewide plan for fire education and training;

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A. The Virginia Fire Services Board (the Board) is established as a policy board within the meaning of § 2.2-2100 in the executive branch of state government. The Board shall consist of 15 members to be appointed by the Governor as follows: a representative of the insurance industry; two members of the general public with no connection to the fire services, one of whom shall be a representative of those industries affected by SARA Title III and OSHA training requirements; and one member each from the Virginia Fire Chief's Association, the Virginia State Firefighter's Association, the Virginia Association of Professional Firefighters, the Virginia Fire Service Council, the Virginia Fire Prevention Association, the State Chapter of the International Association of Arson Investigators, the Virginia Municipal League, and the Virginia Association of Counties, and a member of the Virginia Chapter of the International Society of Fire Service Instructors who is a faculty member who teaches fire science at a public institution of higher education. Of these appointees, at least one shall be a volunteer firefighter. The State Fire Marshal, the State Forester and a member of the Board of Housing and Community Development, appointed by the chairman of that Board shall also serve as members of the Board. ¶

Each of the organizations represented shall submit names for the Governor's consideration in making these appointments. ¶

B. Members of the Board appointed by the Governor shall serve for terms of four years. An appointment to fill a vacancy shall be for the unexpired term. No appointee shall serve more than two successive four-year terms but neither shall any person serve beyond the time he holds the office or organizational membership by reason of which he was initially eligible for appointment. ¶

C. The Board annually shall elect its chairman and vice-chairman from among its membership and shall adopt rules of procedure. ¶

D. Members of the Board shall receive such compensation for the performance of their duties as provided in § 2.2-2813. All members shall be reimbursed for all reasonable and necessary expenses incurred in the performance of their duties as provided in § 2.2-2825. Funding for the compensation and costs of expenses of the members shall be ... [1]

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3. Establish criteria for the disbursement of any grant funds received from the federal government and any agencies thereof and any other source and to disburse such funds in accordance therewith;

4. Provide technical assistance and advice to local fire departments, other fire services organizations, and local governments;

5. Develop and recommend personnel standards for fire services personnel;

6. Develop and implement a statewide plan for the collection, analysis and reporting of data relating to fires in the Commonwealth, utilizing appropriate resources of other state agencies when deemed proper by the Board;

7. Make recommendations to the Governor and General Assembly concerning legislation affecting fire prevention and protection and fire services organizations in Virginia;

8. Evaluate all state programs or functions which have a bearing on fire prevention and protection and to make to the appropriate government officials any recommendations deemed necessary to improve the level of fire prevention and protection in the Commonwealth;

9. Provide training and information to localities relative to the Statewide Fire Prevention Code;

10. Study and develop alternative means of providing financial support for volunteer fire departments and to make appropriate recommendations regarding the implementation of such alternatives;

11. Conduct training schools for fire service personnel in various areas of the Commonwealth; and

12. Render assistance to local fire departments and volunteer fire companies in training firefighters.

B. Except for those policies established in § 38.2-401, compliance with the provisions of § 9.1-201 and this section and any policies or guidelines enacted pursuant thereto shall be optional with, and at the full discretion of, any local governing body and any volunteer fire department or volunteer fire departments operating under the same corporate charters.

Five Year Strategic Training Plan

Goal 1 - Improve portability of fire service training and enhance accreditation scope.

Objectives

1. Maintain National Board on Fire Service Professional Qualifications (Pro-Board) accreditation status and continuously ensure curriculum developed that meets the Pro-Board standards.
 - a. The agency is currently reviewing all processes of accreditation in preparation for September 2012 ProBoard Review Panel.
 - b. Many of the accredited programs will be up for review during the FY12-13 training cycle. In the spring 2012, the curriculum committee will begin to review possible changes to the identified curricula for this period.
2. Expand program and training accreditation to include the International Fire Service Accreditation Congress (IFSAC).
 - a. The agency is currently exploring options to be an accrediting agency under IFSAC. The first program submitted for review is the NFPA 1033 Fire Investigator program. Once approved, other programs will follow.

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Goal 2 –Improve training quality and expand training outreach to fire service stakeholders throughout the Commonwealth of Virginia.

Objectives

1. Develop each fiscal year a statewide training schedule for mobile burn trailers, driving simulator and other simulators.
 - a. Handled through Logistics Division to match Fiscal calendar
2. Continuously identify and develop training courses for online and/or hybrid delivery on the Knowledge Center.
 - a. Fire Instructor I and Fire Officer II will be added during FY12 calendar
3. Expand the number of instructors in areas lacking sufficient instructors to ensure adequate instructional delivery.
 - a. Part-time Instructor workforce is a dynamic number not to exceed 500 at full strength.
 - b. Utilize the instructor symposiums and targeted part-time hiring process to strengthen instructor cadre.

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4. Maintain Agency-wide Quality Assurance Program for accredited and attendance courses.
 - a. Ensure curriculum committees have accurate representation and stakeholder involvement.
5. Implement course pre-registration requirements for all courses through mediums available to the emergency services course candidate.

Goal 3 – Ensure stewardship and collaboration of fire service education and training throughout the Commonwealth of Virginia.

Objectives

1. Annually update the Five Year Strategic Training Plan. The update process should seek feedback and recommendations from stakeholders and include the following steps:
 - a. A workgroup meeting between stakeholder groups and the Virginia Fire Services Board’s Fire Education and Training Committee prior to the February Board Meeting.
 - b. A workgroup meeting between the Department of Fire Programs staff and the Virginia Fire Services Board’s Fire Education and Training Committee prior to the April Board Meeting.
2. The annual update to the plan will be implemented on July 1 of each year.
3. A Five Year Training Plan progress update should be given to the Virginia Fire Services Board during the December Board meeting.

Goal 4 – Research and solicit stakeholder feedback on the reinstatement of Pro-Board recertification requirements.

1. Training Currency initiative – the agency will continue to follow developments of the recertification recommendations from NFPA and ProBoard and update VFSA as national committee recommendations are released.

Goal 5 – Statewide Fire Training Academy

Objectives

1. Research and provide feasibility and cost analysis study.
 - a. Six eastern States were queried to include all aspects of a State Fire Academy. The approximate cost per year would be \$3.4 to \$3.7 million to include staffing, instruction and logistical support.

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References

Five Year Strategic Training Plan Workgroup Meeting Minutes, February 25, 2011. Retrieved from:
http://www.vafire.com/virginia_fire_services_board/minutes/FiveYearStrategicTrainingPlanWorkgroupMinutes02252011Final.pdf

Five Year Strategic Training Plan Workgroup Meeting Minutes, April 6, 2011. Retrieved from:
http://www.vafire.com/virginia_fire_services_board/minutes/FiveYearStrategicTrainingPlanWorkgroupMinutes04062011.pdf

Section 9.1-202 of the Code of Virginia. Last Updated – 2007 Retrieved from:
<http://lis.virginia.gov/cgi-bin/legp604.exe?000+cod+9.1-202>

Virginia Fire Services Board. Memoranda of Understanding

§ 9.1-202. Virginia Fire Services Board; membership; terms; compensation.

A. The Virginia Fire Services Board (the Board) is established as a policy board within the meaning of § 2.2-2100 in the executive branch of state government. The Board shall consist of 15 members to be appointed by the Governor as follows: a representative of the insurance industry; two members of the general public with no connection to the fire services, one of whom shall be a representative of those industries affected by SARA Title III and OSHA training requirements; and one member each from the Virginia Fire Chief's Association, the Virginia State Firefighter's Association, the Virginia Association of Professional Firefighters, the Virginia Fire Service Council, the Virginia Fire Prevention Association, the State Chapter of the International Association of Arson Investigators, the Virginia Municipal League, and the Virginia Association of Counties, and a member of the Virginia Chapter of the International Society of Fire Service Instructors who is a faculty member who teaches fire science at a public institution of higher education. Of these appointees, at least one shall be a volunteer firefighter. The State Fire Marshal, the State Forester and a member of the Board of Housing and Community Development, appointed by the chairman of that Board shall also serve as members of the Board.

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Virginia Fire Services Board Officers and Committees

The Board annually elects a Chairman and Vice-Chairman from among its membership and adopts rules of procedure. The Chairman will appoint Committee Chair and members to the three Board Committees: the Fire Education & Training Committee, the Fire Prevention and Control Committee and the Finance, Policy and Finance Committee.

Each committee has a specific assignment and hears business and make motions on various issues within their purview. These motions are then brought forward on the next day at the full meeting of the Virginia Fire Services Board.

