

VIRGINIA FIRE EDUCATION AND TRAINING PLAN



FISCAL YEARS
2025 TO 2029

EFFECTIVE JANUARY 1, 2025

PREPARED BY:
VIRGINIA FIRE SERVICES BOARD
VIRGINIA DEPARTMENT OF FIRE PROGRAMS



MESSAGE FROM THE FIRE EDUCATION AND TRAINING COMMITTEE

We are pleased to present the Five-Year Statewide Plan for Fire Education and Training 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 (VD FP) and Virginia's Fire Services Stakeholders in meeting their goals of saving lives and protecting property.

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 to meet the changing needs of stakeholder groups. The plan will be reviewed and updated biennially. By implementing the plan, the stakeholders will be able to continue fulfilling their mission of saving lives and protecting property.

Virginia Fire Services Board

The Virginia Fire Services Board was 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 to adopt this Five-Year Statewide Plan for Fire Education and Training.

About the Fire Education and Training Committee

The Chair of the Virginia Fire Services Board shall appoint a Chair to the Fire Education and Training Committee. The Committee on Fire Education and Training shall be responsible for providing information and making recommendations to the Virginia Fire Services Board related to the review and approval of a five-year (5) statewide plan for fire education and training and advising VD FP on and adopting personnel standards for fire service personnel.

About the Five-Year Statewide Plan for Fire Education and Training

This document provides goals and objectives to address strategic training issues for the fire service in the Commonwealth of Virginia. For this document's purposes, 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 and Training Committee, with input from Virginia's fire service stakeholders and the Division Chiefs of the Virginia Department of Fire Programs, has developed this Five-Year Statewide Plan for Fire Education and Training. This document will be updated biennially through continued stakeholder feedback and the inclusion of emerging strategic issues in the fire service community.

Five-Year Statewide Plan for Fire Education and Training

Goal 1 – Improve the use of technology within the daily operations of Training and Education. (FY 2025)

Objectives

1. Find innovative methods to reduce the total amount of paperwork burden imposed on stakeholders.
 - a. Allow stakeholders to submit training requests online.
 - b. Provide electronic course paperwork to the locality and/or instructors.
 - c. Online only student and course registration.
2. Reduce the school processing times within VDFP.
 - a. Streamline processes to reduce course processing times within the agency.
 - b. Online student feedback.
 - c. Online certification printing.

Goal 2 – Improve the safe execution, program compliance documentation, and inspection records of NFPA 1403 compliance in live fire training programs (FY 2025)

Objectives

1. Provide students with safe live fire training evolutions in thoroughly inspected facilities.
 - a. Create required documentation packages that will assist the VDFP Funded Live Fire Facilities in safely performing live fire evolutions and the completion of the required inspections according to NFPA 1403. Include a reporting requirement (48 hours) for significant live fire facility damage to the VDFP Division Office.
 - b. Develop and communicate the execution, documentation, and inspection policy changes/expectations to educate the VDFP Funded Facility Owners on the purpose of the policy change (e.g. safe execution of live fire evolutions, prevention of live fire facility damage due to facility misuse, traceability of live fire facility uses and inspection, etc.).
 - c. Develop and educate all VDFP 1403 (Live Fire) Compliance Officers on the revisions to the Live Fire Policy.
 - d. Develop and educate all VDFP 1403 (Live Fire) Instructors in the current standard and operating procedures of the agency to include the implementation of annual 1582 physicals.

Goal 3 –Transition to a computer-based testing component for written examinations. (FY 2025)

Objectives

1. Provide students with test results in a timely manner.
2. Provide students with an assessment of strengths and weaknesses of test results.
 - a. Correlate the testing to specific JPR's.
 - b. Provide feedback to students on their overall test results as it relates to the specific JPR's.
3. Allow VDFP to better understand the pass/ fail percentages within each discipline while identifying potential short falls in curriculum or program delivery.
4. Provide analytics to students and instructors regarding failed modules to drive positive outcomes in retesting.

Goal 4 – Improve the documentation of the fire department membership rosters for the Commonwealth. (FY 2025)

Objectives

1. Update the Virginia Department of Fire Programs Database for the Commonwealth of Virginia fire department membership.
2. Allow the agency to ensure the accuracy of their training database to permit more comprehensive evaluations of the training needs of the Commonwealth's firefighters.
3. Improve the documented membership of the Commonwealth of Virginia Fire Departments to allow for efficient execution of line of duty related fatalities and disease presumption benefits evaluations (Line of Duty Act § 9.1-400).
4. Improve VDFP's ability to accurately report the state of the Virginia Fire Service and better quantify the budgetary needs for their programs.



Goal 5 – Collaborate with the Virginia Department of Education to provide Firefighter I & II curricula in high school and CTE programs. (FY 2025)

Objectives

- 1. With the current projected need of the fire service related to the reduction of volunteerism, this program could assist the training of the next generation of the Commonwealth’s Fire Service for both career and volunteer ranks. This initiative could ensure that the Commonwealth’s public education system has the ability to provide a mechanism for students to become interested in the fire service in Virginia.

Goal 6 – Evaluate the impact (e.g. staffing, budget, etc.) of pending Occupational Safety & Health Administration’ Emergency Response Notice of Proposed Rulemaking (29 CFR 1910.156).

Objectives

- 1. Develop an informational program that outlines the impact of the proposed legislation on both the career and volunteer fire service.
- 2. Develop a revised budget and staffing projections (5 year) for both expense and capital needs of VDFP to meet the requirements of the proposed federal legislation.
- 3. Develop and provide a report to the Secure & Resilient Commonwealth Panel. (FY 2025)



Goal 7 – Increase the availability and awareness of training programs throughout the Commonwealth. (Annually)

Objectives

- 1. Continue to implement alternative learning platforms that would allow students greater access to training.
 - a. Online course availability.
 - b. Virtual Instructor-led learning opportunities.
- 2. Conduct stakeholder feedback sessions each year to receive input on additional training needs and course opportunities throughout the Commonwealth.
- 3. Pursue additional grant opportunities to enhance training availability throughout the Commonwealth.
- 4. Improve public/private partnership collaboration to enhance training opportunities.
- 5. Work to enhance our collaboration with the Virginia Community College System (VCCS) to provide VDFP programs.
- 6. Develop a long-term training calendar of VDFP-funded programs.

Goal 8 – Provide updated and accurate information on policies and procedures related to training. (Annually)

Objectives

- 1. Update the Department of Fire Program’s Training Policies and Procedures manual every five (5) years or sooner.
- 2. Conduct Instructor in-service updates annually to provide guidance and receive input to enhance training needs throughout the Commonwealth.
- 3. Provide access to current forms, policies, and procedures through the VDFP website.

Agency Accreditation

The Virginia Department of Fire Program’s visit for Pro-Board will be in the 9-month time-frame with IFSAC visitation scheduled for February 2025. The agency’s objective is to be dually accredited with the same levels.

To accomplish the reaccreditation effort, VDFP will have to complete an extensive review of all policies as it relates to testing, as well as ensure each of the programs has all the required documentation. The first step is to educate the fire service on what accreditation is/is not. NFPA-1000-22 Standard for Fire Service Professional Qualification Accreditation and Certification Systems was updated since the last site visit.

ProBoard and IFSAC Accredited Levels (after site visits)

| NFPA Standard | No. | Levels to which Agency is Accredited |
|--------------------------------|------|---|
| Firefighter | 1001 | Firefighter I, II |
| Driver/Operator | 1002 | Pumper, Aerial |
| Airport Firefighter | 1003 | Airport Firefighter |
| Marine Firefighter | 1005 | Marine Firefighter |
| Rescue Technician | 1006 | Rope Awareness, Ops and Technician, Confine Space Awareness, Ops and Technician, Trench Awareness, Ops and Technician, Passenger Vehicle Awareness, Ops and Technician, Heavy Vehicle Awareness, Ops and Technician, Surface Water Awareness, Ops and Technician, Swift Water Awareness, Ops and Technician, Flood Water Awareness, Ops and Technician, Watercraft Awareness, Ops and Technician. |
| Fire Officer | 1021 | Fire Officer I, II, III, IV |
| Fire Inspector | 1031 | Fire Inspector I, II, I/II |
| Fire Investigator | 1033 | Fire Investigator |
| Public Fire Educator | 1035 | Public Fire Educator I, II |
| Fire Instructor | 1041 | Fire Instructor I, II, III |
| Fire Department Safety Officer | 1521 | Incident Safety Officer |
| Haz Mat | 470 | Awareness; Operations Core; Operations Mission Specific: PPE & Product Control |

NFPA Standard Revision Cycle 2025-2029 (Revision Date)

The Virginia Department of Fire Programs is accredited to the Standards that are **bolded**. The goal is to ensure the agency meets the needs of the first responder community and ensure training is compliant with the applicable NFPA Standard. The revision cycle for NFPA Standards (every three to five years) influences the review, and updating, of VDFP programs.

| 2025 | 2026 | 2027 | 2028 | 2029 |
|---|---|--|--|---|
| 1020 Fire Officer and Emergency Services Instructor Professional Qualifications (1021, 1041) | Standard for Emergency Services Communications (1061, 1221) | 470 Hazardous Materials/ Weapons of Mass Destruction Standard for Responders (1072, 472, 473) | 1030 Professional Qualifications for Fire Prevention Program Positions (1031, 1035, 1037) | 1010 Professional Qualifications for Firefighters (1001, 1002, 1003, 1005) |
| 1010 Professional Qualifications for Firefighters (1001, 1002, 1003, 1005) | | 1006 Technical Rescue Personnel Professional Qualifications | 1026 Incident Management Personnel Professional Qualifications (2024) | 1550 Standard for Emergency Responder Health and Safety (1500, 1521, 1561) |
| | | 1033 Professional Qualifications for Fire Investigator | | 1081 Industrial Fire Brigade Personnel Professional Qualifications (2024) |
| | | 1140 Standard for Wildland Fire Protection | 1061 Public Safety Telecommunication Personnel Professional Qualifications (2018) | 1091 Traffic Control Incident Management Personnel Professional Qualifications (2019) |

Currently, the agency ensures it updates the program and testing within the allotted 24 months of the release of a new edition.

Over the next five years, VDFP expects to be requested to extend its accreditation for standards such as NFPA-1006 Technical Rescue, NFPA-470 Hazardous Materials, NFPA-1026 Incident Management Personnel, and NFPA-1091 Traffic Incident Management.



