



NATIONAL WILDFIRE COORDINATING GROUP

National Incident Management System Integration Committee

NIMSIC Endorsements Information

Background: The *NWCG Standards for Wildland Fire Position Qualifications*, PMS 310-1, establishes minimum NWCG position qualification standards for training, experience, physical fitness, and currency for national mobilization to wildland fire incidents. Position qualification requirements are located on the individual position pages of the NWCG Position Catalog.

Recognition of Prior Learning (RPL), NWCG position endorsements, and the National Fire Academy (NFA) Structural Fire Skills Crosswalk are methods for attaining NWCG PMS 310-1 positions outside of the qualifications pathway through formal processes and recognized programs. Use of these processes and programs are determined by each agency independently and only apply to positions identified in the NWCG PMS 310-1. The use of these alternate pathways ensures the critical knowledge and skills needed to perform on wildland fire incidents is attained while increasing response capacity through a shortened path to qualification.

Position Endorsements: The NWCG Executive Board has developed NWCG position endorsements for the 45 common positions shared with National Incident Management System (NIMS) National Qualification System (NQS). A position endorsement is defined as “Documentation validating specific knowledge, skills, and abilities that an [Authority Having Jurisdiction (AHJ)] establishes beyond the minimum qualifications for a given position.” Endorsements allow utilizing NQS all-hazards qualified resources on wildland fire incidents. This process is not designed to review specific NWCG positions for use in all-hazards incidents.

A list of positions that have been evaluated for an endorsement can be found on the NWCG website (please note not all positions listed have received an endorsement, but all have gone through an endorsement review process – check the “endorsed” column for endorsement status):

<https://www.nwcg.gov/positions/alternative-pathways-nwcg-qualification>.

Next Steps: Endorsing a position does not automatically qualify an individual for that role within the NWCG system. Instead, the responder’s host agency is responsible for granting qualifications based on the endorsement crosswalk. The original goal was to expand the responder pool by enabling agencies to qualify additional personnel through this crosswalk. However, adoption has been limited—many non-federal agencies are either unaware of the process or have not implemented it. The next step is to integrate endorsements into the Interagency Resource Ordering Capability (IROC), supported by business practices that enable the use of endorsed responders across diverse incident types.

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