



National Wildfire Coordinating Group Incident and Position Standards Committee

IPSC-2025-09

Date: 1 October 2025
To: Incident Management Team Course Steering Committee (IMTCSC)
From: Michael Froelich, Chair, Incident and Position Standards Committee (ISPC)
Subject: Transition Plan for Implementation of S-320, Introduction to Incident Management Teams

Purpose: This memorandum provides direction for the implementation of S-320, Introduction to Incident Management Teams. These updates support the implementation of Complex Incident Management (CIM).

Action: With the January 2026 update to the *NWCG Standards for Wildland Fire Position Qualifications*, PMS 310-1, the new S-320, Introduction to Incident Management Teams course will be added as recommended training under “Other Training Which Supports Development of Knowledge and Skills” for all Type 3 Command and General Staff (C&G) position and those initiating Complex C&G Position Task Books (PTBs).

Subsequently, with the January 2027 update to the PMS 310-1, the S-320 course will become required for all Type 3 C&G seeking position qualification and those initiating Complex C&G PTBs. Unit Leaders or Division/Group Supervisors (DIVS) that do not wish to pursue Type 3 C&G qualifications or initiate Complex C&G PTBs will not be required to complete S-320.

Currently Qualified Type 3 C&G: The historical recognition process for all Type 3 C&G positions will apply to all currently qualified responders upon release of the PMS 310-1 and the update of qualification management systems (e.g., IQCS, IQS) in January 2027. All currently qualified responders will maintain their qualifications.

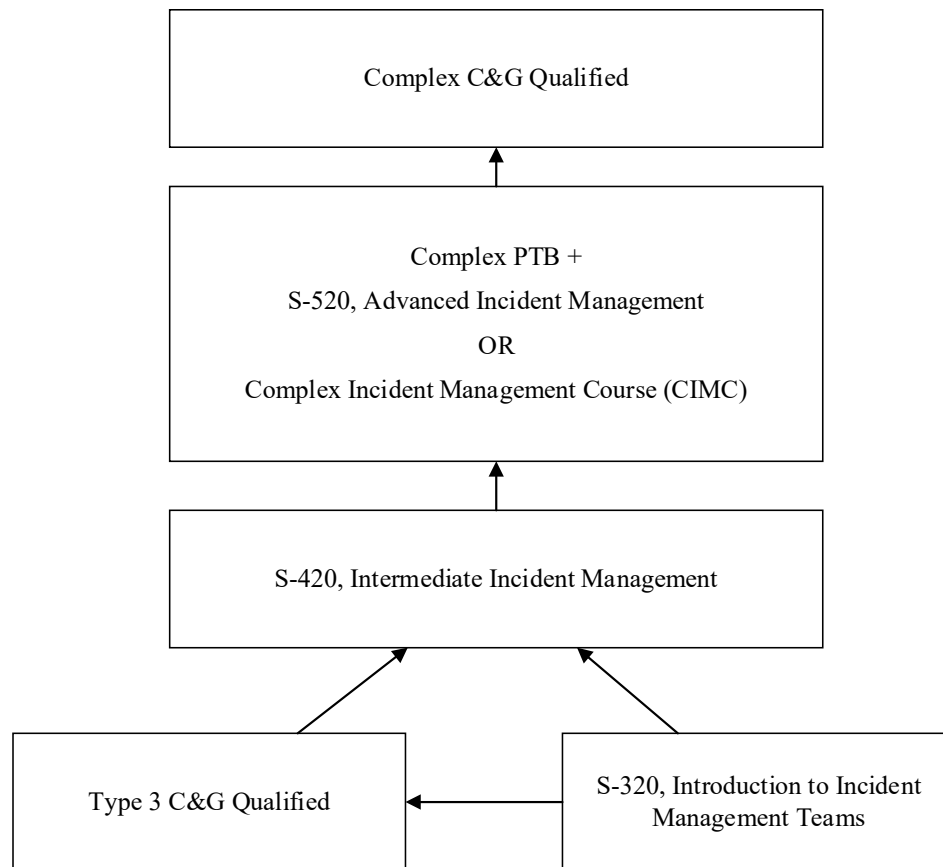
Current Type 3 C&G Trainees: In 2026, Type 3 C&G trainees can receive position qualifications without completing S-320. However, beginning in January 2027, all Type 3 C&G trainees will be required to complete S-320 prior to certification.

Course Requirements: The prerequisites for S-320 are ICS-100, Introduction to the Incident Command System, ICS-200, Basic Incident Command System for Initial Response, and IS-700, National Incident Management System an Introduction.

Beginning in January 2027, S-320 will be a requirement for the revised S-420, Intermediate Incident Management (currently titled Command and General Staff). Those opening Complex C&G PTBs or attending S-420 after January 2027 must take S-320 prior.

Course Credit: Responders who have completed S-420, Command and General Staff, L-481, Advanced Leadership for Command and General Staff, or O-305, All-Hazards Incident Management Team Introduction Course prior to the 2027 requirement of S-320 will receive credit for S-320.

Course Equivalencies: The O-305, All-Hazards Incident Management Team Introduction Course and H-337, Command and General Staff Functions for Local Incident Management Teams will receive course equivalency for S-320.



Answers to frequently asked questions are being developed and will be found on the NWCG website: <https://www.nwcg.gov/committee/incident-and-position-standards-committee>.

Background: In 2022, the NWCG Executive Board tasked IPSC and IMTCSC with the establishment of IMT training courses to support the development of Complex C&G trainees (NWCG TM-23-001). This transition plan contains information related to the ‘basic’ IMT course, S-320. A revision to the ‘intermediate’ IMT course, S-420, is currently under development, while the advanced IMT course, S-520, will be evaluated after the S-420 revision is complete.

Coordination: Questions may be directed to Michael Froelich, michael.froelich@ky.gov, Chair, Incident and Position Standards Committee.