

NWCG LEADERSHIP CURRICULUM MANAGEMENT SUBCOMMITTEE/CMUL CONFERENCE NIFC, ID.

November 7th, 2022, 0900 MST

Curriculum Management Leads Present: Mike Ellsworth (FWS), Curriculum Management Unit Lead L-580; Patrick Morgan (USFS); Ashleigh D'Antonio (USFS), L-180/L-280 Co-CML; Brandon Selk (USFS), L-180/L-280 Co-CML; Joe Williams (USFS) Co-CML L-380; Matt Lynde (USFS) L-380 Co-CML; LJ Brown (BLM), L-381 Co-CML; and George Risko (FL Forest Service), L-481 Co-CML.

Guests: John Wood (USFS), Leadership Committee Co-Chair; Pam McDonald (BLM), Co-Scribe/Campaign; Colby Jackson (NWCG); Adrian Grayshield (BIA); Ted Adams (USFS); Jeff Ennenga (Clackamas Fire District); Peter Dutchick (USFS); and John Hill (USFS), LC Co-Scribe.

LEADERSHIP CURRICULUM MANAGEMENT SUBCOMMITTEE

INTRODUCTION/INTENT/PURPOSE

(ELLSWORTH)

- Patrick Morgan's first CMUL meeting. He will be taking over as the chair of the Leadership Committee at the end of the week.
- In person meeting will help "re-anchor" the Leadership Committee.

NWCG UPDATES

(JACKSON)

- The Wildland Fire Service will look different under training modernization.
- Incident Position Taskbooks have two purposes as evaluation and a checklist for competency.
- Taskbooks need more explanation on how to do specific bullet point tasks that correspond across standards and publications.
- Taskbooks will be leaner as there will now be separate position specific standards.
- Each Incident Position Description (IPD) will integrate with the Leadership Levels
- These IPD's will correspond with Leadership Levels 1-3.
- In the future, the new position guide will help trainers in the field evaluate for every 310-1 position.
- L-Courses will integrate with a "position support package" for each position.
- The Leadership Committee needs to look at the L-Courses, and integrate them with 310-1 standards.
- The IPSC recommends that courses and training are mandatory before opening an Incident Position Taskbook.
- Contractors did not know whether to put L-280 into the Crew Boss Course (S-230).
- Some Agencies do not want to require L-Courses for some positions.
- SME's will help formulate what goes into the new Taskbooks.

- How does the Leadership Committee get a seat at the table with the SME development of the new Incident Position Taskbooks?
- There are more than 120 positions that will be assessed by the IOSC within the next five years.

L-180/L-280

(SELK/D'ANTONIO)

- **L-180 Update:**
 - Most students are taking the course online.
 - New unit objectives have been made, and the instructor guide needs to be updated.
 - L-180 is still offered from the NWCG website.
 - A Spanish language version of L-180 is being developed.
 - A standardized instructor lead version and or a student directed version need to be assessed in regard to remote deliveries and accessibility.
- **L-280 Update:**
 - Updates to the course have been a big lift.
 - There is a current draft of the updated version.
 - This curriculum will be tested once the draft Instructor Guide is finished.
 - Updates will be delivered to NWCG once the Instructor Guide is complete.
- **Barrier(s):**
 - It has been a challenge getting CMULs together for updates.
- **Plan of Action:**
 - L-180 updates are on hold until L-280 updates are finished.
 - The winter months should help to get work done on the courses.
 - Transfer L-180 to the Wildland Learning Portal Website.
 - Once L-280 is complete, a budget request may be required for course publications (audio/visual).
 - Target date of one calendar year from now to have both course updates completed.

L-380

(WILLIAMS)

- **Update:**
 - The recommended changes from last year were well received.
 - Some vendors (NOLS) are not available for delivery.
 - MCS just completed an updated L-380 course delivery in MI, and it was successful.
 - ATL is still delivering courses.
 - The new MCS delivery package meets L-380 design criteria.
 - The Learning Portal will help instructors monitor student progress in the course.
- **Barrier(s):**
 - 50 percent of students are not completing the pre-course work.
- **Plan of Action:**
 - Formal documentation by the CMUL Lead will be completed to document the small updates to the MCS delivery.

- Examine the intent of the course pre-work in order to better integrate student pre-work into the course.

ACTION: L-380 CMUL Lead will draft a memo documenting the successful small changes to course delivery by MCS.

ACTION: Address the intent of the L-380 Pre-Course work.

L-381

(BROWN)

- **Update:**
 - All curriculum changes have been added to the appropriate documents and websites.
 - The course updates now need to be communicated the providers.
 - Courses going on with the three providers.
- **Barrier(s):**
 - None
- **Plan of Action:**
 - None

L-480

(ELLSWORTH)

- **Update:**
 - Continued to reach out to a few universities to build and deliver the course.
 - The original intent was to provide IMT leadership training.
- **Barrier(s):**
 - Ph.D. required to teach this class.
 - Course relies on Doug Booster and his coaches.
- **Plan of Action:**
 - None

L-481

(RISKO)

- **Update:**
 - Risk Management analysis is being examined.
 - Looking at how Complex Incident Management fits within curriculum.
 - One delivery coming up next year.
- **Barrier(s):**
 - Finding vendors is a challenge.
 - Interest in becoming a vendor is low.
- **Plan of Action:**
 - Request for a new Co-CMUL for L-481

L-580

(ELLSWORTH)

- **Update:**
 - A group of SMEs will be formed to look at L-580 to make sure it is still working as it is intended.
 - NWCG is primarily carrying the financial load in delivering the course.

- Entire Complex Incident Management (CIM) teams could be sent to L-580.
- A steering committee could help keep the course on track.
- **Barrier(s):**
 - A different target audience of the course is attending versus the course's target audience.
 - There are many "mid-level operators" attending deliveries where the intent is to develop senior leader.
- **Plan of Action:**
 - Examine funding mechanisms and target audience for course.

WILDLAND FIRE LEARNING PORTAL AND L-COURSES

(DUTCHICK)

- The Training Delivery Committee (TDC) was formed during the pandemic to explore non-traditional training options.
- The Wildland Learning Portal's user base has grown a great deal during the pandemic.
- The Training Delivery Committee made a list of course priorities.
- A GATR from every Geographic area is on the TDC.
- The group looked at what courses could be in person, self-directed, and or virtual.
- It was decided that the 300 and 400 level leadership courses would remain in person, though some elements could be put online.
- The TDC does not deal with curriculum, just the delivery of curriculum.
- There is a big opportunity to take the lessons from the last two years, and integrate web-based learning with training.
- Standardizing curriculum format, streamlining efforts, and disseminating information has been a focus of the TDC.
- A generic "shell" (template) of L-380 on the Wildland Learning Portal is presented.
- The shell is a tool for course coordinators to facilitate instruction.
- The shell draft on the Wildland Learning Portal allows editors/course coordinators to adjust content from a pre-made outline.
- There are a few options in the shell for course evaluations.
- Certificates can be made digitally on the Wildland Learning Portal, and the portal will maintain and track the certification.
- This course shell is hoped to become standardized on the Wildland Learning Portal to provide consistency among all NWCG certified courses.
- There is a draft "Health and Wellness" addition to the Wildland Learning Portal.
- On the Leadership Resources Tab, a Leadership Toolbox and NWCG Wildland Fire Leadership Development Program link is included.
- Guides would be provided on how to back up courses, provide signatures etc.
- Workforce Development funding from DOI/USFS would fund detailers in positions to keep the Wildland Fire Learning Portal running.
- Coordination with CMULs and the building of Wildland Fire Learning Portal Shells would be desired as it could keep curriculum current and updated.
- The Portal can be used both passively (no student interaction), and actively for students.
- When the shells are ready to publish, coordination between the Leadership Committee/CMUL, and the TDC will take place.

- The goal is to deliver shells onto the Wildland Fire Learning Portal next year.

COMPLEX INCIDENT MANAGEMENT (CIM)

(ELLSWORTH)

- NWCG is going to adopt CIM.
- A current transition plan for Type 2 and Type 1 positions is in place.
- A field evaluation is equivalent to S-520.
- For 2023, one of (S-420, L-481, O-305), plus a CIM PTB, and a field evaluation will be required for qualification on a CIM team (advanced IMT).
- For Type 3 positions, S-420, L-481, O-305 courses will be required in the future (basic IMT).
- Exploring ways to get this proposed required training done in the field.
- Training will be required in the future for each Basic/Advanced IMT position.
- Type 3 team expectations and scope is anticipated to grow as CIM teams stand up.
- Basic IMT training could look like L-481 in the future, and use its existing design criteria.
- There are challenges with adapting existing courses to the new CIM model.
- Changes to NWCG required training for T3 positions will put more pressure on T3 teams if course capacity is not also increased.
- The issue of how the Fire Service can train more individuals at a faster rate, and support the T3 level and CIM is discussed.

FEDERAL WORKFORCE DEVELOPMENT PROGRAM

(ELLSWORTH)

- “Project Description: A holistic framework across the federal agencies centered on learning, experiences, leadership, tangible, and intangible growth tied to job roles throughout an individual’s career in land management.”
- The idea is to do a competency analysis of the entire wildland fire series.
- NWCG does not cover “day job” competencies, and this program would develop employees from a holistic approach.
- This program would utilize existing NWCG courses, as well as other outside training and opportunities.
- Multiple Agencies will be hiring full time Training Specialist positions involved with this program (pending PD development).
- The Federal Workforce Development Program provides opportunity to provide mental health, retirement, and other non-occupational specific training for the workforce.
- The intent is that the Portal could host this program.

COMMUNICATION OF THE LEADERSHIP COMMITTEE

(ELLSWORTH)

- Some Regional/State Training Officers are unaware of the Leadership Committee, and its work.
- There are challenges with communicating what the Leadership Committee is involved with, especially between Agencies.

- Social media is not necessarily the best place to disseminate all the LC information.
- Communication and updates are difficult to broadcast to the field for all Committees.
- Discussion whether the Leadership Committee should be collateral duty or select full time positions.

Meeting Concludes 1605 MST