

**WORK PROCESS SCHEDULE  
WILDLAND FIREFIGHTER SPECIALIST  
O\*NET-SOC CODE: 33-2011.02 RAPIDS CODE: 0544**

The Work Process Schedule constitutes of the on-the-job learning (OJL) portion of the apprenticeship.

**Required OIL Hours**

The apprentice shall complete a total of 3,000 OJL hours; OJL hours are divided into five (5) categories and each category has its own required number of hours (Table 1). Work Process Category #2 (Fire Preparedness, Suppression, Fuels Management) has additional specific requirements. For each work processes category there is a list of example activities; this list is not comprehensive.

**Required Work Process Competencies Checklist**

The Wildland Firefighter Apprenticeship Program (WFAP) Apprentice Work Process Competencies Checklist (Appendix D) will be completed as part of an apprentice's work process hours (OJL). The intent of this competency checklist is to provide clear and measurable expectations for the Apprentice and First Line Supervisor or Mentor, by defining specific tasks which are aligned with the Interagency Fire Program Management competencies.

**Non-Wildland Fire Incidents/Assignments**

Work performed on an incident/assignment other than wildland fire does not necessarily count toward OJL hours. If an apprentice wishes to petition for credit they should:

1. Develop a short narrative describing the assignment; why the assignment should be counted toward OJL hours; and the specific number of hours being requested.
2. The Unit Apprenticeship Manager will review and concur; then forward the recommendation to the Regional Coordinator.

The Regional Coordinator will review the information and make a final determination and the number of hours to be credited, if any. The crediting decision will be returned to the Unit Apprenticeship Manager and apprentice and applied accordingly. Decision documentation will be submitted with the final work process package.

**Credit for Previous Experience (see Section XI)**

The apprentice must submit the request for credit for previous experience at the time of application and furnish such records, affidavits, or certificates to substantiate the claim. The Unit Apprenticeship Manager, in conjunction with the Employing Agency's Human Resource Management or appropriate Subject Matter Experts (SME), will review documentation of prior experience provided by the applicant in determining credit for previous experience prior to the apprentice entering the apprenticeship agreement.

An apprentice can receive credit for previous experience based on the following:

1. Creditable experience must meet work processes categories found in Table 1.
2. Each month of applicable experience is equivalent to a maximum of 172 work hours.
3. Credit hours may be allowed for applicable experience at a ratio of 1 to 1 hour.
4. The maximum amount of credit hours that can be received is 1,500 hours.

5. The maximum amount of credit for each work process category is limited to no more than 50% of the required hours (see Table 1).
6. For the Work Process Category #2 (Fire Preparedness, Suppression, Fuels Management) if an apprentice has completed more than 240 hours in one (1) of the four (4) fire suppression sub-categories then full credit for that sub-category can be granted. For example, if an apprentice has 300 hours of previous experience on an engine, then all 300 hours should be credited towards the 1,400 maximum hours allowed for previous experience.

**Table 1**

<b>Hybrid Work Process Categories</b>	<b>Credit for Previous Work Experience (Maximum Hours)</b>	<b>Total Hours Required</b>
<p><b>1. Wildland Fire Safety</b>            Examples of activities that qualify for this category include: Identify and mitigate safety hazards in the work environment, review/write Job Hazard Analysis, and conduct safety briefings during prescribed fire and wildland fire activities.</p>	<b>20</b>	<b>40</b>
<p><b>2. Wildland Fire Preparedness, Suppression, Fuels Management</b>            Examples of activities under the following sub-categories include:  <b>Preparedness:</b> physical fitness conditioning, conduct fire ground proficiency drills, obtain weather forecasts and fire intelligence, maintain fire equipment such as tools, vehicles, and pumps, and facility maintenance. Instruct and mentor module crewmembers.  <b>Fire Suppression:</b> the fire suppression work portion requires 240 hours minimum on each of 2 of the 4 options (Engines, Crews, Aviation*, Dozers), 1 of which must be either Engines or Crews. Experience can be gained during initial attack, extended attack, large incidents, fire rehabilitation projects or restoration assignments.  <b>Fuels Management:</b> the Fuels Management work portion requires 80 hours minimum serving in various functions during the planning, preparation, implementation and monitoring phases of fire use, such as prescribed fire and mechanical/chemical vegetation treatments.  <b>*Aviation activities to include: Helicopters, Smokejumpers, or Air Tanker base operations.</b></p>	<b>1,400</b>	<b>2,800</b>
<p><b>3. Fire Business Practices</b>            Examples of activities that qualify for this category include: timekeeping, record keeping, fire reports, medical forms, incident check-in and demobilization.</p>	<b>10</b>	<b>20</b>
<p><b>4. Review Local Plans</b>            Examples of activities that qualify for this category include: Fire Management Plans (FMP), Prevention Plan, Pre-attack, Cooperators, Land Use Plans, and Community Wildfire Protection Plans (CWPP).</p>	<b>10</b>	<b>20</b>
<p><b>5. Wildland Fire Prevention/Education</b>            Examples of activities that qualify for this category include: fire investigation, school/public presentations, issuing permits, and public contacts.</p>	<b>30</b>	<b>60</b>
<p><b>6. Dispatch</b>            Examples of activities that qualify for this category include: working in a dispatch center, initial attack, expanded dispatch, aircraft, intelligence, and dispatch recorder.</p>	<b>30</b>	<b>60</b>
<b>Total Hours</b>	<b>1,500</b>	<b>3,000</b>

**RELATED INSTRUCTION OUTLINE  
WILDLAND FIREFIGHTER SPECIALIST  
O\*NET-SOC CODE: 33-2011.02 RAPIDS CODE: 0544**

The Related Instruction Outline constitutes the academic portion of the apprenticeship program. The Related Instruction is organized into 13 Subject Area categories which provide the practical knowledge and demonstrable theory related to the Wildland Fire Fighter Specialist position. These 13 Subject Area categories are:

- Orientation
- Human Performance
- Leadership
- Lessons Learned
- Fire and Aviation Management Operations
- Fire Ecology/Land & Fuels Management
- Practical Medical Skills
- Business Administration
- Career Development
- Physical Training
- Senior Firefighter Skills Development
- Risk Management & Safety
- Wildland Fire Prevention, Education, and External Relationships

Each subject area has a range of hours associated with it—see Tables 2, 3, 4 & 5. This range defines the minimum and maximum number of academy hours in each subject area. This guideline allows the curriculum of each academy to be customized to meet the needs of the incoming class. The specific number of hours for each subject area will be determined based upon the results of an apprentice needs assessment, conducted prior to enrollment. This process will maximize relevancy for the apprentice and is documented in the WFAP Operations Plan.

The apprentice shall complete the minimum number of hours indicated in the Related Subject Area tables and based upon their GS level upon entry.

- |   |                       |   |
|---|-----------------------|---|
| • Prerequisite Subject Areas for Foundational Academy | (Minimum of 39 hrs.)  | See Table 2                                   |
| • Foundational Academy Subject Areas                  | (Minimum of 114 hrs.) | See Table 3                                   |
| • Core Academy Subject Areas                          | (Minimum of 96 hrs.)  | See Table 4                                   |
| • Additional Required Course Work                     | (Minimum of 71 hrs.)  | See Table 5                                   |
| • Elective Subject Areas                              | (Minimum of 120 hrs.) | See Table C<br>in the WFAP<br>Operations Plan |

*Note: Field Manager's Course Guide (FMCG) identifies the minimum hours Subject Matter Experts recommended for National Wildland Fire Coordinating Group (NWCG) courses. Hours in excess of the FMCG minimum cannot be applied toward completion of any other requirements of the program.*

*For apprentices that enter the program at the GS-05 level, completion of the Foundational Academy may not be required.*

**Academic Standards**

Students must meet the Academic Standards as outlined in Appendix B.

**Credit for Previous Subject Area Course Work**

An apprentice can be granted credit for previous Related Subject Area Instruction for courses completed prior to entering the program if currency and competency can be demonstrated within five years of the date on the Apprenticeship Agreement (registration date). The apprentice must submit the request for previous Related Subject Area Instruction at the time of application and furnish such records, affidavits, or certificates to substantiate the claim.

**NWCG Position Task Books**

It is the Home Unit’s responsibility to initiate all Position Task Books when appropriate.

**Prerequisite Subjects for Foundational Academy**

An apprentice must successfully complete these prerequisite subjects and New Employee Orientation before attending the Basic Academy (Table 2). The Home Unit will provide the courses to satisfy the requirements of the subject areas.

<b>Table 2</b>	
<b>Prerequisite Subject Areas for Foundational Academy</b>	<b>Hours</b>
Agency Specific New Employee Orientation ** Agency Certificate Required**	Agency Specific
Fire and Aviation Management Operations (S130, S190, L180, ICS100)	39 - 46.5
<b>Total Hours</b>	<b>39 - 46.5</b>

**Foundational Academy Subject Areas**

The apprentice must successfully complete all of the Subject Areas at the Foundational Academy (Table 3).

Before attending the Foundational Academy an apprentice shall:

- Successfully complete the Prerequisite Subject Areas for Foundational Academy.
- Successfully complete 500 hours of OJL hours in Work Process Category #2 (Wildland Fire Preparedness, Suppression, and Fuels Management). (*Refer to Appendix A, Table 1 for information on OJL.*)

<b>Table 3</b>	
<b>Subject Areas for Foundational Academy</b>	<b>Hours</b>
Orientation	1 - 4
Human Performance	16 - 24
Lessons Learned	1 - 32
Fire and Aviation Management Operations	32 - 56
Fire Ecology/Land & Fuels Management	0 - 40
Practical Medical Skills	0 - 24
Business Administration	0 - 16*
Career Development	2 - 12
Physical Training	20 - 35
Senior Firefighter Skills Development	36 - 48
Risk Management & Safety	0 - 16*
Leadership	0 - 48
Wildland Fire Prevention, Education, and External Relationships	6 - 16
	<b>114 - 371</b>

\*This subject area will be taught in one of the two academies.

### **Prerequisites for Core Academy**

An apprentice must successfully complete the following prerequisites before entry into the Core Academy:

- Agency Specific New Employee Orientation (completion certificate required).
- Completion of the Foundational Academy or entry into the Apprenticeship Program as a GS-05 and completion of S-290.
- Successfully complete 1500 hours of OJL hours in Work Process Category #2 (Wildland Fire Preparedness, Suppression, and Fuels Management). (*Refer to Appendix A, Table 1 for information on OJL.*)

<b>Table 4</b>	
<b>Subject Areas for Core Academy</b>	<b>Hours</b>
Orientation	2 - 8
Human Performance	0 - 16
Lessons Learned	8 - 32
Fire and Aviation Management Operations	16 - 64
Fire Ecology/Land & Fuels Management	16 - 40
Practical Medical Skills	16 - 50
Business Administration	0 - 16*
Career Development	2 - 12
Physical Training	20 - 35
Risk Management & Safety	0 - 16*
Leadership	16 - 80
Wildland Fire Prevention, Education, and External Relationships	0 - 16
	<b>96 - 385</b>

\*This subject area will be taught in one of the two academies.

**Additional Required Course Work**

The apprentice must successfully complete these Required Subjects (Table 5).  
The Home Unit is responsible for providing these courses.

<b>Table 5</b>	
<b>Additional Required Course Work</b>	<b>Hours</b>
S-211 Portable Pumps and Water Use (or current equivalent)	24
S-212 Wildland Fire Chain Saws (or current equivalent)	30
S-260 Interagency Incident Business Management (or current equivalent)	16-20
ICS-200	1-8
	71 - 82

**Elective Coursework**

The intent of elective subjects is to choose subject matter that meets the interest of the apprentice, while developing a well-rounded employee for the sponsoring agency. Selecting electives should correspond with creating an Individual Development Plan.

The apprentice must successfully complete a minimum of 120 hours of Elective Subject Areas (See Table in WFAP Operations Plan). The Home Unit is responsible for providing the courses to meet this requirement. If a course is completed as part of the formal academy, that class cannot be used to meet the elective requirement.

## **APPENDIX B**

### **ACADEMIC STANDARDS**

Apprentices will be required to pass all Academy course material as follows:

- NWCG courses with tests: 70%+ on test (per NWCG)
- NWCG courses without tests: Lead Instructor determines pass/fail
- WFAP courses with tests: 70%+ on test (per NWCG)
- WFAP courses without tests: Lead Instructor determines pass/fail

Students are required to attend a minimum 85% of the total hours per academy. The Operations Specialist has discretion when determining a student's overall attendance.

If an apprentice fails an exam they will be offered one retake. Failure of more than one exam per academy will result in the apprentice being removed from the Academy and Apprenticeship Program. Although removed from the Academy and Apprenticeship Program, the individual may apply again and be selected for future academies.

Students found cheating will be removed from the Academy.



# **Work Process Competencies Checklist**



# Work Process Competencies Checklist

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<b>Assigned To</b>
<b>Apprentice Name:</b> _____
<b>Home Unit/Agency:</b> _____
<b>Home Unit Phone Number:</b> _____
<b>Checklist Initiated by:</b> _____

The material contained in this checklist accurately defines the performance expected of the position for which it was developed.

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# Intent

## Task

**Apprentice:** Demonstrate competency by completing assigned tasks as defined within this Work Process Competencies Checklist.

**First Line Supervisor or Mentor:** Document completion of assigned tasks within the applicable work process category as defined within this Work Process Competencies Checklist.

## Purpose

This Work Process Competencies Checklist has been developed to provide clear and measurable expectations for the Apprentice and First Line Supervisor or Mentor by defining specific tasks which are aligned with Interagency Fire Program Management (IFPM) competencies to be accomplished during completion of Apprentice work process hours.

## Desired End State

Successful completion of all tasks and demonstration of competency according to aligned IFPM standards by the Apprentice as defined within this Work Process Competencies Checklist and certified by the First Line Supervisor or Mentor.

# Responsibilities

## **Apprentice**

- Ask questions as needed to accomplish required tasks and demonstrate competency
- Review and understand what is required of you within this Work Process Competencies Checklist
- Complete all tasks and demonstrate competency as defined within this Work Process Competencies Checklist
- Keep Work Process Competencies Checklist throughout entire training opportunity

## **Evaluators (Supervisor of Apprentice, First Line Supervisor or Mentor)**

- Identify and provide training opportunities as defined within this Work Process Competencies Checklist during apprentice term
- Mentor and conduct progress reviews
- Ensure tasks are reviewed with Apprentice and that information is understood
- Ensure the Apprentice has adequately completed assigned task(s) and demonstrated competency prior to completion of evaluation block(s)
- Provide accurate and timely documentation within Work Process Competencies Checklist evaluation block upon successful completion of tasks and demonstrated competency

## **Supervisor of Apprentice**

- Discuss and solicit feedback regarding training process
- Complete certification documentation upon completion of Work Process Competencies Checklist and submit to Unit Apprentice Manager

## **Unit Apprentice Manager**

- Meet with Apprentice and confirm Work Process Competencies Checklist has been completed according to standards and expectation as described within
- Complete certification documentation and submit completed Work Process Competencies Checklist with conversion package

# Wildland Fire Safety

Task(s)	Apprentice Initial and Date	Evaluator Initial and Date	Evaluator Title, Name and Contact Number
Demonstrate working knowledge and ability to reference agency related safety policy with manuals or handbooks			
Review local unit safety plan			
Review, develop or update an appropriate JHA/Risk Assessment			
Prepare and conduct a tailgate safety session including a medivac plan for a relevant work assignment			
Participate in a simulated or actual medivac according to agency and local unit procedures			
Participate in a facilities safety inspection according to local unit guidelines			
Review criteria for using SAFENET and SAFECOM and demonstrate ability required to utilize these reporting systems			
Facilitate a presentation of a lesson learned utilizing resources from the Wildland Fire Lessons Learned web site			

# Wildland Fire Preparedness

Task(s)	Apprentice Initial and Date	Evaluator Initial and Date	Evaluator Title, Name and Contact Number
Lead in the development and facilitation of a module specific preparedness training drill			
Review FIREFIT program and lead a module specific physical training work out			
Review and compare module standards within the "Red Book"			
Conduct a daily and monthly vehicle preventative maintenance check according to module and agency procedures			
Assist in the presentation of an NWCG course or annual refresher topic			

# Suppression

Task(s)	Apprentice Initial and Date	Evaluator Initial and Date	Evaluator Title, Name and Contact Number
Review and discuss the meaning of the following documents: <ul style="list-style-type: none"> <li>• LCES and other thoughts by Paul Gleason</li> <li>• Original Intent of the 10 Standard Fire Orders</li> </ul>			
Instruct the proper use & maintenance of: <ul style="list-style-type: none"> <li>• Hand tools</li> <li>• Chainsaws</li> <li>• Portable pumps</li> </ul>			
Demonstrate proficiency in: <ul style="list-style-type: none"> <li>• Radio Programming (mobile/hand held)</li> <li>• Utilizing GPS, input coordinates, navigate to a destination, and select appropriate coordinate system/datum for geographic area</li> </ul>			
Obtain and brief daily weather prediction based on local unit fire weather forecasting resources			
Observe and record field weather observations utilizing a belt weather kit and Kestrel. Determine the Probability of Ignition			
Navigate to an incident utilizing a map via legal location			
Develop and explain strategy and tactics based on a given situation within a Sand Table Exercise or simulation			

# Fuels Management

Task(s)	Apprentice Initial and Date	Evaluator Initial and Date	Evaluator Title, Name and Contact Number
Review local Air Quality Control Board web sites. Obtain burn day status information and explain implications for smoke management			
Request and interpret a spot weather forecast utilizing local unit RAWS and/or fuels data for a prescribed or wildland fire			
Review a vegetation management or restoration project and discuss project design and desired outcomes with resource or fire staff			
Collect fuel moisture data, e.g. (10 hour fuel sticks)			
Discuss the application of fire behavior programs and software			
Discuss the application of GIS programs and software			
Review and discuss an approved prescribed burn plan, as well as the Interagency Burn Plan Template, specifically Element 5: Objectives and Element 7: Prescription			

# Fire Business Practices

Task(s)	Apprentice Initial and Date	Evaluator Initial and Date	Evaluator Title, Name and Contact Number
Review and discuss Chapter 10 (Personnel) of the Interagency Incident Business Management Hand Book. Determine if you are in a collective bargaining unit and, if so, review and discuss relevant collective bargaining agreement			
Demonstrate knowledge of National Fire Equipment System (NFES) and the ability to utilize procedure(s) for replacing supplies utilized on a wildland fire through fire camp, local unit or geographic area cache			
Describe your unit process for completing a travel authorization and voucher			
Demonstrate the ability to submit incident times according to unit policy			
Describe the agency policy on injury reporting and related processes			
Review and discuss the application of fire qualification guidelines in the 310-1 or Forest Service Fire and Aviation Qualifications Guide			

# Review Local Plans

Task(s)	Apprentice Initial and Date	Evaluator Initial and Date	Evaluator Title, Name and Contact Number
Discuss how the following acts influence land management planning: <ul style="list-style-type: none"> <li>• National Environmental Policy Act</li> <li>• Clean Air Act</li> <li>• Endangered Species Act</li> <li>• Wilderness Act</li> </ul>			
Review a unit Land and Resource Management Plan			
Review and discuss unit Fire Management Planning guides, including, but not limited to: prevention plans, staffing guides, Interagency Agreements and Memorandum of Understandings, fire danger operations plan, Community Wildfire Protection Plans, pre-attack plans, and the application of wildland fire risk and complexity assessment			
Explain the use and development of your local unit's pocket card, including fire danger area, local thresholds, past experience, and incidents			
Describe unit fire reporting process and how the information is used			

# Fire Prevention/Education

Task(s)	Apprentice Initial and Date	Evaluator Initial and Date	Evaluator Name, Title, and Contact Number
Identify key prevention partners and why partnerships are important			
Review Firewise web site and conduct a field assessment of defensible space			
Participate in unit Fire Prevention tasks such as sign maintenance, facility hazard reduction, public visitor contact, media support, employee education, camp fire permitting, or ride-alongs			
Review the most recent revision of the Wildfire Prevention Patrol Guide, NFES 2570			
Review and discuss local procedures for wildland fire investigation			

# Dispatch

It is recommended that apprentice dispatch time be scheduled during fire season when there is a high likelihood there will be fire activity to ensure a quality learning experience.

Task(s)	Apprentice Initial and Date	Evaluator Initial and Date	Evaluator Name, Title and Contact Number
Receive a briefing on and adhere to daily dispatch office standard operating procedures			
Monitor and answer radio traffic on multiple frequencies using the appropriate tones			
Demonstrate working knowledge and ability to utilize CAD IA Systems			
Become familiar with procedures and tools for mobilization and intelligence			
Identify legal locations, direct protection and response boundaries, lookouts, mountain tops with tone transmitters within local unit			
Collect and input daily weather forecast and read over radio			
Discuss local unit dispatch strategy/preplanned response, and closest resource concept			
Shadow Logistics dispatcher to become familiar with Resource Ordering Status System (ROSS) and ordering channels			
Obtain and communicate daily resources availability=			
Shadow Intelligence dispatcher to understand how information is gathered and utilized			
Become familiar with unit call signs, unit identifier system and local mobilization guide			

# Certification of Completed Work Process Competencies Checklist

## Apprentice Certification

I certify that I (Apprentice name) \_\_\_\_\_ have successfully completed and demonstrated competency in all tasks identified within this Work Process Competencies Checklist according to WFAP program requirements.

Apprentice Signature:

Home Unit Title:

Home Unit/Agency:

Home Unit Phone Number:

Date:

## First Line Supervisor Certification

I certify that (Apprentice name) \_\_\_\_\_ has successfully completed and demonstrated competency in all tasks identified within this Work Process Competencies Checklist according to WFAP program requirements. I have reviewed and ensured that all tasks are documented and complete.

First Line Supervisor Signature:

First Line Supervisor Printed Name:

Home Unit Title:

Home Unit/Agency:

Home Unit Phone Number:

Date:

## Unit Apprentice Manager Certification

I certify that (Apprentice Name) \_\_\_\_\_ has successfully completed this Work Process Competencies Checklist according to WFAP program requirements.

Apprentice Manager Signature:

Apprentice Manager Printed Name:

Home Unit Title:

Home Unit/Agency:

Home Unit Phone Number:

Date:

Comments:

# References

In the case of an inaccurate hyperlink, please inform the Wildland Fire Apprenticeship Program staff. They can provide you with the updated link.

## IFPM Standards

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### IFPM

- <http://www.ifpm.nifc.gov/>
- <http://www.fs.fed.us/fire/management/ifpm/>

### Common IFPM Competencies

- [http://www.ifpm.nifc.gov/standard/standard/Common\\_Competencies.pdf](http://www.ifpm.nifc.gov/standard/standard/Common_Competencies.pdf)

### Senior FF Competencies

- [http://www.ifpm.nifc.gov/fire/checklists/SFF\\_Competency\\_Checklist.pdf](http://www.ifpm.nifc.gov/fire/checklists/SFF_Competency_Checklist.pdf)

### IA Dispatch Competencies

- [http://www.ifpm.nifc.gov/fire/checklists/IADP\\_Competency\\_Checklist.pdf](http://www.ifpm.nifc.gov/fire/checklists/IADP_Competency_Checklist.pdf)

### Fuels Technician Competencies

- [http://www.ifpm.nifc.gov/fire/checklists/PFFS\\_Competency\\_Checklist.pdf](http://www.ifpm.nifc.gov/fire/checklists/PFFS_Competency_Checklist.pdf)

## Training References

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### Wildland Fire Safety

- [http://www.doi.gov/safetynet/information/general/safety\\_program/index.html](http://www.doi.gov/safetynet/information/general/safety_program/index.html)
- <http://www.fs.fed.us/safety/>
- <http://safenet.nifc.gov/>
- <https://www.safecom.gov/>
- <http://www.wildfirelessons.net/home>

### Wildland Fire Preparedness

- <http://www.nifc.gov/FireFit/>
- <http://www.nifc.gov/nicc/mobguide/>
- [http://www.nifc.gov/policies/pol\\_ref\\_hotshotOps.html](http://www.nifc.gov/policies/pol_ref_hotshotOps.html)
- <http://www.fs.fed.us/fire/publications/>
- <http://www.nwccg.gov/?q=products>
- [http://training.nwccg.gov/sect\\_fieldmanagers\\_courseguides.htm](http://training.nwccg.gov/sect_fieldmanagers_courseguides.htm)

## Suppression

- <http://www.ifpm.nifc.gov/fire/competencies/seniorFF.pdf>
- [http://www.fireleadership.gov/toolbox/documents/lces\\_gleason.html](http://www.fireleadership.gov/toolbox/documents/lces_gleason.html)
- [http://www.wildlandfire.com/docs/2003\\_n\\_before/10fireorders.htm](http://www.wildlandfire.com/docs/2003_n_before/10fireorders.htm)
- [http://www.fs.fed.us/fire/doctrine/philosophy/source\\_materials/10-SFOs-putnam.doc](http://www.fs.fed.us/fire/doctrine/philosophy/source_materials/10-SFOs-putnam.doc)

## Fuels Management

- <http://www.ifpm.nifc.gov/fire/competencies/FuelsSpecialist.pdf>
- [Esri Training](#)
- [MetEd » Education & Training](#)
- <http://www.fire.org/>
- [https://wfdss.usgs.gov/wfdss/pdfs/FBTools\\_v3.pdf](https://wfdss.usgs.gov/wfdss/pdfs/FBTools_v3.pdf)

## Fire Business Practices

- <http://www.nwcg.gov/sites/default/files/products/pms902.pdf>

## Fire Prevention and Education

- [http://www.nwcg.gov/sites/default/files/products/pms\\_456\\_patrolguide.pdf](http://www.nwcg.gov/sites/default/files/products/pms_456_patrolguide.pdf)
- <http://www.firewise.org/?sso=0>

## Dispatch

- <http://www.nifc.gov/nicc/mobguide/>
- <http://www.nifc.gov/nicc/>

## Additional training resources

- [www.nationalfiretraining.net](http://www.nationalfiretraining.net)
- <http://www.wfap.net/>
- <http://training.nwcg.gov/>
- <http://training.fema.gov/is/nims.aspx>