

# INCIDENT WORKFORCE DEVELOPMENT GROUP MINUTES

**Date:** 01 – 03 April 2019

**Location:** Portland, Oregon

**In Attendance:** Jesse Bender, NWCG, Chair | Tawnya Brummett, M582 | Dave Celino, OTC | Dan O'Brien, CGAC | Jim Prevet, NASF | Paul Schlobohm, NWCG | Colleen Gadd, AHIMTA |

**Not Present:** Doug Alexander, CGAC | Sharon Allen-Brick, GATR | Cole Belongie, DMC | Shane Greer, ACIC | Michael Minton, ACIC | Jarrod Simontacchi, NICC

---

## Topic

### USFS Field Command School

- USFS recruiting personnel for a Field Command School intended to address the need for IMT succession management. Target audience is those approaching T3 qualifications.

---

### NWCG Command and General Staff Tasking Update

- The Executive Board tasked a group to evaluate the current committee structure of NWCG and provide recommendations for oversight of C&G positions. They will communicate decisions and requested actions, as necessary, to affected stakeholders soon. Current
- Expect the Operations and Training Committee (OTC) to stand up a Command Subcommittee whose mission will include successional planning. Future discussion to understand how IWDG can best work with these committees to leverage cooperative and coordinated efforts.
- Celino will coordinate with Paul Hannemann for an update.

---

### Data Updates

- OTC Speed to Competency Report
  - Limitation of the data is that the report only represents the federal agencies.
  - The average number of years to complete a position task book (PTB) has not changed in 10 years suggesting that the success of IMT capacity building isn't necessarily related to timelines for PTB completion and training.
  - If plenty of qualified personnel exist, need to determine what the barriers are to IMT participation, many of which are subjective and difficult to quantify. Mobilization issues may be the larger problem.
  - From a state perspective, among the many struggles in this regard is the fact that each state does things a bit differently. Gathering the data to support the issue is a challenge. Sent letter to Dan Smith, NASF, to request state data for comparison.
  - Focus on messaging and recruitment. Think outside the box in how to identify what the next steps are to educate and exploit the capacity problem.
  - Consider annual loss rate for IMTs and capacity needed to maintain current and future number of teams.
- NICC Data
  - Assimilated the data in the *Resource and Activity Charts and Tables* portion of the NICC Wildland Fire Annual Reports from 2014-2018. A few discrepancies in data were found. Will pursue solution with NICC personnel.
  - Celino and Prevet still pursuing data on state compact mobs.

## Topic

- ICAP Data
  - The system is still lacking a location on a server in the Great Basin, preventing the data from currently being obtained.
  - Schlobohm will monitor ICAP program and funding discussions at WFIT. May eventually be an opportunity to provide feedback on the system needs.

---

### CGAC Meeting

- IMT Succession Plans
  - No update on IMT succession plans from a CGAC perspective.
- April Meeting in Boise
  - ICAPS and Succession Planning will be on the agenda.
  - Outlined questions to send CGAC members for discussion at their meeting.

---

### OG IMT Succession Planning Tasking Log and EIM Work Unit Matrix

- Compared tasking logs from previous efforts and discussed areas where effort is most likely to succeed. Developed cross reference document to tie historical documentation to forward trajectory.
- Consistent application of recognition of prior learning was discussed as a method for non-fire employees to become qualified for IMT positions more easily.
- Type 3 team composition and utilization was discussed relative to surge capacity during high preparedness levels. Evaluate where Type 3 teams fit in the successional planning process.
  - O-325 course in development from FEMA, intended for Type 3 C&G personnel.
  - Gadd will send out information on team certification leveling from AHIMTA when available.
  - Surge capacity: Prevette to draft paper addressing use of state teams as surge capacity resources. Ultimate outcome would be a consistent and recognized process.
- Validated continued relevancy and validity of Overarching Principles (OAPs) found in 2011 report *EIM: A Recommendation for the Future*.
- California in first year of succession plan that will bring all IMTs to Type 1 level. Mentoring will occur between teams throughout the transition.
- Agency Administrators need better understanding of IMT flexibility and configurations, both for ordering and releasing. Increased understanding of agency role in supporting development of and succession for IMTs is also needed.
  - Agency Support to IMT Succession: Creating the Right Environment: Brummett and O'Brien to draft paper addressing roles of agencies and their leadership in building IMTs.
- Wildland Fire Leadership Council (WFLC) has a role in IMT succession and covers a much broader scope than the current, traditional partners. Seeking understanding of when appropriate and how to engage WFLC.