

# National Interagency Joint Apprenticeship Committee



## Release of 2016 (version 4) National Standards of Apprenticeship

March 25, 2016

### Introduction

A revised National Standards of Apprenticeship document for the Wildland Firefighter has been completed and signed for approval. This revision is the result of an identified need to address the following issues:

- A need to accommodate apprentices entering the program with a higher level of experience.
- Improve the ability to deliver curriculum at academies which reflects the latest innovations in training for the wildland firefighter.
- Apply a “hybrid” based approach of measuring both hours and individual competency to determine completion of the program.

### Timeline

Effective April 11, 2016, these standards will be in effect for all apprentices hired who have not signed an apprenticeship agreement. Apprentices who are currently enrolled under the 2010 standards will be afforded the option of remaining under that standard or signing a new agreement and being transitioned to the 2016 standard. Currently enrolled apprentices will be given 60 days from April 11 or their “annual enter into duty date” (if after April 11). Regardless of annual entrance on duty date, July 31, 2016 is the final day to submit a decision to appropriate Regional / State Coordinator. Coordinators will disseminate associated documents to support this procedure.

### Key Changes

A change summary document has been prepared and is available through Regional / State Coordinators. The following highlights some of the specific changes:

- Apprentices entering the program as a GS-5 may participate in one academy (vs. two in the previous standard) in their path to conversion.
- Addition of the Work Process Competencies Checklist intending to better guide informal training on the home unit and measure individual apprentice competency.

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- Additional required coursework changes have occurred (removing S-271 and adding ICS-200 and S-260)
- Terminology change of academies; formerly “Basic” becomes “Foundational” and formerly “Advanced” becomes “Core”.
- Standardized academy curriculum is replaced with key subject areas framed with an associated range of hours that may be delivered. Academy specific curriculum is identified in the Program Operations Plan (updated annually) along with guidance regarding elective coursework.
- Application of an apprentice needs analysis process will be applied to inform academy curriculum development.

## **Conclusion**

It is the intent of NIJAC that this revised standards document will provide a platform for improved delivery of apprentice training, providing increased flexibility while enhancing both the relevancy of classroom delivered coursework as well as improving guidance for on the job learning elements on the home unit. This revision supports the intent of the Secretaries of Interior and Agricultural as documented in their 2002 memo supporting signature to the program standard to “provide for trained firefighters and future managers vital to the implementation of the national fire plan and into the future.”

Any questions related to this revision should be directed to your Regional / State Coordinator or to the WFAP Program Manager.

*Mike Minton*

Chair, National Interagency Joint Apprenticeship Committee