

# INCIDENT WORKFORCE DEVELOPMENT GROUP (IWDG)

<https://www.nwcg.gov/partners/iwdg>

**Date:** 19 April 2022, 1300 – 1430 MST

**IWDG Members:** Jesse Bender, Chair, NWCG | Dave Celino, IPSC | Michael Minton, ICAC | Chuck Russell, CGAC | Norm McDonald, NASF | Sean Flanagan, GATR | Sean Peterson, NICC | Shane Greer, ICAC | Rich Harvey, IAFC | Steve Griffin, NIMSIC | Cole Belongie, DMC

**Not Present:** Jim Prevette, NASF | Aaron Thompson, BLM | Colleen Gadd, AHIMTA | Heath Cota, USFS | Carl Schwope, SWCG

Topic	Presenter
<b>Review Current Actions:</b>	
<u>Data Collection</u>	
<ul style="list-style-type: none"><li>• IMT Composition Data (HO)<ul style="list-style-type: none"><li>○ Created PDF of 2021 data sets by Geographic Area.</li><li>○ Sent to FMB, NWCG, and NMAC for Joint Meeting Handout (4/20).</li><li>○ Will post to IWDG webpage and include link in StoryMap.</li></ul></li></ul>	Bender
<ul style="list-style-type: none"><li>• CGAC Data Call<ul style="list-style-type: none"><li>○ Revised spreadsheet for CGAC submission of 2022 IMT composition data.</li><li>○ Refine process and inputs to reduce errors in the data set – goal to pull this data from ICAP once all Geographic Areas are using consistently.</li><li>○ Russell will present to next CGAC meeting with goal of response by 5/30 and follow up as needed with each Geographic Area.</li><li>○ Continue to discuss true capacity measurement in shared positions, pooled resources, and individuals on multiple rosters.</li></ul></li></ul>	Russell
<u>Surge Capacity</u>	
<ul style="list-style-type: none"><li>• Validate the intent of the tasking before task team gets too involved:<ul style="list-style-type: none"><li>○ Identify means to ease administrative restrictions and overcome agreement barriers to improve individual capacity.</li><li>○ Identify means for additional teams via non-wildland fire agencies and entities, to include all-hazard and/or state teams that haven't traditionally mobilized outside of state boundaries.</li></ul></li><li>• Recognize that improved system changes and standardized processes will help increase capacity as well.</li></ul>	Task Team
<u>Complex Incident Management Implementation</u>	
<ul style="list-style-type: none"><li>• NMAC Letter L2022-04, Response to Correspondence "Complex Incident Management (CIM) Implementation Options for 2022"<ul style="list-style-type: none"><li>○ Rocky Mountain Area (RMA) approved for pilot within Geographic Area at this time, with probability of expansion based on taskings in progress by both IPSC and CGAC.</li><li>○ Mobilized a CIMT last week to an incident in Colorado. Several observations on how to improve the process for next mobilization.</li></ul></li></ul>	Bender/ Haydon

- Need for a survey/method for feedback on CIMT mobilizations as well as incidents that represent tenets of CIM.
  - IWDG draft questions for discussion and review.
- NWCG Tasking Memo 22-001, 2022 through 2024 Implementation of Complex Incident Management – IPSC Update Celino
  - IPSC likely proposing three options for transition of Type 2 personnel to CIM. Per FMB memo, Type 1 will meet or exceed the CIM qualifications standards.
  - Position stewards (NWCG committees) are currently reviewing the Position Task Book, Incident Position Descriptions (IPD), and qualifications requirements for the Command and General Staff (C&G) positions. Once IPSC reviews, final recommendation will be presented to NWCG Executive Board at end of April.
  - Discussion on strategic planning and risk assessment and appropriate timing for introduction in training and performance. S-520 and S-420 both have merits, but recognized need for the future CIM course to be an objective evaluation.
  - In current system, qualification does not necessary equate to quality performance. Continued culture changes will improve the ability to meet expectations. And matching CIM expectations to Agency Administrator expectations is vital to successful implementation.
- NMAC Letter 2022-05 Complex Incident Management Implementation – CGAC Update Haydon / Russell
  - CGAC has begun to discuss the tasking and should have a response by the deadline of June 1.
- NWCG Position Update Bender
  - Permanent IWDG Coordinator position opened 4/19 and closes 5/2.
- Joint FMB, NMAC, NWCG Meeting (4/20) Bender
  - Quarterly joint meeting will include update on implementation steps for all three parent bodies. Haydon will provide update on pilot in RMA. Jim Shultz will verbally summarize the anticipated recommendations from IPSC for their Tasking. IWDG needs to start identifying next steps and assist parent groups in taskings as requested.

### Agenda Items

- IPSC Type 3 C&G Tasking Celino
  - IPSC did not fully cover this topic during April meeting due to focus on CIM implementation. Will continue discussion/decision in May.
  - IWDG members did share support for the concept as proposed and discussed in March.

### Round Robin

All

### New Action Items:

- Develop survey/mechanism for feedback on CIMT and non-CIMT incidents.
- Further discussion on disparity across Geographic Areas in use of shared positions and the perspective on the term.