



MINNESOTA BOARD OF FIREFIGHTER TRAINING AND EDUCATION
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MBFTE Strategic Plan 2016

Mission Statement:

The mission of the Minnesota Board of Firefighter Training and Education is to promote excellence in the fire service by funding standardized training and through the licensing of firefighters in Minnesota.

Our Vision:

The Minnesota Board of Firefighter Training and Education supports every firefighter's training and preparation to perform at the highest level in service to their communities.

Strategic Initiative

Move toward 100% of MN firefighters trained to level of NFPA 1001

- This is among our top budgetary priorities.
- Use available funding to communicate the opportunities and benefits.
- Stress this priority to funders, in terms of benefits (safety and efficacy of fire and emergency responses).
- Known barriers:
 - Training hour requirement may be prohibitive for some firefighters who are still needed in their communities.
 - Community members who dial 911 do not care about certification.

Improve access to funding for all fire departments

- Maintain training reimbursement funding level of at least \$200/firefighter.
- Use online communication measures for all fire departments.
- Recognize that high turnover in department calls for a multi-faceted communication plan with frequent repetition. Regional meetings, etc. Roster updates provide an opportunity to connect via email. (System is already in place.)
- Use targeted communication to reach out to specific departments who are not using (or under-using) funding.
- Engage SFMD fire service specialists to increase face to face communication capacity. They are already in the field.

Outcomes:

- Increase in number of departments using funding.
- Broaden usage of reimbursement funds for multiple training opportunities.

Maintain high standards for instructor and course quality

- Review and update qualified instructor list. Establish recurring process for maintaining list integrity.

- Review and update qualified class list. Use NFPA standards and EMSRB approval as review criteria.
- Use course evaluations as one standard. Establish online survey tool?
- Training committee must establish parameters for instructors. E.g., how recently has the instructor taught the course? Continuing education requirement?
- Establish appropriate due process for instructor eligibility determinations.

Outcomes:

- Uniform instruction, i.e., consistent with standards.
- Monitoring or auditing measures to be determined.
- Consider using course evaluation data.

Promote Leadership Development in the Minnesota Fire Service

- Continue to grow MBFTE leadership program as a strategic offering.
- Communicate about other leadership development opportunities. Could include links to Websites, notices as parts of other communications, etc.
- Compile and analyze utilization data to guide funding and marketing decisions. Be certain not to under-serve any segment of the MN fire service.
- Actively increase diversity of leadership development participation.

Outcomes:

- Increased participation in recognized leadership programs.
- Departmental officers have and seek more leadership development opportunities.

Improve two-way communication with Minnesota Fire Service

We recognize that some fire service leaders still resist online communication, and some demand it. We are also committed to listening as much as sharing.

- Use findings from upcoming MAD study on past, present, and future of fire service training to prioritize strategic efforts.
- Use short, targeted online surveys to address focused questions.
- Use social media as a means to share information. Align social media contact with Web contacts.
- Make Website mobile-friendly.
- Don't rely on text exclusively. Video clips, images, etc. have great impact.
- Department-specific training reimbursement dashboard exists and is improving. This is more than just training opportunities, but participation and "health" of department overall.
 - This can be a powerful tool for driving utilization among departments that are already engaged with MBFTE.
 - The dashboard may attract departments that are less engaged.

Increase the number of licensed firefighters in the state

- Present and communicate benefits of licensure:
 - Mobility across departments in the state; required for full-time positions.
 - Professional image for individual and department.
 - Credentials are beneficial from a liability perspective.

- There is substantial confusion regarding certification versus licensure. We must actively clarify the differences and relationship between certification and licensure.
- Consider establishing topical requirements for continuing education.

Outcomes:

- Increased number (and percentage) of licensed firefighters.

Prepare and support MBFTE Board members to enable them to serve effectively

- Create a Board member orientation process led by staff.
 - Articulate Board member role and responsibilities.
 - Include the mission, vision, strategy, and history of the Board, as well as current topics.
 - Provide a current Board member handbook (including glossary of terminology and acronyms).
 - Introduce members to one another proactively.
- Provide Board members with data-driven updates on strategic initiative progress.
- Establish criteria to prioritize funding for proactive initiatives.