CALIFORNIA FIRE/EMS
PROFESSIONAL DEVELOPMENT PATHWAY
For Workforce Development and Career Advancement

Presentation for the December 12, 2018
• Pre-Service Efforts
• Integrating Certification & Education
• Professional Development Summit
ISSUE #1: PRE-SERVICE EFFORTS & BEST PRACTICES
Taral Brideau, Cal-JAC
Invited Cadets (54)

**Gender**
- Male - 43 (80%)
- Female - 11 (20%)

**Ethnicity**
- White - Not of Hispanic Origin - 22 (41%)
- Black - Not of Hispanic Origin - 12 (22%)
- Filipino - 2 (4%)
- Hispanic - 11 (20%)
- Pacific Islander - 3 (6%)
Graduating Cadets (18)

- **Gender**
  - Male: 13 (72%)
  - Female: 5 (28%)

- **Ethnicity**
  - White - Not of Hispanic Origin: 10 (55%)
  - Black - Not of Hispanic Origin: 3 (17%)
  - Hispanic: 3 (17%)
  - Asian: 2 (11%)
How Did You Hear About Us?

- Social Media/Online: 24%
- Family/Friend: 20%
- News: 21%
- Cal-JAC Rep/Referral: 8%
- College: 7%
- Other Fire Department: 7%
- Other: 8%
- Sacramento City Fire Department: 5%
VISION

Chief Kevin Conant
State Fire Training

Blueprint 2020

Vision:
To provide a training system that will serve the needs of fire fighters from entry level then continue to serve them for the span of their careers - 30 years later.
ISSUE #2: INTEGRATING CERTIFICATION AND EDUCATION
Focused on the horizon
Ability to manage

Fire Chief

FO IV: Executive Professional Designations

Master's
FO III: Administrator

Risk Management
Operations

Bachelor's
FO II: Manager

Associate's
FO I: Supervisor
Special Certifications
Firefighter II
Firefighter I

Experience(s)

Educational Pathways:
- Example: Managing Officer Program

Focused on the road
Ability to do the work

Examples:
- EFO
- CFO

Training
Self-Development
EDUCATIONAL ACHIEVEMENT

Dr. Sheila Thomas
CSU Chancellor’s Office
ISSUE #3: PROFESSIONAL DEVELOPMENT SUMMIT

Chief Dan Stefano
CalChiefs SoCal District Director & President, League of California Cities