



LOS ANGELES FIRE DEPARTMENT

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FIRE CHIEF

October 18, 2021

BOARD OF FIRE COMMISSIONERS
FILE NO. 21-101

TO: Board of Fire Commissioners

FROM:  Ralph M. Terrazas, Fire Chief

SUBJECT: PUBLIC SERVICE UNIVERSITY CENTER AND LOS ANGELES FIRE
DEPARTMENT TRAINING INSTITUTE

| | | | |
|---------------|-----------------------------------|---|------------------------------------|
| FINAL ACTION: | <input type="checkbox"/> Approved | <input type="checkbox"/> Approved w/Corrections | <input type="checkbox"/> Withdrawn |
| | <input type="checkbox"/> Denied | <input type="checkbox"/> Received & Filed | <input type="checkbox"/> Other |

SUMMARY

As requested by the Los Angeles Fire Department (LAFD) Board of Fire Commissioners (Commission), the Fire Department is providing a status update relative to the development and implementation of the Public Service University (PSU) Center and the Los Angeles Fire Department Training Institute (LAFD TI). The purpose of the PSU Center was to provide guidance and direction to all members within the LAFD in their personal educational goals. The purpose of the LAFD TI is to provide task and rank specific knowledge, skills and abilities.

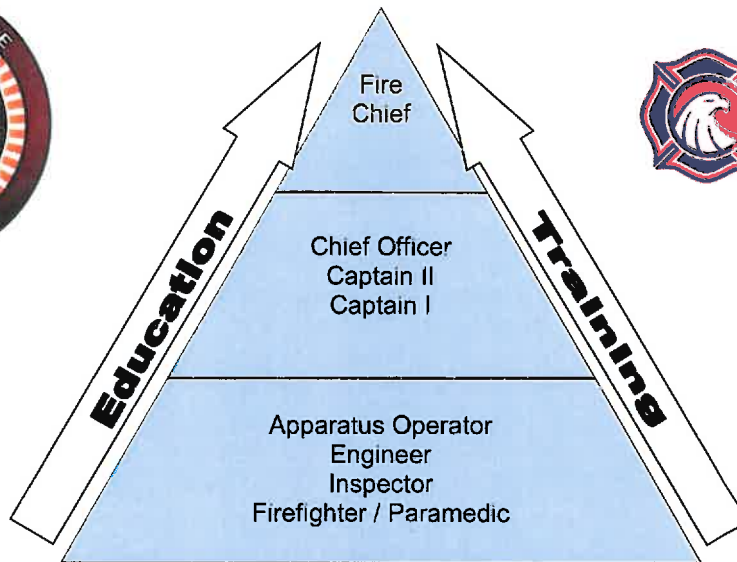
RECOMMENDATION

That the Board:
Receive and file this report

DISCUSSION

In early 2018 the LAFD implemented both the PSU Center and the LAFD Training Institute in support of the LAFD Strategic Plan Goal # 5: Increase Opportunities for Personal Growth and Professional Development, Strategy 2: Develop specialty and skill specific training opportunities for personal and professional growth, and Strategy 3: Develop Fire Officer Operational Development Training.

These efforts between the two pathways allow the members to develop their personal and professional development holistically through formal education and rank specific knowledge, skills and ability in accordance to the Job Performance Requirements (JPR) in the National Fire Protection Association (NFPA) 1001 Standard for Firefighter Professional Qualifications. These pathways will provide all members the opportunities to gain the knowledge skill and abilities in their career development.



Public Service University Center

The PSU Center was established within the LAFD however, it is not a physical location with staffing. It is comprised of several LAFD sworn and civilian members that have surveyed the membership to collect data and implement a web-based site on the LAFD Portal that provides information and guidance to members seeking their personal educational goals. The PSU Center has developed a relationship with numerous colleges/universities however, a direct relationship with three college/universities to personally assist our members in evaluating their current transcripts and determine a path that best meets their goals. This consist of:

- East Los Angeles College (ELAC) – Associates Degree – Fire Science
- La Verne University – Undergraduate – Organizational Leadership
- University of Los Angeles (USC) – Executive Master of Leadership

The partnership with LAFD and ELAC provide all our Recruits in the Fire Academy 19 ½ Units towards an A/S degree in Fire Science, if they do not already have a degree.

As per the Commission request, the LAFD Recruit Educational Profile since Class 13-1 through 20-1.

| Associate | Bachelor | Master | Paramedic | Military | College Athletes |
|-----------|----------|--------|-----------|----------|------------------|
| 265 | 275 | 35 | 223 | 53 | 193 |
| 29% | 30% | 4% | 25% | 7% | 21% |

Note: No educational data was available for classes 14-2, 15-1, 15-2 therefore their graduation number was extracted. Data is based from classes that reported their Educational Level generated from the total graduates of 900.

Since 2018, the LAFD have provided several Educational Fairs and invited numerous Colleges and Universities to Frank Hotchkin Memorial Training Center (FHMTC). These fairs have been extremely successful and provided over 120 sworn and civilian members opportunities to meet with colleges/universities to discuss what would be the best path for each individual.

Due to COVID-19 we have been unable to provide these in-person Educational Fairs however; the PSU Center has continued to post educational opportunities on the LAFD Portal.

The LAFD Portal has several options that assist our members in the most conducive path to reach their personal educational goals. See link: <https://www.lafd.org/psu-center>



PUBLIC SERVICE UNIVERSITY CENTER

The Public Service University provides academic advisory, school and degree recommendations, and offers direction as the member pursues higher education. Additionally, course recommendations offered through the National Fire Academy (NFA) and the Federal Emergency Management Agency (FEMA) can be found by clicking the links.



ASSOCIATE



BACHELOR'S



MASTER'S



DOCTORAL



NFA



FEMA



REGIONAL VS NATIONAL
ACCREDITATION



PUBLIC SERVICE UNIVERSITY
CENTER CONTACTS



SELF ASSESSMENT WORKSHEET

LAFD Training Institute

The LAFD TI have implemented numerous rank specific training courses for our members just off probation throughout a member's tenure, i.e. Driver Operator Courses such as State Fire Training (SFT) Driver Operator 1A and 1B, Fire Officer Development LAFD Leadership Academy and Chief Officer Strike Team Leader courses.

We are currently in the process of approving contract vendors through a three-year Request for Proposal (RFP) that will facilitate over forty courses in SFT, National Wildfire Coordinating Group (NWCG) and Officer Leadership Development courses.

These courses will be in alignment with the Revised Promotional Examination Timeline that was approved by the Board of Fire Commission dated, February 13, 2020. This will ensure that the LAFD will be able to keep up with the demand of the record number of retirements in the fiscal year 2023/24.

Below demonstrates the LAFD Portal website designed to create a roadmap and simplify their career path for each member in the knowledge, skills and abilities for the promotional process.



CONCLUSION

The LAFD has provided two pathways to provide our members the personal and professional growth holistically through formal education and rank specific knowledge, skills and ability. These pathways will provide all members fair and equitable professional development opportunities to gain the requisite knowledge for their career development.

Board Report prepared by Steve Hissong, Assistant Chief, Training Division