Prior to the early 1970’s, there was little uniformity in the training of firefighters or other fire service ranks within the United States. Prior to this period there existed no national laws or standards regulating the training of fire service personnel. Fire departments or fire training agencies were totally at their own discretion on the development of training and certification programs. The only remotely close source for providing uniform direction to training programs was the information found in IFSTA fire training manuals, which had been in existence since the late 1930’s.

Recognizing this weakness, the Joint Council of National Fire Service Organizations believed that it would be necessary to develop a national system of standards and accreditation in order for the fire service to receive the professional recognition that was being gained in other disciplines, such as emergency medical services. Thus the Joint Council established the National Professional Qualifications Board (aka: the Pro Board) to develop the first national standards for various fire service positions and a system for accrediting training programs that certified personnel to these standards. The first four standards were released by the Pro Board in 1974. These standards were:

- Fire Fighter Professional Qualifications
- Fire Officer Professional Qualifications
- Fire Inspector, Investigator, and Public Educator Professional Qualifications
- Fire Instructor Professional Qualifications

Once these standards were in place, fire department and fire academy training programs had a common set of objectives, or a road map, for designing their training and certification programs. Eventually these standards would evolve into the NFPA standards-making system and many additional professional qualifications standards would be developed.

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It has been two years since fire service leaders convened at a summit in Tampa, FL, to devise a blueprint that would meet an aggressive goal set by the United States Fire Administration—to reduce firefighter line of duty deaths by 10 percent in five years, and 50 percent in ten years. Due to a remarkable level of consensus, and a belief in the urgency of the issue before them, the leadership in Tampa rose to the occasion and defined a “blueprint” to reduce LODDs. At the Summit, the National Fallen Firefighters Foundation (NFFF) was tasked with developing the blueprint and to eventually articulate its importance to the fire service at large.

The blueprint modeled in Tampa is now widely known as the 16 Firefighter Life Safety Initiatives. At a follow-up meeting in Phoenix a few months later, a think tank of fire service leadership was assembled to develop an implementation strategy for the initiatives. With funding from the Assistance to Firefighters Grant Program and a generous donation by Fireman’s Fund, the Firefighter Life Safety Initiatives (FLSI) program was given the green light. An implementation team was selected by the NFFF to launch the Firefighter Life Safety Initiatives program; the team was given a series of important goals and timelines to achieve them. Since the team’s inception in February 2005, both of these goals have been successfully accomplished.

A very important achievement was attained when a national advocacy program was launched which consists of FLSI program advocates “on the ground.” There are presently Firefighter Life Safety Initiative program advocates in fifteen states. Our goal is to have at least one in every state by the end of 2006. We are encouraged by the efficacy of the advocates and receive reports that their influence has affected a shift in safety attitudes across the country.

As of today, over four thousand firefighters have participated in the “Courage To Be Safe… So Everyone Goes Home” classes with changes in department safety-related SOPs as a result. Pennsylvania, New Jersey, Maryland, and New York have adopted the Courage To Be Safe program, and several other states are in the process of adopting it also. Pennsylvania reports very favorable changes in attitude by those who have attended the program, and we are very encouraged that the number of line-of-duty deaths in that state has dropped significantly from the same time a year ago. If this holds steady, and if we can make a substantive connection between culture change and LODD reduction, the case for the FLSI program will be made.

Over one hundred firefighters have participated in a national dialogue across the country on the six domains that support the 16 initiatives: Health & Wellness, Vehicle Operations, Structural Firefighting, Wildland Firefighting, Training, and Fire Prevention. Over 18,000 unique hits have been logged by the Everyone Goes Home website where those who cannot directly participate or take classes but can get the information they need to understand to help implement the Initiatives.

To date, four of the five projects described in the Fire Act Grant have been successfully completed. The scope of the remaining project, the development and delivery of the Firefighter Life Safety Resource Kit, to over 30,000 U.S. fire departments, has been expanded beyond its original concept. The expansion was a result of feedback from three focus groups of fire service leaders who told us how to reach our audience most effectively. This expansion will ensure that the training packages being developed are optimized so that everyone who views them will understand that they are the culture change agents who will ensure that Everyone Goes Home.

Accomplishments:
- Developed a presence on the Internet accessed at www.everyonegoeshome.com;
- Funded the launch of research centers at the Maryland Fire Rescue Institute (University of Maryland) and at Oklahoma State University;
- Conducted a national dialogue regarding the 16 Firefighter Life Safety Initiatives at a series of four mini-summits;
- Launched an outreach program that includes delivery of training programs through a speakers’ bureau composed of nationally recognized fire service leaders and instructors and a network of State FLSI Advocates.

The Everyone Goes Home program is the voice of those who have left us—too soon, too fast, and too shockingly to sometimes comprehend. By finding our courage to prevent the preventable we ensure their lives were not in vain. There is no better tribute.

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From the Director

Now no doubt there are other publishers who in some cases can get you a product a few months earlier, but at what price? You should ask - is it worth working closely with the NFPA standards process to ensure that your materials are not only timely but also in line with the standard? Is it worth aligning yourself with a University with a long history of education, training, and research in the fire service? Is it worth ensuring that you get the most complete and comprehensive information possible so that your needs - not the corporate balance sheet - are the focus? And most important, is it worth the time of validation to ensure that what you do is safe? If your answer to any of these is yes, then the decision is easy – IFSTA. As I have so proudly noted over these past few years, our mission is to support your competence and safety – period. And when that means that a new or revised manual is approved, you can be assured that the final product is not only timely, but even more important, the most technically accurate and safe one you can buy.

So the next time someone tells you that an IFSTA manual takes years to complete, you will be better informed about the actual facts. Be safe!
Whether Volunteer or Career, public speaking is an important part of an Officer’s role. It is said to be the most feared act by the population at large. Depending on the officer’s rank and/or work assignment, the frequency of public speaking opportunities varies. The ability to plan a speech or presentation, and deliver it in an effective and confident way, is critical. Different types of speaking engagements require different degrees of preparation and types of delivery. Because of this reality, it is important to match the speaking style and degree of preparation to the event. One example of a unique and special speech is a eulogy…and these can be difficult for the speaker.

Most Fire Officers, especially Chief Officers, will be asked to speak at a funeral on behalf of the Fire Department at least once during their career—if not more often. Firefighters and Officers might also be asked by the family to speak at a service because of their personal relationship with the deceased. These opportunities are an honor, but they are tough situations for several reasons. Two of the primary reasons are that there is no room for error in the delivery, and the setting can be very intimidating and emotional for the speaker. There are a few things that will consistently serve to improve a eulogy should you be asked upon to present one:

Prepare well…don’t try to deliver a eulogy without doing your homework and practicing. Keep the delivery brief and take the time to write down the speech verbatim, in a large font, and spaced in a format that makes it easy for the speaker to follow during the delivery. Remember that emotions can creep up on the speaker suddenly. Trying to deliver a eulogy unprepared to do so, or off the top of your head, can result in a very embarrassing, and sometimes hurtful, outcome. Try to be as comfortable as possible in what might be a somewhat uncomfortable forum.

Write down the names of the deceased and each of the family members, practice pronouncing them, and don’t hesitate to speak directly to the survivors during the eulogy. Making eye contact, and addressing each by name, creates a personal connection with the loved-ones who are present. What you have to say will have more meaning to the entire audience if the content is personalized.

Well placed and tactful humor can add to the presentation. However, care must be taken to be sensitive to the appropriateness of the humor, especially considering the event itself and the state of mind of those in attendance. If there’s any doubt or concern about planned humor in a eulogy, ask a trusted advisor for their opinion…and listen to them. If your gut tells you it probably shouldn’t be used, don’t use it.

It can be helpful to include a brief story about the deceased. Stories help an audience connect to the life of the deceased rather than simply focusing on their death. As with humor, personal stories must be tasteful and add positively to the content of the eulogy.

The book, Mental Aspects of Performance for Firefighters and Fire Officers, published by Fire Protection Publications at Oklahoma State University, can be a big help when preparing for any stressful situation. The IFSTA Chief Officer Manual will also give some direction that will prove to be helpful when it is necessary to deliver a eulogy. Giving a speech can be stressful in the best of situations. Giving a eulogy can add to the difficulty and stress level. Don’t fear it…but don’t underestimate it either.

The best eulogies I have witnessed (or given) have had the above characteristics or considerations in common. People in the audience pay close attention to the speakers at a funeral service. Adequate preparation, a degree of brevity, a good flow to the presentation, getting everyone’s names correct, telling a story, and using appropriate humor are important for the person delivering the eulogy and the people in the audience as well. Be sure you take the time to prepare a little extra and practice a few times…you’ll be very glad you did…especially if you get emotional while delivering the speech. Being asked to speak at a funeral or deliver a eulogy is an honor and a big deal. If you realize that, and treat the opportunity accordingly, you, and everyone in attendance, will appreciate your contribution. Be proud and humbled when you are called upon to do this…and remember, you’ll do fine!

About the Author

Dennis Compton is a well-known speaker and the author of several books including the When In Doubt, Lead! series, Mental Aspects of Performance For Firefighters And Fire Officers, as well as many other articles and publications. He is also Co-Editor of the current edition of the ICMA’s textbook titled, “Managing Fire and Rescue Services.” He serves as a national advocate and executive advisor for fire service, homeland security, and other organizations.

Dennis served as the Fire Chief in Mesa, Arizona for five years and as Assistant Fire Chief in the Phoenix, Arizona Fire Department, where he served for twenty-seven years. Chief Compton is the Past Chair of the Executive Board of the International Fire Service Training Association (IFSTA), Past Chair of the Congressional Fire Services Institute’s National Advisory Committee, Vice Chair of the Board of Directors for the Home Safety Council (HSC), and serves on the National Fallen Firefighters Foundation Board of Directors.
National Fire Fighter Near-Miss Reporting System
Prevent an Injury. Save a Life.

The firehouse kitchen table has been the focal point of sharing lessons learned in the American fire service since its inception. Experienced firefighters have passed along years of survival knowledge to newer members of the company over countless cups of hot coffee and many great meals. The drawback to this cornerstone of fire service tradition has been the limited reach of the kitchen table. The National Fire Fighter Near-Miss Reporting System is changing that.

The National Fire Fighter Near-Miss Reporting System (www.firefighternearmiss.com) is a voluntary, confidential, non-punitive and secure reporting system modeled after a very successful system used by the aviation industry for thirty years. The system has two goals: improve fire fighter safety through sharing lessons learned and compiling data that can be used for analysis of firefighter injury-producing behaviors. By collecting and analyzing information on near-miss events, improvements can be made in command, education, operations, and training.

The national launch of the system took place at Fire-Rescue International in Denver, August 2005. The system is currently open to all firefighters. Any internet-capable computer can be used to access the site, www.firefighternearmiss.com. Users are encouraged to save the site to a Desk Top or Favorites for faster access. Since the national launch, the system has posted over 700 near-miss reports in six categories. The reports range from reminders of how routine activities can interrupt service delivery to near-death experiences that are predictable and preventable.

Firefighters wishing to submit a report are greeted by a user friendly format that includes five sections: reporter information, event information, event description, lessons learned and optional contact information. The first two sections are primarily drop-down menus. The third and fourth sections provide open text fields for the reporter to provide a narrative about the event and help other firefighters by describing the lessons learned from the event. The reporter can either submit the report anonymously or provide contact information.

Implementing the system is based on a belief that additional strategies are needed to break the chain of firefighter fatalities and injuries. The rate for these tragedies has averaged over 100 fatalities and nearly 100,000 lost-time injuries for the last 15 to 20 years. This rate has remained relatively stable despite significant advances in PPE, equipment and apparatus. The commercial aviation industry, template organization for the near-miss reporting system, noted that it had significantly improved its technology from the 1950’s to 1970’s, yet continued to suffer an unacceptable number of catastrophes. Near-miss reporting was initiated by this industry in the 1970’s. Its system has been gaining momentum as a means to impact deaths, injuries, and property damage ever since. Aviation accidents and injury rates have fallen significantly over the last 30 years. Near-miss reporting is considered one of the cornerstones of the improved safety record.

The aviation industry further discovered through research that the earlier the error chain leading to a disaster was interrupted, the more likely the catastrophe could be avoided. Near-miss reporting, coupled with Threat and Error Management (formerly Crew Resource Management) is part of an innovative approach that has significantly improved the safety record of the nation’s air travel. Early analysis of the reports submitted by firefighters is indicating the fire service should look into similar strategies (See below).

This project is funded by grants from the Department of Homeland Security, Assistance to Firefighters Grant Program and Fireman’s Fund Insurance Company. The project is supported by www.FirefighterCloseCalls.com in mutual dedication to fire fighter safety and survival.

The National Fire Fighter Near-Miss Reporting System is endorsed by the IAFC, the Volunteer & Combination Officers’ Section of the IAFC and the International Association of Fire Fighters.

For more information on the National Fire Fighter Near-Miss Reporting System, please contact nearmiss@iafc.org or check out the FAQ section at www.firefighternearmiss.com.

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What is a near-miss?
For the purpose of the National Fire Fighter Near Miss Reporting System, a near miss (or close call) is defined as an unintentional unsafe occurrence that could have resulted in an injury, fatality or property damage. Only a fortunate break in the chain of events prevented an injury, fatality or damage. Situations that qualify as near misses are essentially in the eyes of the reporter. If a reporter is involved in or witnesses an event and believes it is a near miss, then a report should be filed.

National Fire Fighter Near-Miss Task Force
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Alan Brunacini Fire Chief, Phoenix Fire Department (AZ)
Linda Connell NASA ASRS Director, ASRS Reporting System
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William Goldfeder Deputy Chief, Loveland-Symmes Fire Department (OH)
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Robert Helmreich Professor, University of Texas at Austin
Patrick Morrison Director, Health and Safety, International Association of Fire Fighters
Tom Phillips ALPA rep, Airport Rescue Firefighting Issues, Air Line Pilots Association
Garry Briese Executive Director, International Association of Fire Chiefs

FPP On The Road*
FPP On The Road
Firehouse Expo
July 27-30, 2006
Baltimore, MD

Fire-Rescue International
September 15-16, 2006
Dallas, TX
*Please note that show dates may be subject to change.
Despite this success in the area of basic fire service training and certificate programs, the same could not be said for fire-related college degree programs. Though many excellent degree programs were found throughout the United States, the state of their organization or cohesiveness could be likened to that of the training and certificate programs prior to the early 1970’s. Few of these degree programs had any type of academic accreditation. This was due, in part, to the lack of a national standard for these types of degree programs. Furthermore, there was little in the way of consistency between these programs and students who found themselves in the position of transferring from one program to another often found the courses at their first school were not accepted for credit towards a degree at the school to which they were transferring. This resulted in a loss of credits toward completion of a degree and considerable frustration.

Part of this dilemma was eased when the International Fire Service Accreditation Congress (IFSAC) developed a Degree Assembly to accredit fire-related degree programs in the mid 1990’s. However there was still little consistency among the coursework at the various institutions.

In the late 1990’s, the United States Fire Administration (USFA), and specifically a visionary USFA staffer by the name of Ed Kaplan, took the initiative of trying to develop a national model for fire-related higher education programs. The USFA undertook the Fire and Emergency Services Higher Education (FESHE) initiative and started facilitating a meeting of the leaders of fire degree programs at a conference held each June at the National Fire Academy (NFA) in Emmitsburg, Maryland. From its humble beginning, this conference would grow to include representatives of the vast majority of the more than 200 Associate’s Degrees and 30 or so Bachelor’s Degrees and above programs in the U.S. The strategic goals for FESHE were established so that working collaboratively, the professional development community would produce a:

- National model for an integrated, competency-based system of fire and emergency services professional development.
- National model for an integrated system of higher education from associate’s-to-doctoral degrees.
- Well-trained and academically-educated fire and emergency services preparing the nation for all hazards.

Prior to developing any model courses or curriculum, the FESHE participants addressed the challenges of a tiered system of professional development by creating the National Professional Development Model that encourages an efficient path for fire service professional development supported by collaboration between fire-related training, higher education, and certification providers (Figure 1). A similar model would be developed to reflect the professional development of personnel who progress through the fire prevention side of the profession (Figure 2).

Another important piece of work that was facilitated by the FESHE initiative was the development of the National Professional Development Matrix (NPDM). The NDPM is designed for training and certification agencies and academic fire programs to assist emergency services personnel they serve in their professional development planning. NFA has produced a template that cross-walks NFPA 1021 Fire Officer I through IV competencies with “national” level courses that includes NFA training courses, FESHE model associate’s and bachelor’s courses and general education courses recommended by the IAFC in its Officer Development Handbook. States and fire departments are urged to customize this template with their own standards, training and college courses by convening Professional Development summits comprised of fire departments, academic fire programs, state associations, and other key stakeholders.

With these other tasks accomplished, the USFA and FESHE participants set about establishing the National Fire Science Curriculum Committee for the purpose of developing a nationally recognized curriculum for fire-related Associate’s, Bachelor’s, and graduate degree programs. Because the largest group of fire-related degree programs are at the 2-year, Associate’s Degree level, developing a curriculum for this level was the first goal and a subgroup of the committee was formed for this task.

By the 2000 FESHE conference, a model outline of courses for Associate’s Degrees was developed. It contained a set of core courses as well as a list of elective courses. All the courses share common titles, outlines, and content that can lead to a national core set of knowledge and competencies provided by the fire science degree programs and thus, when integrated into the NPDM, can move the fire service towards a national, unified system of training and education. In 2001, the National Fire Science Curriculum Committee (NFSCC) was formed to develop standard titles, descriptions, outcomes, and outlines for each of the six core courses. In 2002, the FESHE IV conference attendees approved the model courses and outlines.

The FESHE attendees identified six core associate-level courses in the model curriculum, including:

- Building Construction for Fire Protection
- Fire Behavior and Combustion
- Fire Prevention
- Fire Protection Hydraulics and Water Supply
- Fire Protection Systems
- Principles of Emergency Services

The following list of non-core (elective) courses was also developed:

- Fire Administration I
- Occupational Health and Safety
- Legal Aspects of the Emergency Services
- Hazardous Materials Chemistry
- Strategy and Tactics
- Fire Investigation I
- Fire Investigation II

With the Associate’s Degree programs in place, the FESHE movement continued on toward completing the same work on Bachelor’s and graduate degree programs.

Supporting the FESHE Initiative

In order for the FESHE initiative and national curriculum to be successful, an important part of the puzzle is the development of textbooks and instructional materials that address the objectives of model courses and meet the needs of the professors and students who use them. Commendably, from the beginning the leaders of the FESHE conferences realized the importance of having appropriate texts and teaching materials and included the major fire service publishers as active participants in the FESHE conference. Oklahoma State University’s Fire Protection Publications, publisher of the IFSTA training manuals, has been a participant of these conferences since their beginning.

As part of IFSTA and FPP’s mission to do everything possible to support the training and education of firefighters, as well as advance the professionalism of the fire service, IFSTA/FPP committed to do their best to develop appropriate
texts to support the FESHE curriculum. The first goal set by IFSTA/FPP was to develop a line of texts that support the 6 cores courses at the Associate's Degree level. By early 2005, we were successful in releasing books for 5 of the 6 courses. These are highlighted on page 7.

In order to facilitate the use of these new texts in the classroom, FPP has developed an instructor's guide disk for each of the 5 completed texts listed above. Each disk contains lesson outlines, test questions, and PowerPoint® presentaitons that follow each text. The outlines and test questions are provided in Microsoft Word so that they may be easily customized to meet the individual instructor's needs. FPP will provide copies of these disks to instructors free of charge, if the instructor makes a written request on their school's letterhead. FPP is also actively seeking authors who wish to develop texts to support other FESHE model courses.

Conclusion
In order for the fire service to receive its due credit as a true profession, the establishment of a solid, national system of curriculum and instruction for higher education programs must occur. The USFA, NFA, and Ed Kaplan must be commended for their leadership in this area. IFSTA/FPP has pledged to assist the effort by developing high quality texts and teaching materials to support the effort.

FPP has also pledged to take fire service higher education to an even higher level by developing The International Journal of Fire Service Leadership and Management. This is the first refereed academic journal dedicated to fire service leadership and management issues ever developed in the U.S. As has been noted by NFA Superintendent Dr. Denis Onieal many times over the years, one of the last missing pieces preventing the fire service from being recognized by its peers as a true profession, was the lack of existence of such a journal. With the backing of OSU leadership, FPP stepped up to the plate and the first edition of this journal was released in July 2006. For more information on the journal, go to www.ifsjlm.org.

IFSTA and FPP have been dedicated to raising the bar for the fire service profession since their inception in 1934. Our efforts to address the growing needs of fire service higher education programs continue a legacy of dedication to the profession.

About the author: Mike Wieder serves as Assistant Director and Managing Editor at FPP. He holds undergraduate and graduate degrees in fire protection, safety, and adult education. He has written or edited 30 books on fire protection and training, including Fire Service Hydraulics and Water Supplies. If you wish to inquire about writing a text to meet one of the FESHE model courses, please contact Mike at or 405-744-4255.
Home Safety Council Receives Health Literacy Award

The Institute for Healthcare Advancement Recognizes the Fire Safety Literacy Project as a 2006 Innovative Health Literacy Program Award Winner

Washington, D.C. – At the Fifth Annual Health Literacy Conference held in Irvine, CA in May, the Home Safety Council received a 2006 Health Literacy Award from the Institute for Healthcare Advancement (IHA). In the Innovative Program category, the award recognizes the Fire Safety Literacy Project, the first phase of HSC’s national home safety outreach program specifically designed to reach adults with low reading skills. The award was presented, for successfully advancing healthcare delivery through a ground-breaking safety literacy program.

Recognizing that there are more than 93 million adults in the U.S. with limited reading ability, and frequently also at greater risk for home injury, the Home Safety Council identified an urgent need to develop and provide fire safety information that this group could easily understand and apply within their own homes. Joined by national partners Oklahoma State University’s Fire Protection Publications and ProLiteracy Worldwide, the Fire Safety Literacy Project effectively connected two strong community forces – fire service and literacy providers – who share a common interest in enhancing the lives of high-risk communities. The Project provides communities with high-quality safety teaching tools uniquely designed to reach adults with low literacy skills – without impacting the agencies’ budgets.

“We are honored to accept such a prestigious award on behalf of Fire Protection Publications, ProLiteracy Worldwide and HSC,” said Home Safety Council president Meri-K Appy. “Fire is the third leading cause of home injury-related deaths and those with lower levels of education and income are at highest risk of fire death and injury. This unique partnership delivers lifesaving information to people in the community who might otherwise miss our fire safety message, helping them avoid needless suffering and reducing the burden on our health care system.”

The Project is supported in part with 2003 and 2004 Fire Prevention and Safety Grant Funding through the U.S. Department of Homeland Security. The first set of materials developed were so well received by learners and educators alike, the Home Safety Council recently expanded the program, now known as the Home Safety Literacy Project, to address disaster preparedness in addition to fire safety.

The Institute for Healthcare Advancement is a proactive organization engaging in diverse, innovative, and successful methods of providing education that have a positive impact on the future of the healthcare for all populations. The prominent IHA Health Literacy Awards honor companies and organizations for success in advancing healthcare delivery through health literacy research, programs and publication of written materials.

To learn more about the Project, visit www.homesafetyliteracy.org. The Home Safety Council will provide a free copy of the Home Safety Literacy Project kit to all fire service members of the Expert Network, HSC’s free online resource for the fire and life safety educator community. To join the Expert Network, visit www.homesafetycouncil.org/expertnetwork.

Background on the National Partners

ProLiteracy Worldwide, with headquarters in Syracuse, NY, is the oldest and largest nonprofit adult literacy organization in the world. Its U.S. programs division, ProLiteracy America, provides training and support to 1,200 affiliates in all 50 states and Washington, DC, serving more than 225,000 adult learners. Its publishing division, New Readers Press, specializes in print and multimedia instructional materials for use by adults in literacy, GED, and English-as-a-second-language programs.

Oklahoma State University’s Fire Protection Publications (FPP) was established to carry out the mission of the International Fire Service Training Association (IFSTA). FPP, a not-for-profit entity, is the world’s leading publisher of training materials for the fire and emergency services, publishing and distributing the IFSTA-validated training manuals.

The Home Safety Council® (HSC) is the only national nonprofit organization solely dedicated to preventing home related injuries that result in nearly 20,000 deaths and 21 million medical visits on average each year. Through national programs, partnerships and the support of volunteers, HSC educates people of all ages to be safer in and around their homes. The Home Safety Council is a 501(c)(3) charitable organization located in Washington, DC.