Throughout the past 27 years, in both my roles at IFSTA/FPP and in participating in activities outside of IFSTA/FPP, I have read literally hundreds of post-incident reports, case studies, and articles detailing firefighter injuries and fatalities. There are countless, and often unique, reasons that firefighters get injured or killed. However, you do not have to read many of these reports before one common theme — lack of training — almost always emerges.

Firefighters are injured or killed because they may not be sufficiently trained for the types of incident to which they respond. Because of these firefighter injuries or fatalities, it is important to ask why the firefighter was not properly trained. There are two basic scenarios that lead to this situation:

1. The firefighter did not receive any training to perform the task, which resulted in injury or death.
2. The firefighter received insufficient or poor training on the task, which resulted in injury or death.

In a perfect world, all firefighters would be fully trained to perform safely at every incident to which they respond. In the real world, this often is not the case. Firefighters have a tendency to try and tackle every problem they encounter, regardless of their level of training. This is when serious problems occur.

The level of training that firefighters receive is most often directly dependent on their department’s ability to provide that training. In many cases that fall under the first scenario, departments may not be able to provide the necessary training due to a lack of resources. In the case of some volunteer organizations, firefighters may have a limited amount of time available to attend training.

The second scenario involves the training that is insufficient in length or poor in quality. Agencies must ensure that available training time is effectively used to adequately prepare the student for the duties that he or she is required to perform. Well-designed training includes having effective curriculum and resources to conduct the training. Agencies must also have qualified instructors delivering the training. Unfortunately, the best curriculum and teaching outlines in the world can be rendered ineffective if an instructor does not adequately prepare firefighters to safely and effectively perform their duties.

An individual may be a highly respected subject-matter expert on a certain topic; however, this does not necessarily mean that individual will be an effective instructor. Fire departments and training agencies must ensure that all of their instructors know the subject matter AND are effective deliverers of training.

IFSTA has been providing high quality training materials for instructors since the first edition of the Fire Instructor manual was released in 1960. This was 16 years before the release of the first edition of NFPA® 1041, Standard for Fire Service Instructor Professional Qualifications, in 1976. Several of the IFSTA members who validated the third edition of the IFSTA Fire Instructor manual in 1973 were actively involved in the development of the first edition of NFPA® 1041.

In this edition of Speaking of Fire, you will read information on the release of the eighth edition of IFSTA’s Fire and Emergency Services Instructor manual. Recognizing the critical importance of having highly skilled instructors, this new edition raises the bar for educating new and experienced instructors. The new edition covers all of the requirements of NFPA® 1041 Levels I, II, and III. The eighth edition reflects a total rewrite and redesign of the current edition. The instructional materials are the most comprehensive and modern teaching materials ever to be developed for educating fire and emergency instructors.

IFSTA has been the trailblazer in educating fire service instructors for more than half a century. This new edition of Fire and Emergency Services Instructor will continue to demonstrate our leadership role in preparing the next generation of effective fire instructors.

Keep the faith!

Mike Wieder
Associate Director, FPP
Executive Director, IFSTA
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**Cover Photo:** Courtesy of Fire Chief Bernard Dallaire from the Alma FD, Alma, Quebec.

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This publication, issued by Oklahoma State University as authorized by Fire Protection Publications, was printed at no cost to the taxpayers of Oklahoma.
IFSTA is proud to announce the upcoming publication of *Fire and Emergency Services Instructor, Eighth Edition*. This new edition is designed for students seeking certification to the Instructor I, II, and III levels as outlined in NFPA® 1041, *Standard for Fire Service Instructor Professional Qualifications*. Changes to the upcoming 1041 standard have been included in the new edition as follows:

- Methods for identifying and eliminating bias in testing materials, instructional materials, and grading have been included at Levels I and II.
- Information to instruct Level I Instructors on how to schedule training sessions.
- The Instructional Methods sections have a greater emphasis on distance learning.
- Test-item analyses, such as validity and reliability testing, are now discussed as the purview of Level III Instructors.

In addition to these changes, the text has been completely reorganized to make the course easier to teach. The seventh edition featured a set of chapters that were common to all three Instructor levels. In the eighth edition, this information has been reorganized so that chapters cover only one level of NFPA® 1041 at a time:

- Section A: Instructor I — Chapters 1-9
- Section B: Instructor II — Chapters 10-14
- Section C: Instructor III: — Chapters 15-17

In addition, the redundancies in the previous edition have been found and removed, making for a more concise style. This revision also shortened the length of the manual by five chapters, making it easier to teach all of the material in the limited amount of time afforded to most instructors.

Wherever possible, the chapters are organized around the widely accepted Four-Step Method of Instruction: preparation, presentation, application, and evaluation. The sections address topics that help an instructor prepare to teach, introduce presentation techniques, and address testing and evaluation. Administrative functions assigned to the three levels are also addressed in the manual.

Accompanying the new edition is a full curriculum consisting of Lesson Plans, PowerPoint® presentations, tests, quizzes, and a digital workbook. An optional study guide is available in both print and electronic formats. The curriculum has been updated to include a more graphically appealing style. The PowerPoints™ feature interactive slides and video and pack more instruction into fewer slides. The electronic study guide will track a student’s progress through the course.
Fire and Emergency Services Instructor Eighth Edition helps students meet the job performance requirements of NFPA® 1041, Standard for Fire Service Instructor Professional Qualifications (2012) for Instructor levels I, II, and III. The manual also provides a reference for instructors who may perform duties outside of their current certification levels. This new edition has been reorganized to provide clearer separations between the three instructor levels: Ch. 1-9 cover Level I; Ch. 10-14, Level II; and Ch. 15-17 Level III. The text has been shortened from 22 chapters to 17. As a result, the text is more concise and easier to teach. Finally, the text reflects new changes in the NFPA® standard, including a discussion of bias in instructional and testing materials.

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Chapter List:
Section A. Instructor I
1. The Instructor as a Professional
2. Principles of Learning
3. Instructional Planning
4. Instructional Materials and Equipment
5. Learning Environment
6. Classroom Instruction
7. Skills-Based Training Beyond the Classroom
8. Testing and Evaluation
9. Records, Reports, and Scheduling

Section B. Instructor II
10. Lesson Plan Development
11. Training Evolution Supervision
12. Test Item Construction
13. Supervisory and Administrative Duties
14. Instructor and Class Evaluations

Section C. Instructor III
15. Course and Curriculum Development
16. Training Program Evaluation
17. Training Program Administration

Appendicies
How Does Your Fire Training Program Compare?

By Eriks J. Gabliks

Recently, the National Fire Protection Association® (NFPA®) released its third Fire Service Needs Assessment Survey. NFPA® conducted this survey in 2010 and released it last month. It follows two earlier surveys in 2001 and 2005. The latter two were conducted under grants from the U.S. Fire Administration. These surveys have been linked from their inception to the Assistance to Firefighters Grants.

The goal of the project was to identify major gaps in the needs of the U.S. fire service and to determine whether the Department of Homeland Security Federal Emergency Management Agency’s (DHS/FEMA) Assistance to Firefighters Grant (AFG) programs are continuing to reduce the needs of fire departments. The report includes information on staffing, facilities, equipment, training, certification, health and wellness, apparatus, fire prevention and code enforcement, technical rescue, haz mat, natural hazards response, and more.

There is important data in this survey for fire training officers. The survey asked participants how many of their personnel are formally trained to meet the challenges they will face in the local community for a variety of tasks/incidents. Here is an overview of the 2010 responses and a comparison to the 2001 and 2005 surveys:

- Forty-six percent of all fire departments that are responsible for structural fire fighting have not formally trained all their personnel involved in structural fire fighting, down from 55 percent in 2001 and 53 percent in 2005.
- Forty-eight percent of all fire departments that are responsible for emergency medical service (EMS) have not formally trained all their personnel involved in EMS, down from 54 percent in 2001 and 53 percent in 2005.
- Sixty-five percent of all fire departments that are responsible for hazardous material response (haz mat) have not formally trained all their personnel involved in haz mat, down from 73 percent in 2001 and 71 percent in 2005.
- Sixty-eight percent of all fire departments that are responsible for wildland fire fighting have not formally trained all their personnel involved in wildland fire fighting, down from 75 percent in 2001 and 74 percent in 2005.
- Eighty-five percent of fire departments that are responsible for technical rescue have not formally trained all their personnel involved in technical rescue.

While these trends may or may not be the case in your fire department, it is a great opportunity to take an internal look at your organization’s training program(s) and see how you would answer the questions in the survey. You may be one of these agencies in need.
You may be doing a great job preparing your personnel for structural fire fighting, but maybe they are not prepared for technical rescue, haz mat, or wildland incidents. Please take a few minutes to read the report and compare it to your organization.

It is easy to see from the survey results that across the nation, the commitment to fire service training continues. The reductions in the number of firefighters who are not trained in most categories are a good sign that we are doing a better job of preparing our personnel, but we cannot rest on our laurels. As fire service trainers, our goal should be that 100% of the fire service is formally trained to meet each of the above categories if we expect our personnel to respond to these types of incidents. We won’t be done until we’ve achieved this.

Please keep in mind this is a very short overview of the NFPA® Fire Service Needs Assessment Survey with a focus on the training component. The complete document can be found online at: http://www.nfpa.org/assets/files/2011needsassessment.pdf

In closing, each state has a fire training agency that can be of assistance to you. The North American Fire Training Directors (NAFTD) is an organization that represents state and provincial fire service training directors from the United States and Canada. Please visit our web page to find contact information for your state’s fire training agency at www.naftd.org.

About the author:
Eriks Gabliks is the President of the North American Fire Training Directors (NAFTD). He also serves as the Director of the Oregon Department of Public Safety Standards and Training (DPSST) and oversees its 212-acre Oregon Public Safety Academy. Eriks has been in the fire service since 1980 and holds a bachelor’s degree in Fire Administration from Western Oregon University and a master’s degree in Public Administration from Portland State University.
The weather in Emmitsburg, Maryland, threatened rain and high winds, but almost like a miracle, it turned beautiful outside as the 30th Annual National Fallen Firefighters Memorial Weekend began. This year’s event took place on October 15 and 16, 2011, at the National Fallen Firefighters Memorial on the grounds of the National Fire Academy. As in every year, there were no hidden agendas and no jockeying for credit or placing of blame. This is an event that intentionally sets politics aside and brings the entire fire service community and supporters together to honor firefighters who lost their lives in the line of duty, and to pay tribute to the loved ones they left behind. Being present at the Memorial Weekend is very special, and the event attracts several thousand people in person and via satellite.

The United States Congress created the National Fallen Firefighters Foundation (NFFF) to lead a nationwide effort to remember America’s fallen firefighters. A principal part of the mission of the NFFF is to honor and remember fallen firefighters and to provide resources to assist their survivors in rebuilding their lives. Each October, the NFFF sponsors the official tribute to all firefighters who died in the line of duty during the previous year. The Foundation provides travel, lodging, and meals for immediate survivors of fallen firefighters who are being honored.

The Memorial Weekend is built around three major components. These include Family Day on Saturday, the Candlelight Service held Saturday evening, and the Memorial Service on Sunday morning.

- **Family Day** includes a series of activities for the participants. The family escorts, returning survivors, and NFFF staff and volunteers play significant roles in making Family Day a success.
- **The Saturday evening Candlelight Service** is planned especially for the survivors to remember loved ones. The Candlelight Service, which provides wonderful music in a very tranquil and beautiful setting, takes place at the site of the National Fallen Firefighters Memorial.
- **The Memorial Service** culminates the weekend. This service includes the participation of approximately 1,000 honor guard and pipe and drum members, as well as the formal reading of the names and the presentation of the flags.

During this year’s service, a total of 89 fallen firefighters were honored. Of these, 72 lost their lives in the line of duty in 2010, and 17 others lost their lives in the line of duty in previous years.

“Bells Across America for Fallen Firefighters” was added to the Memorial Service this year. Fire departments throughout the country were asked to ring their bells at 10:00 a.m. (EST) and invite their local places of worship to participate as well. This will be part of the service each year in the future.

Those making special remarks during the Memorial Service included Chief Glenn Gains, the Acting U.S. Fire Administrator, and Craig Fugate, the Administrator of the Federal Emergency Management Agency.
Speaking of Fire

Mr. Fugate also read a letter from the President of the United States of America during his remarks. A Presidential Wreath was then placed at the site of the Memorial and the Memorial Plaques were unveiled. This was followed by the reading of the names and the presentation of the flags.

The NFFF works throughout the year in carrying out its mission. It supports the fire service and partners with organizations in various ways to achieve some straightforward goals. These include:

- Sponsoring the Memorial Weekend and helping survivors attend
- Providing numerous support programs and events for survivors
- Providing scholarships to fire service survivors to cover costs for education and job training
- Assisting fire departments with line-of-duty deaths when requested
- Working in cooperation with other fire service organizations to prevent line-of-duty deaths

If you have never attended the National Fallen Firefighters Memorial Weekend, I encourage you to do so. Every member of the American fire service should attend at least once, if not more frequently. If you have the financial means, I encourage you to contribute to the National Fallen Firefighters Foundation by buying a brick on the walk of honor and/or making a direct contribution. There are also other ways to contribute to the Foundation. All are outlined and can easily be accomplished online at www.firehero.org or by calling the NFFF directly.

It is not often that a group can come together with a common purpose and accomplish it without politics impacting the outcomes. Yet, the National Fallen Firefighters Memorial Weekend is an example of this. A diverse group of attendees come to Emmitsburg once a year to honor our fallen firefighters and to heal hearts, and it is accomplished professionally and with a great deal of compassion and love. Thank you to all who touched this event in any way. You are greatly appreciated and should be proud of yourselves. It is an honor for me to serve as the Chairman of the Board of Directors of the NFFF.

About the author:
Chief Compton served as the Fire Chief in Mesa, Arizona, for five years and as Assistant Fire Chief in Phoenix, Arizona, where he served for twenty-seven years. Chief Compton is the Past Chairman of the Executive Board of the International Fire Service Training Association (IFSTA) and Past Chairman of the Congressional Fire Services Institute’s National Advisory Committee. Chief Dennis Compton is a well-known speaker and the author of several books, including his most recent offering titled, Progressive Leadership Principles, Concepts, and Tools.
The Company Officer’s Positive Impact on Fire Prevention and Fire Operations

By R. Paul Valentine and Brett Lacey

Is your department at risk of losing resources? Has your department already lost resources or seen a budget reduction? Have you been tasked to do more with less? Are fire administrators increasing the company officers’ involvement and expectation to do more in the way of outreach and program development?

There is now an excellent resource available for the training officer or company officer for addressing these concerns and helping develop more proactive programs, integrate more fire prevention applications at the station level, and provide tremendous opportunities to interact with the public in an exceptionally positive way. This resource will also help justify and substantiate why your department is a critical asset to your community.

Fire Prevention Applications for the Company Officer and its instructor’s materials (USB Flash Drive) is specifically developed for company officers who have been or are newly responsible for conducting company level inspections and for developing various fire prevention and loss control strategy programs. This text blends current and timely philosophical aspects of fire prevention and mitigation with technical inspection details to help a full-time or volunteer officer in accomplishing the critical basic level inspections in a variety of occupancies. It provides summaries of occupancy classifications and hazards that are common to these locations and details on how they should be managed. It provides other basic fire prevention information to help street-level personnel recognize critical fire prevention issues that may be easily corrected or that require the attention of assigned fire prevention personnel. This text is ideal for initial company officer training and ongoing promotional training.

This text explores public relations, public education, coalition building, and the basics of fire and life safety duties. It discusses ways that wild fire mitigation programs can be implemented and communicated to citizens. Fire prevention is no longer just limited to code inspections. It is a philosophy, a methodology of behavior modification, and educational awareness.

“Fire prevention continues to be a needed (and required) topic in achieving the California Company Officer certification. This book walks prospective and current company officers through topics that are important to their role in reducing and mitigating hazards; that have not only a negative impact on the health and safety of our citizens but also have an impact on the health and safety of our firefighters,” says Tonya L. Hoover, California Acting State Fire Marshal. “This book provides the appropriate combination of background and technical information that will assist the officer when tasked to either start or increase their community risk reduction outreach and activities.”
Today the company officer has a tremendous opportunity to positively impact community risk reduction through fire prevention services. Whether these are services you currently provide and can augment, or you are developing more progressive programs that you have yet to implement, the company officer can take a leadership role. The company officer can develop and implement community based tactics that can improve not only your community’s safety and the safety of your crews, but begin building strong positive relationships with policy makers, local businesses, and the citizens you serve.

Many fire service professionals now refer to fire prevention efforts as a means of “shaping our battlefield.” The actions we take prior to the incident not only affect the outcome to occupants of a structure and their related location, but also affect the safety and ability of emergency responders to perform their duty.

About the authors:
Brett Lacey is the Fire Marshal for the Colorado Springs Fire Department. Fire Marshal Lacey is a registered professional engineer and a certified safety professional with a Bachelor of Science degree in Fire Protection and Safety Engineering Technology from Oklahoma State University. He’s the coauthor of Fire Prevention Applications (Fire Protection Publications) and Fire Prevention Applications for the Company Officer (Fire Protection Publications).

Paul Valentine is a Senior Engineer with Nexus Engineering, located in Oakbrook Terrace, Illinois. He has a Bachelor of Science degree in Fire Protection and Safety Engineering Technology from Oklahoma State University and a Master of Science degree in Management and Organizational Behavior from Benedictine University. Paul is coauthor of Fire Prevention Applications (Fire Protection Publications) and Fire Prevention Applications for the Company Officer (Fire Protection Publications).
Ask any youngster what they want to be when they grow up, and you’re likely to get an answer that contains the word firefighter. I think most of us who have had the honor to work as a firefighter would agree. But once you decide to become a firefighter, the journey to making that a reality can be quite difficult. Where are the jobs? What education do I need to obtain? Will the pay cover my bills?

Analysis of data from the Bureau of Labor and Statistics can give some clarity to these questions. Here are a few of the statistics:

- Job outlook is bright for firefighters with expected number of openings to increase over 18% by 2018.
- Job outlook for fire inspectors and officers is also good, with a growth rate of approximately 9% by 2018.

Education needed to be a firefighter, fire inspector, or an officer (first-line supervisor) is consistent: Over 50% have a HS diploma and less than 18% hold a 4-year college degree or beyond. The data suggests that those entering the profession have similar education as the officers who have been in the profession for many years.

Pay varies dramatically by location with Los Angeles based firefighters commanding a $98,870 median salary while Baltimore, MD, firefighters are at a $57,600 level. Both are well above the national average of $45,200. Meanwhile, more rural departments such as those in Southwestern Virginia are at the bottom with a median annual rate of $17,170 or Pocatello, Idaho at $19,430.

Pay also varies widely within a given location. For example, Los Angeles area firefighters average at $98,870, but the top 10 percent in the L.A. area are making over $133,500, and the bottom 10 percent make under $59,330 annually. And this is while maintaining the same rank of firefighter.

Pay varies by rank significantly. The top 10 cities in the U.S. average $80,660 median pay for firefighters, but $124,320 for first-line supervisors (officers). While some of this difference is due to the average number of years in the job being higher for officers, the over 50% shift in pay is also based on the added responsibilities of the job.

Interested in learning more about how salaries compare in your region? Apps such as Career Search (available on iTunes and Android Market) allow this information and more at your fingertips. Yet another way technology is changing the way we understand the profession.

Career Search App


Android: https://market.android.com/details?id=com.a2app.career_app&feature=search_result? t=W251bGwsM SwyLD EslmNvbSShMmFwC5jYXUJZXfYX8wIl0
Example of Education Profile Data for Fire Fighting Profession, from Bureau of Labor and Statistics - 2011.

Example of National Average Salary Data for Firefighters, from Bureau of Labor and Statistics - 2011.

Example of Top Locations (by Salary) for Firefighters, from Bureau of Labor and Statistics - 2011.

About the author:
Alan Jacobson is a paid on-call firefighter with the Pittsfield Township Fire Department. His primary duty is as a husband and father of two boys and in between that and fire fighting, he is an executive at Ford Motor Company. After approximately 20 years of EMS and 10 years of fire fighting experience, and significant IT experience outside of the fire service, he began creating Apps. Most of the real technical knowledge contained in his first App, Firefighter Calculator, is from the far more experienced firefighters and officers of Pittsfield Township Fire Department that graciously provided pointers.
Fire Protection Publications (FPP) Associate Director and International Fire Service Training Association (IFSTA) Executive Director Mike Wieder was presented an Award of Appreciation by the Montgomery County, Pennsylvania Fire Academy Advisory Board at the Pennsylvania Fire and Emergency Services Institute annual dinner in Camp Hill, PA on November 21, 2011. The award recognizes Mike’s dedication to firefighter training and his continued support of the Montgomery County Fire Academy. Mike began his fire service career in 1979 with the Pennsburg Fire Co. No.1 in Montgomery County. He was awarded life membership in the Pennsburg Fire Company in 2001. Mike has been employed by IFSTA/FPP since December 1984.

Left to right: Herb Adams, Ed O’Hanlon, Dave Frankenfield, Mike Wieder, Rich Williams, PFESI Executive Director Don Konkle, and David Freas. Photo courtesy of Ernie Rojahn, The Pennsylvania Fireman.

Assistant Chief Sherman Weaver and Firefighter/EMT Brandon Merritt of the Pryor Fire Department came to Stillwater to pick up state-of-the-art smoke alarms and specialized alert equipment from FPP/OSU Research Department staff, Nancy Trench and Cindy Finkle. The equipment will be shared with participating fire departments in Mayes County in northeastern Oklahoma and installed in the homes of their citizens. The smoke alarm equipment is provided by the Oklahoma Firefighters Association/Oklahoma Fire Chiefs Association who were awarded a DHS Fire Prevention and Safety Assistance to Firefighters Grant last year. Grant partner FPP is providing installer training and technical assistance for this project. Though the original grant period has passed, some equipment is still available. Fire departments who can show an elevated fire death risk in their community can request to participate.

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Following the publication of these materials, IFSTA will develop a certification test bank available no later than June 1, 2012. Check with your local certification authority to find out if they use IFSTA certification test banks. If not, have them get in touch with us about this opportunity. It’s the perfect way to move seamlessly from student to certified Instructor.

Fire and Emergency Services Instructor, Eighth Edition has been created to help better serve instructor needs in the classroom and on the training ground. And as always, through our validation process, the text is written for fire and emergency services instructors by fire and emergency services instructors. Please contact us for more information about this exciting new edition and its accompanying curriculum.

About the author:
Clint is the FPP Projects Coordinator. He was the Project Manager of Fire Investigation, Second Edition and Project Manager of Fire and Emergency Services Instructor, Eighth Edition.