

## **Project Summary**

### **Rocky Mountains Cooperative Ecosystem Studies Unit**

**Project Title:** Development of NPS Fire Recruiting and Professional Development Materials

**Discipline:** Social  
**Type of Project:** Technical Assistance and Education  
**Funding Agency:** National Park Service  
**Other Partners/Cooperators:** Colorado State University  
**Effective Dates:** 8/1/2011 - 12/31/2012  
**Funding Amount:** \$5108

**Investigators and Agency Representative:**

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**Project Abstract:** The Division of Fire and Aviation Management is interested in establishing an intake program to recruit diverse entry-level fire management employees. To prepare firefighters for success in the future they must possess the following items:

- An education background in natural resources;
- A diverse background in fire operations;
- Training to prepare them to meet IFPM qualifications requirements; and
- An understanding of agency history, structure and mission.

Historically the items listed above are gained over many years in a random progression. This limits the ability for timely advancement and results in frustration for the individual and additional costs for the agency to ensure missing items are attained. We feel that a comprehensive intake program that is supported nationally and managed locally will lead to increased retention of employees and decreased costs for the agency.

Erin Drake, graduate research assistant, guided by Dr. Jessica Thompson, in conjunction with FMPC, ROMO and other NPS staff will edit, write, and/or professionally design and layout fire internship and relevancy materials and communication products including: competencies and other materials for interns and new employees, reference materials for program participants, workbook and taskbook development, assessment and evaluation tools, calendar and other materials promoting the efforts of the NPS to recruit, train, and retain the next generation of fire professionals and promote agency relevancy, support for program development and planning assistance, and other documents that assist in making entry into the workforce more resonant and accessible to interested individuals.

**Outcomes with Completion Dates:**

Draft Products: April 2, 2012  
Final Products: September 30, 2012

**Keywords:** outreach materials, entry-level fire management employees, recruitment, internships, Division of Fire and Aviation Management Rocky Mountain National Park, Colorado State University