

2016



Centennial JOB CORPS Fire Program

End of Year Report

Centennial Job Corps Fire Program is a partnership of Centennial Job Corps Center and the Boise National Forest. The objectives are to provide on-the-job training for students to work and learn the fire suppression and support functions used within the Incident Command System. This could lead to future career opportunities for students in the field of Fire Management.





Fire Crew 8



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Opening by Bob Shindelar,
Forest Fire Chief, Boise National Forest

Opportunities for Success

The success of a crew depends on management support, quality crew leadership and the teamwork of crew members. This year all were in place.

Our vision for this program was to help provide each student with enhanced character traits that would give them a gain in personal development.

I observed a group of men and women that were from different backgrounds, with different life experiences. Some had never stepped foot off of concrete and others had spent their lives in the country. The students were eager to learn and to prove themselves in a new environment of fire.

The successes that I observed from the students this fire season were many including:

- Development of each student towards learning personal accountability
- Team work
- Mental and physical toughness

- How to encourage and support one another
- Confidence to succeed
- How to manage stress in serious conditions
- How to adjust in a changing environment
- Pride in doing the job right the first time

Each student gained some or all of these characteristics. Clearly they will serve as a road map for the student's future success, not only in Fire Management but in whatever future career opportunities they may pursue.

The Centennial Fire program continues to grow each year and its success is noted by the other students on the Centennial JCC campus, and in the national fire organization. This year the number and days of assignments increased and those involved in the program are proud of the dedication, success and commitment made in 2016.



Student Recruitment

On February 1st, student recruitments started. The recruitment day began with Mike Towers, Boise National Forest/ Centennial Job Corps Assistant Fire Management Officer, Tim Garity Crew 8 Supervisor, and Bob Shindelar Boise National Forest Fire Chief, speaking on their past experiences and how their careers began as Wildland Firefighters. Student fire crew members involved in the program last year also spoke to the recruits sharing their experiences and what the expectations are as crew members of Fire Crew 8. Two military Veterans were hired as part of the crew to provide leadership and on-the-ground experience coming from their military assignments.



Training

The Crew overhead conducted weekend training to develop relationships and provide personal experience guidance to the students. Every weekend, starting in mid-June, Crew 8 traveled to the Lucky Peak Helibase for weekend training. There the students received training for engine and helicopter operations. In addition, the students received S-212 (Wildland Fire Chainsaws) training.

This year six students finished their Basic Faller Certification and were awarded the Faller 3 qualification.

Preparation

From the first day of recruitment the Centennial Job Corps Fire Program started preparing. The goal was for Fire Crew 8 to be ready both mentally and physically. Physical fitness was a tool used for student development towards their path of becoming Wildland Firefighters. The students ran through a rigorous P.T. program that included Cross Fit style workouts and cardiovascular training. Through this regiment the students learned mental toughness, self-accountability, leadership, and team work. This was important for the transition from a recruit to a Wildland Firefighter.





Fire Crew 8

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Assignments

Crew 8 had a good season in 2016, worked under 11 resource orders in the West for a total of 83 days on assignments. The fire season started July 11th with a Boise National Forest fire, called the Buck Fire on the Lowman Ranger District. They finished the season in September taking suppression actions on the Pioneer Fire within the Boise National Forest.

This season the students competently faced rough and steep terrain with temperatures at times reaching over 100 degrees. They gained experience as Type 2 IA Crew working fire hot line construction and firing operations, and in air operations, mop-up, and gridding.

2016 Fire Crew 8 Training

COMPLETED S-COURSES May 2016

- S-130 Firefighter Training
- S-190 Introduction to
- Wildland Fire Behavior
- I-100 Introduction to ICS
- L-180 Human Factors in the Wildland Fire Service
- IS-700 NIMS an Introduction
- PMS 475 Basic Land

NAVIGATION July 2016

- S-212 Wildland Fire Chainsaws
- S-211 Portable Pumps and Water Use



Positions

Fire Crew 8 is designed to offer the students leadership, training, and mentorship from experienced crew overhead. This positive exposure is a foundation for student placement into Federal fire careers.

Crew 8 overhead positions included:

- | | |
|-------------------------|-----------------|
| 1-Crew Supervisor | 2-Wildland Fire |
| 1-Asst. Crew Supervisor | Apprentices |
| 2-Squad Bosses | 6-1039 Seasonal |
| 1-Senior Firefighter | Employees |





Physical Fitness and Nutrition

- Hiking in typical conditions (*Steep terrain*)
- Hydration and diet awareness
- Cardio and strength training

Engine and Pump Operations

- Progressive hose lays
- Hose, accessory identification and use
- Fold-a-tank installation
- Type 4 engine orientation with BOF E-421



Career Development

- Resume Building
- Federal employment application process
- Overview of Wildland Fire Apprenticeship Program
- Job Corps advanced fire program application process
- Introductions and networking with other Federal resources and hiring officials (*hotshot superintendents, engine captains, helitack foreman, FMOs and AFMOs*)

Safety

- Proper use of all PPE
- Conducted appropriate JHA and tailgate safety sessions
- Reviewed Facilitative Learning
- Analyses and Lessons Learned
- Discussed mitigation for heat-related injuries

Medical Response

- Scenarios and medical equipment use (*SKED, backboard, Kendrick Traction Device, trauma kit, oxygen, 10-man first aid kit, etc.*)
- Cross training with Lucky Peak Rappel Crew, equipment, and personnel



Maps, Compasses and GPS

- Latitude and longitude
- Township, range, and section
- Maps, Compasses
- GPS
- Pace count and cross-country travel

Fire-line Construction

- Direct and Indirect
- Progressive and Leapfrog
- Tool Selection

Helicopter Operations

- Briefings and emergency procedures
- Loading and unloading of personnel
- Fire and personal equipment preparation for flight
- Cargo net building and sling load operations
- Aircraft typing
- Type 2 helicopter orientation with Lucky Peak Rappel Crew

Job Shadow Day

The Boise National Forest Fire Management staff provided opportunities for 25 Centennial Job Corps students to learn about different programs within the Forest fire program. The students were introduced to Hot Shots, Dispatch, Engine Operations, and Air Operations.



2016 Fire Camp Crew Training

Four military Veterans were hired as Camp Crew Bosses, under the Veterans Recruitment Appointment (VRA). Veterans were selected in-part due to their skills with leadership, work ethic, and mentoring. All Fire Camp Crew Bosses are red carded and in IQCS. The Fire Camp Crew had 49 students participating in a fire support function. Students were awarded Camp Help qualifications and are in IQCS. Both students and staff took part in Fire Camp Crew training which started at the Logistics workshop, which was held at Centennial Job Corps by Boise National Forest Fire and National Interagency Fire Center (NIFC) Staff.

This training consisted of: I-100 / Fire Refresher / Shelter Deployment / IS-700.



Fire Camp Crew Mobilization

The Fire Camp Crew had a busy season, ordered under 16 resource orders for 179 days on assignment. The Centennial Fire Camp Crew was initially mobilized in May to support the Boise County Simulation Emergency Exercise, attended by over 100 emergency responders. They worked consistently throughout the season supporting the Pioneer Fire. The Camp Crew also supported the Great Basin Cache located at the National Interagency Fire Center (NIFC). The Centennial Camp Crew built a solid reputation as a crew that demonstrates excellent work ethic on every assignment, and are known as an organized and disciplined Camp Crew.



Great Basin Cache (NIFC)

This year the Centennial Camp Crews provided support for the Great Basin Fire Cache located At the National Interagency Fire Center (NIFC). The Camp Crews were involved with rehabilitation of fire supplies that were released off incidents within the Great Basin. This provided opportunities for students to gain experience working in a Regional Fire Cache.



Centennial Job Corps: Crew 12 & Crew 13 Pioneer Fire



Adaptive Leadership is the style these three crew bosses embody with their camp crews, Centennial Job Corps Camp Crew 12 and Crew 13. Based out of Nampa Idaho, the two crews are part of the Boise National Forest fire management organization and provide support to wildfire incidents. They assisted with the facilities and supply units at the main Pioneer Fire Camp of 2016, located in Idaho City. Often, the fire focus is not placed on camp crews, however these crews provide the back bone to the entire fire support system.

Top right: Ken Mack— Lead Crew Boss of Centennial Job Corps Crews.

Bottom Right: Dave Golec-Crew Boss Crew 12.

Left Center: Michael Sizemore-Crew Boss Crew 13

All photos by Tess McCarville: Boise National Forest

Veteran History

What's unique about the Centennial Job Corps bosses is their strong military background (Army, Navy and Marine Veterans). Their leadership skills were developed during time served from lessons learned and now applied.

Army veteran Mike Sizemore, Crew Boss of Crew 13, believes a leader's intent encompasses an adaptive style based on a commitment of positive guidance toward successes in and out of the fire situations.



Centennial Job Corps: Crew 12 & Crew 13 Pioneer Fire



Coleton Poindexter Crew 13

24yrs

Specialized Trade Skill

Welding

Lead crew member:

Responsible for providing oversight on projects at the Job Corps Center and at fire camp. Uses his expertise in project development and familiarity of tools to guide less experienced members.

Most Challenging Experience in Camp

Dealing with changes that happen all the time. Whether it's a supply unit leader rotating out or changes in expectations on how the supply tent is organized, he has learned to be dynamic and flexible.

If you were to describe your crew in three adjectives

Organized

Hardworking

Friendly





Centennial Job Corps: Crew 12 & Crew 13 Pioneer Fire



Daniel Scott White Crew 12

24yrs

Specialized Skill

Computer Technology

Joined the Job Corps in August 2015

What are your Aspirations After Job Corps?

“To Land a job with IT, pay off student debt and get into a college program. Maybe even get into wildland fire.”

What’s your Philosophy on Interacting with Other Personnel in Camp?

To I put my customer service face on! I’m courteous, polite, I like to use humor to disarm people, and offer help where needed.”

Example of Teamwork You’ve Witnessed on this Fire

“I went out to Coulter Spike Camp with two other camp personnel, with the mission to serve 250 hungry firefighters. The first hotshot crew into camp offered to help us serve food. Not only did they assist us in serving food, they were the last to eat and even helped us clean up! I was impressed by their positive attitude and amazing team effort.”



Centennial Job Corps: Crew 12 & Crew 13 Pioneer Fire



Lilia Navarrete - Crew 13

22 yrs.

Specialized Skill Certified Nursing Assistant

Joined the Job Corps in November 2015 after her involvement with AmeriCorps. She carries a strong passion for public service and hopes to apply again to AmeriCorps, focusing on disaster relief.

Typical Day in the Supply Tent

Wake up at 4:30 a.m., get ready for work, arrive at the supply tent at 5 a.m., prepare for opening and morning rush at 6 a.m., prepare orders for back haul during daytime, prepare for evening rush at 8 p.m., close supply tent at 10 p.m., go to bed at 11:30. p.m.

Favorite thing about working in the supply tent

The diversity in fire camp is impressive.

Enjoy seeing teamwork taking place among fire personnel.





Dispatch

Centennial Job Corps and the Boise National Forest offered opportunities for students to work in a fire support function other than with Fire Crew 8 and the Fire Camp Crew. Students worked at the Interagency Dispatch Center in Boise where they gained dispatch knowledge and experience. This exposure may interest students to pursue dispatch careers within the Federal Fire Service.

Veterans

A total of six military Veterans were hired in 2016 with four hired as Camp Crew bosses. One was hired as a Wildland Fire Apprentice, and one as a 1039 seasonal firefighter. Veterans are selected for the Centennial Job Corps Fire Program, due to their skills with leadership, work ethic, and mentoring.



Logistics Workshop

The Boise National Forest provided leadership and training opportunities for the logistics side of fire management. Job Corps students were exposed to a Type 3 Incident Management Team environment and the logistical support necessary to set up an Incident Command Post (ICP). The Centennial Job Corps Camp Crew gained pre-fire experience to correctly establish and setup an ICP for the Boise County Simulation Emergency Exercise.

2016 Fire Camp Crew Training

COMPLETED S-COURSES June 2016

- Logistics Workshop
- I-100 Introduction to ICS
- Fire Refresher
- Shelter Deployment
- IS-700 NIMS an Introduction

Culinary Trade

Throughout the 2016 fire season, the Centennial Job Culinary Trade supported fire operations. They provided sack lunches in support of incidents throughout the Boise National Forest, and catered the programs end of season awards banquet in October.

Future Fire Hire Skills Gained

Centennial Job Corps and the Boise National Forest are fully engaged in developing Job Corps students in the career field of fire management. The Centennial Job Corps Fire Program offers an excellent learning experience for students to build their knowledge skills and abilities. Students gain knowledge of multiple fire functions through hand crew, engine operation, fire business, and Camp Crew. These exposures and experiences have added to the excellent potential for the employability of job corps student seeking positions into federal agencies' fire management programs.



Nine students from Centennial Job Corps Fire Program are currently working as 1039 and permanent fire employees for federal, state, and private fire organizations.

- 1 Fire Crew, Idaho Department of Lands, Southwest Idaho
(2015 Graduate)
- 1 Type 4 Engine, Fish and Wildlife Service, Malheur Wildlife Refuge
(2015 Graduate)
- 2 Fire Crew, Private Contractor, Eugene Oregon
(2015 Graduates)
- 1 Type 4 Engine, Vale District BLM, South Zone
(2015 Graduate)
- 1 Idaho City Hotshots, Boise National Forest
(2014 Graduate)
- 1 Crew 8, Centennial Job Corps Fire Program Wildland Fire Apprentice, Boise National Forest
(2014 Graduate)
- 1 Fire Module, Caribou-Targhee National Forest
(2014 Graduate)
- 1 Type 6 Engine, Fish and Wildlife Service, San Luis Wildlife Refuge
(2014 Graduate)





Centennial Job Corps Fire Program Red Carded Students

Firefighters	18
Fire Camp Crew.....	49
TOTAL	67

Centennial Job Corps Fire Program Saw Certification

FALLER 3

POSITION TRAINEES	18
POSITIONS QUALIFIED	6



Centennial Job Corps Fire Program 7 Year Average

YEAR	NUMBER OF FIRES	DAYS ON ASSIGNMENTS
2010.....	3	44
2011.....	13	68
2012	11	65
2013.....	10	69
2014.....	22	216
2015.....	31	243
2016.....	33	433



Radio Operator Training Assignments

POSITION TRAINEES	2
BOOKS COMPLETED	1

Centennial Job Corps Fire Assignments

ELEMENT	NUMBER OF RESOURCE ORDERS	DAYS ON ASSIGNMENTS
Crew 8	12	83
Fire Camp Crew.....	16	179
NIFC Camp Crew	1	4
Dispatch	2 students.....	50
RADIO (t)	2 Students	42
ITSS (t).....	1 Student	
Fire Programs Total Number of Fires		33
Fire Programs Total		433





Closing by Mike Towers

Centennial Job Corps AFMO / Boise National Forest

Opportunities for Success

2016 was a successful and rewarding year. Students worked as firefighters in an organized 20 person fire crew, in an organized Camp Crew module, supporting the Great Basin Cache at the National Interagency Fire Center (NIFC), dispatch, and two students worked as Radio Operator (t). Each function provided them with experiences that may lead to future fire positions. This year was a very busy fire season which began on the Buck Fire, Boise National Forest and ended on the Pioneer Fire, Boise National Forest. The Camp Crew structure, which included the hiring of four Camp Crew Bosses provided the Camp Crew students improved learning opportunities and exposure from exceptional crew leadership, in a fire camp and at a Regional Fire Cache.

In addition, 9 firefighters from the 2014/2015 fire program are currently working as seasonal firefighters and one hired as a permanent employee through the Wildland Fire Apprentice Program (WFAP). We are extremely proud of these firefighters. They are living proof of what hard work, dedication,



and how a willingness to succeed can lead them to excellent and fulfilling career ambitions.

The Centennial Job Corps Fire Program is on the right track for students to gain the knowledge, skills, and abilities in a variety of different fire management elements. This has clearly led to opportunities for them to build their resumes for future career opportunities in fire management. I am very proud of their work, and the program accomplishments this year!





Centennial Job Corps Center Students Support Firefighting Through Camp Crew Assignments

In the back parking lot of the National Interagency Fire Center (NIFC) seven workers wear neon green shirts with “Camp Crew” logo written across the back. They stand out: they’re younger and their bright T-shirts contrast with those of the other older personnel. As the crew works among large mounds of fire hose spread throughout the lot, it’s obvious they have one thing on their mind: preparing with excellence the hose for the next fire.

As the Camp Crew works to support fire operations, military veteran Loren VanHorn supports them as the Camp Crew Boss.

Five years ago VanHorn was exploring retirement options after serving 20 years in the military when a former supervisor and friend mentioned the Centennial Job Corps in Nampa, Idaho. He’s been with Centennial ever since.

“As a leader and mentor to these young adults, it is very satisfying when I see them begin to work as a team,” VanHorn said. “You can see that moment when they learn it’s easier to work together to achieve goals.”

For the 2016 fire season, the Boise National Forest worked with the Center to hire four retired military veterans who oversee two Camp Crews consisting of ten students each. These veterans bring command presence, leadership, solid work ethic, making decisions under stress, and serve as excellent student mentors for future career ambitions.

The Centennial Job Corps program has several trade programs for all students such as carpentry, welding, and nursing. Any student interested in being involved with wildfire support can apply outside their trade as long as they have 30 percent accomplished in their trade with limited disciplinary infractions. Camp Crews also work at Incident Command Posts providing support to the logistic sections and have even helped radio technicians on incidents.



“My job and goal is to prepare and mentor these students for the challenges of fire support assignments, working in a stressful environment as a team, and supporting them in-part with the skill sets I learned in the military – leadership, honor and a work ethic,” VanHorn said.

Forest Service Centennial Job Corps Assistant Fire Management Officer Mike Towers added that students in the Job Corps Fire Program are looked up to by the Centennial student body.

“They all know that their peers who volunteer for the program demonstrate integrity, solid work ethics, making decisions under stress, and serve as excellent mentors,” said Towers. “Having retired veterans is an added bonus and we are very fortunate to have them as Camp Crew Bosses.”

“I am extremely proud of all of these students and veterans and their contribution to the success of the Centennial Job Corps Camp Crews,” Towers emphasized. Together they are a testament to hard work, determination, with a willingness to succeed and are the true back bone to the success of the Centennial Job Corps Camp Crews.”





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