

Resolution No. 11

COMMITTEE ASSIGNMENT: Health & Safety

Re: Establishing the IAFF as a Leader in Fire Service Training and Professional Development

1 WHEREAS, the International Association of Fire
2 Fighters was founded on the principle that organized
3 labor must fight to protect the lives, health, and
4 welfare of the men and women who serve as
5 professional fire fighters and emergency medical
6 and rescue workers throughout the United States
7 and Canada; and

8 WHEREAS, the quality, consistency, and
9 accessibility of training directly impacts fire fighter
10 survival, operational effectiveness, as well as the
11 safety of the communities in which they protect,
12 making training not only a professional function
13 but a fundamental necessity; and

14 WHEREAS, the IAFF has demonstrated its
15 commitment to member training through nationally
16 recognized programs, Pro Board accredited programs
17 including Fire Ground Survival, Hazardous
18 Materials, Wildland Fire Fighting, Peer Support,
19 political training, and a broad portfolio of leadership
20 and labor education, establishing a proven foundation
21 of training and capability and institutional expertise;
22 and

23 WHEREAS, the fire service continues to confront
24 evolving and increasingly complex hazards beyond
25 the structural fire response, including the

26 proliferation of lithium-ion battery fires, electric
27 vehicle incidents, climate-driven hazards, active
28 shooter incidents, large-scale disasters, shipboard
29 shipboard fire fighting operations, and other
30 emerging threats that demand specialized,
31 evidence-based, and standardized training that does
32 not currently exist at an adequate scale; and

33 WHEREAS, these hazards include both visible
34 and invisible risks, including occupational exposures
35 that contribute to long-term health consequences
36 such as cancer, as well as significant impacts on
37 mental and emotional health, all of which require
38 greater emphasis in training, prevention, and
39 workforce preparation; and

40 WHEREAS, disparities in resources across
41 jurisdictions have resulted in inconsistent and, in
42 some cases, outdated training materials and delivery
43 methods at the state and local levels, further
44 contributing to gaps in preparedness and operational
45 readiness; and

46 WHEREAS, evolving regulatory expectations,
47 including updates to Occupational Safety and Health
48 Administration standards governing emergency
49 response and hazardous materials operations, reflect
50 the expanding scope, complexity, and risk profile of
51 modern fire fighting, reinforcing the need for
52 advanced, consistent, and high-quality training across
53 the profession; and

54 WHEREAS, the IAFF includes subject-matter
55 matter experts who actively serve on national
56 standards-setting bodies and are well positioned

57 to assist in mapping IAFF training programs to
58 applicable national standards so that instructional
59 delivery, cognitive learning, and psychomotor
60 competencies are better aligned with the real-world
61 demands of the job; and

62 WHEREAS, critical training domains including
63 fire ground, human factors, crew resource
64 management, and decision-making under extreme
65 conditions remain insufficiently addressed by
66 national training frameworks, leaving fire fighters
67 across North America without the standardized
68 preparation necessary to mitigate preventable
69 line-of-duty deaths and injuries; and

70 WHEREAS, the current landscape of fire service
71 training in the United States and Canada is
72 fragmented across the federal agencies, state and
73 provincial authorities, commercial providers, and
74 local jurisdictions, resulting in inconsistent standards,
75 unequal access, and a lack of unified quality control
76 that undermines the profession as a whole; and

77 WHEREAS, strengthening fire fighter training
78 across North America requires collaboration among
79 labor, government, academic institutions, and other
80 fire service organizations to ensure consistency,
81 accessibility, and excellence; and

82 WHEREAS, the IAFF, representing more than
83 365,000 full-time professional fire fighters and
84 emergency medical workers in the United States and
85 Canada, possesses the institutional reach, the subject
86 matter expertise, the affiliate infrastructure, and the
87 moral authority to establish itself as an unequivocal

88 leader for fire service training globally; and

89 WHEREAS, realizing this vision requires a
90 rigorous, data-driven understanding of current
91 training gaps, workforce needs, delivery capacity,
92 and credentialing infrastructure across both nations,
93 making a comprehensive needs assessment the
94 essential first step in any strategic effort to
95 assert IAFF leadership over fire service training; and

96 WHEREAS, the findings of such a needs
97 assessment must be translated into a formal strategic
98 plan, positioning the Union to lead rather than follow
99 on the most consequential professional development
100 issues in the fire service; therefore be it

101 RESOLVED, That the delegates assembled at the
102 58th Convention of the International Association of
103 Fire Fighters formally declare it the policy and
104 strategic direction of the Union to establish the IAFF
105 as the preeminent training and professional
106 development leader for the fire service in the United
107 States, Canada, and globally, harnessing the full
108 depth of talent, experience, and expertise within the
109 ranks of this Union to achieve that end; and be it
110 further

111 RESOLVED, That the IAFF is directed to initiate
112 a comprehensive training needs assessment of the fire
113 service in both the United States and Canada. This
114 assessment, to be conducted by IAFF staff, will
115 examine current training standards, delivery gaps,
116 review credentialing frameworks, evaluate workforce
117 training capacity, and determine the specific domains
118 in which the IAFF must assert leadership; and be it

119 further

120 RESOLVED, That a needs assessment and
121 strategic plan shall be completed no later than
122 twenty-four months following the adjournment
123 of this Convention with interim progress reports
124 provided to the IAFF Executive Board; and be it
125 further

126 RESOLVED, That upon completion of the needs
127 assessment, the IAFF will develop a comprehensive
128 strategic plan to establish the IAFF as the global
129 training authority for the fire service, which shall
130 include a data-driven approach to identifying current
131 and emerging training needs; direct delivery and
132 expansion of high-quality training programs, the
133 development and ownership of fire service
134 curriculum, the management and credentialing of
135 qualified instructors drawn from the IAFF's
136 membership, and the establishment of a recognized
137 IAFF credentialing system for fire service training
138 and professional development; and be it further

139 RESOLVED, That the completed needs
140 assessment and strategic plan will be presented to
141 the delegates at the 2028 IAFF Convention for
142 review, discussion, and further direction, along with
143 a cost factor summary and recommended funding
144 mechanisms to support full implementation of the
145 strategic plan.

Submitted by: IAFF Executive Board

Cost Estimate: **None**

Annual or Perpetual Designation: **N/A**

COMMITTEE RECOMMENDATION:
CONVENTION ACTION: