



Coffee Break Training - Training and Professional Development

Professional Development in the Modern Fire Service, Part 2 of 3

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Learning Objective: The students will be able to understand the concept and tools of professional development as a lifelong commitment to their own education and safety.

We left our last discussion with the definition of professional development. Now we will take a look at some of the tools we may use to achieve our professional development goals.

Henry Ford has been quoted as saying, “If you always do what you’ve always done, you’ll always get what you’ve always got.”

Our current system promotes leadership by the oldest (most experienced) of our group. Without taking anything away from anyone, we can identify those leaders who are excellent tacticians and Incident Commanders. But would you trust them to manage your bills? On the other hand, we can all identify leaders who really understand business and know how to work a boardroom. But would you trust them to command a dumpster fire?

Our current education and training system is moving away from the redundancy found in requiring students who take a course through their department training division to then repeat the same material for college credit. This was a traditional waste of resources.

The U.S. Fire Administration (USFA) is working collaboratively with the fire and emergency services professional development community to standardize training, education, experience and certification activities and create a national, competency-based professional development system. The national system will help to eliminate duplication of efforts and enhance the overall professional development of the fire and emergency services.

Education: The National Professional Development Model and Matrix and the Fire and Emergency Services Higher Education (FESHE) standardized courses were developed as our guides to professional success. You may find them at http://www.usfa.fema.gov/training/prodev/about_feshe.html.

Over 80 colleges and universities have been recognized by USFA for their commitment to teaching the standardized core courses to achieve the rigorous learning outcomes defined by the FESHE curriculum committees.

Education and training go hand in hand. How many chapters did you read or lectures did you attend before you were allowed to hit the training ground? Education without training remains only theory. We all agree that responding to life-threatening incidents without training or education only ensures chaos and disaster.

Find out more by going to <http://www.usfa.fema.gov/training/prodev/>.

Summary: Education plays just one important part in our professional development system. Next, we will look at the significance of training.

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For archived downloads, go to:

http://www.usfa.fema.gov/training/coffee_break/