



FIRE

FOUNDRY

FIRE Foundry Development Team



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- Social Scientist @ Stanford

FIRE Foundry is an emerging science and technology-savvy, fire service workforce development program that supports and guides underrepresented and disadvantaged young adults into a sustainable wage career in the fire services, while supporting wildfire prevention efforts in Marin County.

Wildfires are bigger, burn longer, cause more damage, and kill more people than ever before

4 Million

**Acres burned in
California in 2020**

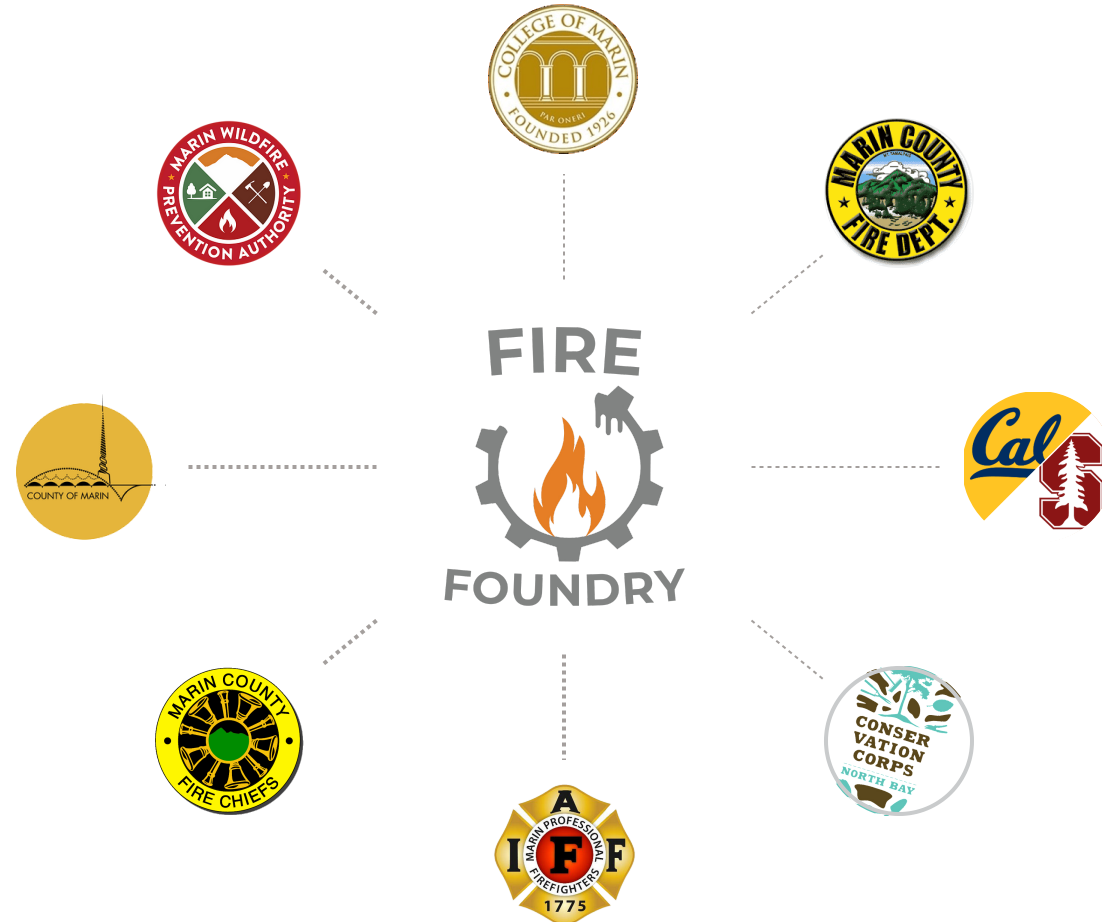
This is greater than the size of the state of **Connecticut**



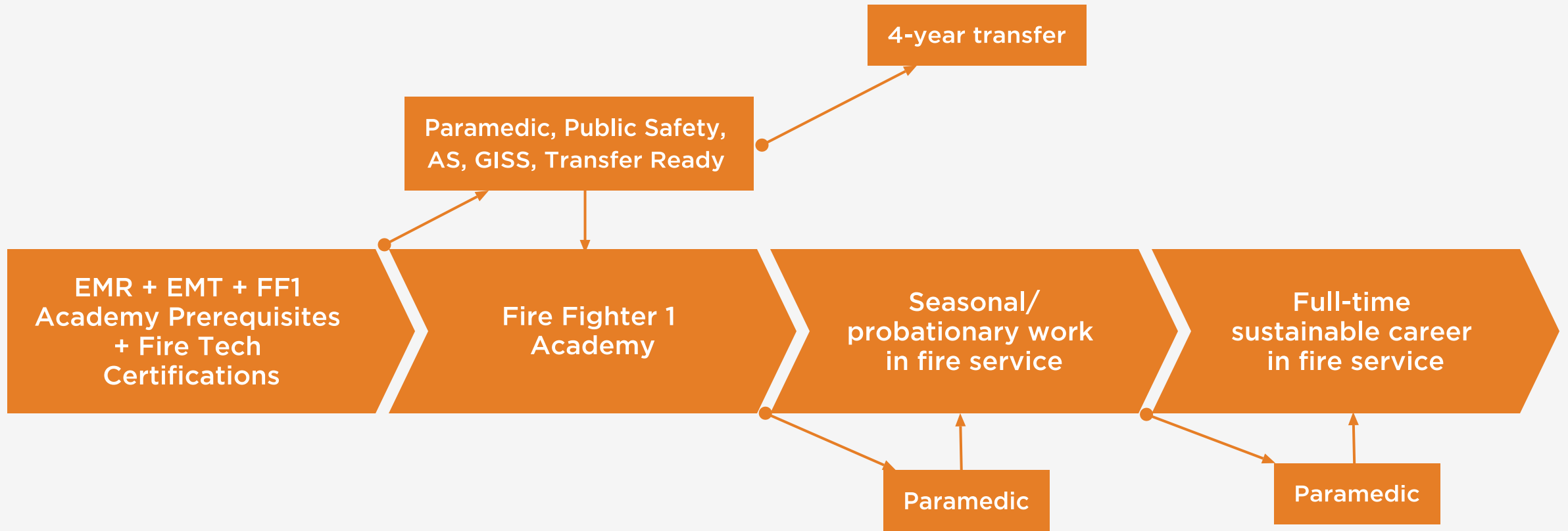
FIRE Foundry creates access to high quality jobs that can break the cycle of poverty and help protect our communities from the threat of wildfire.

Team Work Makes the Dream Work

Our partners are integral gears in the machine that is FIRE Foundry.



Clear Pathway(s) to Fire Service



Evolving Supports Each Year

Pre-requisites for FF1, EMR, EMT, and an array of technical certifications from CoM and Cal differentiate our recruits w/tutoring and mentorship

Application and resume guidance for FF1 Academy, tutoring, mentorship, and needs-based scholarships

Guidance through finding and applying for seasonal fire fighter work, mock interviews, and map to paramedic

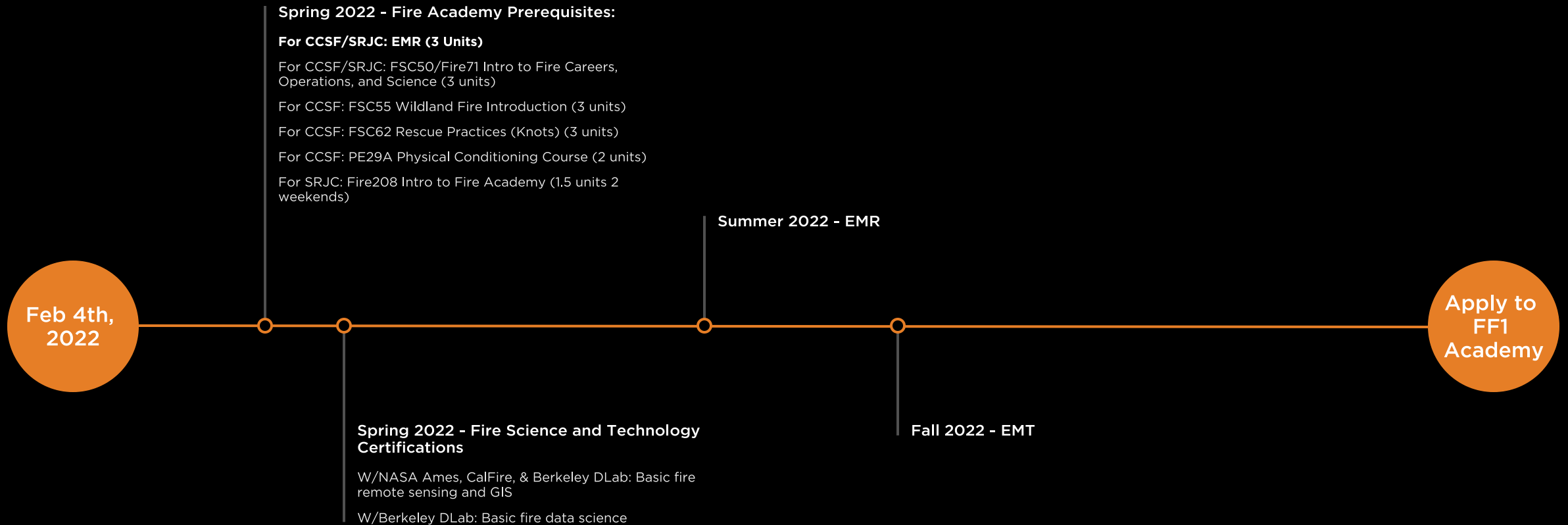
Recruits promote up to careers in full-time fire service and begin mentoring the up-and-coming cohorts of FIRE Foundry

Earn and Learn Model for Recruits New to Fire



- **1-year commitment for Category 1 recruits**
Start date January 31, 2022
- **4 X 10-hour work days**
Monday - Thursday 0700-1700 (7am-5pm)
- **One 9-hour education day at College of Marin**
Friday 0800-1700 (8am-5pm)
- **Fuel reduction work**
Physical job with most work outdoors
- **\$18.00+ per hour (40 hours per week)**
healthcare, 403b, wrap-around services

1st Year Career Education Pathway @ CoM





First cohort kicks off on Monday!

- 12 pre-EMT recruits start work with CCNB/Marin Fire on Monday
- 10 recruits move into Station 53 in some capacity on Monday
- 19 pre-FF recruits get oriented for coursework and workshops with College of Marin and Berkeley on Friday

A Cohort that Represents Our Community

- More than 50% women among our 19 recruits.
- More than 50% speak a second language.
- Cohort is inclusive of BI-POC and LGBTQ+ individuals.



Plenty of Work Left to Do!

- Covering content for regional fire academy prerequisites or...
- Building employer-driven certifications with CalFire, Fire Departments, USFS, and Fire Technology companies
- Build out fellowship and job supports for second and third years of program

