

COLLEGE OF
MARIN

Fire Technology Advisory Meeting

MINUTES

Friday, January 28, 2022

11:30 a.m. - 1 p.m.

Hosted by:

Alina Varona, COM Dean, Workforce Development and Career Education
Heather Rahman, Workforce Specialist, COM Career Education
Scott Wood, COM, EMT Instructor (Paramedic & RN)
Lori Jessell, COM, EMT Instructor and UCSF Designated Campus Fire Marshal (OSFM)
Angela Olmanson, Program Administrator, Allied Health

Also attended:

Tom Welch, Southern Marin Fire and Mill Valley Fire
Sukh Singh, FIRE Foundry and Lab Manager at Disaster Lab
Matt Cobb, Battalion Chief, Central Marin Fire
Jason Hatfield, Battalion Chief, San Rafael Fire
Larry Pasero, Fire Marshal, Kentfield Fire
Joshua Dimon, Social Scientist, Stanford and FIRE Foundry
Jennifer Glazier, COM Dual Enrollment High School Instructor
Kathleen Antokhin, COM, Program Coordinator
Mark Brown, Marin Wildfire Prevention Authority, Executive Officer
Dave Glenn, Battalion Chief Training Officer, Kentfield Fire District
Thomas Azwell, FIRE Foundry and Environmental Scientist, UC Berkeley
Maria Schmitt, Grizzly Corps Fellow at Marin Wildfire Prevention Authority
Jason Weber, Fire Chief, Ross Valley/Marin County and FIRE Foundry
Lynne Osgood, Deputy Fire Marshal, Novato Fire District
Ron Palmer, COM Career Education, Instructor, Faculty Chair
Katheryn Horton, COM Career Education, Director of Workforce Programs

<p>Welcome and Introductions</p>	<p>Alina Varona, Dean of Career Education and Workforce Development, opened the meeting with a warm welcome and gave a broad overview with topics and objectives intended to cover in the meeting. She explained the purpose of the Advisory Committee meeting. Everyone introduced themselves through the Zoom chat box feature.</p> <p>College of Marin (COM), Career Education mandates and objectives include:</p> <ol style="list-style-type: none"> 1. Prep students for future work 2. Provide training opportunities leading to sound employment providing livable wages 3. Provide both academic and economic momentum once students exit from their Community College experience
<p>College of Marin, EMT/EMR Overview</p>	<p>Alina reported out about the program enrollments, demographic breakdown, and program outcomes. Please refer to the presentation slides for metrics.</p>
<p>Advisory Members discussion</p>	<p>Comments included:</p> <ul style="list-style-type: none"> • There is a great demand for paramedics. • Increasing training for paramedics is needed. • COVID continues to cause a great demand to hire and fill opened positions. • Paramedics are feeling burn out. • There has been a great decrease in applicants to fill the vacancies. • Recruitment is more challenging overall including firefighters. • It takes 3 – 4 months to onboard • Private positions across the board is hurting for medics, nursing, public safety. • Marin County housing, cost of living, demographics and commuting are all

	<p>factors creating challenges in hiring for many industries.</p> <ul style="list-style-type: none"> • Background checks are strict, so many candidates drop off as options to hire. • Time and distance involving an individuals' infractions matter for insurance and employability. • The Advisory members stated we could really benefit by building a local paramedic training program, and COM would be ideal to provide it. • Changes to avoid a bottleneck where students are unable to complete a paramedic training program could include: 1) loosening up in schedules as students work and take classes 2) additional funding or possible switch in allocation of fund to get the program off the ground 3) creating enough internship opportunities 4) consider the models other colleges have utilized to build similar programs • The factors which are a "struggle" include getting interns into the ambulances, the compliance issue, having clinicals available for the students who finish.
<p>F.I.R.E. Foundry Program</p>	<p>Sukh Singh and Josh Dimon presented. The program kicks off on January 31 with the first cohort. Slides are provided for reference.</p> <p>Several educational and work pathways are incorporated in this program including prep for EMR, EMT and prerequisites leading to a Fire Fighter Academy and ultimately to a sustainable career with Marin Fire. Support for 12 students includes paid work, supervision, mentors, housing, food, tutoring and internships.</p> <p>Students will be earning college credit and by completion they will have earned a degree in Public Safety.</p>

	<p>Scott Wood spoke about the Wildfire Fire course and the FIRE Foundry students would earn credit in this course retroactively. The students over the 1st year work would also earn Work Experience course credit within the program and meet requirements for FIRE255 course.</p> <p>We would like the student learning objectives (SLOs) to be tracked and validated by the FIRE Foundry supervisors to ensure the requirements are met and earned through the program.</p> <p>The committee was asked if they support credit-for-prior learning approach to award credit in FIRE 255.</p> <p>All members voted yes, and no one objected.</p>
<p>Labor Market Information</p>	<p>The committee members stated that the available job metrics are really low numbers. The committee added that demand has been much greater for North Bay and Statewide even before COVID. The sources we rely on seem to reflect inaccuracies considering the high demand for EMT/EMR/ Paramedics and Firefighters. Plus, the numbers are not reflecting the full impact of COVID as of yet.</p>
<p>Public Safety, AA Degree</p>	<p>Alina reported on the progress of COM developing the Public Safety degree which will be offered beginning Fall 2022.</p> <p>We asked the committee if they approve the degree. No members objected, and all members voted yes.</p>
<p>Building High School Pathways/Dual Enrollment</p>	<p>Alina welcomed Jen Glazier to College of Marin to teach high school student in EMR.</p> <p>Angela Olmanson, spoke about the successes of EMR offering at Novato High School. She presented a pipeline for high school students where they will be employable by the time</p>

	<p>they finish high school. She proposed that COM divides the FIRE 112 course (a 7 unit class) into two portions to offer at the high school level to create an option where younger students could successfully complete.</p> <p>We asked the committee if they endorse this approach in splitting up the FIRE 112 at the high school level and to offer the pathway presented. The committee agreed with no objections.</p> <p>Angela reported out the successes in our Summer 2021 EMT class. The committee seemed to recommend us to offer the course again in a hybrid approach. They felt enrollments could be a challenge.</p>
Wrap-up	COM will prepare a list of the student learning objectives (SLOs) to be tracked and validated by the FIRE Foundry supervisors to ensure the requirements are met and earned through the program.