



Career Survival Group

Coming to a Training Center Near You

“Protecting Those Who Protect Others”

4 Separate 3 ½ Hour Programs for Optimum Flexibility

May 4 – 8:00 am to 11:30 am or 1:00 to 4:30 pm (*Westminster Fire*)

May 5 - 8:00 am to 11:30 am or 1:00 to 4:30 pm (*North Metro Fire*)

\$60 per seat (advanced registration required through your agency)

Register with Deb VanWanseele at 303-252-3502 or
dvanwanseele@northmetrofire.org

Instructors:

Eric Rosoff - Executive Manager

Brian Cummings - Senior Trainer/Consultant

May 4, 2017 – Westminster Fire Department Public Safety Center 9110 Yates Street, Westminster, CO 80031

May 5, 2017 – North Metro Fire Rescue Training Center 1006 Weld County Road 11, Northglenn, CO 80516



Career Survival Training Outline

Instructors: Eric Rosoff
Executive Manager, Career Survival Group

Brian Cummings
Senior Trainer/Consultant, Career Survival Group

I. Rationale:

Terminating a firefighter's employment and/or claims of harassment/discrimination are known to have a devastating impact on the involved employees and negatively impact morale. Additionally, terminations and lawsuits cost agencies millions of dollars annually.

With this in mind, it is essential that fire service professionals at all levels acknowledge today's firefighter is much more likely to be fired than killed in the line of duty and most lawsuits filed against an agency come from within the agency! Many of these terminations and litigations can be avoided if we provide meaningful training specifically designed for today's fire services.

II. Course Aims and Outcomes:

Aims

Career Survival Training is designed to help establish a culture of "administrative accountability" that is on a par with the existing culture of "operational accountability" so prevalent in fire services.

Outcomes:

By the end of this course, students will:

- Have a clear understanding of the common behaviors that are costing firefighters their jobs and resulting in costly claims of discrimination/harassment.
- Understand how their passion and skill for operational preparation and readiness must also apply to their application of administrative responsibilities.



III. Format and Procedures:

Our training is in the form of a PowerPoint supported lecture and is approximately three hours in length, including breaks. The outline is as follows:

- **Introductions**
- **Brief statement of how this training was developed.**
- **Why Career Survival training?**
 - “No one gets hurt on my watch!”
 - Unnecessary terminations hurt the employee(s) and agency morale.
 - Maintain the pride.
 - Behaviors causing terminations frequently get published causing personal embarrassment for the employee and their family as well as a lack of public support and trust for the agency.
- **A review of operational vs. administrative emphasis.**
 - Fire service agencies stress operational accountability as it is a requisite for survival.
 - We compare operational emphasis to current efforts in avoiding terminations.
 - Both operational and administrative success require that we recognize and respond to dangers with courage and skill.
- **What are the dangers?**
 - We review case studies from over eight years of researching firefighter terminations and harassment claims.
- **A culture of administrative accountability.**
 - Accountability in all directions of the organizational chart.
- **Frontline Supervision.**
 - No one in the agency has more influence on day to day operational or administrative success than the frontline supervisor.
- **Tools**
 - Similar to hoses and chainsaws, there are tools every agency has to put out small administrative fires INSIDE the station.
 - Counseling/Coaching
 - Evaluations
- **Conclusion**
 - Review of lessons learned including personal anecdotes of success and failure.