Fire Service organisation and education in the Netherlands

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Fire Service Academy
Fire Service Academy

Introduction of NIFV
Fire Service Academy
Management of NIFV

- An independent governing body in law (zbo)
- An public organisation, established by law
- NIFV has a board and is not part of a ministry
- NIFV has statutory tasks and statutory permitted tasks in the market
Fire Service Academy
Our mission statement

We develop expertise, contribute towards a professional development of the fire service, medical assistance in accidents and disasters and crisis management and thereby enhance physical safety.
The lectureships of Fire Service Skills and Fire Safety are part of the Fire Service Academy.

All the education experts are in the FSA.

The lectureship of Crisis Management is part of the Academy for Crisis Management and the Police Academy.
Primary target groups

- Ministries
- Provinces
- Municipalities
- Safety regions: fire service and medical assistance by accidents and disasters
- Police
- Water boards
- Vital sectors and care institutions (public and private organisations)
Fire Service Academy
Products and services

• Education, courses on different levels
• Development and conducting of training and practice sessions (exercises)
• Leadership development
• Research and advice
• Development and publishing of information products as manuals, instructions and guidelines
• Organisation of seminars and expert meetings
Education, a.o.:

- Courses of fire service management
- Master of Crisis and Public Order Management
- Master of Public Safety
- Courses of medical assistance in accidents and disasters
- Courses of crisis and disaster management
- Refresher courses
Fire Service Academy
Training

- Training/exercises for emergency relief workers, policy teams and officials (mono- and multidisciplinary)
- Realistic (practice) and virtual (simulation)
- Support
  - Main point Effective Training
  - Database of exercises for Fire Service
Knowledge development and assurance

• Development of expert knowledge for the fire services
• Lectureships: Fire Service Skills, Fire Safety, Crisis Management and Transportation Safety
• Planned lectureships: Information Management, Medical Assistance in Accidents and Disasters
• Council for education for the fire services (Brandweeronderwijsraad)
National co-operation

- VU University Amsterdam
- Technical University Delft
- Police Academy, Netherlands Defence Academy (NLDA)
- Universities: Saxion, HAN, Hanze
- National Institute for Public Health and the Environment (RIVM)
- TNO
Fire Service Academy
International co-operation

• EFSCA (European Fire Services Colleges Association)
• Tiems (The International Emergency Management Society)
• Fire Service College (Great Britain)
• Räddnings Verket (Sweden)
• WADEM (World Association for Disaster and Emergency Management)
Developments in our working field

- The transfer of the executive duties to the regions by the ministry (decentralisation)
- More and more multidisciplinary co-operation
- Creation of an implementation organisation for physical safety (IFV, 2011 - 2012)
The Fire Services in the Netherlands
The Fire brigades in the Netherlands

- There are roughly 16 million people in 500 towns and traditionally each town has their own fire brigade
- The fire brigades are working together in regions
- New law in place (2010): creation of safety regions
Firefighters in the Netherlands

4,000 professional firefighters
24,000 volunteer firefighters

The volunteer and the professional firefighters receive the same education, the same training and the same tasks in fire fighting and rescues
Every city has at least one fire station
(Amsterdam has 16 firestations)
The fire brigades respond to the following incidents

- Fires
- Traffic accidents
- Incidents with hazardous materials
- Under water rescue
- Disasters
Highest response to road traffic accidents

- Every Brigade has their own rescue tender and every fire fighter is trained for handling traffic accidents
Special teams respond to incidents with hazardous materials

- Every region has a special team with fire fighters for incidents with hazardous materials
The fire brigades are also responsible for underwater rescue

- Some of the fire brigades have special teams for underwater rescue
Fire Service Educational system in the Netherlands
Topics

• Brief history
• Important partners
• Design new system
• Use of the system
• Future developments
Brief history

• Until 2006 we used a modular rank oriented system
  – Several modules formed the education for a rank
  – The system could be used in vertical way
    • Moving up the ranks
  – Entry at firefighter level
  – Officer level

• At this moment we’re changing the system into a job and competency based system
  – fully operational for officer level courses
Important Partners

• Ministry of Internal Affairs (since 2010 Security & Justice, new ministry)
  – Sets quality standards per level
  – Based on advice by the Fire Service Academy and the Netherlands Association of Fire Services and Disaster Management (NVBR)

• Netherlands Bureau for Fire Service Examination
  – Develops and executes theoretical and practical exams

• NVBR (branch organisation)
Important Partners

• NIFV / Fire Service Academy
  – Develops the courseware
  – Education and training of officers
  – Education and training of specialists
  – Education and refreshment instructors

• Regional training centres
  – Education of firefighters and sub-officers

• Universities
  – Contribution to special courses
Design new system

• Job characteristics are leading (role based)
  – Job profiles were developed describes main tasks, criteria and job dilemma

• Exams
  – Method mix

• Curriculum design
  – Knowledge components just enough, just in time
  – Learning and working at the same time (dual learning routes)
  – Student is responsible for own learning
Levels of education

• 3 levels of education
  – Firefighter
  – Sub-officer
  – Officer
  – At officer level we have 13 different courses in 3 levels (pre-bachelor – bachelor and master)
    • Operational
    • Managerial
    • Risk management
**Firefighter**

- **Basic education**
  - Fire fighting
  - BA course
  - RTA
  - Hazmat
  - First aid

- **Special education**
  - Rescue diver, dive master, gas suit operative, advanced RTA, ship fires, aircraft incidents
  - Truck /TTL operator
  - Hazmat specialist
Sub-officer

• Leadership

• Handling incidents
  – Fire
  – RTA
  – Chemical Incidents
  – Complex situations
  – Ship fire fighting
  – Railroad incidents
  – Aircraft incidents
Other courses

• Teacher courses
• Instructor courses
• Teacher and instructor specialisation courses
Officer level education

• Basic officer course
  – Wide scale of subjects and graduation possibilities
    • OIC is just one of them

• Advanced officer course
  – More specialised subjects (chemical or risk management, preparation for disasters)

• Masters course
  – Higher level with a broad field of attention
Overview courses at officer level

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<th>Niveau onderwijs</th>
<th>Instroom-niveau</th>
<th>Incident-management</th>
<th>Organisatie-management</th>
<th>Risicomanagement</th>
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Benefits of the system

- System is flexible
  - Preparation for the first job
  - Changing a job is getting re-educated
  - You only study what you need
  - Personal development is leading for attending courses
  - Important part of the education is “Learning on the job”
  - Fire brigade is the learning environment
Challenges

• Organising mentoring on the job (dual system)
  – Training and coaching for mentors
  – Time and other resources
  – Involving local management
  – Much improved already, but still requires attention

• Fit with certain jobs (for risk management courses specifically)
Future developments

• Pilot with ‘coaching model’ aimed at students, mentors and local management (2011)
• Development of a system to observe the status of competency of individuals
  – Portfolio
  – Duration of a competence
    • Connected to the hazards
    • Experience is part of the portfolio
• Methods and tools for life long learning cycle
• Thank you very much for your attention!
• Any questions??

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