



FIRE/EMT Advisory Committee Meeting

October 26, 2023

AGENDA

Welcome &
Introductions

College Updates

Industry Share
Outs

Updates on
EMT/EMR; AHA
CPR

F.I.R.E. Foundry

Fitness Course

Public Safety
Expansion

Closing/Next Steps



Hello!

Please share your name, role,
organization.

College Updates, Trends, and Outcomes

Alina Varona, Dean, Career Education and Workforce Development

Career Education Programs



- Administration of Justice

- Auto & Industrial

Auto Collision Repair; Auto Technology;
Electronics; Machine & Metals; Theater
Technology - Stage Carpentry

- Business

Applied Accounting; Business Administration;
Entrepreneurship; Hospitality Management;
Real Estate

- Computers & Multimedia

Computer Information Systems; Graphic
Design; 3D, Video, Game Dev; Web Design and
Development; MS Office Specialist
Certification

- Court Reporting

- Early Childhood Education

- Health Sciences

Registered Dental Assisting; **Emergency
Medical Services**; Medical Assisting; Registered
Nursing; **FIRE Foundry Program**

- Education 2 Career (E2C)

- Construction/OSHA 10
- Certified Nurse Assistant/Home Health Aide

- Summer Career Academies

- Short-Term Career Training
Programs (12 Weeks)

Business Start-Up, E-Commerce and Social
Media

- Apprenticeship Programs

- ECEPTS-Early Childhood
- Golden Gate Transit Bus Coach Operator

California Community Colleges Chancellor's Office

Statewide Objectives for Career Education

Prepare students for 21st century jobs and the future of work.

Degrees & Certificates

- Create Pathways & Support Momentum

Short Term Training & Workforce Development

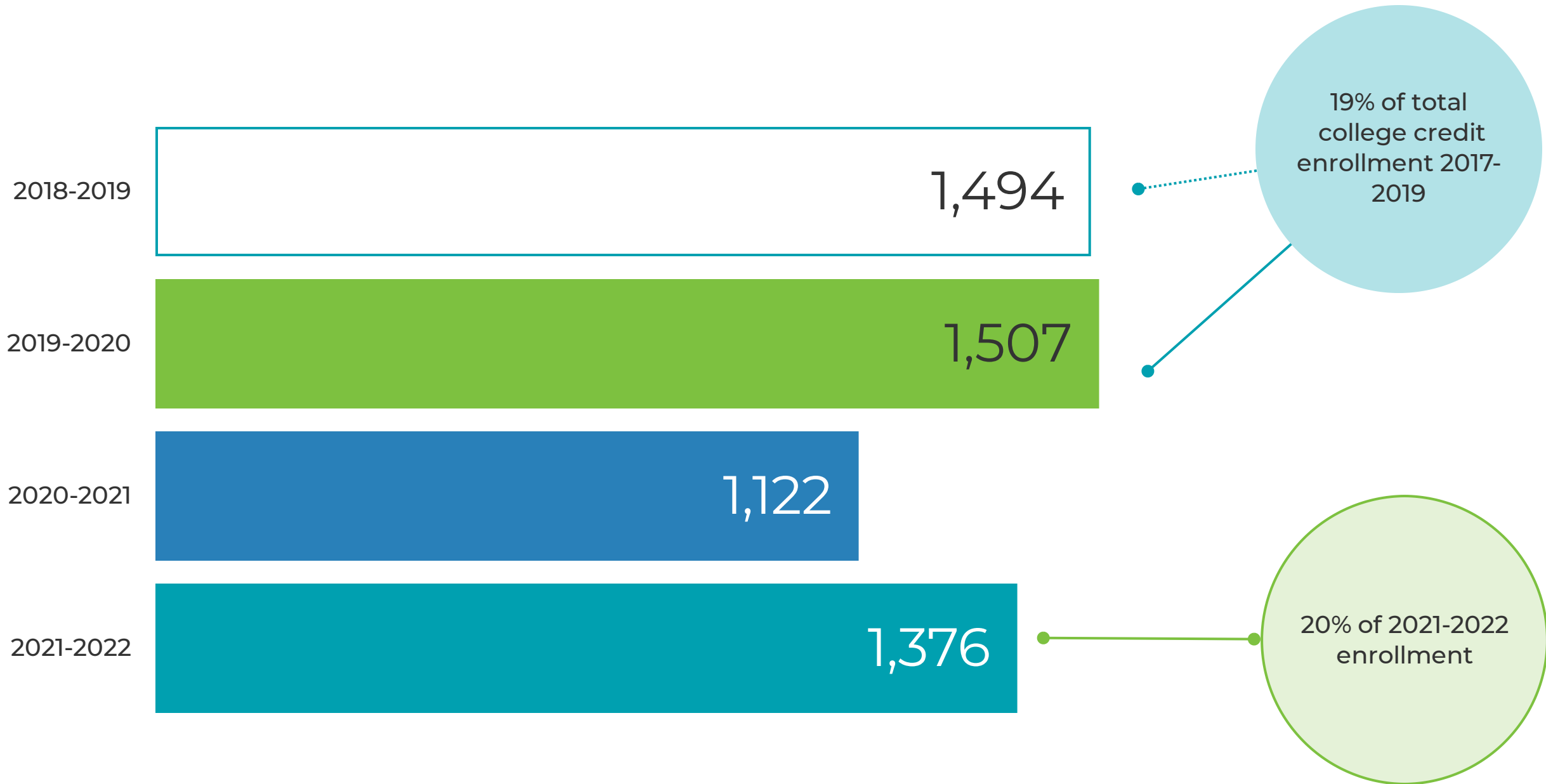
- Respond In-Time to Labor Market Needs and Connect to Employment

Non Credit Education

- Ladder and Bridge to Basic Skills, Work, and Credit

2.1 million students at 116 colleges

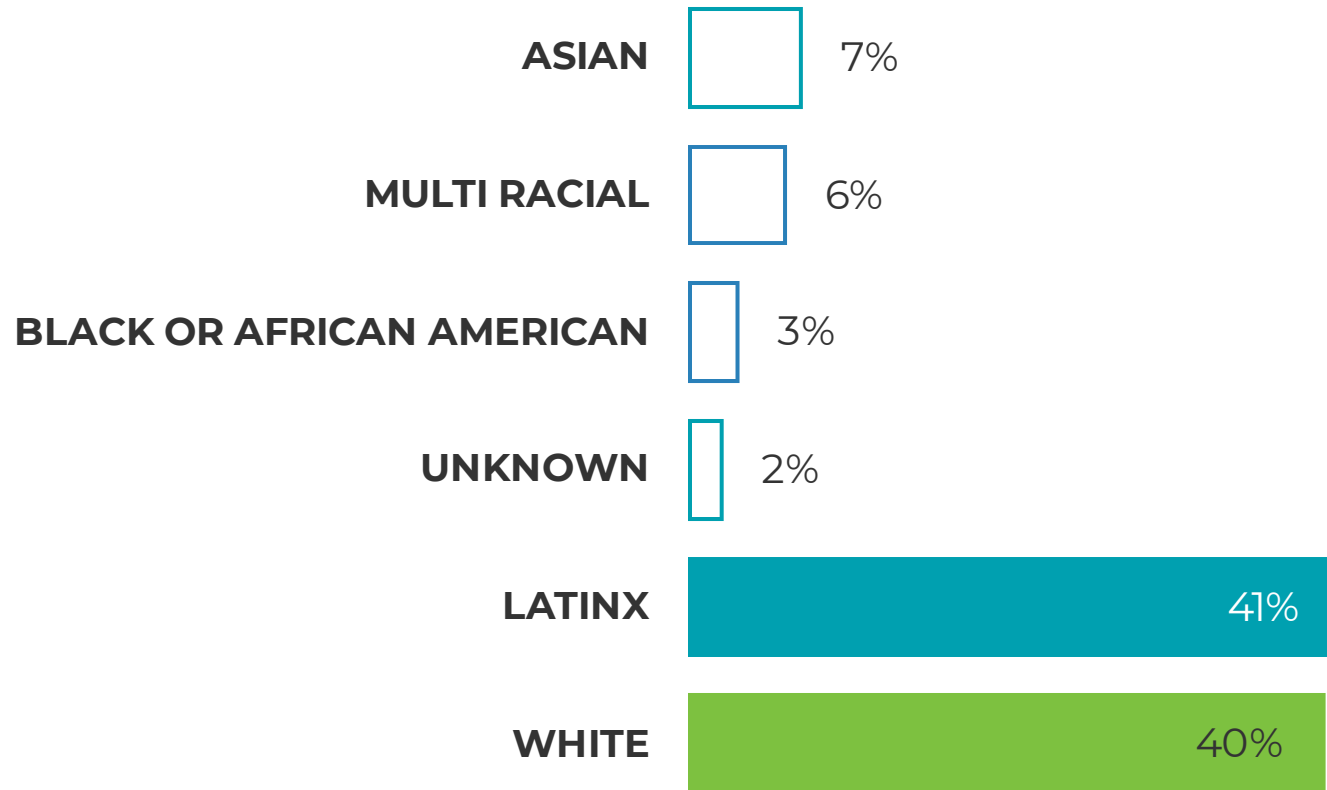
Career Education Enrollment Overview



NATIVE HAWAIIAN, PACIFIC ISLANDER, AMERICAN INDIAN, ALASKA NATIVE MASKED N<4

Career Education Student Demographics

2021-2022

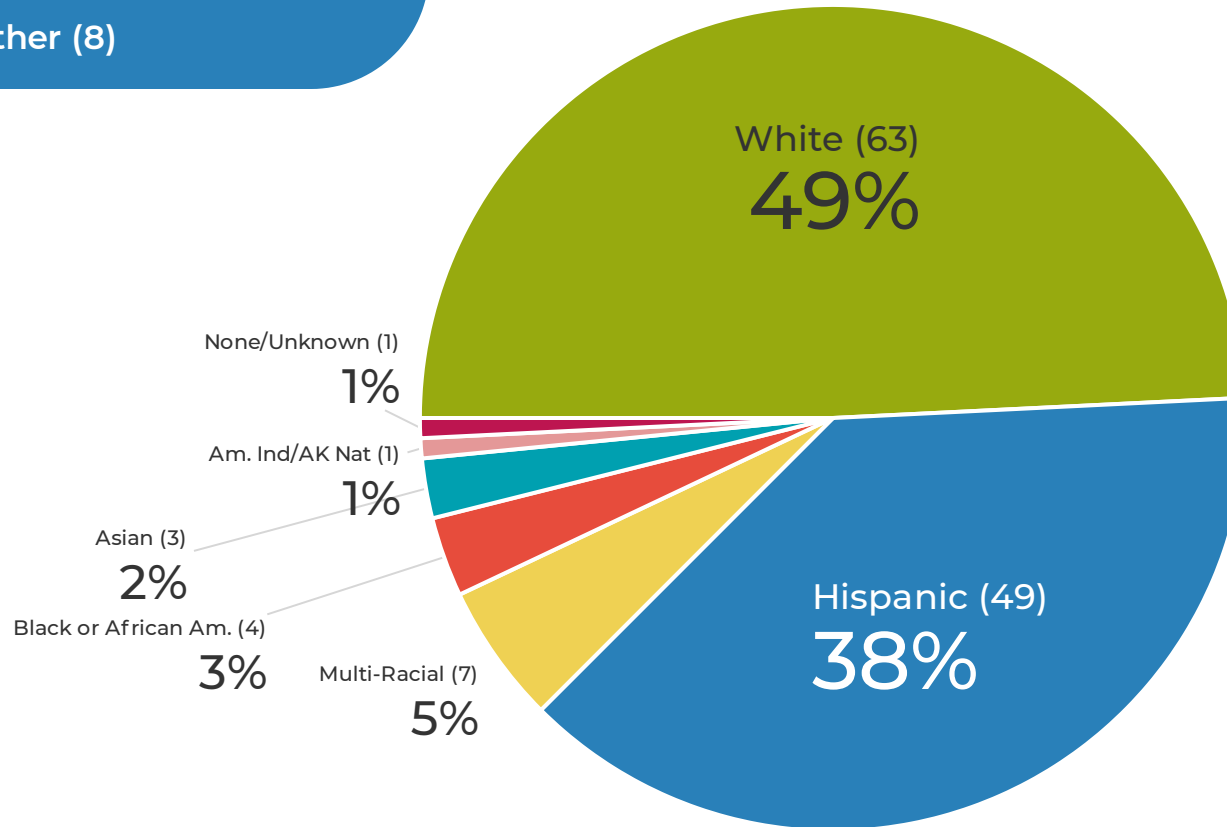


CAREER EDUCATION ALIGNED WITH ALL OTHER COM STUDENT RACE AND ETHNICITY DEMOGRAPHICS

Student Demographics

Fire/EMT Program 2022 - 2023

56% Male (74)
38% Female (50)
6% Other (8)



COLLEGE OF MARIN CREDIT STUDENT CHARACTERISTICS

Gender: Male 41% Female 57%;

Median Age: 22

Race/Ethnicity:

Asian: 440 (6%)

Black/African American: 215 (3%)

Hispanic: 2245 (34%)

Multi-racial: 441 (7%)

Native American: 9 (0.1%)

Native Hawaiian/Pacific Islander: 15 (0.2%)

White: 3135 (47%)

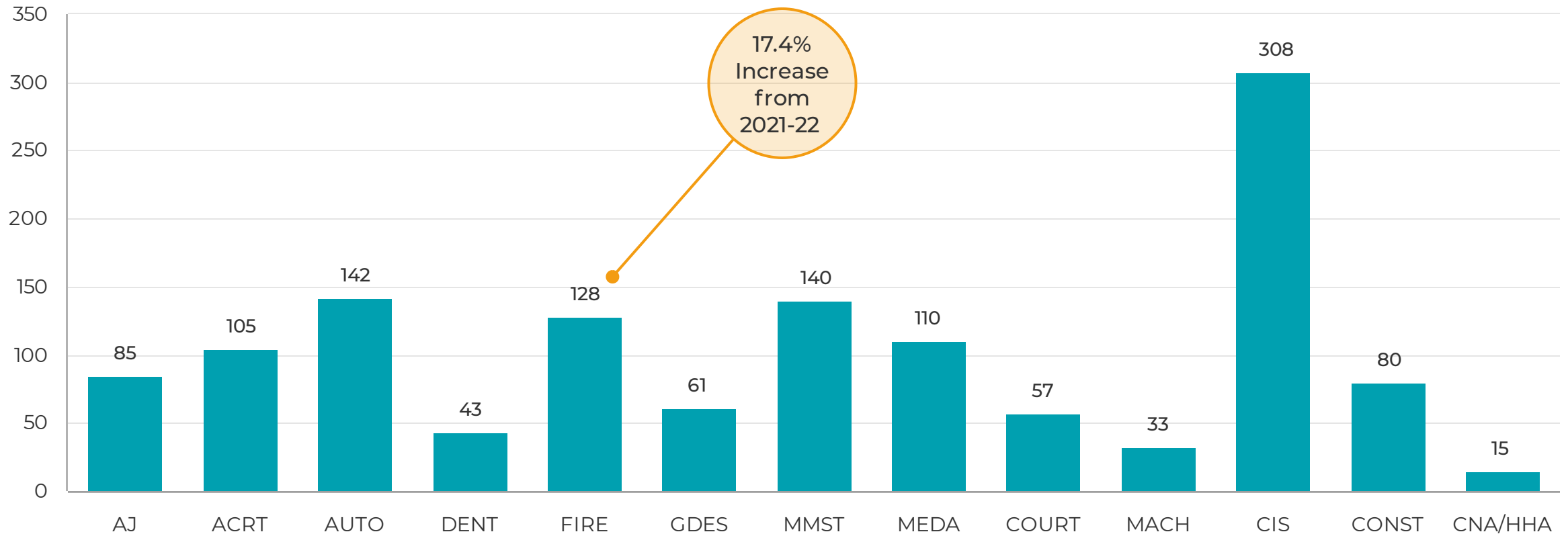
Increase in both Latinx and Women Students in FIRE/EMT

Academic year 2022-2023

Enrollments by Program

Unduplicated Headcounts

6,615 Total COM
Credit Students
2022-2023



FIRE ENROLLMENT GROWTH

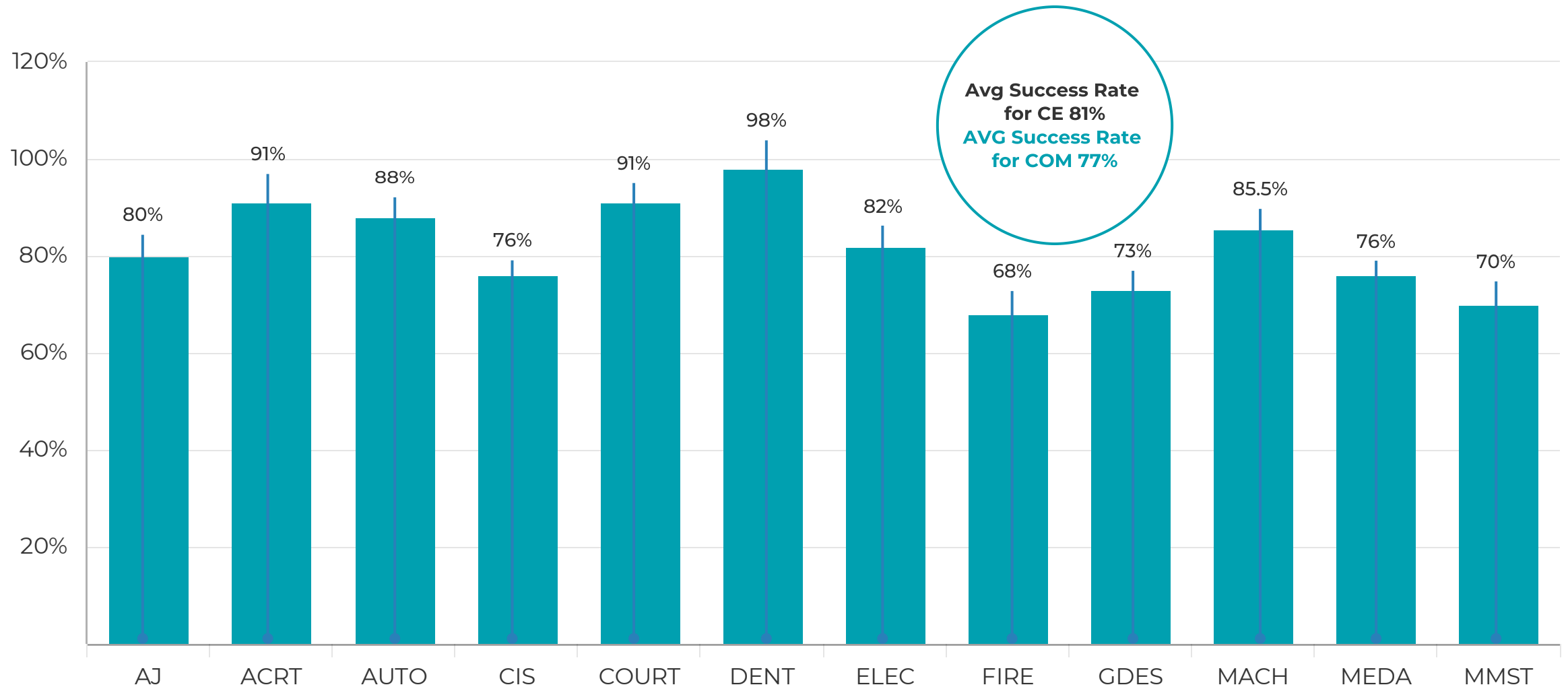
N=109 for 2018-2019 and N=88 for 2019-2020



	FALL 2022	SPRING 2023
Fire 110	NA	16
Fire 112	13	18
Fire 120 A	0	5
Fire 120 B	0	1
Fire 215 IVC	20	27
Fire 215 NHS	NA	29
Total	33	95

Course Completion

Success percentage average across academic years fall 2018-spring 2021 and across campuses and modalities.



Program Outcomes

Fire/EMT Academic Year 2022- 2023

Course Retention by Gender (%)

Fall 2022 - Spring 2023

- Female: **99%**
- Male: **88%**

Program Retention Overall:

94%

81% Retention Rate for
past 3 years

Course Success by Class Fall 2021 - Spring 2022

- FIRE 110 - Fire Protection Org.: **93.8%** (*one semester*)
- FIRE112 - EMT I: **53%**
- FIRE120A - EMT Refresher A: **100%** (*one semester*)
- FIRE 120B - EMT Refresher B: **100%** (*one semester*)
- FIRE 215 - Advanced First Aid/First Responder: **72%**

Overall success rate is:

76.8%

What's Next?



crew carrier buildings

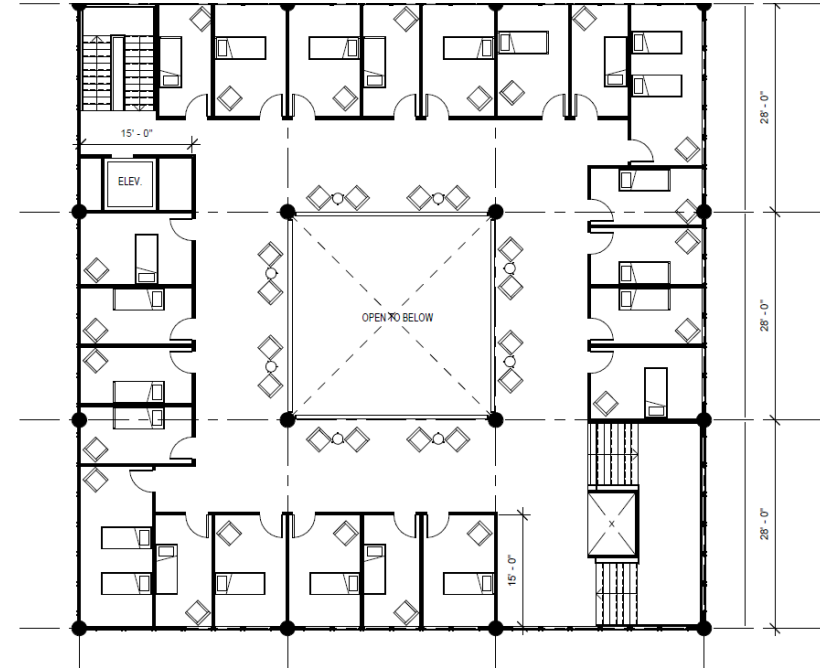
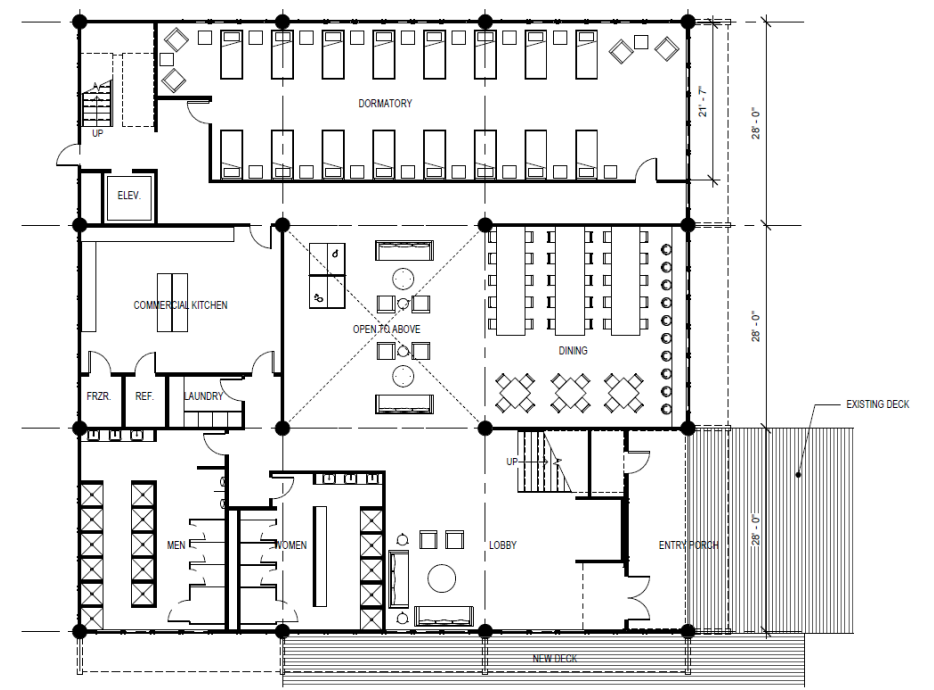


SITE PLAN



crew carrier building elevation

VIEW 1 - SOUTHWEST CORNER



SECOND FLOOR PLAN

Thoughts and
Reactions?



PRIORITIES AND CURRENT LANDSCAPE

Advisory Member Share Outs & Discussion



Staffing and Recruiting



Community Partnership & Impacts



Other Key Items?

- What should we be aware of to support our future students?
- Potential technology, training, or emerging sectors?
- How should we best prepare our students to be qualified and competitive?



Training & Professional Development



Needs and Priorities

Labor Market Information

Heather Rahman, Program Coordinator, Career Education

Does this seem true for the current climate of relevant occupations?

Feedback in 2022:

- EMT jobs do offer have much better pay now.
- 911 companies are hurting (“starving”) for EMT candidates.
- Firefighters with paramedic training, the salary can start at \$120,000/year. The pay varies from seasonal firefighters to full-time, professional paid.
- Private institutions salaries are rising. They are realizing that if they want to retain employees they will have to pay better

	O*Net Online onetonline.org	Industry Demand
Emergency Medical Technicians	\$43K - 101K/year	13,100 CA projected openings through 2032; faster than average growth - 8%
Emergency Medical Responders; First Responders	\$31K - 51K/year	1,400 CA projected openings through 2032
Firefighters	66K - 128K/year	26,400 CA projected openings through 2032; average industry growth at 3%
Paramedics	\$71K - 166K/year	5,100 CA projected openings through 2032; faster than average growth - 11%

Salary range reflects the Bureau of Labor Statistics for all Bay Area Counties

Program Updates EMR/EMT and CPR Training

Ken Allen, COM Fire Tech/EMT Instructor



American
Heart
Association®

AHA CPR/First Aid Training Affiliation

* Contracting with an Established Training Center



Bachelor's Program at COM

For Firefighters & EMS Professionals



**BS: Ecosystem Restoration/
Applied Fire Management**



**BS: Vocational Education
Emergency Service Management**



AA: Public Safety

BA: Emergency Management

- Firefighter/First Responder Health & Safety
- Wildland Firefighting Specialist
- Frontiers of Fire/Fire Technologies
- Fire/EMS Administration Courses
- Automotive Apparatus Maintenance
- Defensible Space/Vegetation Management
- Intro to Emergency Dispatcher





OFFICE OF THE STATE FIRE MARSHAL

The mission of the State Fire Marshal is to protect life and property through the development and application of fire prevention engineering, education and enforcement.

Reciprocity with CSFM & CAEMSA Courses



Paramedic Program?

- Preceptors & Instructors Needed



Dual Enrollment

Angela Olmanson, Program Administrator, Allied Health

DUAL ENROLLMENT

at **Novato High School (NHS)**

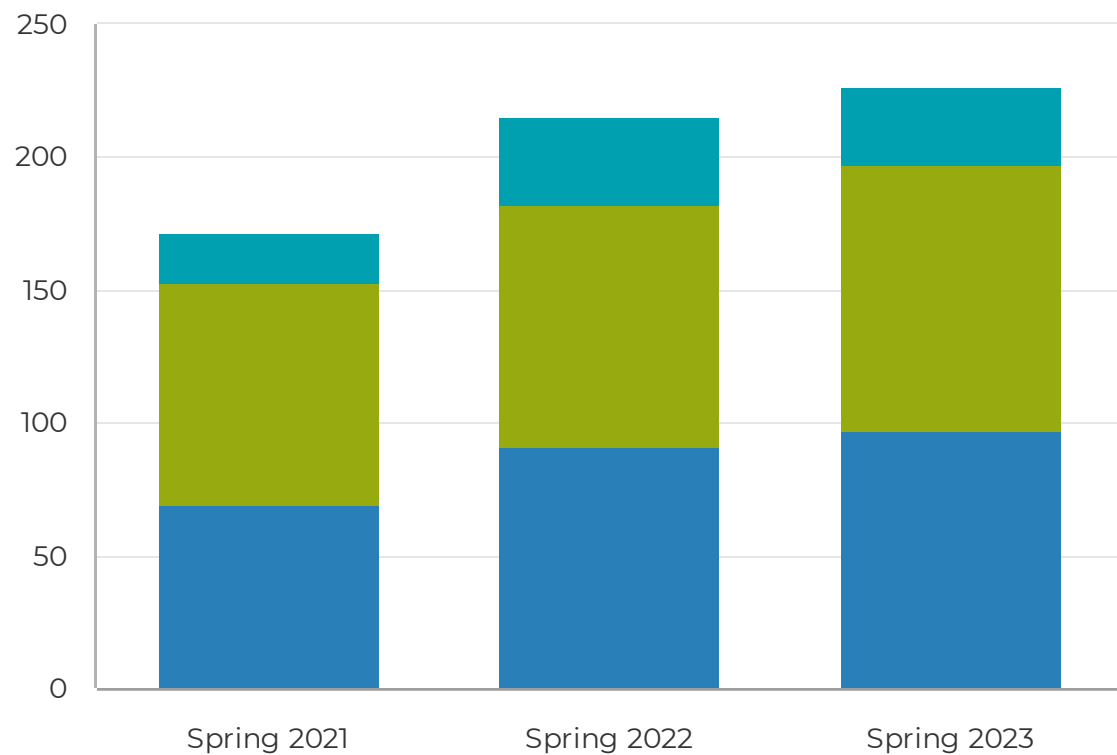
Emergency Medical Responder (EMR)

- **30** Medical Careers Pathway **students enrolled** in an EMR dual enrollment course at **Novato High School**
- **29** of students **successfully completing**
- **26** of students identified as **female**
- **20** identified as **students of colorx**

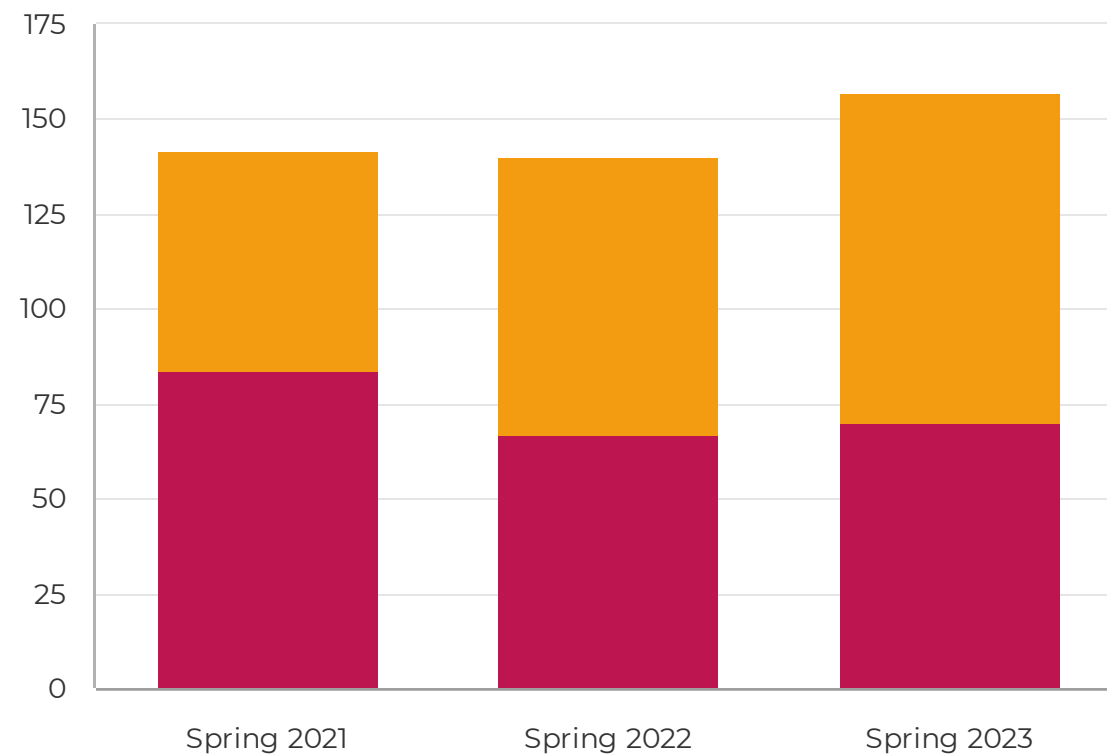


Dual Enrollment

Retention - Success - Gender - BIPOC



● Enrollment ● Retention ● Success



● Female ● BIPOC

F.I.R.E. Foundry

Mimi Choudhury, Program Coordinator

Sukh Singh, Development Officer

Josh Dimon, Social and Environmental Scientist,
Berkeley Disaster Lab

and **Chief Jason Weber**, Marin County Fire



IGNITE YOUR FUTURE
UNLEASH OPPORTUNITIES
IN FIRE SERVICES WITH FIRE FOUNDRY

Program Highlights:

Tailored Training: Access cutting-edge training and workshops designed to equip you with the skills needed for a thriving career in fire services.

Expert Mentorship: Learn from experienced professionals, including prior recruits and industry leaders, who are dedicated to guiding you towards excellence.

Inclusive Community: Join a diverse and supportive community that fosters collaboration, growth, and lifelong connections.

Partnership Power: Benefit from partnerships with UC Berkeley, College of Marin, and Marin County Fire Department, ensuring top-notch education and opportunities.



Scan QR code
to learn more:



Apply Now:

Apply: Complete the online application and let us know why you're passionate about a career in fire services.

Engage: Immerse yourself in tailored training, workshops, and mentorship to build a solid foundation.

Elevate: Rise through the ranks with the confidence and skills needed for a rewarding career.

To apply to FIRE Foundry, you must be 18+, have a high school diploma/GED, proficient in English, and eligibility to work. An interest in fire service careers is key. All eligible applicants, including Marin County residents and beyond, are welcome. Marin County residents will have priority.



F.I.R.E FOUNDRY

Fire Innovation, Recruitment, & Education

Agenda - 15 mins

- **Growth in DSpace & Veg Management**
- **More Jobs and New Skill Sets**
- **FIRE Foundry & Frontiers of Fire**
- **Updates + Highlights**
- **Closing**

The Growth

Wildfire Protection, Management, and Prevention Spend

\$800M
State of California
2005-2006



\$3.3B
State of California
2020-2021

\$15B+
PG&E Liability
Damages

4x+ increase in spend in less than 20 years

More Jobs



New Skills and Gaps

- Tech/Software Skills
- Local Ecology and Geography
- Soft Skills

Frontiers of Fire



Frontiers of Fire

- Practical Real-World Case Studies
- In-the-Field Instructors
- Made possible by collaboration with CoM, UC Berkeley, MWPA ESP, Marin Fire, NASA, and Beyond.



CoM & FIRE Foundry

- **Ken is fantastic, we're lucky to have him, and recruits love him.**
- **Kathleen has been fantastic in supporting every aspect of FIRE Foundry from her role.**
- **We're excited to have Angela back in the mix and continuing on to the 3rd year of FIRE Foundry!**

Highlights from 23'

- **Anai was accepted to and completed a NASA Fellows internship.**
- **Kimberly planned and organized trainings at county stations for fellow recruits based on evaluated needs.**
- **We launched our Marinterns program, a CalFire supported internship program focused on advanced digital skills and community ed.**
- **5 recruits did seasonal DSpace**
- **3 Advanced Recruits are participating at Marinterns to build adjacent skills in their off-season.**

Thank you for your ongoing support





Reach out to Mimi for general
questions:

mchoudhury@marincounty.org

Reach out to Josh for Frontiers
of Fire/Training questions:

josh@firefoundry.org

Technology/Grants:
sukh@firefoundry.org

Learn more: firefoundry.org

Development of Fitness Course for Fire Tech and Public Safety

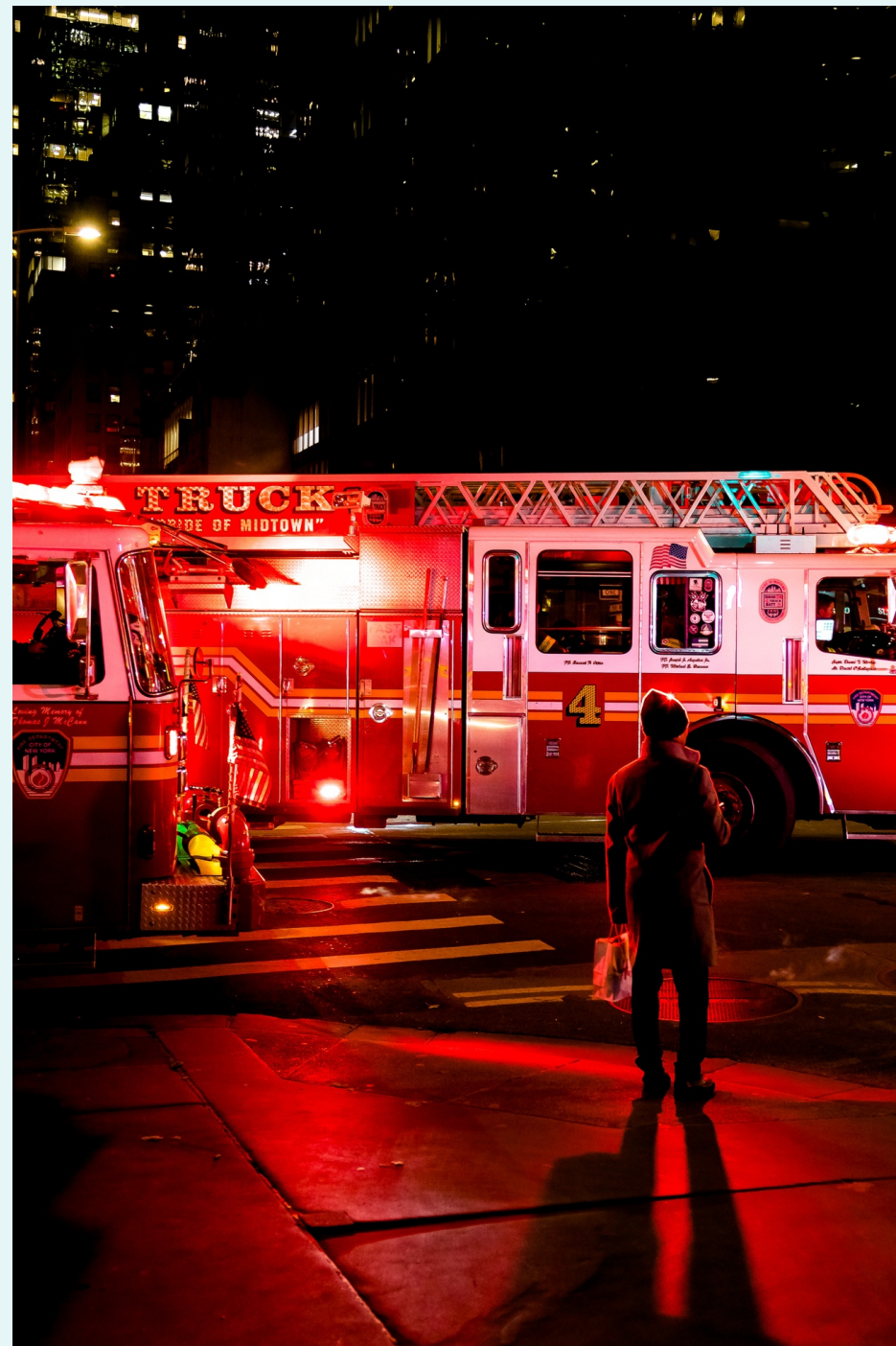
Kathleen Smyth, College of Marin, Department Chair
Kinesiology, Health and Athletics



Public Safety Regional Efforts and Bachelor's Degree Creation

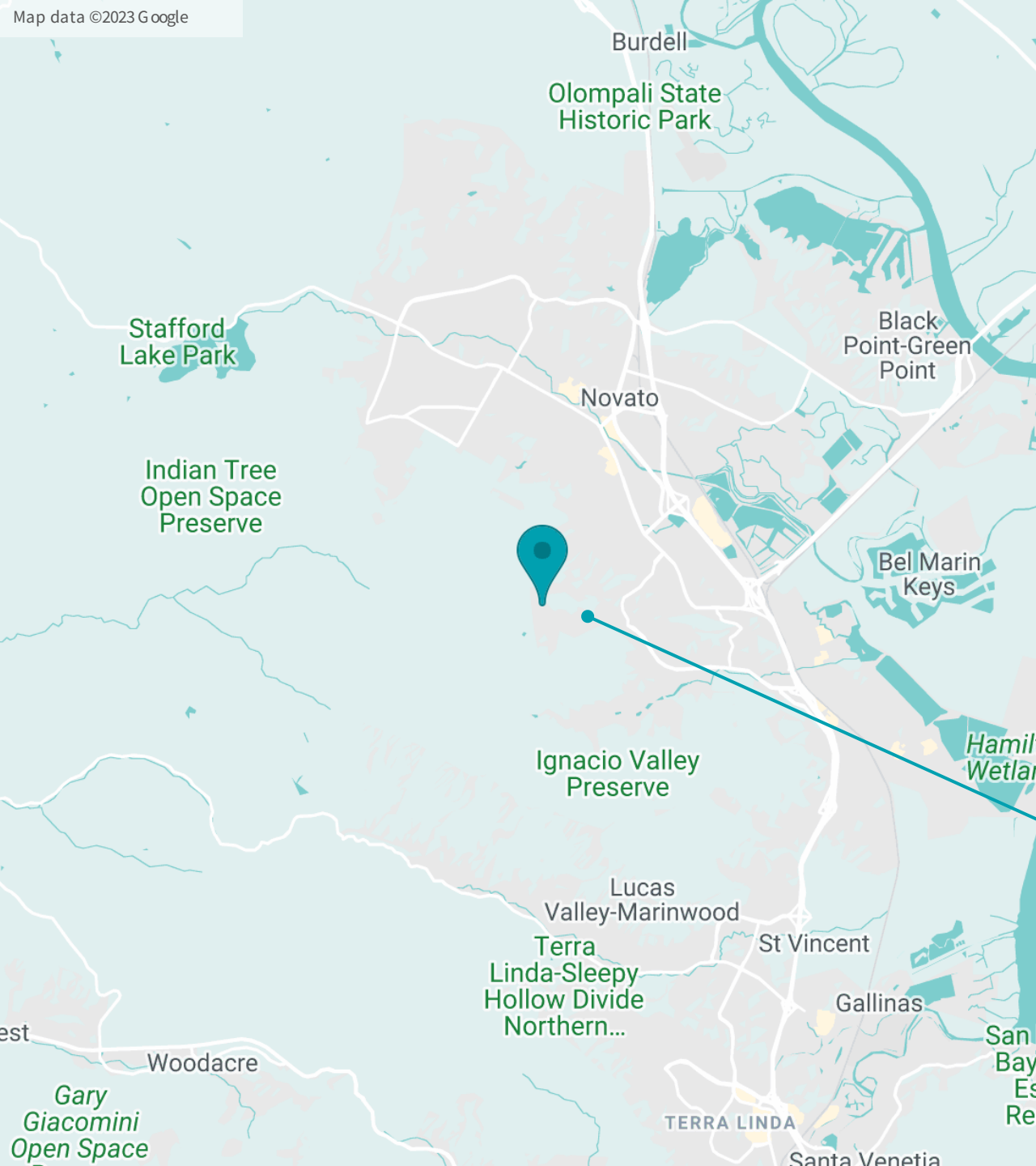
Linda Vaughn, Bay Area Regional Director

Public Safety Sector



Summary
Thoughts? **Questions?**
NEXT STEPS





Thank You!

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