**Direct Entrant Programme – Information for market engagement**

We are keen to talk to external suppliers who would be interested to help shape and inform one or more of the anticipated activities below, in relation to a Direct Entry Programme (DEP) for the fire service. This work is being managed and developed by the National Fire Chiefs Council (NFCC).

**Background**

The DEP will be a framework to support people entering the sector at Station and Area Manager levels to undertake operational roles that align with the existing role maps. It will be a national agreed programme that is robust, quality-assured, and credible. It will be centrally coordinated (NFCC) and supported at a national level, even if it is delivered at a regional or local level.

It is envisaged that the Station Manager programme will be three years and Area Manager two years, culminating in both being competent in line with the National Occupational Standards at EFSM2 and in line with National Operational Guidance. The programmes will be designed to give an attractive and compelling proposition to a broader range of candidates, with existing leadership experience outside the sector, who might not have normally seen the FRS as a prospective career.

It will be designed to be both additional and complementary to our existing progression routes to ensure we continue to nurture and develop our internal fire sector staff.

**Table One** – TimeLine

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| Commence SM programme | September 2023 | September 2026 |
| Commence AM programme | September 2023 | September 2025 |

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| Activity | Objectives | What we are looking for through market engagement | Timescales |
| Activity 1   * Identify a suitable training programme to allow candidates with no prior knowledge of the fire service to gain a detailed and ***competent*** understanding of the role of a Fire-Fighter.[[1]](#footnote-1) * Identify a suitable training programme to allow candidates with no prior knowledge of the fire service to gain an ***awareness*** of the role of a Fire-Fighter.[[2]](#footnote-2) | * Work with the board to identify the best possible solution for the sector. * To explore creative methods and ideas in how we can support the direct entrants at SM and AM level. * A blended approach that can support learning and development at a national, regional and local level. * All modules must be linked to the National Occupational Standards. * To create a credible programme, that is N-O-G Compliant. * Deliver a robust and accredited training programme. | * Suggestions on how you can deliver the training in a creative and forward-thinking manner. * Suggest on how detailed a programme should be for the 2 levels. * Ideas on how you will develop an Equality Impact Assessment throughout the building of the programme. | See Table One. |
| Activity 2   * Identify a suitable training programme to allow candidates with no prior knowledge of incident command within the fire service to gain a detailed understanding of levels of command. | * Must be N-O-G Compliant. * Must lead to a competent officer at EFSM2 at the end of the assigned programme. * A blended approach that can support learning and development at a national, regional and local level. * All modules linked to the National Occupational Standards. * Accredited training programme. * Details on how you will develop, review and implement your Equality Impact Assessment. | * Suggestions on how you can deliver the training in a creative and forward-thinking manner. * To create a credible programme. * Suggest on how detailed a programme should be for the 2 levels. * Advise on how far in the command hierarchy should the candidates “reach back” to levels of command, for example L1, L2 and L4. | See Table One. |
| Activity 3  Identify a suitable development / training delivery programme to contextualise working with the sector. | * Work with the board to identify the best possible solution for the sector. * Details on how you will develop, review and implement your Equality Impact Assessment. * Advise on the use of a TNA, to ensure the candidates current skills and competencies are identified. * To explore creative methods and ideas in how we can support the direct entrants at SM and AM level. * A blended approach that can support learning and development at a national, regional and local level. * All modules linked to the National Occupational Standards. | * Suggestions of the topics, format and outcomes that a newly appointed officer would require, outside the command environment, for example: * Legislation, * Governance, * Political Scrutiny, * Collaboration, * Staff representation, * Suggestions on how you can deliver the training in a creative and forward-thinking manner. * To create a credible programme. * Suggest on how detailed a programme should be for the 2 levels. * Ideas on how you will develop an Equality Impact Assessment throughout the building of the programme. | See Table One. |

1. Station Manager [↑](#footnote-ref-1)
2. Area Manager [↑](#footnote-ref-2)