

**Region 5 Workforce and Succession Planning Strategic Committee
(WSC) Charter
January 2012**

Purpose:

Develop a Pacific Southwest Forest Service Fire and Aviation Management Workforce and Succession Planning Strategic Plan. The planning effort will encompass both full time fire management positions and the “militia” roles through use of the Region 5 HRM’s Workforce Planning and Program Analysis.

Establish an interdisciplinary Region 5 “Workforce and Succession Planning Strategic Committee” (WSC) which includes staff from Human Resources Management (HRM), Fire and Aviation Management (FAM), Civil Rights, and National Federation of Federal Employees. The R5 WSC will document the results of its analysis and present its findings/ recommendations to the R5 Forest Service F&AM Board of Directors.

Members:

The Committee representation will include

1. The Assistant Director Workforce Development and Fire Training
2. A representative from each of the provinces
3. A F&AM BOD representative
4. Human Resources
5. Civil Rights
6. National Federation of Federal Employees (NFFE) Representative

Responsibilities: The Committee will provide the Board of Directors with the ability to meet Strategic Plan, Vision Focus #4, “A Workforce Capacity Built for Success.” This committee will assist the R5 F&AM BOD to accomplish the objectives in the strategic plan VFA# 4 and any additional identified needs with the changing workforce.

This Committee will:

1. Collaborate and coordinate with the California Wildfire Coordinating Group (CWCG), through the California Training Working Team (TWT).
2. The Committee will provide input and recommendations to the National Forest Service Workforce and Succession Planning Strategic Team (WST) through the Region 5 Fire and Aviation Management Board of Directors and the Regional Forester.
3. The Committee will collaborate with the R5 Human Resources Workforce Planning Committee and the R5 Strategic Planning and Workforce Diversity Committee.
4. This Committee will charter sub-committees; such as the R5 Forest Service Fire Training Officers, for seamless integration.



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Director Fire and Aviation