

U.S. FOREST SERVICE – Region 5 (California)
**Wildland Firefighter Apprenticeship
Program
(WFAP)**
Apply by August 14, 2009

This premier basic entry level program offers formal classroom training at the Wildland Fire Academy at McClellan Training Center, and 4000 hours of paid on-the-job training. Applicants will be eligible for non competitive promotions to the GS-462-5 Forestry Technician "Firefighter 1 – Squad Boss – Incident Command Type 5", without further competition, upon completion of program requirements. Initial appointments are permanent seasonal: guaranteed 13 pay periods (6 months) plus 2 pay periods as needed. Upon completion of all program requirements, participants will be reassigned to a Permanent Full Time (PFT) position on a specific Module/Crew. Veteran applicants *may* qualify for funding under the GI Bill. Pay scales and availability of government provided housing will vary by geographic locations. Selectees must be able to meet the arduous fitness level and complete a Work Capacity Test consisting of a 3 mile hike within 45 minutes carrying a 45 pound pack. Applicants must be under 37 years of age.

Duties: Serves on a crew performing duties in fire suppression and/or fire prevention. Performs prescribed burning crew duties in order to reduce fuel hazards and disease, while protecting wildlife. Assists fire dispatch by operating radios, telephones, and other equipment that is used to exchange information for fire weather information or other suppression related activities. Lays fire hose in the use of water to control fire. Moves dirt, chops brush, and fells small trees to build fire line using various hand tools such as an axe, shovel, Pulaski, and McLeod to control spreading wildland fire and/or to prepare lines prior to controlled burning. Chops, carries, and piles logging slash. Searches out and extinguishes burning materials by moving dirt, applying water by hose or backpack pump. Patrols fire line to locate and extinguish sparks, flare-ups, and hot spots that may threaten loss of control of the fire. Cleans, reconditions, and stores simple fire tools and equipment.

The USDA Forest Service, Pacific Southwest Region Fire and Aviation Management program requires talented people working safely together to be successful. Wildland firefighters work in a variety of specialized positions, including [fire engine crews](#), [fuels management](#), [hand crews](#), [helitack](#), [interagency hotshot crews](#), and [patrol and prevention technicians](#). Crews often travel throughout California and other regions of the country.

Vacancy announcement # ADS09-R5-WFAP-2345G (Merit Promotion) is open to current permanent and former federal employees and candidates under special hiring authorities. **Vacancy announcement # ADS09-R5-WFAP-2345DP (Demo)** is open to temporary government employees and members of the general public.

To apply for the Wildland Firefighter Apprenticeship Program GS-462-2/3/4/5, submit applications no later than August 14, 2009 to be considered for these positions.

Apply for the Demo Announcement through the following web site:

<http://www.avuecentral.com/vacancy.html?ref=LZGDA>

To view the announcements in USAJOBS click on this link:

<http://jobsearch.usajobs.gov/Search.aspx?q=ADS09-R5-WFAP-2345DP%2C%20ADS09-R5-WFAP-2345G&vw=d&re=0&fedemp=Y&fedpub=Y&caller=advanced.aspx&pg=1>

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APPLICATION PROCESS: Apply to vacancy announcements via the AVUE Digital Services system – <https://www.avuedigitalservices.com/>. You may also access the vacancy announcements through USAJOBS – <http://jobsearch.usajobs.opm.gov/> - and note: you will be redirected to apply through the AVUE website. Specific information about the position can be found under the listing "Position Description" at both the AVUE and USAJOBS websites of each announcement. This is a single Vacancy Announcement closing August 14, 2009. Applicants must select up to 9 specific Forests/locations that you would be willing to accept a job offer. There may not be a second offer at a more desirable location. Specific duty locations have been consolidated under the National Forest Headquarter location. The nature of the WFAP may require a selectee to move to different duty locations to gain expertise and complete program requirements across the Forest.

To apply under **Veterans Recruitment Appointment (VRA) please apply by Aug 1, 2009**. To be considered include: 1) Resume showing all work experience relevant to Forestry Technician duties stated above; 2) DD-214 (s) confirming eligibility; 3) Identify Forest(s) you would prefer; and submit to Robin Irvine, (Human Resources Specialist, Region 5 Fire Hire Team Lead) Klamath National Forest, 1312 Fairlane Road, Yreka, CA 96097. Phone: 530-841-4481. Fax: 530-841-4572. Email: rlirvine@fs.fed.us
Veterans are also encouraged to apply through the competitive process using Avue.

NOTE: It is important that applicants understand, although a current location may not be vacant, it could become vacant and filled during the selection period. Interested individuals should apply to **all** positions and locations where you would accept a job offer, whether the position(s) are currently vacant or not. Listed below are forests within California and the duty locations where the various fire positions may be located.

Selections for Apprentice positions will be made in September 2009

FORESTS, Consolidated Duty Locations and Local Contact Information:

Angeles National Forest <http://www.fs.fed.us/r5/angeles/> To be considered for the following Duty Locations, select **ARCADIA** in Avue. (Arcadia, Glendora, La Canada-Flintridge, Lancaster, San Fernando, Saugus, Valyermo)

Contacts for Specific information regarding current vacancies:

Forest Civil Rights Officer – Sarah Majdiak (805) 961-5748
Recruiter – Diann McGlothen (909) 382-2670
Fire Point of Contact – Tracy McGuff (818) 899-4516

Cleveland National Forest <http://www.fs.fed.us/r5/cleveland/> To be considered for the following Duty Locations, select **SAN DIEGO** in Avue. (Alpine, Corona, El Cajon, Ramona)

Contacts for Specific information regarding current vacancies:

Forest Civil Rights Officer – Tonya Wieck (909) 382-2668
Recruiter – Diann McGlothen (909) 382-2670
Fire Point of Contact – Felicia (Lisa) Bilz (619) 557-5262

Eldorado National Forest <http://www.fs.fed.us/r5/eldorado/> To be considered for the following Duty Locations, select **PLACERVILLE** in Avue. (Georgetown, Grizzly Flats, Kyburz, Pioneer, Placerville, Pollock Pines)

Contacts for Specific information regarding current vacancies:

Forest Civil Rights Officer – Thomas Nichols (530) 621-5203
Recruiter – Rita Yates (530) 621-5288
Fire Point of Contact – Michelle Tanzi (530) 621-5209

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Inyo National Forest <http://www.fs.fed.us/r5/inyo/> To be considered for the following Duty Locations, select **BISHOP** in Avue. (Bishop, Independence, June Lake, Lee Vining, Lone Pine, Mammoth Lakes, Tom's Place)

Contacts for Specific information regarding current vacancies:

Forest Civil Rights Officer – Julie Hall (760) 873-2470

Recruiter – Jane Fertig (559) 297-0706 Ext 4902

Fire Point of Contact – Robert Bertolina (760) 924-5514

Klamath National Forest <http://www.fs.fed.us/r5/klamath/> To be considered for the following Duty Locations, select **YREKA** in Avue. (Callahan, Fort Jones, Happy Camp, Klamath River, Mount Hebron, Macdoel, Scott Bar, Seiad Valley, Yreka)

Contacts for Specific information regarding current vacancies:

Forest Civil Rights Officer – Penny Melum (530) 841-4489

Recruiter – Stephen Thomas (530) 934-1108

Fire Point of Contact – Jamie Tarne (530) 841-4443

Lake Tahoe Basin Management Unit <http://www.fs.fed.us/r5/ltbmu/> To be considered for the following Duty Locations, select **SOUTH LAKE TAHOE** in Avue. (South Lake Tahoe, Tahoe City)

Contacts for Specific information regarding current vacancies:

Forest Civil Rights Officer – Janice (Chaz) Czaplicki (530) 543-2659

Recruiter – Rita Yates (530) 621-5288

Fire Point of Contact – Mike Simmons (775) 749-1802

Lassen National Forest <http://www.fs.fed.us/r5/lassen/> To be considered for the following Duty Locations, select **SUSANVILLE** in Avue. (Chester, Fall River Mills, Forest Ranch, Hat Creek, Manzanita Lake, Mineral, Old Station, Susanville)

Contacts for Specific information regarding current vacancies:

Forest Civil Rights Officer – Marilyn Loughrey (530) 226-2367

Recruiter – Stephen Thomas (530) 934-1108

Fire Point of Contact – Rich Thayer (530) 257-5575

Los Padres National Forest <http://www.fs.fed.us/r5/lospadres/> To be considered for the following Duty Locations, select **Goleta** in Avue. (Arroyo Grande, Big Sur, Carpinteria, Fillmore, Frazier Park, Goleta, Greenfield, Jolon, King City, Los Olivos, New Cuyama, Ojai, Piru, Santa Barbara, Santa Maria, Santa Margarita, Santa Ynez)

Contacts for Specific information regarding current vacancies:

Forest Civil Rights Officer – Sarah Majdiak (805) 961-5748

Recruiter – Diann McGlothen (909) 382-2670

Fire Point of Contact – Carrie Landon (805) 798-3521 (cell)

Mendocino National Forest <http://www.fs.fed.us/r5/mendocino/> To be considered for the following Duty Locations, select **WILLOWS** in Avue. (Covelo, Elk Creek, Paskenta, Stonyford, Upper Lake, Willows)

Contacts for Specific information regarding current vacancies:

Forest Civil Rights Officer – Barbara Leach (530) 934-1103

Recruiter – Stephen Thomas (530) 934-1108

Fire Point of Contact – Jesse Roach (530) 934-1142

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Modoc National Forest <http://www.fs.fed.us/r5/modoc/> To be considered for the following Duty Locations, select **ALTURAS** in Avue. (Adin, Alturas, Canby, Cedarville, Tulelake)

Contacts for Specific information regarding current vacancies:

Forest Civil Rights Officer – Mario Longoria (530) 233-8716

Recruiter – Stephen Thomas (530) 934-1108

Fire Point of Contact – Susan Leonard (530) 233-8716

Plumas National Forest <http://www.fs.fed.us/r5/plumas/> To be considered for the following Duty Locations, select **QUINCY** in Avue. (Berry Creek, Blairsden, Challenge, Chilcoot, Greenville, Doyle, Milford, Quincy, Strawberry Valley)

Contacts for Specific information regarding current vacancies:

Forest Civil Rights Officer – Orlando Sepulveda (530) 283-7891

Recruiter – Stephen Thomas (530) 934-1108

Fire Point of Contact – Michael Haddock (530) 283-7832

San Bernardino National Forest <http://www.fs.fed.us/r5/sanbernardino/> To be considered for the following Duty Locations, select **SAN BERNARDINO** in Avue. (Big Bear City, Fawnskin, Idyllwild, Lytle Creek, Mentone, Skyforest)

Contacts for Specific information regarding current vacancies:

Forest Civil Rights Officer – Tonya Wieck (909) 382-2668

Recruiter – Diann McGlothen (909) 382-2670

Fire Point of Contact – Eric Sweetman (909) 382-2894

Sequoia National Forest <http://www.fs.fed.us/r5/sequoia/> To be considered for the following Duty Locations, select **PORTERVILLE** in Avue. (Bakersfield, Blackrock, California Hot Springs, Dunlap, Glenville, Havilah, Hume, Johnsondale, Kernville, Pinehurst, Porterville, Springville, Wofford Heights, Lake Isabella)

Contacts for Specific information regarding current vacancies:

Forest Civil Rights Officer – Paula Stephens (559) 784-1500

Recruiter – Jane Fertig (559) 297-0706 Ext 4902

Fire Point of Contact – Mike Ryan (760) 379-5646 Ext 520

Shasta-Trinity National Forest <http://www.fs.fed.us/r5/shastatrinity/> To be considered for the following Duty Locations, select **REDDING** in Avue. (Burnt Ranch, Big Bar, Hayfork, Hyampom, Junction City, Lewiston, McCloud, Mount Shasta, Platina, Redding, Trinity Center, Weaverville)

Contacts for Specific information regarding current vacancies:

Forest Civil Rights Officer – Marilyn Loughrey (530) 226-2367

Recruiter – Stephen Thomas (530) 934-1108

Fire Point of Contact – Ivy Williams (530) 226-2283

Sierra National Forest <http://www.fs.fed.us/r5/sierra/> To be considered for the following Duty Locations, select **CLOVIS** in Avue. (Big Creek, Dinky Creek, Fresno, Mariposa, North Fork, Oakhurst, Prather, Trimmer, Clovis)

Contacts for Specific information regarding current vacancies:

Forest Civil Rights Officer – Mary McDonough (559) 297-0706 Ext 4880

Recruiter – Jane Fertig (559) 297-0706 Ext 4902

Fire Point of Contact – Pedro Martinez (559) 297-0706 Ext 4975

Or Mike Walsh (559) 297-0706 Ext 4972

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Six River National Forest <http://www.fs.fed.us/r5/sixrivers/> To be considered for the following Duty Locations, select **EUREKA** in Avue. (Eureka, Gasquet, Mad River, Orleans, Ruth, Salyer, Willow Creek, Zenia)

Contacts for Specific information regarding current vacancies:

Forest Civil Rights Officer – Kathy Allen (707) 441-3557

Recruiter - Stephen Thomas (530) 934-1108

Fire Point of Contact Rob Rivelle (707) 441-3591

Stanislaus National Forest <http://www.fs.fed.us/r5/stanislaus/> To be considered for the following Duty Locations, select **SONORA** in Avue. (Groveland, Hathaway Pines, Mi-Wuk Village, Pinecrest, Sonora)

Contacts for Specific information regarding current vacancies:

Forest Civil Rights Officer – Michael Perez (209) 532-3671 Ext 425

Recruiter – Jane Fertig (559) 297-0706 Ext 4902

Fire Point of Contact – Tracy Stelman (209) 532-3671 Ext 272

Tahoe National Forest <http://www.fs.fed.us/r5/tahoe/> To be considered for the following Duty Locations, select **NEVADA CITY** in Avue. (Camptonville, Downieville, Forest Hill, Loyalton, Nevada City, Sierraville, Soda Springs, Truckee)

Contacts for Specific information regarding current vacancies:

Forest Civil Rights Officer – Mike Cruz (530) 478-6178

Recruiter – Rita Yates (530) 621-5288

Fire Point of Contact – Donn Thane (530) 478-6270

Not Appearing on Referral List?? Reasons & Suggestions

What would cause an applicant to not appear on a Referral List?

Not applying to the announcement - Applicant did not apply to the announcement prior to the referral list being created or the applicant may have been confused as to which announcement to apply to.

Incomplete Application - Applicant did not submit and certify their application.

Inactive Application - Applicant did not re-certify their application when it came time to do the 60 day re-certification.

Incorrect Location - Applicant did not choose the correct location.

Not meeting Basic Qualifications –

- 1) Applicant did not meet the Basic Qualifications based upon their responses to the Basic Qualification questions
- 2) HR, upon qualifying the application, could not find information in the applicants work history that verified the applicant's responses to the Basic Qualification questions.
- 3) Applicant did not check the screen out requirement (i.e. 90 days of wildland firefighting experience OR for Permanent Fire Announcements the age requirement). **NOTE:** In multiple grade advertisements for permanent positions, an applicant **MUST** click on the screen out questions for **both grade levels**.

Not meeting the Quality Group - Applicant did not appear in the Quality Group based upon their responses to the Questionnaire. How the applicant responds to the questions is the basis for them appearing on the referral list.

Not meeting the Area of Consideration - Applicant is either not a U.S. Citizen or missed the U.S. Citizen check box.

I'm on the referral list, why wasn't I selected?

Review your application - The selecting official evaluates knowledge, skills, and abilities (KSAs) and reference checks, to determine how well a candidate will perform in the particular position being filled. Your strengths and weaknesses are determined based on the experience and training you provide in your application. Edit your application if you find you did not include experience which would have been of interest to the supervisor.

You were within the quality group but another individual was selected - The selecting official is entitled to make, or to not make, the selection from any of the candidates on the referral lists (internal or external) or to select from other appropriate sources, such as reinstatement, transfer, people with targeted disabilities, or Veteran's Recruitment Appointment eligibles. Under temporary DEU (external) or permanent DEMO (external) referral lists, veterans entitled to veterans preference will always be given priority consideration and selection before nonveterans.

I was on the referral list and was told he supervisor selected me but HR found me not qualified. I responded to the questions appropriately and was told I met basic qualifications. Why was I found not qualified? Upon selection, HR verifies that the selectee meets the qualifications of the position by reviewing the application submitted by the applicant. In the announcement, we inform applicants that the responses to their questions will be verified against their application to ensure Office of Personnel Management qualification requirements are met. If an applicant does not provide adequate information in their application, they will be found not qualified.

NOTE: Not being selected does not mean that you or your application needed improvement; there are generally high numbers of quality applicants for positions advertised in this Region. We encourage you to seek advice and counsel from your supervisor and/or a subject-matter expert in the specialty area to which you are applying regarding your application. Perhaps additional work experience or training would assist in competing for the specific position(s) in which you are interested.

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