



Behavioral Health and Cancer Awareness 2025 Implementation Plan

Issued: November 2025

OVERVIEW

This document is intended to provide information for all State Fire Training (SFT) stakeholders on the updated Behavioral Health and Cancer Awareness (2025) curriculum requirements. Stakeholders are encouraged to study this information carefully and seek clarification from SFT if questions arise.

Behavioral Health and Cancer Awareness 1A: Frontline Supervisor (2025) and Behavioral Health and Cancer Awareness 2A: Multilevel Supervisor (2025) are presented as a Fire Service Training and Education Program (FSTEP) curriculum. SFT updated the course plans based on State Fire Training's authority.

IMPLEMENTATION

New Curriculum	Hours
BHCA 1A: Frontline Responder (2025)	8.0 hours
BHCA 2A: Multilevel Supervisor (2025)	32.0 hours

Behavioral Health and Cancer Awareness (2025) Curriculum LaunchJanuary 1, 2026
SFT will release the Behavioral Health and Cancer Awareness (2025) curriculum on January 1, 2026.

Behavioral Health and Cancer Awareness (2020) Curriculum Retirement ...December 31, 2025
Effective December 31, 2025 SFT will retire Behavioral Health and Cancer Awareness (2020). On January 1, 2026, SFT will remove the curriculum from the SFT course catalog, and it will no longer be available.

INSTRUCTOR REQUIREMENTS

Instructor Registration.....January 1, 2026
Instructors for the Behavioral Health and Cancer Awareness (2025) curriculum must meet the SFT requirements for Registered Instructor. Instructors must have appropriate education and practical experience relating to the specific course content.

Existing Registered Instructors

SFT will authorize existing former Behavioral Health and Cancer Awareness (2025) Registered Instructors to teach Behavioral Health and Cancer Awareness (2025) courses. SFT will update the SFT User Portal.

In-Process Instructor Candidates

Candidates actively pursuing Behavioral Health and Cancer Awareness 1A (2020) instructor registration must submit all documentation postmarked on or before December 31, 2025. Candidates actively pursuing Behavioral Health and Cancer Awareness 3A (2020) instructor registration must submit all documentation postmarked on or before December 31, 2025. As two levels have been combined, all candidates actively pursuing Behavioral Health and Cancer Awareness 2A (2020) instructor registration will be required to meet the Behavioral Health and Cancer Awareness (2025) requirements. Anyone who applies to teach Behavioral Health and Cancer Awareness 1A or 2A (2025) on or after January 1, 2026, will be required to meet the Behavioral Health and Cancer Awareness (2025) requirements.

New Instructor Registration

New instructor candidates shall meet the following requirements:

Category	Requirement
Instructor Registration	Be an OSFM Registered Instructor
Certification	None
Education	• For Behavioral Health and Cancer Awareness 1A, Behavioral Health and Cancer Awareness 1A Course Title (2025) • For Behavioral Health and Cancer Awareness 2A, Behavioral Health and Cancer Awareness 2A Course Title (2025)
Instructor Task Book	None
Experience	• A minimum of five (5) years' full-time paid or ten (10) years' volunteer or part-time paid experience working as a fire service member in a recognized California fire agency • Additionally, for BHCA 2A, a minimum of two (2) years' full-time paid or four (4) years' volunteer or part-time paid experience working as a Fire Officer in a recognized California fire agency • A minimum of two (2) years' experience in at least one of the following fire service behavioral health area(s): ○ Peer support ○ Peer instruction ▪ International Critical Incident Stress Foundation (ICISF), International Association of Firefighters (IAFF), or AHJ ○ Policy development

	○ Agency health and wellness programs ○ Agency injury/illness prevention programs ● A minimum of two (2) years' experience in at least one of the following fire-service cancer-mitigation and exposure-reduction area(s): ○ Cancer-mitigation and exposure-reduction programs ○ Policy development ○ Agency health and wellness programs ○ Agency injury/illness prevention programs
Chief's Letter	Provide a letter signed by their Fire Chief or authorized designee that verifies qualification to deliver Behavioral Health and Cancer Awareness (2025) curriculum.
Application	Submit an SFT Instructor Registration Application
Fee	Pay the registration fee (if applicable)

POTENTIAL AGENCY IMPACTS

Fire agencies desiring to use the Behavioral Health and Cancer Awareness (2025) curriculum as a requirement for their recruitment/promotion activities need to review the Behavioral Health and Cancer Awareness (2025) curriculum requirements to be sure that all agency training needs are met. After review, fire agencies should update their job specifications and recruitment documentation to reflect these new courses and certification requirements.

Accredited Regional Training Programs (ARTP), Accredited Local Academies (ALA), community colleges, and all other local delivery venues need to review the curriculum and seek approval from their curriculum committee / program sponsor, as appropriate. ARTPs should review the new Behavioral Health and Cancer Awareness (2025) curriculum and discuss potential impacts with their advisory committees.