

Volunteer Firefighter Recruitment

**Your Community
Needs You.**

**Now Recruiting
Volunteer
Firefighters.**

Volunteer
Firefighter

Retired

Spring and summer recruitment application deadline: July 31, 2019
Visit greatersudbury.ca/fire



Volunteer Firefighter Recruitment Committee

The Volunteer Firefighter Recruitment Committee (VFRC) was formed to take advantage of the knowledge and experience found within the volunteer firefighter (VFF) ranks, and to provide valuable feedback and advice on volunteer firefighter recruitment and retention to Fire Service leadership. Volunteer firefighters may research, review, and provide management with advice in the form of recommendations to improve the recruitment and retention of qualified volunteer firefighter applicants.

The Volunteer Recruitment Committee is comprised of:

- Deputy Chiefs of Fire Services
- Assistant Deputy Chiefs of Fire Services
- Talent Acquisition Specialist, CGS Corporate Services
- Administrative Assistant, Deputy Chiefs
- Three Volunteer Firefighters as assigned by the Association

Each member of the committee worked collaboratively to develop and implement the following initiatives as part of the 2021 volunteer recruitment:

- Additional portable signage in high visible areas
- New recruitment banners to be installed at stations
- Video of VFFs demonstrating physical testing requirements
- Volunteer firefighters to assist with physical testing
- Volunteer Captains assisting with the candidates' interview process



Chiefs Recruitment Video



<https://youtu.be/QD3TqJ5Qk1I>



Advertising Strategy

- Chief's Recruitment Video
- Station Banners (12' x 4')
- Portable & Digital Boards
- Radio Ads
- Social Media Campaign
- Posters and Post Cards



Advertising Strategy



Application and Information Package

- Application and information packages were updated to provide new detailed recruitment information.
- Electronic applications are now available which can be submitted directly online through the City's website.
- Average number of responses per station is provided in the information package to allow applicants to recognize the level of emergency response commitment to expect.
- List of mandatory documentation to be obtained prior to attending physical testing.



Orientation Sessions

- Recruits' orientation sessions were held at LEL welcoming the recruits and providing information pertaining to rules, regulations and expectations of the Fire Service.
- A Peer Support Member provided a presentation of “what you can expect” as a first responder to prepare them for situations they may encounter and how to deal with them. Information was provided pertaining to the EAP and Peer Support Program.

Contact Your Employee Assistance Program

Call: 855.850.7998

TTY: 877.373.4763

Online: guidanceresources.com

App: GuidanceNowSM

Web ID: CGSEAP

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Who Rescues You?

Peer Support Network (PSN)
311- PEER
674-4455 extension 7337



Physical Testing Video



<https://youtu.be/Lt3QyUaxSW0>



Physical Testing

A video identifying all stages of the physical testing was developed using current volunteer firefighters and made available through the website to provide applicants with a realistic vision of physical testing expectations.

Volunteer firefighters assisted throughout the physical testing process allowing them to observe new recruits and provide feedback on their abilities.

Over 70 recruits attended the physical testing. Blood Pressure (160/100) and Heart Rate (110 ppm) have been aligned with National Fire Protection Association requirements. All blood pressure and heart rate monitoring was conducted by paramedics.



Interviews

- Interview panel consisted of Assistant Deputy Chief, Administration Assistant and Volunteer Captain.
- Two Volunteer Captains assisted in conducting applicant interviews and provided observations and feedback on candidates.
- Interviews were conducted online through MS Teams for a duration of 20 minutes per interview.
- Future interviews shall be “in person” when possible.
- Interview process was separated from physical testing process.



Candidates Summary

Summary 2021 Volunteer Firefighter Recruitment		
Total Applications	213	
Not in Response Area	49	
Disqualified	17	
PA Testing	147	
Did not participate in PA Testing	44	
Eliminated after PA Testing	1	
No show at PA Testing	7	
Withdrew from PA Testing	5	
Interviewed	90	
Eliminated after Interview	17	
Withdrew from Interview	1	
Training	72	
Withdrew from Training	5	
Could not complete Training	2	
Accepted ADC position	1	
Hiring	64	
	Hiring	Applied
Copper Cliff	2	5
Waters	7	13
Lively	7	9
Whitefish	3	5
Beaver Lake	1	1
Azilda	5	12
Chelmsford	5	13
Dowling	1	5
Levack	1	1
Val Caron	3	15
Val Therese	11	19
Hanmer	2	18
Capreol	0	3
Garson	8	21
Falconbridge	3	9
Skead	2	3
Coniston	1	6
Wahnapitae	2	6



Station Summary

Stn #	Station Name	2020 # of VFFs	2021 Hires	2021 # of VFFs
District 2				
5	Copper Cliff	8	2	10
6	Waters	18	7	25
7	Lively	14	7	21
8	Whitefish	10	3	13
9	Beaver Lake	3	1	4
District 3				
10	Azilda	18	5	23
11	Chelmsford	22	5	27
12	Dowling	10	1	11
14	Levack	9	1	10
District 4				
15	Val Caron	10	3	13
16	Val Therese	11	11	22
17	Hanmer	16	2	18
18	Capreol	11	0	11
District 5				
20	Garson	16	8	24
21	Falconbridge	4	3	7
22	Skead	1	2	3
23	Coniston	13	1	14
24	Wahnapitae	15	2	17
Totals		209	64	273

Number of 2021 VFFs (273) as of September 1, 2021



Mandatory Training

- Candidates attended a 40-hour training session.
- Training took place over the span of two weekends or four weekdays:
 - Monday to Thursday 7 a.m. – 5 p.m.
 - Saturday & Sunday 7 a.m. – 5 p.m.
- Candidates must pass all components of the curriculum and training.



Probation Period



- New members of the Volunteer Firefighter Service will serve a probationary period of 12 months.
- Successful completion of probation includes:
 - Obtaining a DZ license (through City of Greater Sudbury)
 - 25% incident attendance and a minimum of 12 training sessions
 - Positive performance appraisal by Station Captain and the Assistant Deputy Chiefs
- Upon successful completion of the probationary period, new members will receive a one-time lump sum payment of \$500 and an hourly rate increase.



Challenges

- COVID-19 challenges of running a recruitment during a pandemic.
- Largest single recruitment in recent history.
- Cost associated with outfitting 60 plus volunteer firefighters.
- Delay in receiving personal protective equipment for new recruits.
- Conducting back-to-back recruitments (career and volunteer).
- Attracting candidates to fire districts with low enrollment (Beaver lake, Skead, Falconbridge).



Future Consideration

- Town Hall Meetings - Volunteer Firefighter Recruitment Information Session to be held at individual stations prior to commencement of the recruitment.
- Physical Testing - to provide a date and time that applicants can attend the training grounds and observe the physical testing.
- Increasing minimum training for new recruits.
- Volunteer Captains to assist with the interview process. Interviews shall take place in person if possible.
- Reducing training class sizes to maintain a 4:1 recruit to training officer ratio.
- Contacting previous recruits who did not attend physical training and encourage them to reapply.



Questions?

