

Greater Sudbury Fire Services - 2022 Volunteer Firefighter Recruitment Update

Presented To:	Emergency Services Committee
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Type:	Correspondence for Information Only
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Report Summary

This report provides an overview of the Greater Sudbury Fire Services' 2022 Volunteer Firefighter recruitment.

Relationship to the Strategic Plan, Health Impact Assessment and Community Energy & Emissions Plan (CEEP)

This report refers to operational matters and has no direct connection to the Community Energy and Emissions Plan.

Financial Implications

There are no financial implications associated with this report.

Background

This report provides an overview of the Greater Sudbury Fire Services (GSFS) 2022 Volunteer Firefighter recruitment. The report will identify new initiatives that were implemented, changes from the 2021 recruitment that occurred to improve the process, and an update on the status of the 2022 Volunteer Firefighter recruitment.

Volunteer Firefighter Recruitment Committee

The Volunteer Firefighter Recruitment Committee, which is comprised of current Volunteer Firefighters and Fire Administration, met on two different occasions related to the 2022 process. The first meeting on October 25, 2021 was held to review the 2021 Volunteer Recruitment and identify and recognize ideas and suggestions brought forward by staff and Volunteer Firefighters to improve the recruitment. The Recruitment Committee met again on February 03, 2022 to hear suggestions, review implemented changes to the process, and revise timelines. A follow up meeting with the Committee will take place prior to the end of 2022 to consider any further suggestions or alterations to the 2023 Recruitment.

Advertising Strategies

- Posters: Over 800 posters were provided to the Volunteer Firefighters to distribute throughout the community.
- Business Cards: Business Cards were developed and delivered to all Stations to be distributed to the public at events and after responses throughout 2022 to ensure public awareness of the ongoing recruitment.
- Banners: Seventeen 12'x4' banners were affixed to the exterior of fire stations to advertise the recruitment. Additional bilingual banners were also purchased.
- Digital Boards: Electronic digital boards were used to promote the recruitment at the following locations:
 - Bell Park
 - City of Greater Sudbury Libraries
 - Walden Arena
 - Corner of Lasalle and Notre Dame
- Radio Ads: Volunteer Firefighter recruitment ads were aired on Q 92.7 Rock and KISS 105.3 at various times throughout the day for the duration of the recruitment campaign.
- Social Media Campaign: Facebook, Twitter, and Instagram were used to promote the recruitment through social media.
- Public Service Announcement: A public service announcement featuring Chief Nicholls promoting the recruitment was once again used to advertise the 2022 Recruitment on the City website and social media.

Orientation Night at the Lionel E. Lalonde Center

All recruits are invited to attend an orientation session the evening prior to their first day of mandatory training in which two presentations will be provided to the recruits. The first presentation provides an overview of the Fire Service, what is entailed in being a Volunteer Firefighter and the rules and regulations pertaining to the Fire Service and the City of Greater Sudbury. The second presentation provides applicants with a glimpse into some of the situations they may experience as a first responder. The presentation also informs them of the mental health programs available to support them, specifically the Peer Support Team and the Employee Assistance Program.

Physical Testing

- The physical testing was held on May 10, 2022 at the Fire Services training grounds located at the Lionel E. Lalonde Center.
- Six active Volunteer Firefighters participated and aided with the physical testing stages and provided information and guidance to recruits with inquiries about being a firefighter.
- Blood Pressure (160/100) and Heart Rate (110 ppm) in accordance with the National Fire Protection Association (NFPA) requirements were taken by paramedics prior to and following the physical testing to ensure cardiac health was being monitored.
- A video identifying current Volunteer Firefighters completing each component of the physical testing is available on the City's website and allows for new recruits to be prepared for the physical testing component.

Interviews

- An active Volunteer Captain took part in the interview process, and while not scoring the individual being interviewed, provided valuable feedback and opinions on the applicant and their experience.
- Interviews occurred in person at the Lionel E. Lalonde Center from May 23 to 25, 2022.

Mandatory Training

- There are 24 successful applicants who are invited to attend the mandatory recruit training in September.
- Ontario Reg. 343/22 Firefighter Certification comes into effect on July 01, 2022, which requires all new recruits to achieve National Fire Protection Association (NFPA) 1001 Firefighter Level 1 and Firefighter Level 2 as a minimum qualification.
- To meet the mandatory certification requirements, the recruit training program requires 230 hours of online and practical training to be completed within the first two years of employment as a Volunteer Firefighter.
- Class size will be reduced to a 6:1 ratio (Volunteer Firefighter : Trainer) which is a safe and acceptable ratio while allowing multiple opportunities for recruits to attempt each training component and provides training officers an accurate evaluation of candidates.

Summary

The 2022 Volunteer Firefighter recruitment selection process focused on stations with the greatest need for personnel. Prior to the application submittal closing date, Fire Administration contacted all recruits from the 2021 recruitment who did not attend the physical testing stage to inquire if they were interested in applying for the 2022 recruitment. The following table provides a summary of the final recruitment statistics.

Summary 2022 Volunteer Firefighter Recruitment		
Total applications (low enrollment stations)	64	
Dropped out of application process	22	
Invited to physical assessment testing	42	
Dropped out of physical assessment process	14	
Attended physical assessment testing	28	
Withdrew after testing process	2	
Interviewed	26	
Disqualified due to interview process	2	
Hiring	24	
	Hiring	Applied
Copper Cliff	2	3
Lively	2	8
Whitefish	0	1
Beaver Lake	1	1
Dowling	4	5
Levack	4	10
Val Caron	2	6
Hanmer	7	21
Capreol	1	3
Falconbridge	0	2
Skead	0	0
Coniston	0	6
Wahnapiatae	1	6