

Gainesville Fire Rescue

Support Services Bureau

Recruiting Effort Report

2014

Joseph S. Hillhouse

Abstract

The following update will outline targeted recruitment efforts in the Gainesville an Alachua County area during FY2014 and include target metrics, efforts, results, ongoing programs, and suggestions for the future.

Abbreviations:

AA – Affirmative Action

EO – Equal Opportunity Office

GFR – Gainesville Fire Rescue

IPS – Institute of Public Safety

NTN – National Testing Network

OIC – Officer In Charge

SSB – Support Services Bureau

Background

In the past, GFR has made investments in citizens by hiring them as non-certified employees and sending them to both fire school and EMT school to facilitate area locals in meeting the minimum requirements for employment as GFR's entry level Firefighter/EMT. The idea behind this program was that citizens from our area would have more buy in to the community and lead to increased longevity from employees. Since the employees were found locally, this also helped to ensure that new hires reflected the community. As City budgets became tighter hiring employees who were already certified lowered costs for replacing employees and became the standard.

GFR still has a commitment to hiring local citizens to give them the opportunity to serve their friends and families. To facilitate area locals being eligible for entry level positions a program was developed to educate interested locals on the minimum requirements for employment in the Fire and EMS services and assign mentors from GFR to help guide these potential employees.

Target metrics

In an effort to assist with AA and EO goals outlined by the City of Gainesville, the Fire Chief, and ensure that GFR is a reflection of the community we serve, GFR SSB began targeted recruitment of local minorities, women advocacy groups, and veterans in the Gainesville and Alachua County area. In January SSB and the Operations Chief's office began an effort to establish a comprehensive list of minority and ethnic organizations, political action groups, women's advocacy groups, veterans groups, high school counselors, church organizations, college organizations, and area gyms. This comprehensive list was then used to distribute information regarding recruitment events via fax, email, and phone.

Recruiting efforts / Mile stones

In FY2014 GFR developed its recruitment coalition, established a development path for interested mentees, outlined the mentor/mentee relationship both internally and externally, held three targeted recruitment events, and our first mentorship meeting:

* The following results show the demographics of citizens (See attachment 3) who were enrolled in GFR's mentorship program as a result of recruiting efforts.

1. January SSB staff begin establishing comprehensive organization list for recruitment
2. GFR recruitment day April 17, 2014 0800-1200

(See attachment 1)

(See attachment 2)

Synopsis:

The purpose of this event was to educate citizens who have an interest in working in the emergency services on our local emergency response system in general, GFR's hiring process specifically, and finally a development path that will assist them in achieving their goal of being

hired by an Emergency services agency. Following this informational period, the Institute of Public Safety's (IPS) computer labs were made available for citizens to use to fill out interest cards for future GFR hiring opportunities.

Agenda:

0800

Welcome/Overview of local emergency response

GFR Chiefs:

Fire Chief – Gene Prince

Deputy Chief – Jeff J. Lane

Asst. Chief Risk Reduction – JoAnne Rice

0900

GFR's hiring process

Shawn Hillhouse

Certified and Non-certified candidates

Interest Card

National Testing Network

CPAT

FireTeam test

Interview

Orientation

0930

Career path development:

- FSFC

Capt. Don Campbell

- 1st responder/EMT/Paramedic

Director Louis Mallory SFC

- Scholarship programs available to achieve training goals

Shawn Hillhouse

TBD-completion

Artie Chestnut

Computer lab reserved and available for interested parties to complete interest cards

GFR 2014 Recruitment Day Results													
Male	Female	African American	Asian	Caucasian	Hispanic	Other	FF-I	FF-II	EMT	Paramedic	AS/AA	BS/BA	MS/MA
x		x							x				
x		x								x	x		
x				x			x	x	x		x		
x		x					x	x				x	
x		x											
x		x											
x		x											
x		x											
x		x											
x		x											
x		x											
x		x											
x	x						x						
x							x						
x							x						
x							x						
x								x					
Male	Female	African American	Asian	Caucasian	Hispanic	Other	FF-I	FF-II	EMT	Paramedic	AS/AA	BS/BA	MS/MA

3. May 2014 an email was sent to all GFR employees requesting champions to be mentors for the program SSB

Received 10 responses:

- Hillhouse, Joseph
- Cowart, Alex
- Campbell, DG
- Saunders, Keith
- Sutton, David
- Jones, Parnell
- Clary, Ryan
- Cheeseborough, Jamal
- Braun, Elizabeth
- Hafiz, Jamal

4. June 2014 GFR appoints Lt. Don Cambell as OIC for mentorship program, Lt. Braun as internal program manager and DC Saulsberry as External program manager

5. Santa Fe College Job fair August 28

Synopsis :

GFR's recruitment booth was set up and staffed by Capt. Hillhouse. The purpose of this event was to educate citizens who have an interest in working in the emergency services on, our local emergency response system in general, GFR's hiring process specifically, and finally a

development path that will assist them in achieving their goal of being hired by an Emergency services agency.

GFR 2014 Santa Fe job fair Results													
Male	Female	African American	Asian	Caucasian	Hispanic	Other	FF-I	FF-II	EMT	Paramedic	AS/AA	BS/BA	MS/MA
	x				x								
	x	x											
	x				x								
	x				x								
x			x										
x			x										
	x							x					
x					x								
x					x								

6. Gainesville Job Fair Sept. 9th

GFR's recruitment booth was set up and staffed by Capt. Hillhouse, Inspector Benjamin, and E5. The purpose of this event was to educate citizens who have an interest in working in the emergency services on, our local emergency response system in general, GFR's hiring process specifically, and finally a development path that will assist them in achieving their goal of being hired by an Emergency services agency.

7. Mentee meeting September 14th

Synopsis:

All mentee applicants from 2014 recruiting efforts were contacted and invited to an informational meeting held on September 14th at 0900 at Fire Station one 427 S. Main St. Gainesville Florida. The meeting lasted 1 hour. 16 mentees and three mentors were in attendance.

Ongoing efforts

GFR's next step is to pair individual mentees from our Sept. 14th meeting with their mentors and begin the development plan outlined in attachment 2.

SSB is currently drafting a program recommendation that would outline a path moving mentees to a "cadet program" sponsored by the department. When funding or grants are available the department would pay for cadets to complete Firefighter II and EMT. Once cadets meet minimum qualifications they could then take the NTN tests used for hiring by GFR and many other surrounding agencies



LOOKING FOR A CAREER?

Become a Professional Firefighter!

GAINESVILLE FIRE RESCUE

WHERE: THE INSTITUTE OF PUBLIC SAFETY

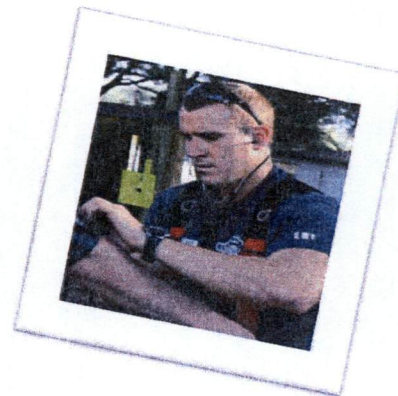
3737 NE 39TH AVE GAINESVILLE FL 32609

WHEN: 8:00 AM, APRIL 17, 2014

FOR MORE INFORMATION CONTACT

GAINESVILLE FIRE RESCUE TRAINING BUREAU AT 352-334-5075

Responsibility • Accountability • Professionalism • Innovation • Dedication



Preparing for an EMS/Fire career With Gainesville Fire Rescue

How to get there:

- Sign up for Gainesville Fire Rescue's (GFR) mentorship program
- Enroll and complete the following classes / certifications:
 - 1st responder
<http://www.sfcollege.edu/centers/kirkpatrick/Ems/index.php?section=programs>
 - Firefighter I/II
http://www.floridafireprograms.com/classes/class_listing.aspx
 - Emergency Medical Technician
<http://www.sfcollege.edu/centers/kirkpatrick/Ems/index.php?section=programs>
- Fill out a GFR employment interest card
<http://agency.governmentjobs.com/gainesville/default.cfm?action=openjobrequest&EmployerID=548>
- When an application process is announced complete or ensure you have a current test on file for the following National Testing Network (NTN) tests:
 - Candidate Physical Ability Test (\$125.00)
 - FireTEAM test



Go to www.floridastudentfinancialaid.org for more information

Programs available for financial assistance:

- Access to Better Learning and Education Grant Program
- First Generation Matching Grant Program
- Florida Bright Futures Scholarship Program
- Florida Public Postsecondary Career Education Student Assistance Grant Program
- Florida Resident Access Grant Program
- Florida Student Assistance Grant Program
- Florida Work Experience Program
- Marion County Community Technical and Adult Education Center (CTAE) - Tuition & Financial Aid
-

Attachment 3



Please Circle One

Gender: Male or Female

Race: Caucasian African American Hispanic Asian

Other _____

Firefighter Certified: Yes No

Highest Level of Education:

High School Associates Bachelors

EMT Yes No

Paramedic Yes No

How did you hear about Recruitment Day?

Thoughts, Comments, Complaints, Compliments?
