Recruiting Your Replacement (And Keeping Them There)
Recruitment Size Up:

Motivated, trained individuals have been, are and always will be the foundation of the fire service.
Recruitment without retention is a losing proposition.
Volunteer Fire Service: A National Problem

Firefighters In The US - 2015

- FF: 1,400,000
- C: 600,000
- V: 800,000
Volunteer Fire Service: A National Problem

Volunteer Firefighters In The US

<table>
<thead>
<tr>
<th>Year</th>
<th>Firefighters</th>
</tr>
</thead>
<tbody>
<tr>
<td>1984</td>
<td>920,000</td>
</tr>
<tr>
<td>1994</td>
<td>880,000</td>
</tr>
<tr>
<td>2004</td>
<td>820,000</td>
</tr>
<tr>
<td>2014</td>
<td>780,000</td>
</tr>
<tr>
<td>2015</td>
<td>800,000</td>
</tr>
</tbody>
</table>
US Fire Service: The Mission

Total Calls (NFPA)

- 1980
- 1990
- 2000
- 2010
- 2015
Volunteer Fire Service: The Problem In NY

1. **1998**: Approximately **110,000** Volunteers
2. **2010**: Approximately **84,000** Volunteers
3. **2014**: Approximately **105,000** Volunteers
4. **2019**: ± **75,000** Volunteers
Volunteer Fire Service: The Problem In NY

Fire Departments By Type
Total 1817

- Volunteer Fire Department (1700): 94%
- Combination Fire Department (61): 3%
- Full Career Fire Department (56): 3%
Recruitment Resources: Target Audiences

Age Distribution Of US Firefighters 2015

- 16-19: 16%
- 20-29: 25%
- 30-39: 30%
- 40-49: 25%
- 50-59: 15%
- 60+: 10%
"The most important job of every old firefighter is to teach young firefighters how to become old firefighters."

But what happens if there is no one to teach?
Recruitment Success: Identifying Barriers

1. Societal
2. Departmental
3. Individual
Decline In Volunteerism
Compensation For Work
Lack Of Community Identification
Too Many Outlets

Recruitment Success: Identifying Barriers

Society
Recruitment Challenges: Compounded Problem
Recruitment Challenges: Recruitment Myth?
Recruitment Success: Identifying Barriers

An Annoyance

No Plan And / Or Point of Contact

Dependence On Legacy Affect

Recruits Will Always Come

FD
Recruitment Success: Identifying Barriers
Recruitment Success: Identifying Barriers

- I Don’t Have The Time
- I Don’t Know How To Do It
- I’m The One Running Away
- Misperception Of The Need
Recruitment Success: Department Needs

Mission: Growth / Decline

Financial Limitations

Training Limitations

Type Of Manpower Needed

FD
Recruitment Resources: Target Audiences

Age Distribution Of US Firefighters 2013

- Women
- Minorities
- Former Military
Recruitment Success: Fire In You Campaign

Tuition Assistance AVAILABLE!

Become a Volunteer Firefighter at www.FireInYou.org
Recruitment Success: Fire In You Campaign

Do you have the dedication and drive to do something great?

Do you have the courage to act?
The ability to perform?

Do you have what it takes to be a volunteer firefighter? To be the one running in when everyone else is running out?

Not only do you get the satisfaction of helping your community, you also get free training, scholarships and other benefits.

Join your local fire department. It may be the most rewarding thing you ever do.

Is there a FIRE in you?

FireInYou

Volunteers are needed all over the state and you start learning a new call-duty while training at the Fire In You Academy.

Train the Recruiter Kit

Is there a FIRE in you?
Recruitment Success: Fire In You Campaign
Recruitment Success: Fire In You Campaign
Recruitment Success: Fire In You Campaign
Recruitment Success: RecruitNY Weekend
Recognize the growing public safety problem and educate the public on the importance of the volunteer fire service and the recruitment challenges we are dealing with.
Establish a Recruitment and Retention Task Force to develop initiatives that allow for or improve the:

- delivery mechanisms for fire service and EMS training;
- ability to train volunteer firefighters in high schools, BOCES and community colleges (with acceptance and certification by OFPC);
- identification and recruitment of under-represented and at-risk populations;
- analysis and adoption of successful activities and programs developed in other jurisdictions.
Create a fulltime, dedicated bureau within OFPC to be responsible for the recruitment and retention of volunteer firefighters.
Fund, develop and implement a unified, statewide outreach campaign with input from the new OFPC bureau and fire service organizations.
Propose an incentive package to become, and remain, a volunteer first responder.
Your dad is a Cop!!

DUDE!
I'm Joking, He's a Fireman!!