NYSAC 2019 Seminar

A Two Front War: Battling the Recruitment Challenges of our First Responders

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Our panel will explore innovative and strategic ways to recruit and retain this vital community resource.

We are not here to tell you how bad it is.

We are here to provide:
1) a cafeteria list of possible strategies; and
2) suggest a comprehensive way ahead
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Where this could go:

1) Do nothing

2) Paid firefighters, paramedics

3) Town, Villages, Counties, NYS dynamically supporting volunteers (who will lead/take ownership)
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Strategies to take home:

1) Expand College/Tech School Tuition Support
2) High School / Youth Development
3) Expanding NYS/Local Tax Relief
4) Female FF Recruitment
5) Media – Social / Press / Theatres
6) VFD Support in Recruitment
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Strategies to take home:

7) Health Insurance
8) Cross Staffing
9) Reward Members for Recruitment
10) LOSAP/Paid-on-Call/Paid per Call/Gift Cards (some may require legislative Change)
11) Re-focusing Fire Department Spending
Retention

Recruitment would not be as large an issue if retention was improved

- Leadership education
- The marginal benefit
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Way Ahead

- Presently Fragmented Approach

- NYSAC, NYTOWNS, DHSES, FASNY, NYSAFC, AFDSNY, NYS Fire Coordinators

NYS, Towns, Villages, Counties, Associations, need to combine energy & effort