



21st Century Diversity **Youth** Recruitment Workshop

This 8 Hour workshop is designed to embrace and support diversity in the Fire, EMS and Public Safety Field and to provide tools of support for our youth.

Our target attendees include:

Fire Recruit Staff, EMS Agencies, Fire HR Staff, City or County HR Staff, Public High School and College Staff, Union Staff, Fire Diversity Based Organization Members and Community Support Organizations and most of all the parents of our youth.

Overview:

- 8 Hour workshop dedicated towards diversity in recruitment, outreach, in house tools, partnerships with public high schools, colleges, community members, community organizations, diverse fire related organizations, fire senior staff, fire recruitment staff, fire HR staff, agency HR staff and other public safety organizations such as EMS and police

Desired Outcome:

- Foster a better prepared pool of diverse candidates for the fire service as it relates to diversity and recruitment and a commitment to long range goals
- Provide for a better understanding of partnerships with diverse organizations within your served community
- Discuss ways to better connect with your target candidate years prior to the testing process
- Provide an overview of how best to make use of your Firefighter's ABC's tools
- Provide a forum to discuss your testing process as it relates to adverse impact
- Open discussion as it relates to your department's current and long-range goals related to diversity

Why A Multi-Agency Workshop?

- The desired goal is to present material to like organizations and/or organizations with like goals towards diversity. Having a multi-agency workshop allows for:
 - Networking with other like organizations
 - Providing feedback from other like organizations
 - Provides a support system towards cost savings via partnerships
 - Provides for a total cost savings for the sponsorship of the workshop
 - Each of your targets are most likely the same candidates

Tools:

- FFABC's – FDRC – NRD and the FFABC's Online Internship Program:
- There will be an overview of each of these during the workshop.

Why Attend:

- One can never invest too much as it relates to the most important investment in your organization – your personnel – and hopefully this workshop will support your effort in securing a diverse personnel pool.

Most Important:

- Provide a forum whereby all stake holders may discuss these important issues free of constraints

Request Your Nationally or Canada Presented Workshop:

- Partnering with other local agencies works best in terms of cost and the ability to network with others
- \$700 allows for an unlimited number of your diverse youth and others to attend this workshop at no cost
- Travel, meals and lodging fees are based on the host location and will be added to the base \$700 fee
- Contact us at:
- Accounts@FirefightersABCs.com - www.FirefightersABCs.com

Sample Content:

- Content 1
 - Overview of Diversity and Recruitment
 - Recruitment tool for our diverse candidates
- Content 2
 - How do your numbers look and do they reflect the make-up of your community?
 - Diverse candidates
 - Senior staff tools
- Content 3
 - Women in The Fire Service
 - What can be done to increase these numbers in the fire service
- Content 4
 - The core of diversity as it relates to your department
- Content 5
 - Your Ambassador
 - Your recruitment team, your community and the needs of your organization
 - Selecting the right person(s) for this assignment
- Content 6
 - Students and Schools
 - Your public high schools
 - Special programs to expand your pool of students
 - Overview – Firefighter’s ABC’s Online Internship Program
 - Development of Savings Plans for EMT and Paramedic School
- Content 7
 - Critical issues relating to your department
- Content 8
 - How to be a better candidate
- Content 9
 - Quiz (Support quizzes will be given throughout the workshop)

Sample Presentations Locations:

- San Jose, CA
 - Sponsored by the San Jose Fire Department
- Oakland, CA
 - Sponsored by the International Association of Black Professional Fire Fighters
- Gilroy, CA
 - Hosted by Gilroy Fire Department
- Los Angeles, CA
 - Hosted by LA County Youth Academy
- Detroit, MI
 - Hosted by the NER IABPFF
- Bellevue, WA
 - Sponsored by Public Safety Testing
- Santa Clara, CA
 - Hosted by Mission College Fire Program
- Las Vegas, NV
 - Hosted by the SWR IABPFF
- Henderson, NV
 - Hosted by I.A.B.P.F.F.
- Detroit, MI
 - Sponsored by The Hartford Insurance Company
- Dallas, TX
 - Hosted by IAFC – Fire Rescue International (FD Only)
- San Jose, CA
 - Sponsored by Fire Police Selection Inc.





DIVERSITY RECRUITMENT WORKSHOP

Posted on October 25, 2012



The City continues to expand and enhance efforts to effectively recruit a diverse pool of applicants for City jobs. Deputy Fire Chief Eric Mitchell and Assistant HR Director Lori Bluhm attended a Firefighter Diversity and Recruitment Workshop on October 19. The workshop provided tools and techniques for outreach and partnerships to connect with a broader applicant pool. Topics covered included: recruitment of women and minorities, community awareness and education techniques. Additional value was realized from networking with the presenters and other attendees. The workshop also resulted in City of Champaign membership in the Firefighter Diversity Recruitment Council, a national organization with access to tools and resources which help to prepare potential candidates for a career in the Fire Service.

This entry was posted in Human Resources Weekly Activity, Weekly Activity Reports. Bookmark the [permalink](#).

Workshop Requirements:

- Hosting Organization
 - Need two staff from the hosting organization present for the entire workshop
- Venue
 - FFABCs needs access to venue before 12 PM the day prior to the workshop for review
 - FFABCs needs access to venue by 6:00 AM the day of the workshop
 - Venue needs to be ready for presentation by 7:00 AM
- A/V Equipment
 - Wi-Fi connection for FFABCs
 - Lapel mic for presenter
 - Two floor handheld mics for attendees
 - Minimum 10' X 10' screen
- Seating for a minimum of 100 class room style
- Podium for presenter at the front
- Other requirements are arranged based on the needs of each host location as the needs of each hosting organization differ.

You may also learn more about this at www.FirefightersABCs.com

“We regret this presentation is not duplicated for public use and no filming is allowed”