



21st Century Diversity Recruitment Workshop

Engaging **M**anagement & **P**ersonnel **O**vertures **W**hile **E**mbracing **R**³ recruitment - retention - retirement

We ask that you share and join in attending with your Senior, Line and Human Resource Staff

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

Target attendees include:

- Senior Staff, Recruit Staff, EMS Agencies, HR Staff, City or County HR Staff, Public High School and College Staff, Union Staff, Diversity Organization Members and Community Organizations

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 Outcomes:

- Foster a better working relationship between senior staff, recruitment staff and HR staff 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 Diversity Recruitment Council tools (this is for fire departments and other council members)
- Provide an overview of how best to make use of your Affiliate membership tools (this is for non-fire department members such as public high schools)
- 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 and current situation

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

Member 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 diverse personnel – and hopefully this workshop will support your efforts in such

Most Important:

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

Request Your Nationally Presented Workshop:

- Partnering with other local agencies works best in terms of cost and the ability to network with others
- \$185 per agency or organization with a required minimum of twenty agencies and or organizations (however, any agency or organization may elect to sponsor the entire cost)
- Travel and lodging fees are additional based on the host location
- Accounts@FirefightersABCs.com – 408-842-8326 PST – www.FirefightersABCs.com

Sample Content:

- Content 1
 - Overview of Diversity and Recruitment
 - Recruitment from the top down
- Content 2
 - How do your numbers look
 - Diverse candidates
 - Senior staff
- Content 3
 - Women In The Fire Service
 - What can be done to increase these numbers
- Content 4
 - The core of diversity as it relates to your department
- Content 5
 - Your Ambassador
 - Your recruitment team, recruitment officer relate, 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
 - A “Free” program for all public high school students in your served area
 - Development of Savings Plans for EMT and Paramedic School
- Content 7
 - Critical issues relating to your department
- Content 8
 - Goals for the next one – three – five Years
- Content 9
 - Quiz (Support quizzes will be given throughout the workshop)

Sample Presentations Locations:

- Roanoke, VA
 - Sponsored by Equity and Diversity Conference
- Orlando, FL
 - Supported by Orange County Fire & Rescue, Orlando Fire Department & IABPFF
- Vallejo, CA
 - Hosted by Vallejo and Benicia Fire Department jointly
- Battle Creek, MI
 - Hosted by Battle Creek Fire, HR Dept – Sponsored by – I/O Solutions
- Houston, TX
 - Hosted by Houston Fire Department
- Bellevue, WA
 - Sponsored by Public Safety Testing
- Dallas, TX
 - Hosted by I.A.B.P.F.F.
- Portsmouth, VA
 - Hosted by Portsmouth Fire & Equity Conference
- 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
- San Jose, CA
 - Sponsored by Fire Police Selection Inc. and Hosted by FFABC's





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.

Fire Department, HR Department, EMS Agency, Testing Agency or Fire Based Diversity Organizations may host this workshop in your community – via contact at Firefighter’s ABC’s:

Contact@FirefightersABCs.com
408-842-8326 (PST)

Host Workshop Requirements:

- Venue, A/V Equipment, Etc. are arranged based on the needs of each host location as the needs of each hosting agency is different.

You may also learn more about this [workshop](#) at -
http://firefightersabcs.com/resources_directory/downloads.php

“We regret this presentation is not duplicated for public use”