VCOS Challenge Lane 3

Survey Summary

VCOS Vision work group identified recruitment challenges and 3 recommended recruitment initiatives to address.

Initiative 3A: Develop, acquire, and provide a variety of recruitment resources to assist ESO’s improve recruitment practices.

Initiative 3B: Utilizing the project leads, develop and make available model job descriptions for standardized fire service positions.

Initiative 3C: Create a tool for ESO’s to review their recruitment procedures to ensure the recruitment of a qualified and diverse workforce.

An initial recruitment task team assessed the initiatives and created a work plan to address the initiatives. In addition to soliciting resources through known national recruitment action, the team recommended a survey for two of the three initiatives. Each member was tasked to provide survey questions addressing the initiative needs.

The initial recruitment team created a comprehensive 7 page recruitment survey encompassing multiple facets of recruitment while addressing the information needed for the recruitment initiatives. An abbreviated survey was created from the comprehensive survey knowing that most persons will not have time to complete such a significant survey. From the abbreviated survey results the team expects to identify agencies and subject matter experts (SME) willing to participate in the more comprehensive survey and provide more detailed information in their area of specialty to include sharing of resources and providing project input. The abbreviated survey will be disseminated through the IAFC email distribution list and posted to the IAFC website. The comprehensive survey will be sent to only those who responded to the abbreviated survey.

The comprehensive survey component : ( approx. 150 questions)

Demographics

Recruitment Techniques

Resources Utilized

Initiatives

Recruitment Support

Referral

Onboarding

Screening

Minimum Requirement

Recruitment Success

The Abbreviated survey components (38 questions):

Demographics

Recruitment

Recruitment success