



RECRUITMENT & RETENTION “Breaking Barriers”

WEDNESDAY, SEPTEMBER 12, 2018

8:00 AM –12:00 PM

OVERVIEW: The volunteer fire service is experiencing its biggest challenge to date with volunteer firefighter recruitment and retention. With today's era of competing demands for the volunteer/potential volunteer firefighter, the question becomes, “What strategies are volunteer fire departments using to successfully recruit and retain volunteer firefighter's?” This workshop is based on a three year doctoral study on firefighter retention and will offer participants research-based/proven strategies to reduce turnover and increase recruitment among all generations of volunteers. These strategies are not based on costly campaigns and incentives, but offer practical professional applications that can be easily deployed.

This workshop will offer both classroom and hands-on training for students in drafting a recruitment campaign and developing internal programs to increase retention rates. Students attending this workshop will learn strategies to help overcome the biggest barriers to retention and recruitment in the fire service.

Instructor BIO: Dr. Candice McDonald is a firefighter/public information officer with the Sebring (OH) Fire Department and a firefighter/EMS officer with the Winona (OH) Fire Department. She works full time for NASA in the Office of Protective Services as a physical security specialist/federal special agent.

Cost of this seminar: **FREE**

Fire Co./Auxiliary/Organization: _____

Contact name & number: _____

1. _____ 3. _____

2. _____ 4. _____

Please return this form:

No later than August 8, 2018

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