

# Project Overview & Update

## Firefighter Recruitment



A series of white-outlined squares of various sizes are arranged in a grid-like pattern on the left side of the slide. There are three columns of squares. The first column has six squares, the second has three, and the third has two. The squares are of different sizes, with some being larger than others.

## Description

- Recruitment of 25 to 30 probationary firefighters
- Project Managers,
  - Nadine Daley; Human Resources
  - Mike Bekking; Fire Department

# Description

- Steering Committee






# Project Goals





## Candidate

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- Informed, Timely, Professional, and Efficient experience



## Corporation

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- Partner with internal experts
  - Invest resources in value-added activities
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A series of white-outlined squares of various sizes are arranged in a pattern on the left side of the slide, extending from the top left towards the bottom left.

# Innovations

- Partnerships
- Leverage Technology
  - Web Site
  - On-Line Application and payment
  - Use of CLASS and CARE
- Benchmarking for Best practice
- Project Management Approach
  - Co-managed by Fire and Human Resources

A series of white-outlined squares of various sizes are arranged in a grid-like pattern on the left side of the slide, with some squares missing, creating a decorative border.

# Innovations

- Diversity
- Addition Interview
- Psychological Testing
- Mental rigour
  - Coaching and Learning
- Candidate Physical Ability Testing

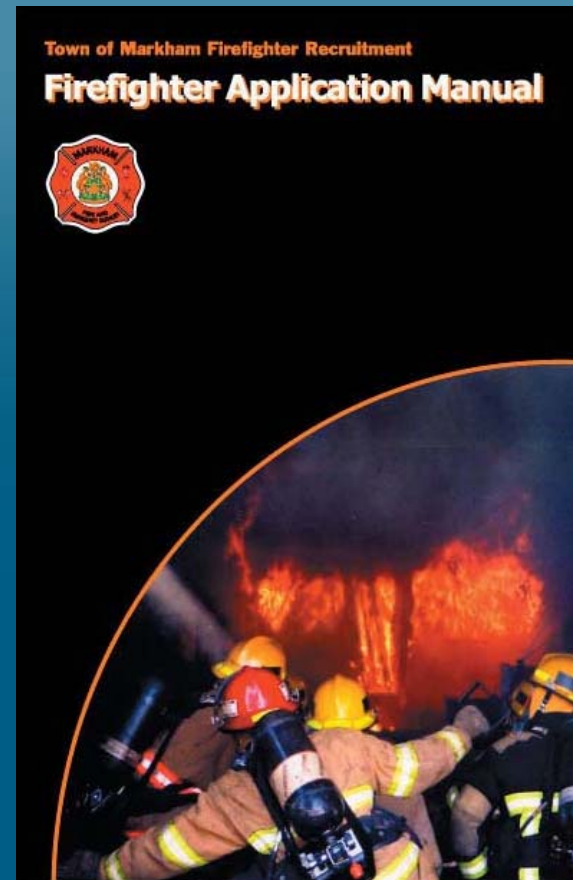
A series of white-outlined squares of various sizes are arranged in a decorative pattern on the left side of the slide. Some are stacked vertically, while others are scattered horizontally.

# Team Resources

- Contact Center
- Information Technology
- Corporate Communications
- Human Resources & Fire Department
- Recreation & Culture
- Strategic Services
- External agencies

# Accomplishments

- Manual Created





# Accomplishments

- Application Process Established
  - 9,100 web site hits
  - 1,510 applications received



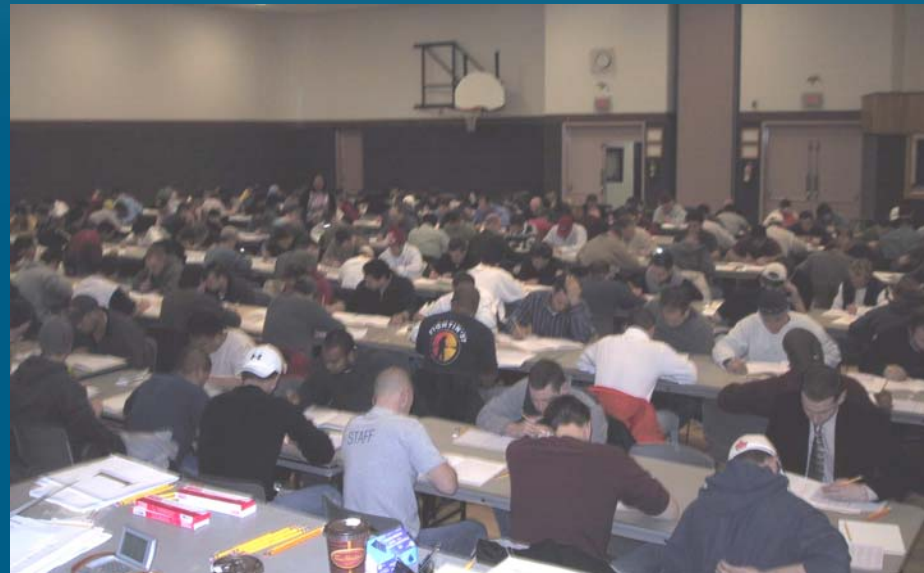
# Accomplishments

- Six Candidate Information Sessions
  - 600 candidates



# Accomplishments

- Six Examination Sessions
  - 1,400 candidates



A series of white-outlined squares of various sizes are arranged in a grid-like pattern on the left side of the slide. Some squares are solid white, while others are empty outlines. They are positioned at different heights and widths, creating a decorative border.

## Next Steps

- Application Screening
- Candidate Physical Ability Testing
- Physiological Testing
- Interview
- Reference Check
- Conditional Offer of Employment
- Training Begins

A decorative pattern of white-outlined squares of various sizes is arranged in a sparse, grid-like fashion across the top and left portions of the slide. The squares are not filled and vary in size, creating a modern, geometric aesthetic.

# Questions & Comments