



Recruitment

HOW DO WE KEEP NEW RECRUITS?

While our department offers financial incentives for new recruits, that alone will not keep them coming back. YOU have much more to do with that. New recruits often feel like aliens-dropped into a new world with acronyms and lingo they do not understand. We are developing a mentorship program that will help with this disconnect, but in the meanwhile, be welcoming and friendly to new recruits. Avoid cliques, especially at trainings and other department gatherings. When we are together, we are one team.

THE VALUE OF THE VOLUNTEER

While the nationwide number of firefighters -- volunteers and paid -- has declined 5 percent since the 1980s, the number of paid firefighters has increased 65 percent. Without enough volunteers, departments have had to hire more paid staff. Every year our volunteers provide the department with more than a quarter million dollars of labor.



THOUGHTS TO PONDER...

Who's going to fill your boots?

Who's going to be there to back you up?

Who are you investing in?

Your Role in Recruitment.

Have you heard that there is a nationwide decline in fire department volunteers? Of course, you have! Does that change our need for volunteers? Of course, it doesn't! Finding a volunteer used to be like finding a quarter at an arcade, these days, it's more like finding an arcade! While it's tougher, the need is still great. Our department has always relied heavily on our volunteer firefighters. In fact, we consider our department one group of members. While some are paid to be here full-time or part-time and some are here completely voluntarily, EVERY member is a vital part of our operations. Currently, the GMFSA is at 56% of our goal for firefighting personnel. We are still having an adequate response for large fires, but in order to ensure the safety of our members and the longevity of our department, we need to consider our role in the recruitment efforts of the GMFSA.

The GMFSA Board of Commissioners established a recruitment and retention program several years ago that pays out

incentives for new recruits to both the new recruit and the recruiter (you!). If you are not familiar with the program you can get a copy of SOP 105 or the Recruitment and Retention brochure from Kelley Murphy, Administrative Manager. We also have recruitment business cards that you can carry and use when meeting a prospective new member.

Volunteering with a fire department is a much larger time commitment than volunteering at other non-profits. The recruits we are looking for will need to be dedicated and disciplined. Most of our recruits join because of an invitation from a friend or acquaintance. Many recruits don't stick, but that should not deter you from continuing to recruit. When will we be done recruiting? Unfortunately, the answer is most likely 'never'. As long as we continue to serve our community, we will need men and women who will make the necessary sacrifices to be ready to respond. So who do you know that would make a great team member for our department?

Glassy Mountain Fire Service Area