

# URBANA FIREFIGHTER RECRUITING 2017





# Topics

- **Who** We're Looking For
- **What** the UFD Offers
- **When/Where**: Selection Process
- **Why** It Matters

# Who We're Looking For



# Target Audience



- Collaborators
- Tech-Savvy
- Well-Educated
- Diverse
- Socially conscious



*Source: Maximizing Millennials in the Workplace, (Brack and Kelly), University of North Carolina Kenan-Flagler Business School (2012).*



# Career Priorities

- ✓ Pay & benefits
- ✓ Flexible schedule
- ✓ Advancement opportunities
- ✓ Professional development
- ✓ Making a difference



# What the UFD Offers



- **Scheduling**
- **Pay & Benefits**





# Continuous Education and Training







# Career Ladder



# Making a Difference







# Becoming an Urbana Firefighter



# Qualifications



H.S. diploma/GED



Age: At least 21, under 35\*



Pass the CPAT/Ladder Climb



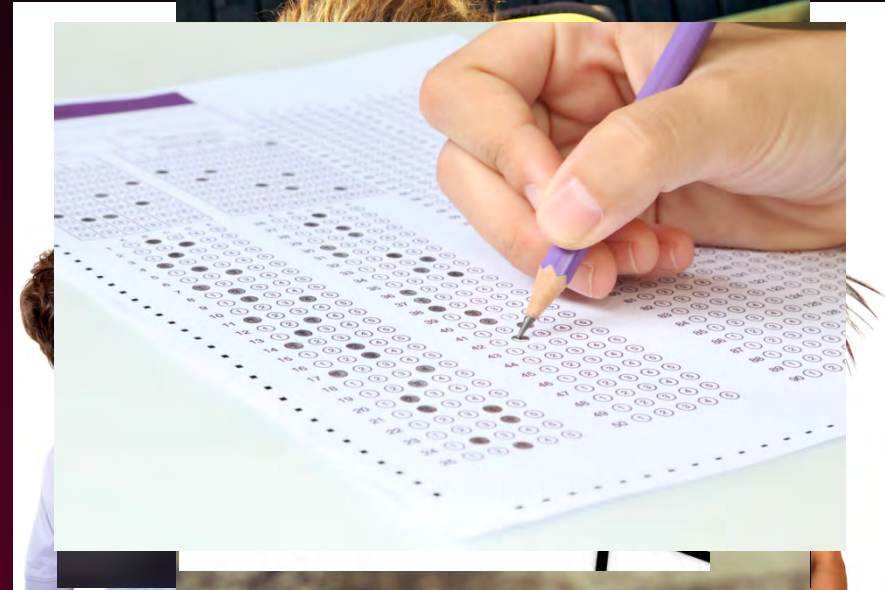
More at: [www.urbanacareers.org](http://www.urbanacareers.org)



# Selection Process



1. Written test = 40% +
2. Interview = 60% +
3. CPAT (Pass/Fail) +
4. Preference Points



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Rank on Final Eligibility List

# Preference Points



5 Veterans

5 Urbana Residency

4\* EMT Licensure

2 Firefighter Certification

4 Education

3 Volunteer Community Service



**Eligibility  
List =  
2 years**





- **May 13**: Open House  
10 a.m. – 12 p.m. @ Urbana Civic Center
- **June 11**: Deadline to apply:  
[www.urbanainillinois.us/jobs](http://www.urbanainillinois.us/jobs)
- **June 24**: Test in Urbana  
(no charge)

Save the  
Date!





# Why It Matters



# Tactical Initiatives



- Community Leaders Breakfast
- New website
- Multi-media ads
- Open house
- Testing options

*Photo courtesy Champaign-Urbana  
Mass Transit District*





# Strategic Initiatives

- Fire Explorers Post 3 I
- Candidate mentoring
- Exposure to the profession



# Growing Our Own

