MENTORING
Mentoring Overview

- Passing the CPAT
- Hiring
- Passing Probation & Academy
- Retention & Promotion
Passing the CPAT

Mental & Physical Preparedness
Nutrition
Physical Fitness
Support & Motivation
Networking
Passing the CPAT

- Mental & Physical Preparedness
  - Watch the CPAT orientation video
  - CPAT Candidate Preparation Guide
  - Determine your CPAT baseline
    - Take a practice test
Passing the CPAT

- Nutrition
  - "If You Choose Firefighting"
Passing the CPAT

- Physical Fitness
  - Encourage mentee to attend two orientations and two practice sessions
  - Practice, Practice, Practice
    - Practice and familiarity brings confidence
Passing the CPAT

- **Support & Motivation**
  - Stay in contact with mentee throughout each step
  - Encourage mentee to form a strong network
  - Encourage mentee to be a team player
Passing the CPAT

- Networking
  - Encourage mentee to network with other firefighter candidates
  - Encourage mentee to share information for mutual benefit
Getting Hired
Who’s Hiring
Job Application & Resume
Research Departments
Visit Fire Stations – Ride Along – Mock Interviews
What to Expect in the Formal Hiring & Test Process
Paramilitary Professional Public Service Industry
Hiring

- Getting Hired
  - Becoming a firefighter
    - Physical requirements
    - Educational requirements
Hiring

- Who’s Hiring/MQ’s
  - Find out who is testing
  - Contact HR departments
Hiring

- Job Application & Resume
  - Confirm deadline
  - Be honest
  - Tailor resume for department’s specific needs
## Hiring

<table>
<thead>
<tr>
<th>City/County/State/Federal</th>
<th>Department/Fire District</th>
</tr>
</thead>
<tbody>
<tr>
<td>- Research Departments</td>
<td>- Budget</td>
</tr>
<tr>
<td>- Population</td>
<td>- Mission/Vision Statement</td>
</tr>
<tr>
<td>- Number/demographics</td>
<td>- Work Schedule</td>
</tr>
<tr>
<td>- Topography</td>
<td>- Organization Chart</td>
</tr>
<tr>
<td>- Budget</td>
<td>- Special Program Targets</td>
</tr>
<tr>
<td>- Labor/Management</td>
<td>- Staffing/Equipment</td>
</tr>
<tr>
<td>- Type of Governing Body</td>
<td>- Growth Potential</td>
</tr>
<tr>
<td></td>
<td>- Call Volume Breakdown</td>
</tr>
<tr>
<td></td>
<td>- Hazmat/Swift Water Rescue</td>
</tr>
<tr>
<td></td>
<td>- Reserve Program</td>
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<tr>
<td></td>
<td>- Public Education</td>
</tr>
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<td></td>
<td>- Community Involvement</td>
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<td>- CERT</td>
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Hiring

- **Visit Fire Stations – Ride Along – Mock Interviews**
  - Call first
  - What to bring
    - Pens – Paper – Prepared questions – Food items to share
  - What to wear
    - Closed toe shoes – Long pants – Sensible clothes – No logo shirts
  - What to say
    - Ask prepared questions
  - Take notes
  - Be polite
  - Offer to help out at station
  - Know when to leave
Hiring

- What to Expect in the Formal Hiring & Test Process
  - Written exam
  - Physical exam
  - Medical exam
  - Psychological exam
  - Interview
    - Initial
    - Chief’s
  - Background check
    - Clean up social networking sites
    - Maintain clean credit report
    - Maintain clean driving record
    - “You Have What it Takes and Staying Clean”
Hiring

- Paramilitary Professional Public Service Industry
  - Personal appearance
    - Keep tattoos covered
    - Remove piercings
    - Conservative hairstyle and clothing
03  

Passing Probation & Academy

Attitude

Unspoken Firehouse Rules for the Rookie

Staying Networked

Apprenticeship & Mentoring

Maintaining Fitness & Nutrition

Local Union Involvement

Maintain Balanced Personal & Professional Life
Passing Probation & Academy

- **Attitude**
  - Be a team player
Passing Probation & Academy

- Unspoken Firehouse Rules for the Rookie
  - “Unspoken Rules”
Passing Probation & Academy

- Staying Networked
Apprenticeship & Mentoring

- CFFJAC Apprenticeship provides the structure for experienced firefighters to pass on the skills of the job
- Mentoring takes apprenticeship a step further and provides a structure that is the bridge to a successful career
Passing Probation & Academy

- Stay Involved, Be Informed
  - Stay current on department policies and procedures
  - Attend union meetings
Passing Probation & Academy

- Maintain Balanced Personal & Professional Life
Maintain a Good Work Ethic
Continuing Education
Invest in Your Career
Maintain Professional Network
Maintain Balanced Personal & Professional Life
Retention & Promotion

- Maintain a Good Work Ethic
  - Positive attitude
  - Team player
Retention & Promotion

- Continuing Education
  - Apprenticeship Training
  - Classes
  - Seminars
Retention & Promotion

- Invest in Your Career
  - Department Involvement
    - Projects
    - Programs
    - Committees
  - Local Union Participation
    - Get involved
    - Attend meetings
    - Be loyal
    - Show up at functions
  - Community Involvement & Activities
    - Public service
    - Give back to the community you serve
    - Charitable events
    - Schools
    - Faith-based organizations
    - Sports
Retention & Promotion

- Maintain Professional Network
Retention & Promotion

- Maintain Balanced Personal & Professional Life