RECRUITER TALKING POINTS

QUALIFICATIONS
➤ Identify the candidates current qualifications
• CPR Cert, EMT, Paramedic, Fire Fighter 1
➤ Explain what the requirements are to apply to your department and why
➤ Discuss the hiring process and what to expect, including: testing, oral interviews and background checks

LIFE AS A FIREFIGHTER
➤ What to expect in a competitive and physically challenging field
➤ Firefighter culture – paramilitary, traditional, team oriented, etc.
➤ A typical day as a firefighter
➤ Explain your department’s rank system
➤ Explain salary and benefits

PREPARING FOR THE JOB
➤ Explain pre-employment department programs – reserves, auxiliary programs, internships, etc.
➤ Inform the candidate of ways to learn more about your department, such as: station visits, ride-alongs and the importance of doing more than just online research
➤ Find a firefighter mentor
➤ Social media presence should be clean and professional

CALIFORNIA FIREFIGHTER JOINT APPRENTICESHIP COMMITTEE
1780 Creekside Oaks • Sacramento, CA 95833
(916) 648-1717 • www.cffjac.org • cffjac@cpf.org
PRIOR TO CAREER FAIR

Confirm event details and what will be provided

➤ Indoor/Outdoor
➤ Tent
➤ Table/Chairs
➤ Electricity
➤ Parking
➤ Ability to display apparatus
➤ Event style
➤ Expected Attendance

WHAT TO BRING

➤ (Outdoor) Tent/Table/Chairs
➤ Department Table Cloth
➤ Table Display and Signage
➤ Department Brochures
➤ Give-Away Items
➤ Audio Visuals (if possible)
➤ Extension Cord
➤ Business Cards
➤ Candidate Interest Cards
➤ Sample Work Schedule
➤ Preferably 2 people (this allows breaks)
➤ Water and Snacks

RESOURCES PROVIDED BY CAL-JAC (free of charge)

All items must be ordered in advance from cffjac.org

➤ “DO YOU HAVE WHAT IT TAKES?” BROCHURE
  Explains the importance of a clean lifestyle, physical fitness, testing, and EMT/Paramedic (Ideal for high school students/new to fire)

➤ “IF YOU CAN DO THIS…” BROCHURE
  Targets women, makes connections between athleticism and firefighting

➤ FCTC CANDIDATE BROCHURE
  Explains the Written Test & CPAT, the Statewide Eligibility List, and test preparation

➤ CAL-JAC VETERANS FLYER
  Explains the Written Test & CPAT, the Statewide Eligibility List, and test preparation

CAREER FAIR ETIQUETTE

➤ Arrive at scheduled set up time
➤ Stay until scheduled end time
➤ If allowed, stand in front of the table and encourage people to come to your booth
➤ Take the opportunity to network with other exhibitors
  • Community Based Organizations – services they offer may help prepare candidates for your department
  • Job Centers – they are often willing to post your department’s hiring announcement
  • Networking with other recruiters is a good way to find out about additional upcoming fairs

Do You Have What It Takes?
California Firefighter Joint Apprenticeship Committee

From Fatigues to Turnouts
To learn more about a career in the fire service, please visit www.cffjac.org

Questions? Please email the CFFJAC’s Women’s Commission at: womens-commish@cpf.org

You Have What It Takes
Teamwork, leadership, discipline, courage, and compassion. Continue your outstanding contribution to your country by serving your community as a professional firefighter.

The Fire Service Wants You!

Owned & Operated by CALIFORNIA FIRE FIGHTER JOINT APPRENTICESHIP COMMITTEE

If you can do this...
“The doors are open and women have more career opportunities in the fire service than ever before.”
- Fire Chief Tracey Hansen

“I am encouraged that more women are entering this rewarding profession.”
- Firefighter Paramedic Laura Hernandez

“We need to ensure all young women know they can achieve and enjoy a career in the fire service.”
- Fire Captain Judi Cutaia

For more information about a career in the fire service, contact your local fire department or visit the California Firefighter Joint Apprenticeship Committee’s website at www.cffjac.org

facebook.com/BecomingAFirefighter
twitter.com/BecomingaFF
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