

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



A photograph of two men in Urbana firefighter uniforms shaking hands. The man on the left is wearing a black uniform with a black cap, while the man on the right is wearing a black uniform with a white cap. Both are smiling. In the background, another firefighter is visible, and there is an 'EXIT' sign and a framed picture on the wall.

Becoming an Urbana Firefighter



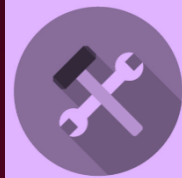
Qualifications



H.S. diploma/GED



Age: At least 21, under 35*



Pass the CPAT/Ladder Climb



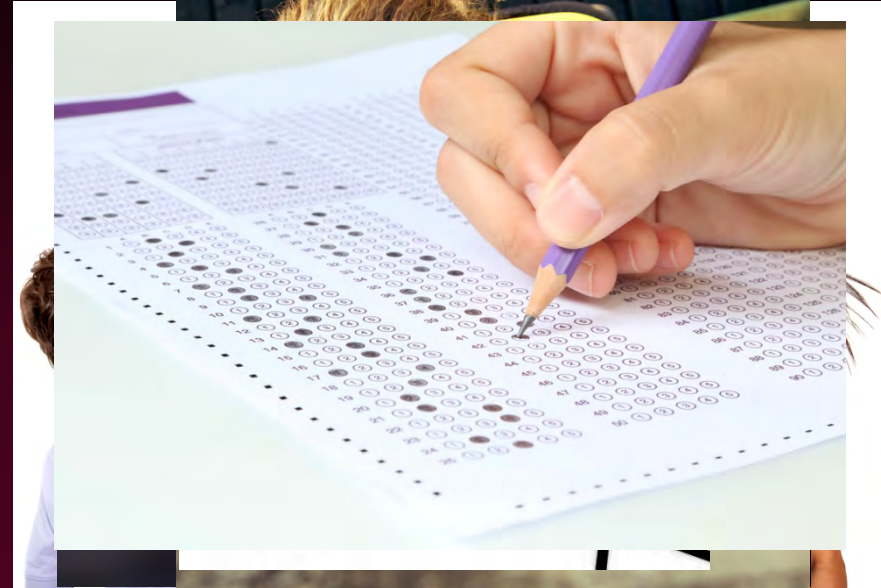
More at: www.urbanacareers.org

Selection Process



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

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
- **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

