

Course Subject Matter, Date and Location:

Contemporary Challenges for Montana Trustees

Recruitment and Retention Components

Montana Fire Trustees Association Conference

Fairmont Hot Springs, MT

October 5th - 7th, 2018

Instructor – Don Cox (VFIS)

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www.vfis.com (online resources for clients and non-clients)

Most items like Risk Communiques are available at no cost. Some items are priced differently for clients vs. non-clients.

www.vfisu.com (online learning for clients and non-clients)

Also- see separate handout/flyer. You must register to enable access. A personalized dashboard tracks your completions, certificates, etc. VFIS has a formal agreement with Target Solutions and CAPCE for EMS recognized training.



Contemporary Challenges for Montana Trustees

- Ask Questions (to your Leadership)

Membership Stability – National Hot Topics (How They Affect You) – Performance (Turnout; Response Times; Call Types; Training Focus; Budget Challenges)

- It's All About Relationships – Your Officers/Supervisors play a Key Role- How are they Promoted? (based on Qualifications and Training)

- Risk Control

Identify the Risks (what are your main risks?)

Evaluate and Prioritize

Identify Risk Control Measures

Implement Controls

Monitor the Results

Recruitment and Retention Components

- Resources to Explore:

www.vfis.com

www.vfisu.com (online program/classes)

www.MakeMeAFirefighter.com

www.nvfc.org

www.iafc.org (social media handbook)

Key Points:

- Recruit the Right People- list the specific characteristics/traits you need.
- Time and Recruitment/Retention have Changed- Has yours???
- Maintain and Active and Updated Web-site and be involved in social media.
- Follow-up on prospects (don't wait around for them to call you).
- Training must be time effective and relevant and rewarding.
- Are leaders supervising & setting the example?
- What's the culture? When does good natured fun become harassment? Is Safety #1 Priority?

