

Examining Recruitment in Stark County Fire Departments

Through Junior Firefighter Programs

Shawn Yerian

Canal Fulton Fire Department

Canal Fulton, Ohio

CERTIFICATION STATEMENT

I hereby certify that this paper constitutes my own product, that where the language of others is set forth, quotation marks so indicate, and that appropriate credit is given where I have used the language, ideas, expressions or writings of another.

Signed: Shawn Yerran

Dated: 12/29/2017

Abstract

The research problem was that very few fire departments in Stark County, Ohio have a junior firefighter program for recruiting. The purpose of this applied research project was to identify the reason(s) Stark County fire departments are not participating in early recruitment through junior firefighter programs. The descriptive research method was used to answer the following questions: (a) what type of junior firefighter sponsoring groups are available to Stark County fire departments; (b) how do other public safety organizations recruit; (c) how do other Ohio fire departments recruit; (d) why are Stark County fire departments not utilizing junior firefighter programs (e) what will encourage other Stark County fire departments to create junior firefighter programs?

The procedures used to answer the listed research questions included: a literature review, a personal interview, and phone surveys of both Ohio and Stark County fire departments. The results showed that 88% of the fire departments in Stark County have difficulty recruiting new firefighters. Research also revealed that only 24% of the Stark County fire departments had junior firefighter program in place for recruiting.

Recommendations were made that Stark County fire departments create a county-wide junior firefighter recruitment program like other existing collaborative programs. Examples of existing county-wide programs include; a hazardous materials response team, tactical EMS, and Multi-Agency Radio Communication System (MARCS). At the very minimum fire departments should participate in a ride-along program to create interest in firefighting.

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Introduction

The fire service continues to evolve as run volumes increase and service models change. However, the most important piece of the fire service remains unchanged; the need for a dedicated, well-trained, and physically capable firefighter. According to a recent National Fire Protection Association (NFPA) report, half the fire service is 40 or more years old (Haynes & Stein, 2017). If fire departments neglect to market themselves to millennials now, they won't have that next generation in line to replace firefighters leaving in the next ten years (Levitz, 2017). The problem is that very few fire departments in Stark County, Ohio have a junior firefighter program for recruiting.

Junior firefighter programs help young people learn about local fire, rescue, and emergency medical services. These programs can be a valuable recruitment tool by helping find a new stream of volunteers and community supporters that will be the backbone of your department for years to come (National Volunteer Fire Council, n.d.).

The purpose of this applied research project (APR) is to identify the reason(s) Stark County fire departments are not participating in early recruitment through junior firefighter programs. The descriptive research method was used to answer the following questions: (a) what type of junior firefighter sponsoring groups are there available to Stark County fire departments; (b) how do other public safety organizations recruit; (c) how do other Ohio fire departments recruit; (d) why are Stark County fire departments not utilizing junior firefighter programs (e) what will encourage other Stark County fire departments to create junior firefighter programs?

Background and Significance

Stark County, Ohio is rich in tradition and culture as it was established in 1808. Stark County is named in honor of the oldest surviving general of the Revolutionary War, General John Stark (Western Reserve Public Media, n.d.). Ease of access from the early Ohio Erie Canal system and later the Lincoln Highway helped grow Stark County into what it is today.

Stark County is one of the eighty-eight counties that make up the State of Ohio. Stark County is fairly developed with several major cities, bedroom communities, and farms in the Northeast part of Ohio. Major cities such as Cleveland and Columbus are within two hours driving time with Interstate 77 evenly splitting the county. The regional Akron-Canton airport connects travelers to anywhere in the United States, Mexico, and Canada (Western Reserve Public Media, n.d.).

The most notable city in Stark County is the City of Canton, home of the William McKinley Presidential Museum and Pro Football Hall of Fame. The City of Canton is the largest city and serves as the county seat. Stark County is the 8th largest county in Ohio, with a population of 373,612 and covers an area of 581 square miles (Stark County, n.d.). An \$800 million state of the art mixed-use development of the Pro Football Hall of Fame is slated for completion in 2020 (Hall of Fame Village, 2017).

Stark County has a total of 28 fire departments that provide a range of services from fire suppression, Emergency Medical Services (EMS), fire prevention, and education. Through a collaborative effort, specialized services such as hazardous material response, tactical EMS, and technical rescue services are shared county-wide. Stark County is also in the final phase of establishing a county-wide communications system under Ohio's MARCS.

Currently, there are four full-time career only departments, seven full-time/part-time combination fire departments, eight part-time/paid-on-call fire departments, and nine volunteer fire departments in Stark County. Stark County fire departments employ approximately 1,050 firefighters. In 2015, these Stark County fire departments reported 40,344 EMS incidents (Ohio Department of Public Safety, 2016).

The purpose of this ARP was to identify the reason(s) Stark County fire departments are not participating in early recruitment through junior firefighter programs. In the past, especially post 9/11 local fire departments didn't see any shortage of applicants. In 2007, the City of Akron Fire Department had over 2,150 applicants for their civil service test. Just this past year the City of Akron gave another entrance exam, where only 758 took the test (personal communications, August 17, 2017).

Today, fire departments throughout Stark County and Ohio share a mutual concern; they're seeing a lack of interest in graduating youth wanting to volunteer or start a career in the fire service. Chief Tom Burgasser of the Massillon Fire Department and other county fire chiefs are seeing a shortage of applicants in their respective departments (T. Burgasser, personal communication, October 30, 2017). The cities of Canton and Alliance just recently gave a joint civil service test to increase their applicant numbers.

Furthermore, Stark County has fewer career departments than neighboring Summit, Portage and Cuyahoga counties. The lack of career departments means younger firefighters that do have certifications and experience are highly desirable and often leave for careers outside Stark County. Stark County fire departments must utilize the available firefighters as long as they can and have a pool of junior firefighters ready to replace these firefighters leaving.

The content of the ARP is linked to the Executive Development course in several ways. By researching organizational culture and change related to early recruitment programs, it supports Executive Development from the National Fire Academy course (United States Fire Administration, 2016). Additionally, an Executive Fire Officer (EFO) is an agent of cultural and organizational change. An EFO's research may help an organization understand that there are options for implementing a junior firefighter program.

When looking at the U.S. Fire Administration's (USFA's) 2014-2018 Strategic Plan, it's clear that the establishment of a junior firefighter program would address the USFA's third goal. Goal 3: Enhance the fire and emergency services' capability for response to and recovery from all hazards (United States Fire Administration, 2017). The implementation of a junior firefighter program would enhance the capabilities of the organization for disaster and recovery efforts. According to Eckert (1995), junior firefighter programs can augment understaffed fire departments.

The research from this project will be used to address the possible shortage of firefighters in Stark County's future. The author hopes that by implementing a youth program that increases interest in volunteer firefighting or a career in the fire service, it will help address the foreseen shortage of firefighters.

Literature Review

In the past firefighting was a family career with new generations replacing the old. Often, children and grandchildren of firefighters would join the department, spurred by a sense of duty, a fire in their blood, hopes for a fire service career, or just family pressure (Kernan, 2017). Unfortunately, traditions have changed, or it can be blamed on any number of things; social media, politics, training requirements, increased workload, or just what is called the "Now

Generation” (Kernan, 2017). The Now Generation wants instant gratification which is often difficult with the amount of physical and academic training required to become a firefighter.

Fire departments across the country are suffering from the lack of young recruits, regardless of being volunteer or career departments. According to many organizations such as the National Volunteer Fire Council (NVFC) and NFPA who monitor firefighter levels, they’re suggesting that fire departments implement junior firefighter programs to address recruitment problems (National Volunteer Fire Council, n.d.). The number of volunteer firefighters alone has fallen nearly 10% since 1984, while call volume has more than tripled (Levitz, 2017). The increased call volume, mainly EMS, is attributed to our aging population. Fire Departments are struggling to recruit enough younger firefighters to answer the increasing call volume.

Statistically, the United States Census Bureau (USCB) and Population Reference Bureau (PRB) are both predicting the aging trend to continue. The baby-boom generation, age 65 and over, grew from 35.0 million in 2000 to 49.2 million in 2016, accounting for 12.4% and 15.2% of the population, respectively (United States Census Bureau, 2017). Another report shows that American’s ages 65 and older will double to over 98 million by 2060, making this group account for 24% of the population (Mather, 2016).

Nationwide, fire departments are seeing a greater number of their firefighters hit 50 and older. In communities of 2,500 and fewer, it saw the greatest increase jumping to 31% in 2014, up from 16% in 1987 for those firefighters 50 and older (Levitz, 2017). One fire department in Maine has a roster of 21 firefighters, but only six can fight fires, due to the rest being simply too old (Levitz, 2017). According to a recent NFPA report, only 3.3% of the nation’s firefighters were 16 to 19 years of age, and 20.9% of the nation’s firefighters were in the 20-29 age group (Haynes & Stein, 2017).

To address the shrinking fire personnel and an aging workforce, it's no surprise that many fire departments have sought to attract younger firefighters through many avenues such as Junior Firefighter programs. A Junior Firefighter can be described as:

A Junior Firefighter is a young male or female between the ages of 14 and 18 that provide support functions for the regular fire department personnel. Junior Firefighter programs can be set up either directly through the regular department sponsored by a third-party organization such as the Explorer Scouts (Eckert, 1995).

According to Eckert (1995), there are many benefits to Junior Firefighters, as it allows the ability to train young firefighters and immediately assign them to the regular fire department upon reaching the age of 18. The fire service also provides individuals with the opportunity to be involved in a para-military organization and may foster a disciplined and team-oriented approach toward problem-solving and accomplishing goals (Eckert, 1995).

In 2007, the NVFC created one nationwide program called the National Junior Firefighter Program (NJFP). The NJFP is a resource of the NVFC that allows fire departments and youth to find resources, tools, and information to help develop, grow, enhance, promote, and participate in local programs (National Volunteer Fire Council, n.d.). According to the NJFP, there are 2,206 junior firefighter programs currently available, and they've logged 69,965 hours of service. One of the benefits of the NJFP is that it allows you to search for programs by state, zip code, and fire department name.

The Boy Scouts of America (BSA) have been a part of youth in the fire service since the early 1950s when scouts wanted more information on careers (Exploring, n.d.). Special interest programs were called exploring posts such as; police exploring, fire exploring, aviation exploring and other similar trades. Fire exploring posts are made up of a committee of adults and advisors

that instruct young adults in Fire and EMS training, and related activities (Exploring, n.d.). Fire exploring posts typically meet twice a month and assist firefighters on certain emergency scenes in roles that are not immediately dangerous to life or health (IDLH).

The employment of youth often brings up many questions regarding legal responsibilities. Strunk (1993), states that the federal law, Fair Labor Standards Act (FLSA), does not specifically prohibit employment of youth in firefighting; however, it does prohibit the employment of youth age 18 or under in certain hazardous jobs. All states have child labor laws, and when both state and federal child labor law applies, the law setting the most stringent standard must be observed (Strunk, 1993).

In Wisconsin, several fire departments teamed up to create a county-wide internship program. Within the county-wide program, an intern could work at three stations during a three-year time getting different training at each (Behling, 2015). The benefit was if one department didn't offer paramedic training, the intern would then spend a year at a new department getting the training needed.

In summary, the literature review process was helpful in finding credible sources and reaffirmed the author's observations that the fire service in general is struggling to recruit new firefighters. During the literature review new ideas such as county-wide collaborations were discovered that ultimately ended up being one of the recommendations to help address recruiting concerns. The literature was a mixture of current and past articles which helped show that junior firefighter programs have been around and are successful in addressing recruitment problems.

Procedures

This applied research paper used the descriptive research method to answer the following questions: (a) what type of junior firefighter sponsoring groups are there available to Stark

County fire departments; (b) how do other public safety organizations recruit; (c) how do other Ohio fire departments recruit; (d) why are Stark County fire departments not utilizing junior firefighter programs (e) what will encourage other Stark County fire departments to create junior firefighter programs? The procedures used to answer the listed research questions included literature review, personal interviews, and the analysis of the surveys of many Ohio and local fire departments.

The literature review started at the Learning Resource Center at the National Fire Academy in Emmitsburg, Maryland after class and throughout the weekend break. Materials on junior firefighter programs, recruitment problems, and the aging fire service were referenced in the Learning Center. The materials most useful in the Learning Center were current and past professional journals published materials and magazine articles. The information obtained from the Learning Resource Center was extremely helpful in the beginning stages of research and literature review. Most literature reviews dealt with recruitment, retention, and setting up junior firefighter programs. Surprisingly, nothing was directly related to junior firefighter programs in Ohio.

In addition to the material obtained at the Academy, more information was requested through the Library Customer Service electronically. The Library Customer Service sent additional bibliographies, websites of interest and seven electronic attachments that helped build a foundation for the ARP. Other electronic searches were conducted utilizing the local library's digital resources. The two leading agencies that supplied material on junior firefighter programs were the NVFC and BSA.

An interview was conducted with Tom Burgasser, Fire Chief of the City of Massillon Fire Department. Chief Burgasser is a member of the Stark County Fire Chief's Association.

Chief Burgasser was interviewed on October 30, 2017, in person. The interview questions were created to allow for general discussion and review of not only his department, but general thoughts on departments within Stark County as a fire chief (see Appendix D).

Two phone surveys were conducted using Google Forms to assist in answering the first three research questions for this ARP. In the first survey, a sample of 87 fire departments, one in each county within Ohio were contacted by phone except for Stark County. The fire departments in the first survey were randomly selected using a function within Microsoft Excel. The randomly selected fire departments included a mixture of department sizes that included both career and volunteer. If a department didn't answer the phone or refused to complete the survey, the next random fire department was selected. In the first survey, there was 100% participation of the 87 counties. A copy of the survey is in Appendix B.

A second phone survey was then completed using the same questions for the 28 fire departments within Stark County. Only 25 departments participated in the Stark County survey, which is an 89% participation rate. The remaining three departments or 11% elected not to participate in the survey when contacted. The purpose of the second survey was to answer the remaining questions of the ARP. A copy of the survey is in Appendix A.

There were a few limitations that should be examined. First, there was the inability to include each of the approximately 1,100 fire departments within the State of Ohio (U.S. Fire Administration, n.d.). The author suspects that departments that didn't answer were either small unstaffed departments or possibly away on a call. Lastly, it was unfortunate that there wasn't 100% participation in the survey within Stark County. Although with nearly 90% of the departments responding, it is assumed that we have an accurate representation of the county.

Results

The results of the ARP are from a comprehensive analysis of the surveys, interviews and available data. The results also follow the procedures used in descriptive research.

The first question (a): What type of junior firefighter sponsoring groups are there available to Stark County fire departments?

The results of the ARP showed that there are three different types of sponsoring groups that a fire department can choose from when implementing a junior firefighter program. According to Eckert (1995), a fire department can either directly sponsor a junior cadet program or organize a program through a third-party. There are two nationally recognized third-party programs; BSA - Fire Exploring and the NVFC's National Junior Firefighter programs.

The first option is a junior firefighter program independently sponsored by the fire department. These types of programs are commonly referred to as cadet or ride along programs. The survey of the 78 Ohio fire departments revealed that 28 departments had a junior firefighter program with nearly 61% of those being a department-sponsored program. In Stark County, the survey of 25 fire departments showed six fire departments or 33% had a department-sponsored junior firefighter program. In most cases, these programs provide introductory fire and EMS training to young men and women under the age of 18. Members of the department will set up the program like their department with policies, objectives, membership qualifications, responsibilities, training activities and disciplinary actions (North Carolina League of Municipalities, 2014). Cadet programs will typically coincide with department functions meeting 2-4 times a month. A ride along program is usually to allow for high school students to participate in career day events. Cadet and ride along programs will typically use the fire

department or municipal insurance policy. The key to any program is the wellbeing of these young men and women during training and protecting the department.

The NVFC is the second option available to Stark County fire departments. This national program provides departments with the additional resources needed to expand their program and offers junior firefighters the opportunity to track their hours, access resources and information, and compare their hours to other junior firefighters across the nation (National Volunteer Fire Council, n.d.). There was only one department out of both surveys that utilized the NVFC.

The third option available is through the BSA, which is the governing body for fire exploring. The Ohio fire department survey discovered that 36% of the 28 departments that had a junior firefighter program was sponsored by BSA. In the survey for Stark County fire departments, 67% utilized the BSA Fire Exploring program. The BSA fire exploring program expands on the department sponsored program, as it is standardized and offers more resources. Participants, both adult and youth, of fire exploring are required to fill out an application and submit a \$25 fee. This program specifies that youth participants are between the ages of 14 and 21 years old. The program offers general liability insurance that covers the participating organization; it's board members, officers, and employees against all personal liability judgments arising from fire explorer activities (Junior Firefighter Programs, 2014). Another resource offered in fire exploring programs is the youth protection training and background investigations of its adult leaders.

The second question (b): How do other public safety organizations recruit?

When evaluating other public safety agencies recruitment practices, it was found that police agencies have similar youth programs available. The American Legion, Federal Bureau of Investigation (FBI), and BSA Police Exploring each have a program available. Each

sponsoring agency either provided a week-long leadership program or a yearlong program like BSA's fire exploring program.

The American Legion encourages its local posts to sponsor a Junior Law Cadet program in cooperation with their State Police or Highway Patrol. From state to state the name of the program may vary and includes such terms as Trooper Week Program, Law Enforcement Training, and State Police Youth Week (The American Legion, n.d.). In Ohio, the program is referred to as Buckeye Boys State and is sponsored by the Ohio State Patrol. The program is open to seniors in high school and includes a week of intense training followed by a graduation ceremony.

The FBI hosts a week-long training event for high school students at the FBI Academy every summer called the Youth Leadership Program. The Youth Leadership Program helps young persons interested in a future career in law enforcement gain knowledge in criminal justice, ethics, leadership skills and personal development (FBI National Academy, n.d.). The FBI Youth Leadership program is open to qualified students ages 14-16.

BSA Police Exploring is like Fire Exploring as it too is a career shadowing program offered to youth interested in a career in law enforcement. In police exploring, young men and women 14 to 21 years of age participate in a variety of programs that are related to law enforcement.

The third question (c): how do other Ohio fire departments recruit?

The State of Ohio is ranked 4th in a total number of fire departments, with 1,145 registered fire departments (U.S. Fire Administration, n.d.). Ohio fire departments are 83% volunteer and 17% career. The recruitment survey of the 87 counties showed that 63% of the Ohio fire departments recruit through traditional means, accepting job applications.

Approximately 37% of the Ohio fire departments surveyed recruit through civil service. Typically, civil service testing is for larger municipal fire departments that are career fire departments. Departments that accepted applications represent; volunteer, part-time or township departments.

When looking at Ohio fire departments and their recruiting struggles, 71% replied that they have difficulty recruiting while only 28 of the 87 Ohio county departments surveyed responded that they have an active junior firefighter program. Data also showed that 16% of the Ohio departments had a previous recruiting program, but has since been discontinued due to lack of interest by either community or department members.

Lastly, the survey showed that the 28 active junior firefighter programs are broken down as; 61% department sponsored, 36% BSA Fire Exploring and 3% were through the NVFC.

The fourth question (d): Why are Stark County fire departments not utilizing junior firefighter programs?

This question was answered by interviewing a representative of the Stark County Fire Chief's Association and also through an intercounty survey of Stark County fire departments.

According to Chief Burgasser, many fire departments in Stark County don't have the right individuals to begin a program, or they're unsure how to go about starting a junior firefighter program (T. Burgasser, personal communication, October 30, 2017). Without a doubt, finding the right person to start and run a new program is the most important factor in whether or not your program succeeds (Kernan, 2017). The individual that leads the junior firefighters must have the time and vested interest in the program for it to succeed. Additionally, a junior firefighter program requires members of the department to assist in extra meetings and training.

Chief Burgasser also cited that in the past his fire department had reached out to the local school district and met resistance about starting a junior firefighter mentorship program (T. Burgasser, personal communication, October 30, 2017).

The final question (e): What will encourage other Stark County fire departments to create junior firefighter programs?

There are several ways to encourage fire departments to create and utilize junior firefighter programs. First, you must present the available program structures to the department administration. Many of the departments remarked during the survey they were unaware of the programs available to them. Second, you must be able to show success in already established programs. Fire departments are more likely to implement a program when they can model from a successful program, especially in a neighboring department.

Discussion

When looking at the study results compared to the literature, it's clear that Stark County fire departments are experiencing the same problems as the rest of the nation in recruitment difficulty. While the data does not show the need to address an aging firefighter workforce in Stark County now, it should still prepare for the NVFC data showing the drastic increase of firefighters reaching 50 years and older across the country (National Volunteer Fire Council, n.d.). For this research, the author wanted a better understanding of why Stark County fire departments weren't utilizing junior firefighter programs. Stark County fire departments could be implementing junior firefighter programs now to meet their current recruitment needs and their possible future needs. The literature shows that junior firefighter programs can help with recruitment; which in turn addresses aging firefighters and the aging population that they serve.

The data showed that 88% of the Stark County fire departments are having trouble recruiting firefighters. The literature revealed that much of the country is also struggling to meet staffing needs with the number of volunteer firefighters alone falling nearly 10% from 1984 (Levitz, 2017). Similar data from the entire state also showed that 71% of the Ohio fire departments are experiencing recruiting problems.

According to national statistics, less than 8% of the fire departments in the county utilize a junior firefighter program. A recent NFPA report lists 29,727 fire departments in the country and the NVFC reported that there were only 2,206 junior firefighter programs available (National Volunteer Fire Council, n.d.). Stark County fire departments reported a higher percentage of departments utilizing a junior firefighter program with 24% having a program available to youth for recruiting.

While data analysis helped provide an overall picture of Stark County's use of junior firefighter programs, the personal interviews helped answer the research questions further. Through personal communications with Fire Chief Tom Burgasser, it was discovered that there were many reasons why fire departments might not have a junior firefighter program. Chief Burgasser listed lack of knowledge in available programs, lack of community support, inability to find the interested staff to run the program and a lack of funding (T. Burgasser, personal communication, October 30, 2017). While not part of the survey, multiple departments in Ohio and Stark County echoed the same concerns while conducting the phone survey.

Additionally, Stark County fire departments need to put into place a succession plan for the national trend of aging firefighters. The literature already shows that fire departments across the country are seeing more firefighters hit the age of 50 and approaching retirement (Haynes & Stein, 2017). Another study from the NFPA shows that more than half of the current firefighters

are 40 or more years old (United States Fire Administration, 2017). Surprisingly, the fire departments in Stark County reported that 52% of the department is evenly mixed with younger and senior firefighters, with 40% of the departments reporting that their department was mainly younger. When looking at the overall national trend, the senior citizen population 65 years old and greater will more than double in the year 2060 (United States Census Bureau, 2017).

The value added to your department by having a junior firefighter program is priceless. In each piece of literature, a junior firefighter program added the ability to rebuild the ranks, provided enhanced department training, and improved public relations (Cash, 2015). Whether it's a junior firefighter program sponsored by the Boy Scouts or a ride-along program, the department will benefit from a youth-based recruiting program.

Lastly, it's important to understand that while junior firefighter programs offer benefits, departments still must overcome barriers that still exist in the fire service. Firefighters traditionally resist change and implementing a junior firefighter program is a change in the way fire departments operate. The success of a program rests on the preparation and commitment of those who wish to start the program. It's important to have the right individual leading the program for it to succeed (Eckert, 1995).

Recommendations

Based on the literature review and research the results of the ARP will be initially shared with the Stark County Fire Chief's Association to initiate further interest and explain the types of junior firefighter programs available to their fire department. It's clear that a majority of Stark County fire departments share the need to improve recruiting efforts but are unaware of the types of junior firefighter programs available. By providing the area fire departments with available

junior firefighter programs, such as a ride-along program, departments can begin to address current and future recruitment problems.

It is recommended that all Stark County fire departments have at a minimum a ride along program that allows prospective youth the opportunity to shadow a firefighter. Additionally, a department should sponsor a junior firefighter program alone or with another department to help build a pool of well-trained youth to join the department upon graduation from high school seamlessly. Ultimately the author would recommend a county-wide junior firefighter program based on the history of meeting shared needs through collaborative programs.

Information from this research will also be made through presentations to other groups such as the Stark County Firefighters Association and schools. Chief Burgasser explained that he'd had the most success from partnering rather than starting programs on his own (T. Burgasser, personal communication, October 30, 2017). Not only do you need to get buy-in from the administration, but you also need to get interest from the actual firefighters that will be tasked with running the programs. There is also a benefit from getting buy-in from the schools as they'll be a partner in getting youth involved.

Lastly, there needs to be a follow up on Stark County fire department awareness of junior firefighter programs and their utilizing of junior firefighter programs. The author will conduct a similar survey after 12 months to measure the success of meeting with fire chiefs and area departments. It's clear through research and analysis that fire departments are experiencing recruitment problems and junior firefighter programs can help replenish firefighter ranks.

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Appendix A Stark County EFO Recruitment Survey

12/27/2017 Stark County EFO Recruitment Survey

Stark County EFO Recruitment Survey

Stark County EFO Recruitment Survey

* Required

1. Department Name *

2. County Name *

3. Rank *
Mark only one oval.

Chief officer

Company Officer

Administrator

Firefighter

4. Department Size *

5. Type of Department *
Mark only one oval.

Volunteer

Volunteer & Part time

Combination

Career

6. Hiring process *
Mark only one oval.

Civil Service

Application

7. Age range of the department? *
Mark only one oval.

Senior

Evenly mixed

Younger

https://docs.google.com/forms/d/1LEnHPE5y9JEltfu-nGA_OmXn7oc1b8YNjqbZPO_sylA/edit
1/2

12/27/2017 Stark County EFO Recruitment Survey

8. Do you have difficulty recruiting members? *
Mark only one oval.

Yes
 No


9. Do you have a junior firefighter program? *
Mark only one oval.

Yes
 No
 Previously
 Other: _____

10. What type of junior firefighter program?
Mark only one oval.

Learning for Life - Explorer Post
 National Volunteer Fire Council
 Department Cadet Program

11. Number of Junior Firefighters?

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https://docs.google.com/forms/d/1LBnHPE5y9JEIbfu-nGA_OmXn7oc1b8Yn/qbZPO_eytA/edit 2/2

Appendix B Ohio Counties Fire EFO Recruitment Survey

12/27/2017 Ohio Counties Fire EFO Recruitment Survey

Ohio Counties Fire EFO Recruitment Survey

Ohio Counties Fire EFO Recruitment Survey

* Required

1. Department Name *

2. County Name *

3. Rank *
Mark only one oval.

Chief officer
 Company Officer
 Administrator
 Firefighter

4. Department Size *

5. Type of Department *
Mark only one oval.

Volunteer
 Volunteer & Part time
 Combination
 Career

6. Hiring process *
Mark only one oval.

Civil Service
 Application

7. Age range of the department? *
Mark only one oval.

Senior
 Evenly mixed
 Younger

https://docs.google.com/forms/d/17DJETKmgSUJ-ULqDCaFvVWWizk2CkeBm4_nRtdHmefl/edit 1/2

12/27/2017 Ohio Counties Fire EFO Recruitment Survey

8. Do you have difficulty recruiting members? *
Mark only one oval.

Yes
 No


9. Do you have a junior firefighter program? *
Mark only one oval.

Yes
 No
 Previously

10. What type of junior firefighter program?
Mark only one oval.

Learning for Life - Explorer Post
 National Volunteer Fire Council
 Department Cadet Program

11. Number of Junior Firefighters?

Powered by
 Google Forms

https://docs.google.com/forms/d/17DJETKnagSUJ-Ul,qDCaFvWWtzk2CkeBm4_nRldHmetf/edit 2/2

Appendix C
Stark County Fire Departments That Participated in Survey

Beach City Fire Dept	Stark
Canton Twp Fire Dept	Stark
Canal Fulton Fire Dept	Stark
Greentown Vol Fire Dept	Stark
Hartville Fire Dept	Stark
Brewster Vol Fire Dept	Stark
Erie Valley Fire Dept	Stark
Louisville Fire Dept	Stark
Lawrence Twp Fire Dept	Stark
Minerva Fire Dept	Stark
Nimishillen Twp Fire Dept	Stark
North Canton Fire Dept	Stark
North Lawrence Fire Dept	Stark
Perry Twp Fire Dept	Stark
Massillon Fire Dept	Stark
Uniontown Fire Dept	Stark
Mohawk Valley Joint Fire District	Stark
Plain Twp Fire Dept	Stark
Canton Fire Dept	Stark
Jackson Twp Fire Dept	Stark
East Sparta Vol Fire Dept	Stark
Magnolia Vol Fire Dept	Stark
Washington Twp Vol Fire Dept	Stark
Marlboro Vol Fire Dept	Stark
Brewster Vol Fire Dept	Stark

Appendix D
Ohio Fire Departments that Participated in Survey

Department Name	County Name
Winchester Community Fire District	Adams
Beaverdam-Richland Fire Dept	Allen
Green-Perrysville Joint Fire District	Ashland
Saybrook Twp Fire Dept	Ashtabula
Nelsonville Fire Dept	Athens
Wapakoneta Fire Dept	Auglaize
Brookside Fire Dept	Belmont
Hamersville Fire Dept	Brown
Fairfield Twp Fire Dept	Butler
Carrollton Village Fire Dept	Carroll
Urbana Fire Division	Champaign
New Carlisle Fire Dept	Clark
Union Twp Fire Dept	Clermont
Clinton Highland Joint Fire District	Clinton
Wellsville Fire Dept	Columbiana
Coshocton Fire Dept	Coshocton
Galion Fire Dept	Crawford
Seven Hills Fire Dept	Cuyahoga
Greenville Fire Dept	Darke
South Richland Twp Fire Dept	Defiance
Liberty Twp Fire Dept	Delaware
Groton Twp Fire Dept	Erie
Groton Twp Fire Dept	Fairfield
Washington C.H. Fire Dept	Fayette
Whitehall Division of Fire	Franklin
Swanton Fire Dept	Fulton
Gallipolis Vol Fire Dept	Gallia
Munson Fire Dept	Geauga
Xenia Twp Fire Dept	Greene

Cambridge Fire Dept	Guernsey
Green Twp Fire Dept	Hamilton
Findlay Fire Dept	Hancock
Kenton Fire Dept	Hardin
Hopedale Vol Fire Dept	Harrison
Napoleon Fire Dept	Henry
Paint Creek Joint Fire District	Highland
Starr Twp Vol Fire Dept	Hocking
Holmes Fire District #1	Holmes
Bellevue Fire Dept	Huron
Wellston Fire Dept	Jackson
Steubenville Fire Dept	Jefferson
Fredericktown Community Fire District	Knox
Painesville Fire Dept	Lake
Lawrence Twp Vol Fire Dept	Lawrence
Heath Fire Dept	Licking
Bellefontaine Fire Dept	Logan
Oberlin Fire Dept	Lorain
Oregon Fire Dept	Lucas
Jefferson Twp Fire Dept	Madison
Austintown Twp Fire Dept	Mahoning
First Consolidated Fire District	Marion
Hinckley Fire Dept	Medina
Celina Fire Dept	Mercer
Tipp City Fire Dept	Miami
Pomeroy Fire Dept	Middleport Fire Dept
Antioch & Community Vol Fire Dept	Monroe
Harrison Twp Fire Dept	Montgomery
Malta McConnelsville Vol Fire Dept	Morgan
Johnsville Fire Dept	Morrow
Zanesville Fire Dept	Muskingum
Caldwell Vol Fire Dept	Noble

Put-In-Bay Fire Dept	Ottawa
Paulding Fire Dept	Paulding
Crooksville Fire Dept	Perry
Harrison Twp Fire Dept	Pickaway
Pebble Twp Fire Dept	Pike
Ravenna Twp Fire Dept	Portage
Eaton Fire Division	Preble
Ottawa Vol Fire Dept	Putnam
Mansfield Fire Dept	Richland
Liberty Twp Fire Dept	Ross
Clyde Fire Dept	Sandusky
Green Twp Fire Dept	Scioto
Fostoria Fire Dept	Seneca
Sidney Fire Dept	Shelby
New Franklin Fire Dept	Summit
Newton Falls Joint Fire District	Trumbull
New Philadelphia Fire Dept	Tuscarawas
Marysville Fire Dept	Union
Van Wert Fire Dept	Van Wert
McArthur Fire Dept	Vinton
Deerfield Twp Fire Dept	Warren
Marietta Fire Dept	Washington
Chippewa Twp Fire Dept	Wayne
Bryan Fire Dept	Williams
Perrysburg Fire Division	Wood
Upper Sandusky Fire Dept	Wyandot

Appendix E
Personal Communication

Name:

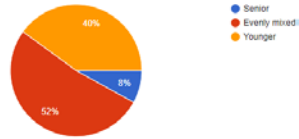
Title and/or Position:

1. Does your fire department have problems recruiting new members?
2. What do you know about junior firefighter programs?
3. Why doesn't your department utilize a junior firefighter program?
4. Do you think junior firefighter programs would help your department?
5. Do you see any barriers to starting a junior firefighter program?

Appendix F Stark County Survey Results

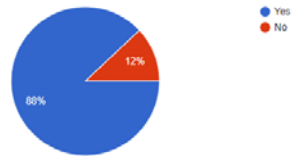
Age range of the department?

25 responses



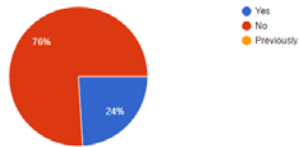
Do you have difficulty recruiting members?

25 responses



Do you have a junior firefighter program?

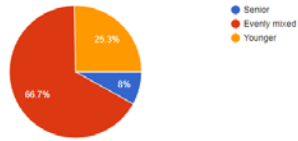
25 responses



Appendix G Ohio County Survey Results

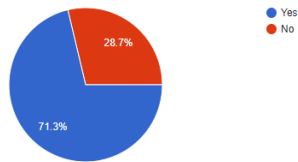
Age range of the department?

87 responses



Do you have difficulty recruiting members?

87 responses



Do you have a junior firefighter program?

87 responses

