



Tennessee Volunteer Workforce Solutions



Volunteer Recruitment and Retention Assistance Available

The Tennessee Fire Chiefs Association (TFCA) is pleased to be in the first phase of its Volunteer Workforce Solutions (VWS) program, which partners with national, state, and local organizations to support initiatives focused on the recruitment and retention of volunteer firefighters. Phase I is funded through a 2016 FEMA SAFER grant.

The program has selected nineteen departmental groups, consisting of 64 departments, interested in taking advantage of research related to their own jurisdiction and leveraging turnkey marketing solutions for enhancing their volunteer recruitment strategies and efforts. VWS benefits include:

- Leadership support through the development and/or delivery of training and tools focused on the needs of volunteer and combination departments
- Recruitment and retention support, including development of unique recruitment strategies based on the features and characteristics of the community
- Department review to identify issues and challenges influencing the recruitment and retention of volunteer firefighters
- Strategic planning to increase department's visibility, viability and community support
- Customized printed recruitment materials and multimedia support
- GIS Tapestry reports to enhance the marketing and recruiting strategies of your department

If you are interested in learning more about Phase I of the VWS program, please visit www.VolunteerFireTN.org or contact:

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www.VolunteerFireTN.org www.TNFireChiefs.org

Learning from best practices in other departments, we established a centralized recruiting process. We realized the pool of possible volunteers was not what we expected.

-VWS Participant

(see page 2)

Volunteer Workforce Solutions Participating Departments

- Crossville FD (Cumberland Co)
- West Carter County FD (Carter Co)
- Rutherford County FD (Rutherford Co)
- Williamson County Fire Service Group (Williamson County)
- Centerville FD (Hickman Co)
- Tri-Community FD (Hamilton County)
- Fayette County FD Group (Fayette County)
- Covington FD (Tipton Co)
- Atoka FD (Tipton Co)
- Clay County FD Group (Clay Co)
- Decatur County FD (Decatur Co)
- Roane County FD Group (Roane County)
- Englewood FD/McMinn County Group (McMinn Co)
- Cheatham County FD Group (Cheatham Co)
- Lincoln County FD (Lincoln Co)
- Lexington FD (Henderson Co)
- Erin FD (Houston Co)
- Andersonville FD (Anderson Co)
- Hardin County FD (Hardin Co)

VWS Information and History

The Tennessee Fire Chiefs Association was awarded a SAFER recruitment and retention grant in 2016 to identify recruitment and retention goals, strategies and marketing methodologies that would benefit not only participating departments, but all fire departments in the state. The program will combine traditional recruiting methodologies with Geographic Information system (GIS) based methodologies. The GIS-based community-level profile is an analysis of existing firefighters that identifies the types of people who could be future firefighter candidates, and discusses the methods to best communicate with and recruit them. 19 departmental groups, consisting of 64 departments, were selected to participate in Phase I of the program. The VWS program is also operating in Virginia through the Virginia Fire Chiefs Association and Connecticut through the Connecticut Fire Chiefs Association. There is also currently a National VWS effort focusing on diversity and new trainings.