## 3. Firefighter Recruitment and Retention

Recruitment and Retention is not just a local problem; it is a nationwide problem. This class is designed for Career or Volunteer Fire Departments that have a desire to add and retain members to their organization. There will be a strong focus on volunteer organizations.
In this 4-Hour Class we will address local, state and national statistics on where we were, where we are, and where we are going. We will review some out-of-the-box ideas on recruitment.
We will address obstacles that keep your department from recruiting, as well as the changing culture and generational roadblocks.

- Historical Facts Regarding Firefighters
- Identify Key Issues Retaining Firefighters
- Identify Key Issues Recruiting Firefighters
- Generational Issues
- Using Multimedia to Recruit
- Understanding Resources that are available

**About the Instructor:**
**Dave Goldsmith** has 35 years of fire service experience in volunteer and combination departments. He is the retired Fire Chief of the Highview Protection District in Louisville, Kentucky. He served 10 years on the Kentucky Fire Commission, serving as chairman of the education committee. He is the past President of the Jefferson County Fire Instructors Association, past President of the Kentucky Regional Fire Training Academy, and former Commander of the Jefferson County HazMat Team. He also spent 15 years as an adjunct instructor at Texas A&M.