



WORK EXPERIENCE FIREFIGHTER RECRUITING GUIDE

Enhancing Your Opportunities

Enhancing Your Life Experience



OUR PROGRAM



Firefighter Work Experience Program (WEP)

Being a WEP firefighter provides knowledge and experience that fire departments look for in new recruits. This challenging and rewarding opportunity offers you the ability to maintain and enhance your previously acquired skills while responding to emergencies or performing required station duties.

Program Structure

A 12 month commitment to the work experience program is required, with the exception of those hired to a career fire department during their program. Daily duties of the WEP firefighter is balanced between, but not limited to: fire suppression, technical rescue, medical response, fire prevention, public education, company fire inspections, pre-planning, maintenance duties of equipment and fire station, as well as participating in community events.

WEP firefighters work a standard daytime shift routine Monday to Friday and are scheduled for duty coverage on weekends on a rotational basis.



Opportunity for enhancement of firefighting skills during emergency responses

Opportunities & Rewards

- WEP firefighters are remunerated for response to emergencies, attendance to regularly scheduled training, and standby duties.
- WEP firefighters receive \$2400 which can be taken in form of education allowance or monthly stipend to assist with living expenses.
- A complimentary pass to the Creston and District Community Centre for swimming and gym is provided to WEP firefighters to help maintain physical fitness and offer a form of recreation.
- Additional accredited certification programs enhancing training and education for career development.
- WEP firefighters are provided with living accommodation during the program, including a private lounge with TV and internet access.
- Professional training in personal development with resume writing and interview techniques.



TRAINING PROGRAM

Enhancing and maintaining your skills to provide you an edge in your career search is our priority. WEP firefighters are mentored by experienced fire officers daily through shift routines and training sessions. This repetitive routine in training training will help you build upon the skills acquired during your fire academy.

You will participate in:

- Specialized WEP training evaluations
- Regular training sessions with department
- Accredited certification courses
- Assist in providing training to fire fighters, and
- Personal developmental education

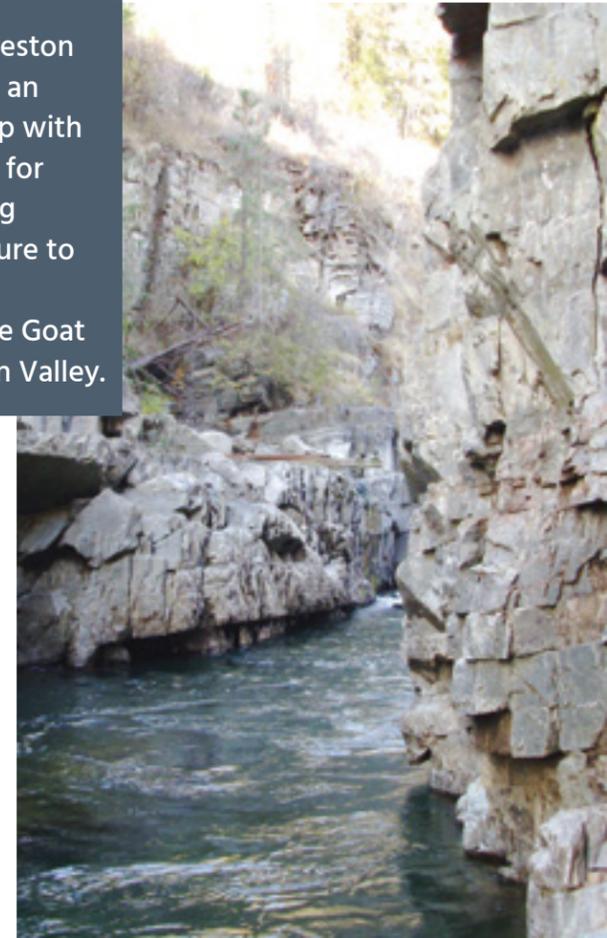
You will also have self-directed training opportunities from the department with your training allowance for programs offered by the College of the Rockies, Justin Insitute of British Columbia, and other hosted training events within the region.

CERTIFICATE COURSES MAY INCLUDE:

- ✓ Strategies and Tactics
- ✓ Fire Service Instructor I
- ✓ Emergency Scene Traffic Control
- ✓ Rapid Intervention Team
- ✓ Emergency Vehicle Operator (NFPA 1002)
- ✓ ICS 100 & 200
- ✓ Vehicle Extrication
- ✓ Confine Spaced
- ✓ Fire Officer 1
- ✓ First Responder Level III w/ AED

Within the program WEP firefighters certify to Emergency Medical Assistant First Responder Level 3 with spinal and AED endorsements. WEP firefighters have the opportunity to share their previous acquired skills through development of lesson plans and drills to challenge the paid-on-call fighters. Specific to WEP firefighters, instruction in resume writing and interview skills will be provided to help set you apart. This personal development gives you the tools to become noticed through the hiring process. Physical fitness programs are also assigned as part of your training to ensure your fitness matches the career expectations.

The picturesque Creston Valley provides for an incredible backdrop with challenging terrain for rope rescue training exercises. This picture to the right is of the "Canyon" above the Goat River in the Creston Valley.





WHY BECOME A WEP FIREFIGHTER?

A career in the fire service is exciting, challenging, diverse, and fulfilling. It truly is the “Best Job in the World,” which is with it also one of the most competitive job markets. Those who aspire to become a career firefighter are unique individuals that thrive on teamwork, helping others, and contributing to their community.

Large career departments receive thousands of applications of aspiring firefighters, and in the majority of cases lack any job related work experience. This also becomes a gap between graduating from a fire academy and application in-takes that let your skills diminish.

Our program is designed to give fire academy graduates additional training and the experience of working full time as a firefighter. This experience builds not only additional firefighting skills but provides life skills crucial to being able to present yourself as the best candidate during interview stages.

You will get to work full time as a firefighter, performing daily shift routines, live at the fire station and have an opportunity to respond to approximately 500 emergency incidents per year. You will get an opportunity to have physical and nutritional training that builds habits that are important to a life-long career in the fire service. Career fire services strive to have the “Best of the Best” and place heavy emphasis on lifestyle to have a healthy work force.

Testimonial From Assistant Chief Marohn, Vancouver Fire and Rescue Services

“ In our ‘Guide to Applications’ we (VFRS) state, under the preferred qualifications that practical experience transferable to areas of firefighting will enhance your application. I think that the WEP programs provide that practical experience to applicants which builds on the minimum qualifications. In addition, the preferred qualifications do refer to a number of fire service related courses and training programs which are offered to the WEP candidates by certain WEP programs. These again, enhance an applicant’s application beyond the basic minimum qualifications. ”

- Kiran Marohn, BBA, CPA, CGA
Assistant Chief, Recruitment/Outreach,
FLSE & Professional Standards
Vancouver Fire Rescue Services

You will have an edge on the competition in the recruiting process when you begin applying. Recruiters in larger centres, such as Vancouver Fire Rescue, have emphasised the value of having candidates who can show relevant experience in the fire service and demonstrate their commitment to the fire service. The combination of work experience and personal development assists you in becoming a full package during recruitment processes, giving you confidence in being able to sell yourself as being the best candidate to the municipality.



Creston Fire Rescue works with two other fire departments, Canyon-Lister Fire Department and Wynndel-Lakeview Fire Department through automatic aid agreements, responding an engine and water tender to all fire emergencies.

The fire rescue services also provides high angle rope rescue, road rescue, and hazardous materials response to a large portion of the Creston Valley, covering approximately 200 km of provincial highways.

The fire rescue services are modernized fire departments in equipment, fire apparatus, and training facilities.

Fire apparatus utilized in the valley range from engines, a 100 foot mid-mount aerial platform, water tenders, rescue trucks, and support units. Located in municipal boundaries is a training facility with classroom, smoke trailer, and four storey live fire training building. On site there are additional fire and rescue training props with continues site development to provide critical training to service provision within the Creston Valley.

The fire department prides itself on customer service, giving residents a service to be proud of, ranking the highest in community surveys.

CRESTON FIRE RESCUE

Creston Fire Rescue is steeped in over 100 years of serving residents within the Creston Valley. The department has three full time staff and one dedicated administrative assistant to compliment a 30 member paid on-call staffing.

Like many fire services, Creston Fire Rescue is very diverse in service provision providing fire suppression, auto extrication, rope rescue, hazardous materials, medical response and fire life safety programs.

With over 500 emergency responses per year, firefighters respond to over 300 medical responses, 120 fire related responses, and 80 rescue incidents.

Creston Fire Rescue not only provides fire and rescue response to the town of Creston, but to surrounding communities in the Creston Valley. In West Creston there is a satellite fire station that provides fire protection services.



200 km of highway within the Creston Valley has the Fire Rescue Services responding to approximately 80 rescue related incidents each year. With the steep terrain, many MVIs require technical rope rescue response.



THE TOWN OF CRESTON

The Town of Creston is a small, welcoming community of 5,300 residents in the scenic Kootenay region of the province. The Creston Valley has nearly 12,000 residents, including the Town of Creston.

Creston is a friendly, hard-working community that thrives on strong agriculture, forestry, and tourism industries. Creston is also home to Columbia Brewery, the makers of Kokanee beer products. The Creston Valley is a tremendous outdoor adventure destination that features nearby access to hiking, recreational fishing, mountain biking, and various water activities at Kootenay Lake.



Town and country live happily side-by-side in Creston, the commercial and business hub of the Creston Valley. In Creston there are roadside produce stands and grain elevators looking out over vast fields - right alongside fine restaurants and charming cafes, state of the art recreation facilities, theatres and galleries, cool and quirky shops, a variety of professional services, and much more.

These annual visitors are just one type of the abundance of wildlife that make their home in the beautiful Creston Valley

The Creston Valley boasts mild winters with average temperatures at -5 degrees Celsius and summer temperatures that soar above 30 degrees Celsius.

The natural terrain that surrounds Creston provides perfect opportunities for challenging rescue training exercises.



Creston has many beautiful amenities to enjoy during your stay in the community. From a state of the art community complex, there is also a local college campus to continue your education. There is a beautiful 18 hole golf course, aquatic centre, movie theatres, and a wildlife management reserve to help fill some of the down time.



WEP firefighters are granted a complimentary pass to the community complex which includes the aquatic center (above) and the fitness center (left).



As part of the program, WEP firefighters are required to volunteer within the community, such as with the local junior hockey team, schools, and community events.

WEP firefighters have a private dorm at the fire station, designed to accommodate both men and women. This private space also has a lounge area with television and internet access.

CRESTON VALLEY WEP PROGRAM DATES



INTERESTED IN BECOMING A WORK EXPERIENCE FIREFIGHTER?



VISIT WWW.CRESTON.CA/2208/FIREFIGHTER-WORK-EXPERIENCE-PROGRAM

All interested applicants are encouraged to thoroughly review the information provided on the Town of Creston website and application package prior to contacting the fire department for further information.

The selection process is similar to career fire services requiring applicants to submit detailed information including physical fitness assessments, medicals and criminal records check. There are no exceptions to providing all the required information and meeting all the minimum requirements.

Applicants who are selected for the program will be expected to sign a Rules and Regulations document agreeing to the terms, conditions, and expectations of the Town of Creston fire rescue service.

Successful candidates will be monitored throughout the program through performance evaluations and those who do not maintain the highest standards may be required to receive additional coaching or possibly face dismissal from the program.

The program is designed for a minimum five (5) firefighters, with the recruiting done by August/September.

Contact Fire Chief Jared Riel

Email: jared.riel@creston.ca | Phone: (250) 428-2214 ext. 511

The Town of Creston is an equal opportunity employer.