

Key Research Findings

This analysis was based on the pre-determined criteria and measures listed below:

Section	Description	Measures
Student Demand	<p>Includes an assessment of OCAS (2007 - 2011) enrolment data at other colleges in terms of mean growth rate with a specific focus on Fleming's direct competitors where appropriate (Georgian, Sheridan, Seneca and Durham)</p> <p>Trends in certificate, diploma, degree, apprenticeship and continuing education (where available).</p> <p>Click Below to Access Full Source Document: Fall Enrollment Trend</p>	<ul style="list-style-type: none"> ● Strong = Fleming enrolment growth is outpacing system and is equal to or greater than 3% ● Moderate = Fleming enrolment growth is equivalent to system demand and is between 1.0 to 2.9% ● Weak = Fleming enrolment growth is less than the system demand and is less than 1%
Labour Market	<p>Includes projected employment rate growth based on a consolidation of various Ontario, Canadian, and US sources including HRSDC, Sector Council Reports US Bureau of Labour Statistics, and the MTCU Employment Profile.</p>	<ul style="list-style-type: none"> ● Strong = Between 5-6 positive labour market indicators ● Moderate = Between 3-5 positive labour market indicators ● Weak = Between 1-2 or no positive labour market indicators
Competitive Analysis	<p>Includes the number of actual colleges offering the program as well as the ratio of applications to acceptances at Fleming compared to other colleges and specific comment about Fleming's direct competitors where appropriate (Georgian, Sheridan, Seneca and Durham)</p> <p>Click Below to Access Full Source Document: Fall Conversion Report</p>	<ul style="list-style-type: none"> ● Strong = Fleming conversion ratio is greater than 2 below the system ● Moderate = Fleming conversion ratio is 1 above, below or equal to the system ● Weak = Fleming conversion ratio is greater than 2 above than the system
Financial Analysis	<p>Includes a review of Contribution to Overhead (CTO) for existing programs (2010-11)</p> <p>Click Below to Access Full Source Document: Costing Analysis</p>	<ul style="list-style-type: none"> ● Strong = CTO is greater than 35% ● Moderate = CTO is between 30 - 34% ● Weak = CTO is between 20 – 30% <p>No Contribution = 19% or less</p>

Key Research Findings

Key Performance Indicators	<p>Includes KPI trends from the Key Performance Indicator Summary 5 Year Historical Overview KPI Data from Reporting Years 2008-2012.</p> <p>Click Below to Access Full Source Document: Key Performance Indicators</p>	<ul style="list-style-type: none"> ● Strong = Above system average in 6-7 indicators ● Moderate = Above system average in 3-5 indicators ● Weak = Above system average in 0-2 indicators.
Resource Analysis	<p>Requires school level assessment regarding space, technology, capital equipment and human resources. Recommendations from recent Program Review Reports included here</p>	

Key Research Findings

Pre-Service Fire Fighter Education & Training (43006)

Student Demand¹

- **WEAK**

The following information consists of OCAS yearly student winter registration data as well as a mean growth rate and average student registration for each program under these categories:

Certificate

- There are currently 5 colleges offering this program, including 2 of Fleming's direct competitors (Georgian and Seneca)
- Fleming has a **-3%** mean growth rate, which is lower than the system's growth rate of **14%**
- Out of the key competitors, Seneca has the highest mean growth rate (**3%**) and Georgian has the highest average registration of **29 students**
- Overall, Conestoga has the highest mean growth rate of **1033%** and Fleming has the lowest
- Fleming has the highest average registration of **46 students** and Conestoga has the lowest with **19 students**

Certificate

Program: 43006 - PRE-SERVICE FIREFIGHTER														
	2008 2009 % Change (08-09)			2009 2010 % Change (09-10)			2010 2011 % Change (10-11)			2011 2012 % Change (11-12)			% Mean Growth Rate (08-12)	5 Year Average Reg. Students
CONESTOGA	0	1		1	32	3100	32	32	0	32	32	0	1033	19
FLEMING	48	49	2	49	43	-12	43	48	12	48	41	-15	-3	46
GEORGIAN	29	25	-14	25	30	20	30	33	10	33	28	-15	0	29
HUMBER	29	38	31	38	35	-8	35	36	3	36	35	-3	6	35
SENECA	0	31		31	31	0	31	38	23	38	33	-13	3	27
Total	106	144	36	144	171	19	171	187	9	187	169	-10	14	155

¹ Registration data obtained from the Program Counts by Applicant Type Report (RPT0050P) in the OCAS Reporting and Analytics Cube December 7, 2011.

Some programs/colleges may not be included because they were missing MCU codes in the OCAS dataset

Prepared by Fleming Data Research (07-2012)

Key Research Findings

Labour Market

• MODERATE

Becoming a Firefighter in Ontario

“The fire service in Ontario offers a variety of career opportunities with unlimited potential for personal challenge and growth.”

“Most cities and towns throughout Ontario have personnel departments responsible for the recruitment and selection of firefighters for the municipal fire service. However, the fire service may hire directly without the benefit of a municipal personnel department. Although the Office of the Fire Marshal of Ontario does not recruit firefighters, we offer you some tips and general information that you may find useful in pursuing a career as a firefighter. The fire service in Ontario utilizes volunteer or part-time firefighters, and recruits firefighters on a regular basis.”

“Although qualifications may vary, a hiring municipality or fire service may require that you:

- Be legally entitled to work in Canada (i.e. a Canadian citizen, a landed immigrant or have a work permit)
- Possess the prescribed visual requirements of 20/30 in each eye without corrective lenses and satisfactorily complete a colour vision test
- Be educated to a minimum of Grade 12 level or equivalent
- Be capable of handling intense and sustained physical effort
- Successfully complete an aptitude test and interview
- Hold and produce a valid Ontario driver’s licence, and have a good driving record
- Possess or obtain during the probationary period a Class “D” licence with a “Z” air brake endorsement
- Understand and be able to communicate in English
- Be willing to sign a waiver and/or a release form prior to participating in job-related performance tests
- Pass a health and medical evaluation, and fitness assessment
- Undergo timed, physically demanding job-related performance tests
- Be certified in CPR/first aid”

“In addition you may be given aptitude tests designed to measure your:

- Ability to understand written and verbal information and instructions
- Technical and mechanical skills
- Reading, reasoning and mathematical skills”

Additional Educational Preparation

“There are numerous candidates applying for firefighter positions with the full-time service throughout Ontario. As a result, candidates possessing qualifications including theory and basic firefighting skills have a better chance of being successful in the hiring process.”

“In order to provide this educational opportunity to potential candidates, several community colleges throughout the province have been endorsed to deliver the Pre-Service Firefighter Education & Training Program.”

“This program was developed through a partnership with the Ontario Association of Fire Chiefs (O AFC,) the Office of the Fire Marshal (OFM,) the fire service and the community colleges.”

Key Research Findings

“This partnership provides an opportunity for the OAFc and the OFM to form dynamic collaborative agreements with the fire service and community colleges to best meet the needs of the fire service and the future firefighter. While completion of the Pre-Service Firefighter Education & Training Program does not guarantee employment, it certainly provides a more qualified pool of candidates for selection.”

Benefits of the Pre-Service Firefighter Education & Training Program

“The Pre-Service graduate:”

- Is better prepared and trained for the firefighter role
- Possesses an advantage for the hiring process

“The Pre-Service graduate receives:”

- A community college certificate upon successful completion of the program
- Standardized training from a recognized college program within the Ontario provincial educational system
- General education credits transferable to other programs

“The Pre-Service graduate is also eligible, upon successful completion of the course and upon being hired by a fire service in Ontario, to apply for and receive the Ontario Fire College “Firefighter Certificate of Achievement.”

Mandatory Orientation

“All community colleges offering this program must provide a mandatory orientation/information session for prospective students. This session would cover valuable information for prospective students, such as:”

- Admission Requirements
- Overview of Pre-Service Program
- Hiring Process
- Job Expectations
- Performance Requirements”²

Employment Ontario³

Firefighters (NOC – 6262)

- Employment Ontario Rating (2009-2013):
 - **Average**
- Education/Training
 - “Completion of secondary school is usually required.”
 - “Completion of a college program in fire protection technology or a related field may be required.”

² “Becoming a Firefighter in Ontario.” *Ontario Association of Fire Chiefs*. N.p., n.d. Web. 4 July 2012. <<http://www.oafc.on.ca/becoming-firefighter-ontario>>.

³ “6262 Fire-fighters.” *Employment Ontario*. N.p., n.d. Web. 22 June 2012. <http://www.tcu.gov.on.ca/eng/labourmarket/ojf/pdf/6262_e.pdf>.

Key Research Findings

- “Firefighting and emergency medical care training courses are provided and vary in length depending on the requirements of different fire departments or services.”
- “Experience as a volunteer firefighter may be an advantage.”
- “Physical agility, strength, fitness and vision requirements must be met.”
- “Several years of experience are required for senior firefighters, such as lieutenants and captains.”
- Demand
 - “Population growth and a trend towards more people living in and around cities have increased the demand for fire fighters. In addition to openings from employment growth, many openings will be created by the need to replace workers who retire.”
 - “However, candidates for these positions are expected to face keen competition as these positions are highly attractive. Many people are attracted to fire fighting because it is challenging and it provides the opportunity to perform an essential public service; a high school education is usually sufficient for entry. Consequently, the number of qualified applicants in most areas far exceeds the number of job openings.”
 - “Applicants with the best chances are those who are physically fit and score the highest on physical conditioning and mechanical aptitude exams. Those who have completed some fire fighter education at college and have paramedic certification will have an additional advantage.”

HRSDC⁴

Firefighters (NOC – 6262)

- Job Openings (2011/2020): **43,300**
- Job Seekers(2011/2020): **42,034**
- Post Secondary Education Graduates: **35,652**
- “Based on projections and considering that this occupation experienced excess demand, it is expected that excess demand will continue. In other words, there will be insufficient job seekers to fill the job openings in this occupation over the 2011-2020 period. Expansion demand will be weaker over the 2011-2020 period than it was over the previous ten years because the public safety sector will be facing the same budget cuts as other areas of government spending. However, as in the 2001-2010 period, the majority of job openings will arise from replacement needs, and 65% of job openings will be due to retirements. However, even though retirements will account for the majority of available positions, the retirement rate for police officers and firefighters is not much higher than the average for all occupations. Workers in this occupation are relatively young in relation to the average for all occupations, but they retire earlier than other occupations. Given the nature of the occupation, the vast majority of job seekers will come from the school system.”

⁴ "Police Officers And Fire-Fighters (626)." *Human Resources and Skills Development Canada*. N.p., n.d. Web. 22 June 2012. <<http://www23.hrsdc.gc.ca/occupationsummarydetail.jsp?&tid=75>>.

Key Research Findings

US Bureau of Labour⁵

Firefighters (SOC – 33-2011)

- Employment Growth (2010/2020): **Increase 9%**
 - **310,400** (2010) to **336,900** (2020)
- “Continued population growth will increase the number of emergency calls requiring firefighter responses. The majority of situations that firefighters respond to are medical—rather than fire—emergencies, and the aging of the population will lead to an increased demand for emergency responders.”
- “In addition, jobs will be created as volunteer firefighters are converted to paid positions in areas where population growth creates the need for a full-time workforce. An increase in urban populations, where full-time firefighters are more common, also is expected to increase the demand for firefighters.”
- “Prospective firefighters will face tough competition for positions. Many people are attracted to the job’s challenge, opportunity for public service, relatively low formal educational requirements, and pensions that are usually guaranteed after 25 years of service. As a result, a department often receives hundreds or thousands of applicants for a single position. Physically-fit applicants with high test scores, some post-secondary firefighter education, and paramedic training have the best prospects.”

⁵ Bureau of Labor Statistics, U.S. Department of Labor, Occupational Outlook Handbook, 2012-13 Edition, Firefighters, Web. <http://www.bls.gov/ooh/protective-service/firefighters.htm>, June 22, 2012.

Key Research Findings

Sector Councils and Reports⁶

- “The development of Ontario’s Fire Code is coordinated with the development of the model national codes which were published late last year. This coordinated process was initiated with the release of the 2007 Fire Code in an objective-based format, following comprehensive public consultations in 2000 and 2003.”
- “The technical changes proposed for the next edition of the Fire Code are compiled from a variety of sources including:”
 - “Changes proposed that harmonize, to the extent possible, with changes proposed to the National Fire Code (NFC);
 - Coroner’s inquest recommendations
 - Stakeholder submissions
 - Housekeeping changes that provide for improved clarity and facilitate enforcement
 - Subject matter relocation changes that align closer with the scope of individual Parts of the code and with the structure of the NFC.”
- “Note that a separate initiative is underway to review fire safety provisions for vulnerable residents. As this review is proceeding on a different schedule, technical changes contained in the current consultation package do not include proposals dealing with the subject of vulnerable occupancies.”
- [Fire Fighters Association of Ontario](#)
- [Canadian Volunteer Fire Services Association](#)
- [Ontario Association of Fire Chiefs](#)
- [Ontario Professional Firefighters Association](#)

⁶ Wieclawek, Tadeusz. "Fire Code Consultation - Message from the Fire Marshal." *Ontario Association of Fire Chiefs*. N.p., 10 May 2012. Web. 22 June 2012. <<http://www.oafc.on.ca/fire-code-consultation>>.

Key Research Findings

Employment Profile⁷

In 2010-2011, **16.8%** of graduates were employed in a full time position which related to this program of study provincially

Technology Miscellaneous

Total Graduates:	670	Total Graduates in Survey:	483	Response Rate:	73.0%
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^a 594 graduates were reported after the survey window had closed. While program information for these graduates has been included wherever possible, these graduates are not included in survey results, such as response rates.

Programs in Technology – Miscellaneous

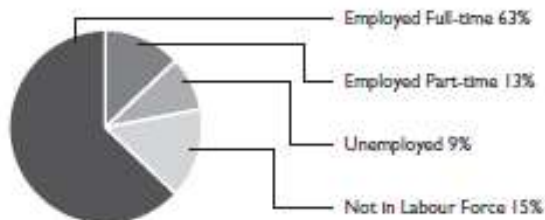
Programs	Duration	Total Grads	Total in Survey	Total in Labour Force	Colleges
Fire Protection Technician	2 Years	44	33	24	Seneca, Sir Sandford Fleming
Fire Protection Technology	3 Years	100	79	65	Lambton, Seneca
Packaging Design	3 Years	16	13	11	Humber
Pre-service Firefighter Education And Training	1 Year	510	358	310	Algonquin, Cambrian, Conestoga, Durham, Georgian, Humber, La Cité, Lambton, Northern, Seneca, Sir Sandford Fleming, St. Lawrence

Summary of Survey Data

	Program Cluster	All Programs
Survey Population	483	50,622
Labour Force Participation	85%	74%
Employment Rate^a	90%	83%
Employed Part-time ^a	16%	18%
Employed Full-time ^a	74%	65%
Average Annual Earnings – Total	\$33,449	\$33,199
Average Annual Earnings – Female	\$28,440	\$31,897
Average Annual Earnings – Male	\$33,933	\$34,607
Graduate Satisfaction	77%	79%
Employer Satisfaction	98%	93%

a. As a percentage of graduates in the labour force.

Graduate Outcomes for Program Cluster (as a percentage of all respondents)



⁷ "Employment Profile." Ontario. N.p., 2011. Web. 19 July 2012.

<<http://www.tcu.gov.on.ca/pepg/audiences/colleges/serials/eprofile09-10/profile10.pdf>>.

Key Research Findings

Technology Miscellaneous

Top Five Industries of Employment

	#	%
Administrative and Support Services	49	14.0%
Specialty Trade Contractors	49	14.0%
Amusement, Gambling and Recreation Industries	19	5.4%
Professional, Scientific and Technical Services	18	5.2%
Various* (each at this level of participation)	17	4.9%

* Construction of Buildings; Food Services and Drinking Places; Local, Municipal and Regional Public Administration

Top Five Occupational Categories

	#	%
Retail Salespersons and Sales Clerks	26	7.4%
Firefighters	24	6.9%
Electronic Service Technicians (Household and Business Equipment)	22	6.3%
Construction Trades Helpers and Labourers	18	5.1%
Program Leaders and Instructors in Recreation, Sport and Fitness	14	4.0%

Summary of Graduate Outcomes by Program

	Full-time Employed, Program Related		Full-time Employed, Program Unrelated		Part-time Employed, Program Related		Part-time Employed, Program Unrelated		Unemployed		Not in Labour Force	
	#	%	#	%	#	%	#	%	#	%	#	%
Fire Protection Technician	7	21.2	11	33.3	—	—	3	9.1	3	9.1	9	27.3
Fire Protection Technology	26	32.9	19	24.1	2	2.5	5	6.3	13	16.5	14	17.7
Packaging Design	6	46.2	2	15.4	1	7.7	1	7.7	1	7.7	2	15.4
Pre-service Firefighter Education And Training	60	16.8	172	48.0	17	4.7	35	9.8	26	7.3	48	13.4
All Programs in Cluster	99	28.5	204	42.2	20	4.1	44	9.1	43	8.9	73	15.1

Earnings of Full-time Employed Participants

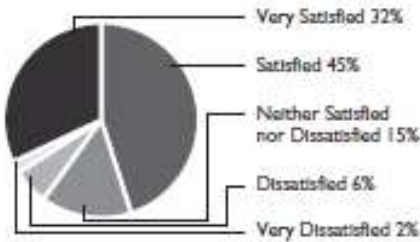
Program	Average – Females	Average – Males	Median – Females	Median – Males	Average for Program	Median for Program
Fire Protection Technician	—	\$35,506	—	\$38,000	\$35,327	\$38,000
Fire Protection Technology	—	\$34,402	—	\$31,286	\$34,549	\$31,286
Packaging Design	—	—	—	—	\$31,274	\$32,000
Pre-service Firefighter Education And Training	\$22,966	\$33,873	\$21,900	\$31,286	\$33,267	\$31,286
All Programs in Cluster	\$28,440	\$33,933	\$30,000	\$31,286	\$33,534	\$31,286

Key Research Findings

Technology Miscellaneous

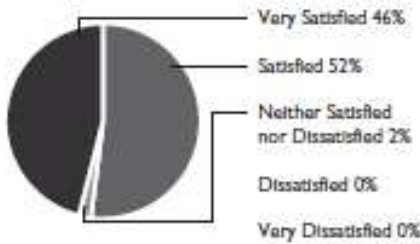
Program Cluster Satisfaction

Graduate Satisfaction with the usefulness of his/her college education in achieving his/her goals after graduation.*



* 448 graduates participated in this question.

Employer Satisfaction with employee overall college preparation for the type of work he/she was doing.*



* 83 employers participated in this survey.

Program Cluster Historical Data

	00-01 Grads	01-02 Grads	02-03 Grads	03-04 Grads	04-05 Grads	05-06 Grads	06-07 Grads	07-08 Grads	08-09 Grads	09-10 Grads
Percentage Employed	87.7%	91.2%	90.6%	90.7%	92.7%	92.2%	91.5%	93.2%	81.6%	89.5%
Percentage Employed Full-time	76.5%	82.4%	82.8%	85.6%	86.3%	85.1%	84.7%	86.2%	70.1%	73.9%
Percentage Employed Full-time Related Jobs	43.6%	37.9%	45.3%	35.7%	34.1%	31.1%	33.9%	28.8%	27.0%	24.1%
Average Annual Salary Full-time Related Jobs	\$33,811	\$32,938	\$32,863	\$35,301	\$36,420	\$36,198	\$35,785	\$36,607	\$34,568	\$35,245

Key Research Findings

Working in Canada⁸

- Ontario Rating: **Not Available**

- **Wage Range by Region:**

Location	Wage (\$/hr)		
	Low	Median	High
Ontario	21.85	35.26	44.05
Hamilton--Niagara Peninsula Region	24.00	36.06	47.12
Kingston - Pembroke Region	21.85	35.26	44.05
Kitchener--Waterloo--Barrie Region	21.85	35.26	44.05
London Region	21.85	35.26	44.05
Muskoka-Kawartha Region	21.85	35.26	44.05
Northeast Region	21.85	35.26	44.05
Northwest Region	21.85	35.26	44.05
Ottawa Region	21.85	35.26	44.05
Stratford--Bruce Peninsula Region	21.85	35.26	44.05
Toronto Region	30.77	36.00	44.41
Windsor-Sarnia Region	21.85	35.26	44.05

Competitive Analysis⁹

- **WEAK**

The following information consists of OCAS yearly winter application and registration data as well as a conversion ratio for each program under this category:

Certificate

- Fleming has a **5:1** conversion ratio, slightly better than the system's with **6:1**
- Seneca has the lowest conversion ratio with **7:1**

⁸ "Firefighters (NOC 6262)." *Working in Canada*. N.p., n.d. Web. 22 June 2012. <http://www.workingincanada.gc.ca/report-eng.do?area=8792&lang=eng&noc=6262&action=final@ionKeyword=Peterborough%2C+Ontario&s=2&source=1&titleKeyword=6262#report_tabs_container2>.

⁹ Application data obtained from OCAS College Count Cube October 19, 2011

Registration data obtained from the Program Counts by Applicant Type Report (RPT0050P) in the OCAS Reporting and Analytics Cube December 7, 2011.

Some programs/colleges may not be included because they were missing MCU codes in the OCAS dataset
Prepared by Fleming Data Research (07-2012)

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Certificate

Program: 43006 - PRE-SERVICE FIREFIGHTER												
	App. 2009	Reg. 2009	Conversion Ratio	App. 2010	Reg. 2010	Conversion Ratio	App. 2011	Reg. 2011	Conversion Ratio	App. 2012	Reg. 2012	Conversion Ratio
CONESTOGA	1	1	1:1	222	32	7:1	289	32	9:1	191	32	6:1
FLEMING	327	49	7:1	325	43	8:1	240	48	5:1	208	41	5:1
GEORGIAN	215	25	9:1	191	30	6:1	282	33	9:1	151	28	5:1
HUMBER	391	38	10:1	425	35	12:1	418	36	12:1	224	35	6:1
SENECA	218	31	7:1	433	31	14:1	429	38	11:1	240	33	7:1
Total	1152	144	8:1	1596	171	9:1	1658	187	9:1	1014	169	6:1

Financial Analysis

• **STRONG**

Source: Program Costing Analysis 2010/2011

- Contribution to Overhead: 39.5%
- Program Weight: 1.90
- Funding Unit: 1.30

Key Performance Indicators

• **STRONG**

Source: Key Performance Indicator Summary 5 Year Historical Overview KPI Data from Reporting Years 2008-2012

KPI1-Graduation Rate	+3% above system
KPI2-Working	+5% above system
KPI3-Working Related	+2% above system
KPI4-Grad. Satisfaction	+2% above system
KPI8-Student Satisfaction-Learning	-2% below system
KPI9-Student Satisfaction- Teachers	+4`% above system
KPI11-Grad. Satisfaction-Program	+3% above system

Resource Analysis

Equipment

Staffing

Space

Key Research Findings

Appendix

The following is the original environmental scan conducted by the Library Researchers to form the basis of the previous summary of Key Research Findings Report.

Pre-Service Fire Fighter Education & Training
Program Research 2012-06-13

Overview of the Profession

"Learn how to save lives and property in Fleming's unique Pre-Service Firefighter three semester certificate program!"

Fleming College

NOC: 4312 Fire fighters (2011 NOC Code)
6262 Fire fighters (2006 NOC code)

Firefighters carry out firefighting and fire prevention activities, and assist in other emergencies. They are employed by municipal, provincial and federal governments and by large industrial establishments that have internal firefighting services.

Example Titles

airport firefighter
fire captain
firefighter
firefighter, shipboard
industrial firefighter
lieutenant, firefighters

Main duties

Firefighters perform some or all of the following duties:

- Respond to fire alarms and other calls for assistance, such as automobile and industrial accidents, bomb threats and other emergencies
- Rescue victims from burning buildings and accident sites
- Control and extinguish fires using manual and power equipment, such as axes, water hoses, aerial ladders and hydraulic equipment and various firefighting chemicals
- Administer first aid and other assistance
- Ensure proper operation and maintenance of firefighting equipment
- Prepare written reports on fire incidents
- Inform and educate the public on fire prevention
- Train to maintain high level of physical fitness
- Assist the public, the police and emergency organizations during times of major disasters
- May participate as members of a trauma or emergency response team and provide paramedical aid to accident victims or ill persons
- May supervise and co-ordinate the work of other firefighters
- May conduct building inspections to ensure compliance with fire code.

Key Research Findings

Labour Market

Employment Prospect

Over the next five years: Average

Opportunities for employment in this occupation are expected to be average over the period from 2009 to

2013. Population growth and a trend towards more people living in and around cities have increased the demand for fire fighters. In addition to openings from employment growth, many openings will be created

by the need to replace workers who retire.

However, candidates for these positions are expected to face keen competition as these positions are highly attractive. Many people are attracted to fire fighting because it is challenging and it provides the opportunity to perform an essential public service; a high school education is usually sufficient for entry. Consequently, the number of qualified applicants in most areas far exceeds the number of job openings. Applicants with the best chances are those who are physically fit and score the highest on physical conditioning and mechanical aptitude exams. Those who have completed some fire fighter education at college and have paramedic certification will have an additional advantage.

http://www.tcu.gov.on.ca/eng/labourmarket/ojf/pdf/6262_e.pdf

Police Officers And Fire-Fighters (626)

Skill Level:

Occupations Usually Requiring College or Apprenticeship Training

Occupations in this Group:

Police Officers (except Commissioned) (6261), Fire-fighters (6262)

Employment (non-student) in 2010:

110,694

Median Age of workers in 2010:

39.2 years old

Average Retirement Age in 2010:

55 years old

Over the 2008-2010 period, this occupation experienced strong employment growth and the unemployment rate remained very low. The average hourly wage increased at the same rate as for other occupations. Wages are very high compared to other occupations requiring a college diploma. According to key labour market indicators, the number of job seekers was insufficient to fill the job openings in this occupation.

Over the 2011-2020 period, an occupation will be in excess demand (a shortage of workers) if the projected number of job openings is significantly greater than the projected number of job seekers. An occupation will be in excess supply (a surplus of workers) if the projected number of job openings is smaller than the projected number of job seekers. For **Police Officers And Fire-Fighters**, over the 2011-2020 period, job openings (arising from expansion demand and replacement demand) are expected to total **43,300** and **42,034** job seekers (arising from school leavers, immigration and mobility) are expected to be available to fill the job openings.

Based on projections and considering that this occupation experienced excess demand, it is expected that excess demand will continue. In other words, there will be insufficient job seekers to fill the job

Key Research Findings

openings in this occupation over the 2011-2020 period. Expansion demand will be weaker over the 2011-2020 period than it was over the previous ten years because the public safety sector will be facing the same budget cuts as other areas of government spending. However, as in the 2001-2010 period, the majority of job openings will arise from replacement needs, and 65% of job openings will be due to retirements. However, even though retirements will account for the majority of available positions, the retirement rate for police officers and firefighters is not much higher than the average for all occupations. Workers in this occupation are relatively young in relation to the average for all occupations, but they retire earlier than other occupations. Given the nature of the occupation, the vast majority of job seekers will come from the school system.

Projection of Cumulative Job Openings and Job Seekers over the Period of 2011-2020

	Level	Share
Expansion Demand:	10,500	24%
Retirements:	28,237	65%
Other Replacement Demand:	2,045	5%
Emigration:	2,436	6%
Projected Job Openings:	43,300	100%
	Level	Share
School Leavers:	35,652	85%
Immigration:	613	1%
Net Mobility	5,768	14%
Projected Job Seekers:	42,034	100%

<http://www23.hrsdc.gc.ca/occupationsummarydetail.jsp?&tid=75>

U.S. Bureau of Labour Statistics Occupational Outlook Handbook

Quick Facts: Firefighters

2010 Median Pay	\$45,250 per year \$21.76 per hour
Entry-Level Education	Postsecondary non-degree award
Work Experience in a Related Occupation	None
On-the-job Training	Long-term on-the-job training
Number of Jobs, 2010	310,400
Job Outlook, 2010-20	9% (Slower than average)
Employment Change, 2010-20	26,600

[What Firefighters Do](#)

Firefighters protect the public by responding to fires and other emergencies. They are frequently the first emergency personnel on the scene of an accident.

[Work Environment](#)

Key Research Findings

When not on the scene of an emergency, firefighters work at fire stations, where they sleep, eat, and remain on call during shifts that often last 24 hours.

How to Become a Firefighter

Firefighters must usually have a high school diploma, but some have a postsecondary degree in fire science or a related discipline. Most firefighters must pass written and physical tests, complete a series of interviews, and hold an emergency medical technician (EMT) certification. All firefighters receive extensive training after being hired.

Pay

The median annual wage of firefighters was \$45,250 in May 2010.

Job Outlook

Employment of firefighters is expected to grow by 9 percent, slower than the average for all occupations. Physically fit applicants with high test scores and some postsecondary firefighter education and paramedic training should have the best prospects.

<http://www.bls.gov/ooh/Protective-Service/Firefighters.htm>

Employment Requirements

- Completion of secondary school is usually required.
- Completion of a college program in fire protection technology, fire science or a related field may be required.
- Firefighting and emergency medical care training courses are provided and vary in length depending on the requirements of different fire departments or services.
- An apprenticeship training program for firefighters and voluntary trade certification is available in New Brunswick.
- Experience as a volunteer firefighter may be an advantage.
- Physical agility, strength, fitness and vision requirements must be met.
- Several years of experience are required for senior firefighters, such as lieutenants and captains.

http://www5.hrsdc.gc.ca/NOC/English/NOC/2011/ProfileQuickSearch.aspx?val=4&val1=4312&val65=*

Industry Standards

Becoming a Firefighter in Ontario

The fire service in Ontario offers a variety of career opportunities with unlimited potential for personal challenge and growth.

Most cities and towns throughout Ontario have personnel departments responsible for the recruitment and selection of firefighters for the municipal fire service. However, the fire service may hire directly without the benefit of a municipal personnel department. Although the Office of the Fire Marshal of Ontario does not recruit firefighters, we offer you some tips and general information that you may find useful in pursuing a career as a firefighter. The fire service in Ontario utilizes volunteer or part-time firefighters, and recruits firefighters on a regular basis.

Although qualifications may vary, a hiring municipality or fire service may require that you:

- Be legally entitled to work in Canada (i.e. a Canadian citizen, a landed immigrant or have a work permit)
- Possess the prescribed visual requirements of 20/30 in each eye without corrective lenses and satisfactorily complete a colour vision test

Key Research Findings

- Be educated to a minimum of Grade 12 level or equivalent
- Be capable of handling intense and sustained physical effort
- Successfully complete an aptitude test and interview
- Hold and produce a valid Ontario driver's licence, and have a good driving record
- Possess or obtain during the probationary period a Class "D" licence with a "Z" air brake endorsement
- Understand and be able to communicate in English
- Be willing to sign a waiver and/or a release form prior to participating in job-related performance tests
- Pass a health and medical evaluation, and fitness assessment
- Undergo timed, physically demanding job-related performance tests
- Be certified in CPR/first aid

In addition you may be given aptitude tests designed to measure your:

- Ability to understand written and verbal information and instructions
- Technical and mechanical skills
- Reading, reasoning and mathematical skills

Additional Educational Preparation

There are numerous candidates applying for firefighter positions with the full-time service throughout Ontario. As a result, candidates possessing qualifications including theory and basic firefighting skills have a better chance of being successful in the hiring process.

In order to provide this educational opportunity to potential candidates, several community colleges throughout the province have been endorsed to deliver the Pre-Service Firefighter Education & Training Program.

This program was developed through a partnership with the Ontario Association of Fire Chiefs (OAFC,) the Office of the Fire Marshal (OFM,) the fire service and the community colleges.

This partnership provides an opportunity for the OAFC and the OFM to form dynamic collaborative agreements with the fire service and community colleges to best meet the needs of the fire service and the future firefighter. While completion of the Pre-Service Firefighter Education & Training Program does not guarantee employment, it certainly provides a more qualified pool of candidates for selection.

Benefits of the Pre-Service Firefighter Education & Training Program

The Pre-Service graduate:

- Is better prepared and trained for the firefighter role
- Possesses an advantage for the hiring process

The Pre-Service graduate receives:

- A community college certificate upon successful completion of the program
- Standardized training from a recognized college program within the Ontario provincial educational system
- General education credits transferable to other programs

The Pre-Service graduate is also eligible, upon successful completion of the course and upon being hired by a fire service in Ontario, to apply for and receive the Ontario Fire College "Firefighter Certificate of Achievement."

Mandatory Orientation

All community colleges offering this program must provide a mandatory orientation/information session for prospective students. This session would cover valuable information for prospective students, such as:

Admission Requirements

Overview of Pre-Service Program

Key Research Findings

Hiring Process

Job Expectations

Performance Requirements

Most up-to-date list of [Endorsed Colleges in Ontario](#)

<http://www.oafc.on.ca/becoming-firefighter-ontario>

Professional Associations

[Fire Fighters Association of Ontario](#)

[Canadian Volunteer Fire Services Association](#)

[Ontario Association of Fire Chiefs](#)

[Ontario Professional Firefighters Association](#)

Educational Competitors

[Ontario Colleges.Ca](#)

MTCU Statistics

ALGO	1363	Pre-service Firefighter Education And Training	4300 6	Pre-service Firefighter Education And Training	1.90	1.30	1.50
CAMB	1250	Pre-service Firefighter Education And Training	4300 6	Pre-service Firefighter Education And Training	1.90	1.30	1.50
CENT	1247	Pre-Service Firefighter Education and Training	4300 6	Pre-service Firefighter Education And Training	1.90	1.30	1.50
CONF	1187	Pre-Service Firefighter Education and Training	4300 6	Pre-service Firefighter Education And Training	1.90	1.30	1.50
CONS	1149	Pre-service Firefighter Education And Training	4300 6	Pre-service Firefighter Education And Training	1.90	1.30	1.50
DURH	1136	Pre-service Firefighter Education And Training	4300 6	Pre-service Firefighter Education And Training	1.90	1.30	1.50
GEOR	1168	Pre-service Firefighter Education And Training	4300 6	Pre-service Firefighter Education And Training	1.90	1.30	1.50
HUMB	1279	Pre-service Firefighter Education And Training	4300 6	Pre-service Firefighter Education And Training	1.90	1.30	1.50
LACI	1150	Services D'incendie-programme Préparatoire	4300 6	Pre-service Firefighter Education And Training	1.90	1.30	1.50
LAMB	1087	Pre-service Firefighter Education And Training	4300 6	Pre-service Firefighter Education And Training	1.90	1.30	1.50
NORT	1198	Pre-service Firefighter	4300	Pre-service Firefighter	1.90	1.30	1.50

Key Research Findings

		Education And Training	6	Education And Training			
SENE	1231	Pre-service Firefighter Education And Training	4300 6	Pre-service Firefighter Education And Training	1.90	1.30	1.50
SLAW	1180	Pre-service Firefighter Education And Training	4300 6	Pre-service Firefighter Education And Training	1.90	1.30	1.50
SSFL	1199	Pre-service Firefighter Education And Training	4300 6	Pre-service Firefighter Education And Training	1.90	1.30	1.50
CONS	1124	Pre-entry Fire Fighter	4300 4	Pre-entry Firefighter	1.20	0.70	1.00

Employment Opportunities

CITY OF FORT ST. JOHN

FIRE FIGHTER

FULL TIME - REGULAR

COMPETITION NO. 2012-35

Excellent people. Awesome Benefits. Great Wages.

Join us in Fort St John – the Energetic City! We are blessed with not only a strong economy but also a sense of community and a quality of life second to none. Fort St John is a haven for adventure at all times of the year, with various active sport and leisure clubs, special events, and a standing commitment to promoting and providing community and personal wellness appealing to a wide range of interests. Amongst our many recreation amenities, 2009 saw the opening of the Pomeroy Sports Centre, a state-of-the-art recreation facility and special event centre capable of hosting a wide range of activities that will create a lasting legacy for the future of the Energetic City.

A firefighter is responsible for rapidly and efficiently performing various duties under extremely stressful, emergency conditions that frequently involve considerable life hazards. Under supervision, the Firefighter is responsible for skilled firefighting work involving the combating, extinguishing and prevention of fires; emergency medical care and treatment; rescue of victims from various emergency situations including motor vehicle incidents, high angle situations, etc.; mitigation of hazardous materials incidents; and saving life and property. The work also involves performing routine duties related to the maintenance of firefighting equipment and departmental property, fire safety inspections, and public education events.

Required qualifications, licenses and certificates include: Grade 12, FPA 1001 Levels 1 and 2 (IFSAC accredited), valid Class 3 Drivers Licence with air brake endorsement and a driving record that demonstrates responsible and safe driving behavior, Emergency Medical Responder certification or First Responder Level 3 CPR Level C and a

Criminal Record Check indicating no conviction of criminal offenses related to the position. Rate of pay is as per the IAFF Collective Agreement.

Qualified candidates should forward a complete resume to the undersigned prior to **4:00 p.m., Friday, June 15, 2012**, to:

Human Resources Assistant
City of Fort St. John

Key Research Findings

10631-100 Street, Fort St. John, BC V1J 3Z5

PHONE: (250) 787-8150

FAX: (250) 787-8181

We wish to thank all applicants for their interest; however, only those selected for interviews will be contacted.

Amber Dyer
Human Resources
Assistant



adyer@fortstjohn.ca
250-787-8150

For more information visit www.fortstjohn.ca

Location: Fort St. John, BC

Date Posted: Wednesday, May 23, 2012 at 2:01:37 PM to
Friday, June 15, 2012 at 4:00:00 PM

Firefighter (Recruit)



Halifax International Airport Authority (HIAA)



Location: Halifax Regional Municipality

Firefighter (Recruit)

Join Our Team

Halifax Robert L. Stanfield International Airport is Atlantic Canada's principal full-service airport providing passengers and cargo clients with access to markets across Canada, the United States, the Caribbean Basin, and Europe. It's the only airport in Atlantic Canada to offer Canada Customs services on a 24 hour, seven day a week basis, and U.S. preclearance. The Airport, a major economic generator valued at over \$1.25 billion to the provincial economy, welcomes almost 3.6 million passengers annually; gives back through its Community Outreach Program and its Signature Partnership with Habitat for Humanity; and is an internationally recognized leader in customer service, having been rated the Best Airport in the World in its class for seven of the past nine years and certified as Airport Service Quality Assured – an industry benchmark of service excellence.

Duties:

Reporting to the Captain, this position will participate in a training and development program to

Key Research Findings

become a qualified Firefighter. Firefighters are responsible for providing specialized aircraft rescue firefighting and to ensure the protection of tenants and airport community. Firefighters are also responsible for providing Advanced First Responders and medical support to the airport community and traveling public. Key activities include: aircraft rescue, fire prevention inspections, and maintenance of equipment.

Qualifications:

- Successful completion of secondary school or equivalent
- NFPA 1001 standard certification
- Recent experience as a Firefighter (including volunteer experience)
- Current First Aid certificate (preference will be given to certified First Responders)
- Valid Class 3 driver's license with Air Brake endorsement
- Airside Vehicle Operators Permit and Radio License
- Demonstrated ability to work as a member of a team
- Demonstrated ability to operate in stressful situations
- Demonstrated ability to communicate verbally and in writing
- Demonstrated ability to make decisions
- Demonstrated ability to learn and apply new skills and knowledge

Final Candidates will be required to successfully complete:

- Medical Clearance
- Physical Fitness Test (administered after medical clearance is received)

Note:

- An acceptable combination of training and experience will be considered
- This position will require travel for extended periods of time (6 weeks or more) for training
- This is a relief position and once qualified will be scheduled to back-fill for other Firefighter absences
- An eligibility list will be established as a result of this competition.

Halifax International Airport Authority (HIAA) offers an exceptional compensation and full benefits package, including pension plan. If this position interests you, please apply in confidence by **4:00 PM, June 14, 2012** quoting competition number **HIAA-12-12-CB**, by clicking on the **Apply Online Now** button

HIAA is an equal opportunity employer

We thank all applicants for their interest; however only those selected for an interview will be contacted.

Fighter - Horizon Oil Sands

Canadian Natural

Calgary, Edmonton or Fort McMurray

WORK WITH GREAT PEOPLE. ACCOMPLISH GREAT THINGS. CREATE YOUR CAREER PATH.

At Canadian Natural, we are proud of the achievements of our people.

Our goal has always been to run our business and run it well, executing on our projects and creating value for our shareholders. That is what we have focused on for the past twenty years, and it is what we continue to focus on. Today the efforts of over 5000 employees have helped us become a leading senior oil and gas exploration and production company.

Key Research Findings

Horizon Oil Sands

Horizon Oil Sands is an exciting part of our growth. Full production capacity for Phase 1 is 110,000 bbl/d of fully upgraded, light, sweet synthetic crude oil. We will see incremental production gains throughout the completion of future expansion and debottlenecking, with targeted full facility capacity of approximately 250,000 bbl/d. Further phases of expansion will bring the ultimate capacity to 500,000 bbl/d.

COMPETITIVE SALARY - STOCK OPTIONS - STOCK SAVINGS PLAN - ANNUAL BONUSES - BENEFITS - LOCATION PREMIUMS - RELOCATION - FLY IN/FLY OUT AND CAMP PROGRAM!

See our Candidate Information Guide at www.cnrl-candidate-info.com to learn about our competitive compensation plan and much more!

This position is based in Fort McMurray, Alberta and is eligible for:

- Relocation to Calgary or Fort McMurray
- Company Sponsored Fly In/Fly Out and Camp Accommodation Program with charter flights available from Calgary or Edmonton

- [Apply Now](#)
- [Print](#)

Position Summary

THE OPPORTUNITY:

Our Horizon Oil Sands operation is expanding with project spending for 2012 forecasted at approximately \$2 Billion with similar spending projected each year for the next 5 years.

Contributing to the safe and efficient operation of the Horizon Oil Sands site, the Fire Fighter Paramedic responds to all emergencies, assesses and applies the appropriate response for the following areas:

- Fire
- Rescue
- Medical
- Emergency
- Environmental Hazards

Our on-site Emergency Response Team utilizes the latest and most up-to-date equipment and is vital in ensuring the ongoing safety of all of our on-site employees and contractors.

HOW WILL YOU MAKE YOUR MARK?

- Ensure efficient emergency response by providing professional application of skills and techniques at the emergency scene
- Respond to critical care needs associated with construction, operations and camp activities through both day and night shifts
- Adhere to policies, standards, codes of practice, procedures and work practices within each discipline
- Maintain and repair fire apparatus and equipment
- Conduct fire code inspections of site facility infrastructure and prepare pre-fire plan
- Provide leadership and training to operations Fire and Rescue team members
- Provide input into the effectiveness of the program
- Participate and develop in continuous training and instruction programs through individual study of technical material and attendance at scheduled training drills
- Interface with site Medical Services and off-site medical providers as required

QUALIFICATIONS:

- Typically 5+ years of related industry experience with EMT certification and AFFA registration
- NFPA 1001 Fire Fighter Level 1
- NFPA 1003 Airport Firefighter

Key Research Findings

- NFPA 1001 Fire Fighter Level 2
- NFPA 1002 Apparatus Operator or willing to train
- NFPA 1035 Public Educator Level 1 is an asset
- NFPA 472 Technician Level is an asset
- Valid Alberta Driver's License class 3/4 with airbrake endorsement
- Ability to maintain a calm, clear and concise frame of mind in stressful situations
- Familiarity with the Microsoft Office suite

HEALTH AND SAFETY:

At Canadian Natural, safety is a core value. We conduct all of our operations in a way that identifies, minimizes and mitigates harm to the health and safety of employees, contractors, the public and the environment.

Only those candidates selected for an interview will be contacted.

Canadian Natural Resources Limited - CNRL - is a publicly traded company on the TSX and NYSE as CNQ.

Click [here](#) to see related Health and Safety roles at CNRL.

See our Candidate Information Guide at www.cnrl-candidate-info.com to learn about our competitive compensation plan and much more!

FORCES.CA <http://www.forces.ca/en/jobexplorer/browsejobs-70>

[Fact Sheet PDF](#)

Overview

You will help to prevent the loss of life or property due to fire, performing a variety of tasks including aircraft rescue, structural, wildland and shipboard fire fighting, automobile extrication, hazardous material, and confined space/high-angle rescue.

[Pay Scale](#)

What They Do

The primary purpose of a military Fire Fighter (FIRE FTR) is to prevent the loss of life or property due to fire. Personnel in this occupation serve in all three elements, performing a variety of tasks including aircraft rescue, structural, wildland and shipboard fire fighting, automobile extrication, hazardous material, and confined space/high-angle rescue. Fire investigation, fire prevention and life safety inspection are also areas of expertise.

- As a member of a fire attack team, perform rescue, extinguishment, ventilation, overhaul and forcible entry operations
- Drive and operate all types of structural, aircraft rescue and wildland fire fighting vehicles used on all Canadian Forces Bases/Wings
- Inspect and test all fixed fire suppression and detection systems within DND establishments
- Maintain Fire Department ancillary equipment such as ladders, hose, rope, breathing apparatus, extinguishers, personal protective equipment and all associated rescue equipment and vehicles

Key Research Findings

- Perform inspector duties, conduct inspections and project reviews, and provide recommendations and corrective measures
- Provide peer and public instruction and education
- Respond to hazardous material, automobile extrication, confined space and high-angle rescue situations
- Investigate fires
- Provide helicopter rescue and damage control services as a member of a fire fighting team while onboard HMC ships
- Provide maintenance to all fire fighting equipment while onboard HMC ships
- Respond as part of an Airfield Engineering Squadron (AES)
- Respond to aircraft cable engagements on Wings and be capable of providing Mobile Arrestor Gear (MAG) skills on deployment
- As Senior Fire Fighter, provide command and control at the site of a fire and function as Fire Chief on military bases, ships and army encampments
- Perform Emergency Medical Response (EMR)

Qualification Requirements

FIRE FTRs must be physically strong and able to sustain physical effort for extended periods of time. They must be courageous, self-disciplined, and able to remain calm under stress. They require good reasoning skills, hand-eye coordination and manual dexterity. They must also be able to function well as a member of a team.

Career Development

The career of a Fire Fighter offers a variety of challenging opportunities. Fire Fighters serve with the Canadian Forces in Canada, onboard ship and in peacekeeping deployments. Personnel who demonstrate the required ability and ambition have the opportunity to progress to the position of Fire Chief.

Working Environment

Fire Fighters provide fire protection 24 hours a day on a rotational basis and are therefore provided with such necessities as classrooms and a physical fitness training room. Operations and maintenance of the Fire Department is normally based on a four platoon system, in addition to a day staff that includes the Fire Chief, Deputy Fire Chief and Inspectors. In order to respond to emergencies, Fire Fighters must function in all types of weather conditions and in dangerous situations. They are sometimes subjected to long hours of work and acute fatigue. The Fire Fighter's working environment changes after the initial four years in a Fire Department. At that point in his or her career, the Fire Fighter must spend approximately three years as a Corporal, onboard HMC ships. During their career, FIRE FTRs will normally serve three tours in a naval environment. Appropriate training, environmental clothing and equipment are provided, and Fire Fighters' health, safety and morale are closely monitored.

Related Civilian Occupations

The experience of military Fire Fighters increases through courses and exposure to different situations that broaden their abilities as Fire Fighters and managers. Military training and Fire Service Accreditation prepares the individual for many civilian-related opportunities such as:

- Structural Fire Fighter
- Airport Fire Fighter
- Fire Inspector
- Fire Investigator
- Fire Instructor
- Hazardous Material Incident Commander
- Fire Officer
- Hazardous Material Technician