

AUSTIN FIRE DEPARTMENT

Diversity Recruiting



JOINAFD.COM



**SERVE &
REPRESENT
YOUR
COMMUNITY.**

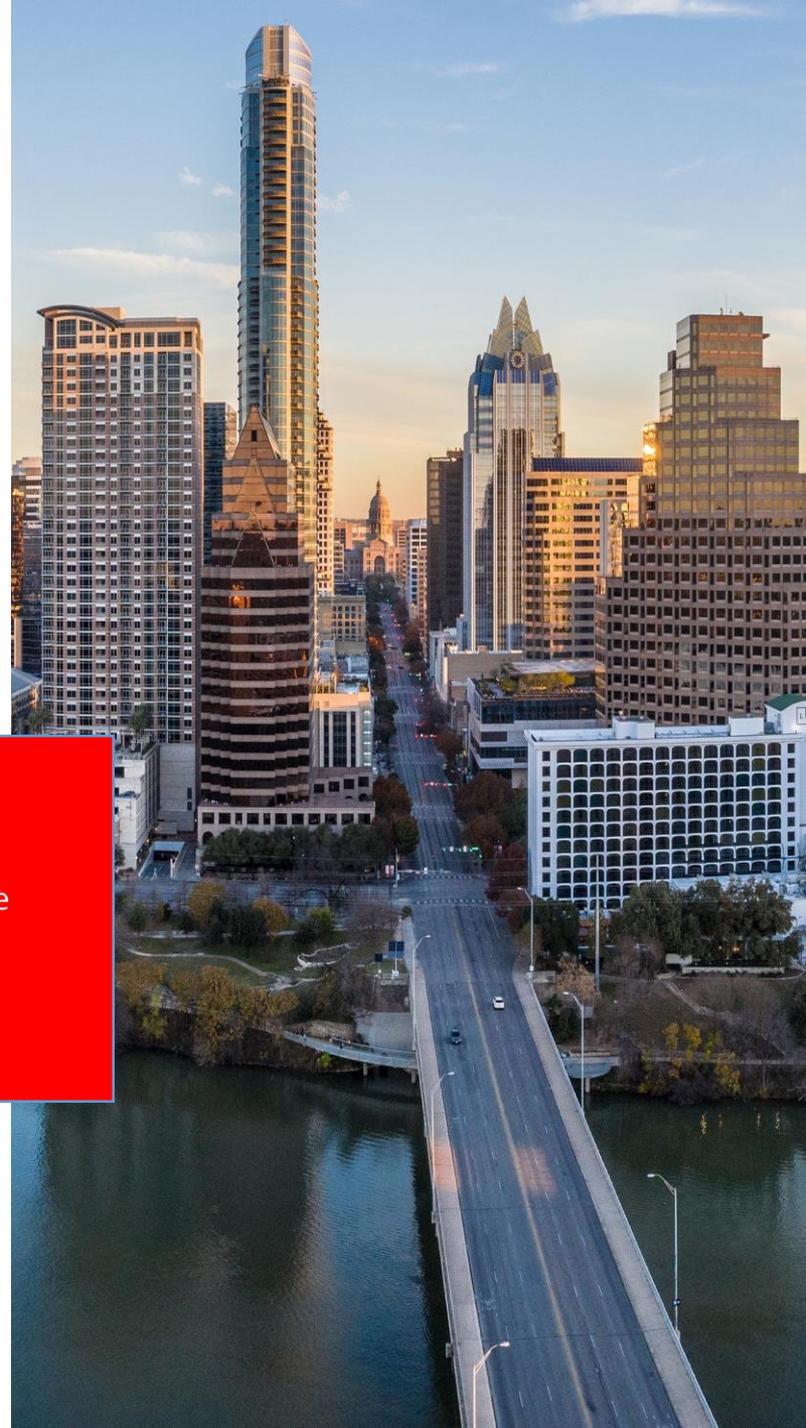
APPLICATIONS OPEN APRIL 16-30, 2021



AUSTIN FIRE DEPARTMENT

Our Mission Goes Beyond Our Name

Our Mission Goes Beyond Our Name is the cornerstone of the Austin Fire Department (AFD). A leader in the fire service, AFD is on the cutting-edge of technology and training. A leader in the fire service, the Austin Fire Department protects lives and property through extensive fire prevention and safety education efforts, in addition to a quick and effective response to emergencies



Overview

In 2021 AFD's Recruiting Division faced historic challenges. Despite these challenges Recruiting was able to substantially improve on and exceed the successes and results of the 2019 recruiting cycle.

Goal

The Recruiting Division strives to interest qualified, competitive candidates to participate in the Austin Fire Department's hiring process. This is an important first step towards producing a more diverse workforce reflective of the city of Austin.

Recruiting Campaign Initiatives

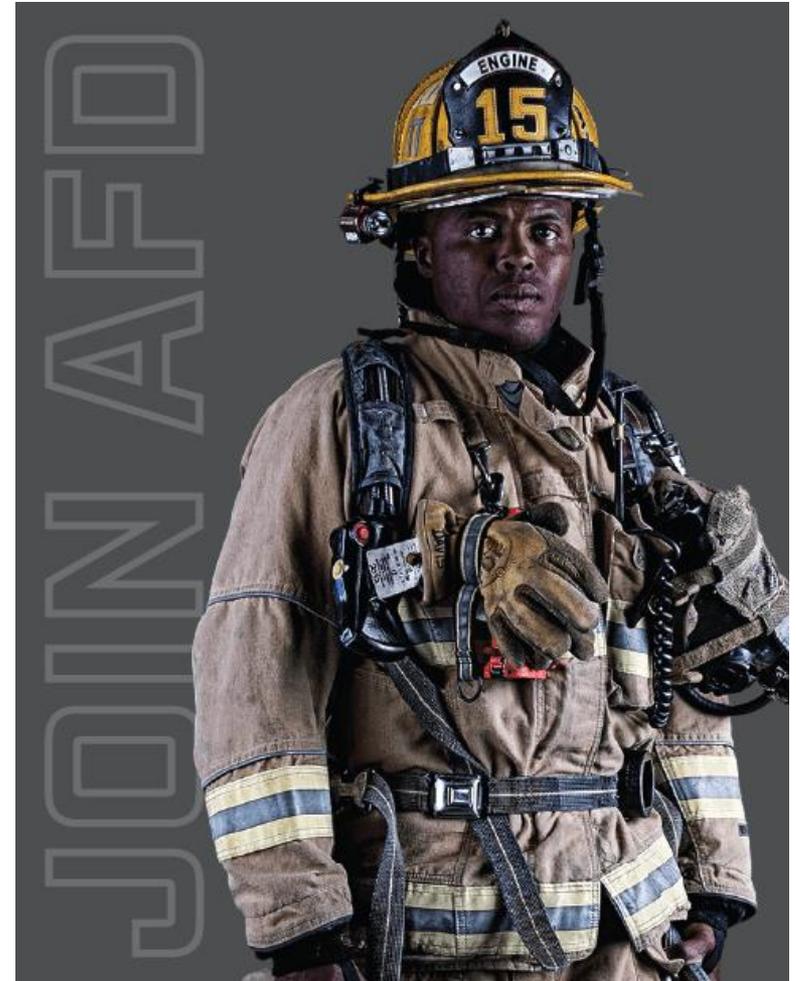
The Global pandemic prevented AFD's traditional recruiting approach of attending college expos, career fairs, and community events. Recruiting shifted to the following initiatives.

1. Candidate Interest Card Re-engagement
2. Texas Fire Service Recruiting Coalition
3. Digital Outreach
4. Adjunct Outreach
5. Print Outreach
6. Community Partnership

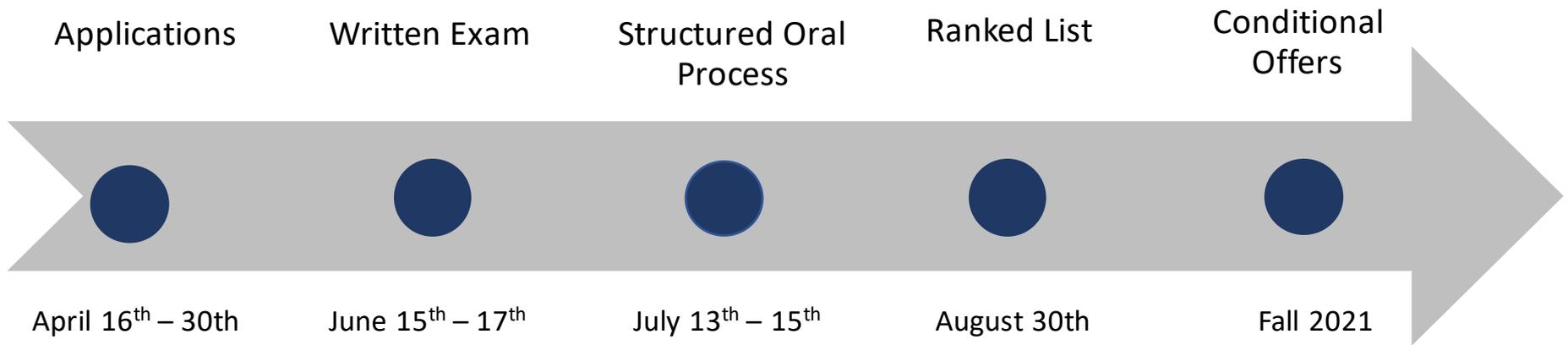


Target Candidates

- Target Candidates are those who self identify as a member of an under-represented demographic group within AFD.
- Under-represented groups within AFD are all minority groups, those who are multiracial, and women.
- Non-target candidates are those who identify as white male or choose not to disclose their race or ethnicity.

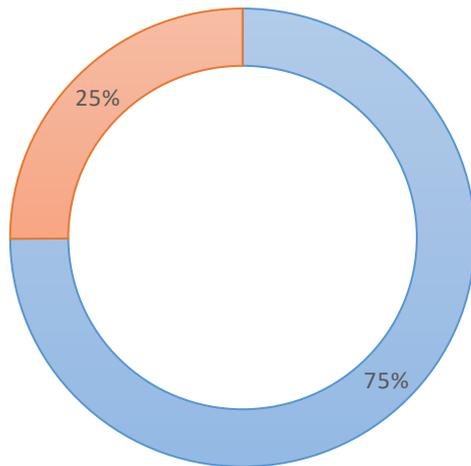


Hiring Process Timeline



2021 Candidate Interest Cards

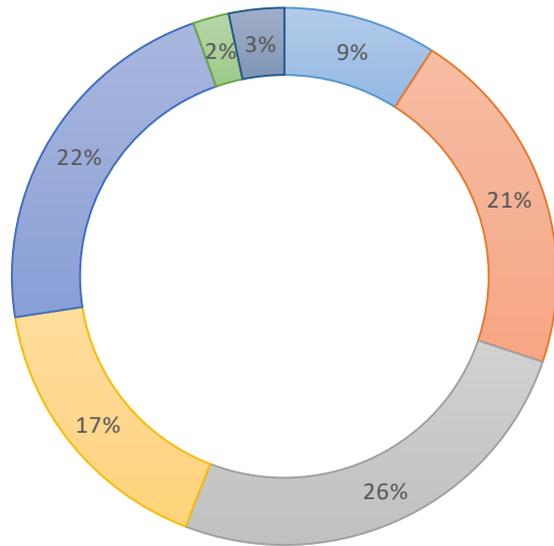
Hiring Process 2021



- 5457 Candidate Interest Cards (CICs)
- 75% of CICs are from Target Candidates
- A 33% increase in diversity representation when compared with 2019 CICs
- The most diverse pool of CICs in AFD history



2021 Candidate Interest Cards



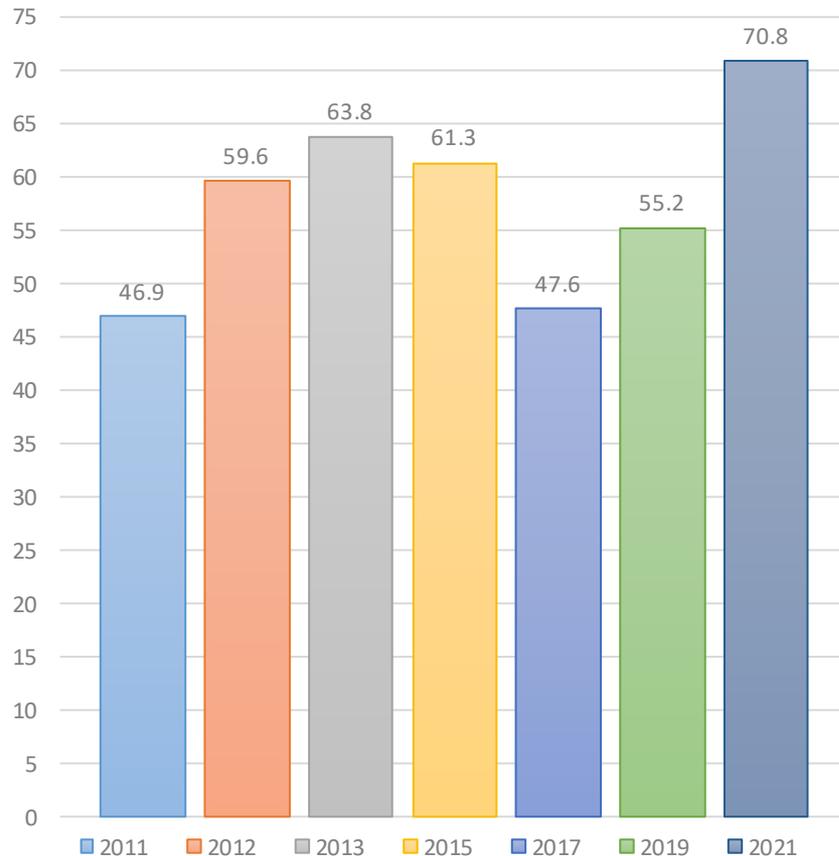
- Associate Degree
- Bachelor Degree
- College (less than 2 years)
- College (less than 4 years)
- High School
- Masters Degree
- Unknown

Target Candidate Education Level

- 74.8% with some college background
- 23.3% with a Bachelors or Masters Degree
- 22% High School only background



Hiring Process Performance by Percentage Target



Making History !!!

The record diversity of our CICs has translated to the most diverse applicant pool in AFD history.

- 3,270 Applications submitted
- **70.8%** are Target Applicants



Application Data



- Majority Minority with 42.2% Hispanic/Latino
- Record percentage of female applicants
- Red numbers are new records

Demographic	2021		2019	
African -American	460	14.0%	388	11.3%
Hispanic/Latino	1404	42.2%	1072	31.1%
American Indian/Alaskan Native	23	0.6%	32	1.0%
Asian American Pacific Islander	90	2.7%	83	2.4%
Two or More Races	194	5.9%	163	4.8%
Target	2318	70.8%	1895	55.2%
Non-Target	952	29.1%	1535	44.7%
Women	379	11.5%	332	9.7%



- Total applicant participation in the written exam has varied between 42% to 73% over the last decade.
- This is the largest point of attrition throughout hiring process.
- Recent trends reveal that Target candidates out participated non-Target candidates by 1% (2017 & 2019).

We believe that we can build on this trend by increasing participation in the written exam by our Target Candidates, thus increasing the diversity representation of our applicant pool even more!

Applicant Participation in Written Exam

	2019	2017	2015	2013	2012	2011
Total Participation	53%	73%	66%	59%	54%	42%
African American	45%	70%	61%	52%	44%	27%
Hispanic/Latino	55%	75%	64%	59%	55%	37%
AAPI	55%	75%	57%	67%	51%	40%
Caucasian	53%	70%	71%	61%	58%	46%
Target	54%	75%	64%	58%	52%	37%
Non Target	53%	72%	70%	62%	58%	46%
Women	55%	75%	66%	57%	52%	*





How you can help!

External Community Groups can...

- Help by engaging and motivating Target Applicants.
- Participating in organized Q&A sessions.
- Partnering with AFD Affinity Group representatives with applicant mentorship.

<https://joinafd.com/>



AUSTIN FIRE

JOIN THE HOTTEST TEAM IN TOWN



WORK YOU CAN FEEL GOOD ABOUT

Firefighting is a service-oriented career. Whether you're responding to fires, medical calls, or accidents, there is never a dull day doing what you love. This isn't your typical 9-5 job; take pride in serving the Austin community when they are in need of a helping hand.

SERVE YOUR COMMUNITY

Advance in the fire service throughout your career; specialize in a variety of career tracks, promote to higher ranks, and fulfill your passion for public service.

01
PREVENTION + WILDFIRE

02
SPEC OPS + RED TEAM

03
ARSON INVESTIGATIONS

04
+ MANY MORE

1 DAY ON 2 DAYS OFF

A firefighter's schedule offers the ideal work-life balance. Have time for hobbies and friends, and enjoy time with a crew that feels like family.

BUILD THE LIFE YOU WANT

Firefighters receive competitive pay, including additional bilingual pay, so you can know you're taken care of. After 12 months of paid training, you will earn:

EARN
\$60K+
After one year

EARN
\$65K+
After two years

EARN
\$71K+
After three years



BLAZE A NEW TRAIL.

APPLICATIONS GO LIVE SPRING 2021

