

# 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.

## Pandemic Shift

1. Due to COVID-19 restrictions, Recruiting was not able to attend any in person events after March of 2020
2. Reconnecting with past Candidate Interest Card (CIC) holders, motivating / inspiring them to participate again
3. Re-establishing the Texas Fire Service Recruiting Coalition as a means candidate development and resource sharing
4. Connecting digitally via social media, email, and text to candidates in lieu of in person meetings
5. Outreach via AFD adjuncts to personally text and call Target Candidates
6. Maintain communication with CIC holders via regular emails and JoinAFD Live webcast



# Target Candidates

Target Candidates are those who identify themselves as members of our target demographics by either race/ethnicity or gender.

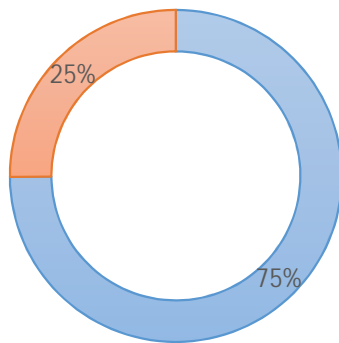
- Target candidates include all minority groups and women.
- Candidates who select “Two or More Races” are considered Target Candidates due to the assumption one of their races includes a target demographic.
- When candidates choose to not disclose their race or ethnicity they are deemed Non-Target. Groups that fall into this category are “Other,” “Choose not to disclose,” or those who did not answer the question.
- Candidates who do not identify themselves as a target by race or ethnicity can still be targeted due to gender.



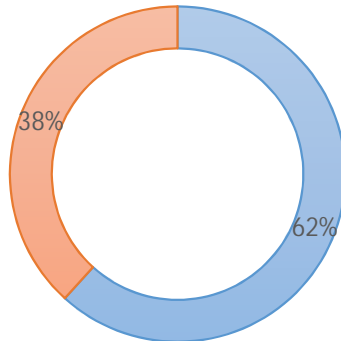


# 2021 Candidate Interest Cards

Hiring Process 2021



Hiring Process 2019



■ Target ■ Non-Target

Target Candidate Interest Cards (CICs) in Hiring Process (HP) 2021 are a majority minority

75% of CICs are Target – This is the most diverse pool of CICs AFD has ever had.

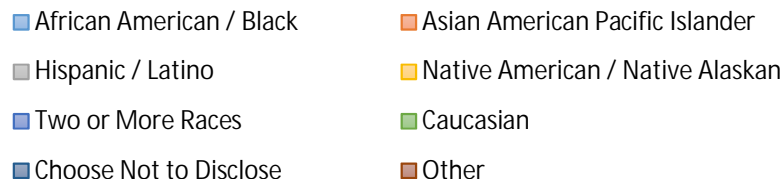
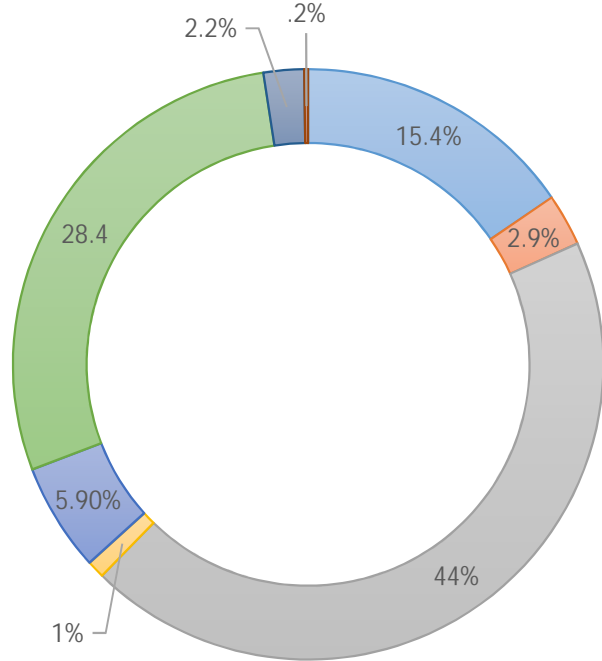
- 2021 Hiring Process 3,926 target CICs
- 2019 Hiring Process 2,937 target CICs
- 13 point or 33% increase in diversity make up of candidate pool.

$$\frac{V_{current} - V_{previous}}{V_{previous}} \times 100 = GrowthRate$$



# 2021 Candidate Interest Cards

2021 Candidate Interest Cards



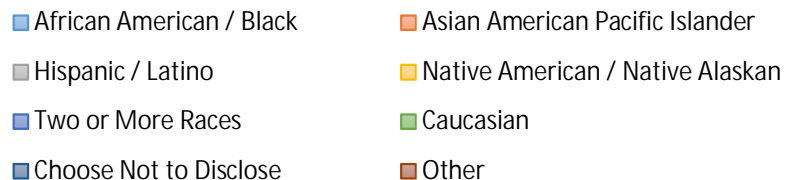
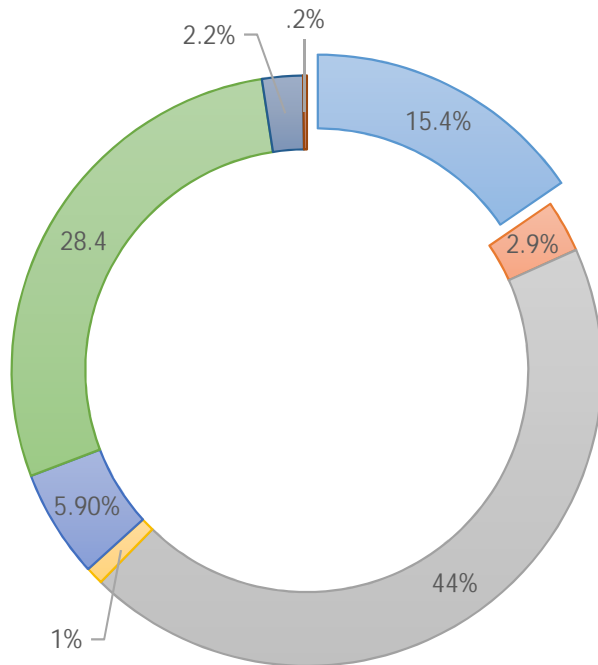
## Women

- Essentially kept pace with HP19
  - HP21: 14.4% / HP19: 14.6%
  - HP21: 771 / HP19: 802
- 15.4% African American  
2.8% AAPI  
43.8% Hispanic  
1.0% Native American/Alaskan  
28.6% Caucasian  
6.0% Two or More  
2.4% Non-Disclosed



# 2021 Candidate Interest Cards

2021 Candidate Interest Cards



## African American CICs

- Over twice the make-up of African-Americans within the City of Austin
- HP21: 15.4% / HP19: 13.6%
- HP21: 825 CICs / HP19: 750 CICs
- 10% increase over HP19

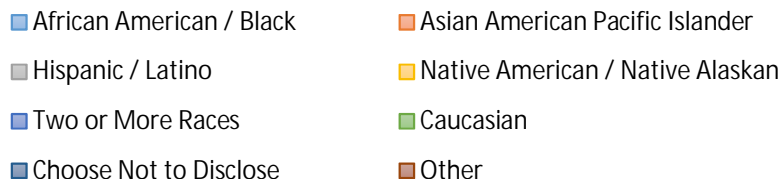
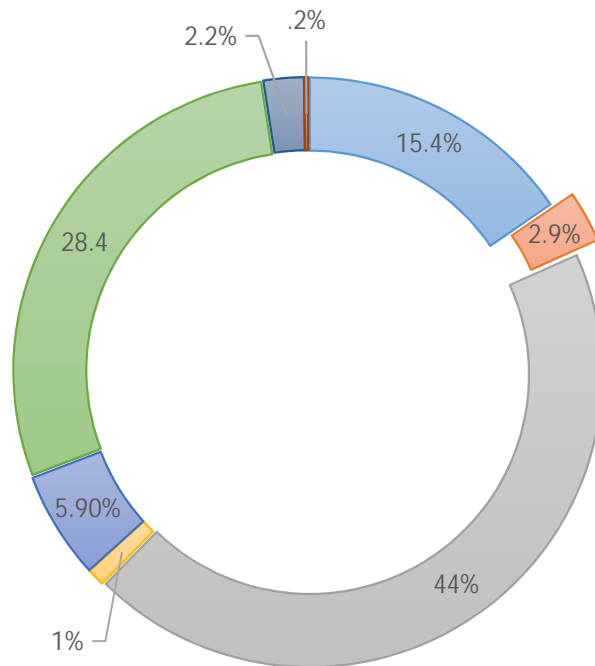
## Educational Background

- 24.4% Bachelors or Masters Degree
- 74.8% Have at least some college
- 22.4% High School or equivalent



# 2021 Candidate Interest Cards

2021 Candidate Interest Cards



## Asian American & Pacific Islander

- Essentially kept pace with HP19
- HP21: 2.9% / HP19: 3.3%
- HP21: 152 / HP19: 177

## Educational Background

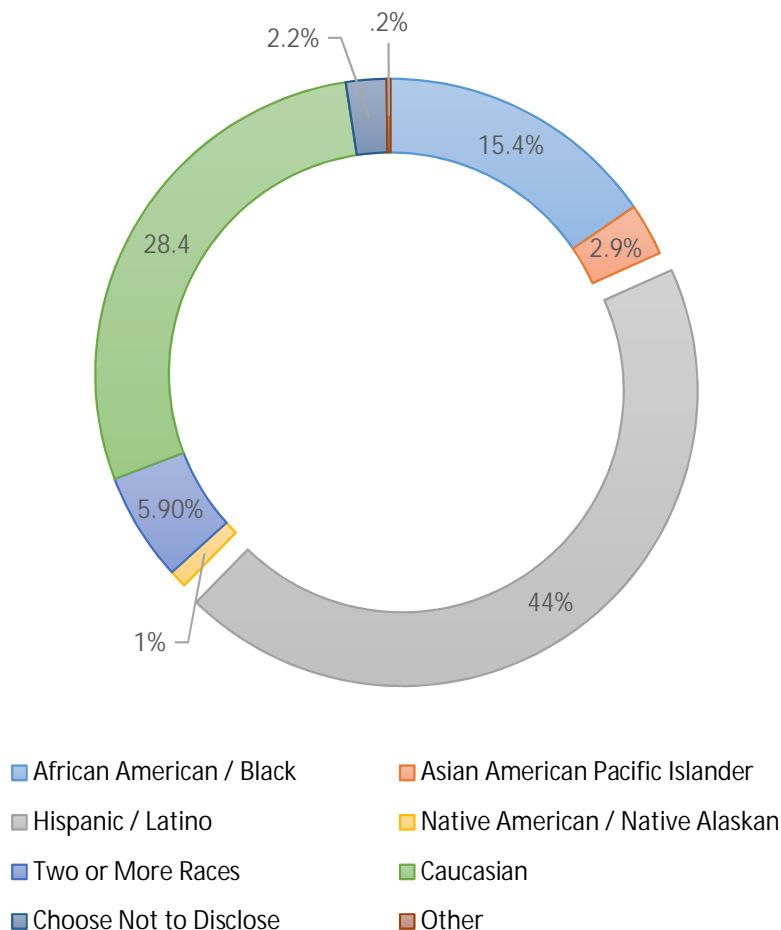
- 29.8% Bachelors or Masters Degree
- 75.6 % At least some College
- 18.3% High School or equivalent





# 2021 Candidate Interest Cards

2021 Candidate Interest Cards



## Hispanic

- 44% - Largest demographic group by far
- HP21: 2341 CICs / HP19: 1926 CICs
- 21.5% increase over HP19

## Educational Background

- 19.8% Bachelors or Masters
- Some College
- 73.8% Have at least some college
- 23.6% High School or equivalent



# Application Period: April 16 – April 30



## Applications Data to Date (04/22/2021)

- 1,640 Applications submitted
- **70.4%** Applications submitted so far are Target
- 50.5% Applications submitted in HP19 were Target

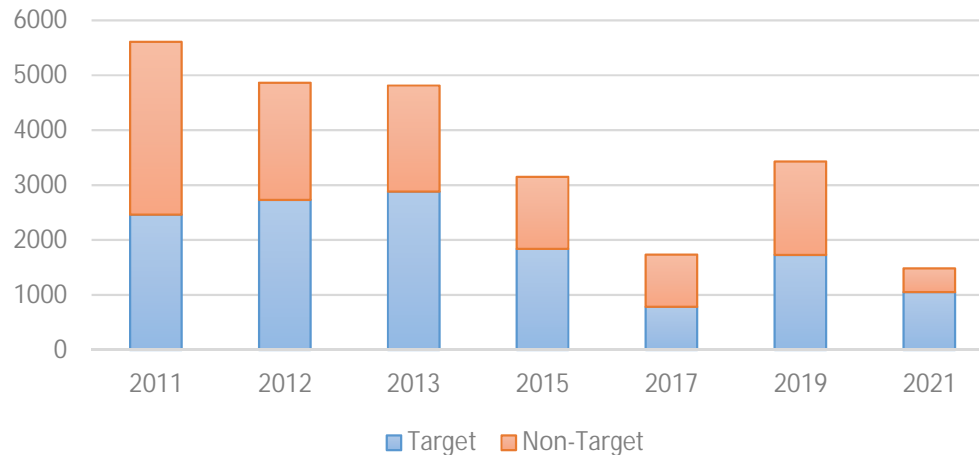
Demographic	2021	2019
African -American	244/14.8%	412/11.3%
Hispanic	693/42.2%	1118/31.1%
Native American/Alaskan	11/.6%	33/1%
Asian American Pacific Islander	49/2.9%	85/2.4%
Two or More	100/6%	175/4.8%
Target	1156/70.4%	1732/50.5%
Non-Target	484/29.5%	1698/49.5%
Women	173/10.5%	332/9.7%



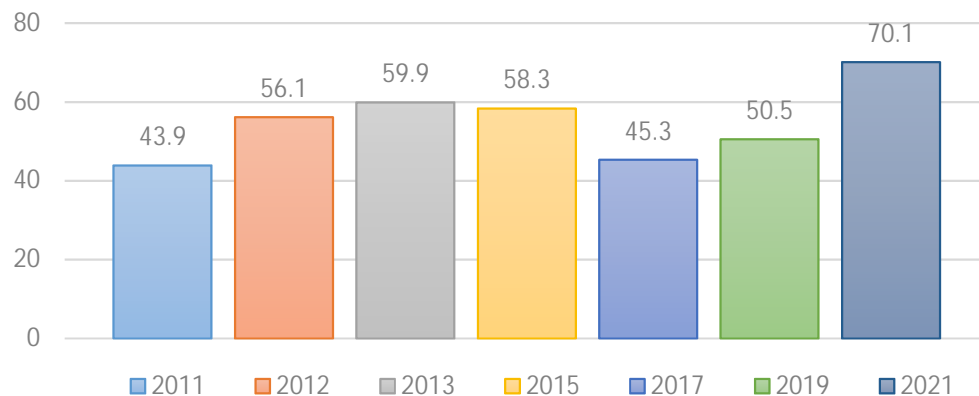
# Recruiting Update

## 2021 Hiring Process

### Hiring Process Performance by Number



### Hiring Process Performance by Percentage Target



Based on the current rate of application submissions we forecast total applications to be in the 2500-3000 range.

If the current ratio of target vs non-target submissions holds we could have historic diversity numbers.

Each step in the recruiting cycle is built on the last. Success hinges on consistent effort throughout the entire process.

After the application period ends the focus shifts to motivating applicants to prepare for and attend the written exam. This effort is to mitigate the historical decrease between these two stages of the hiring process.





# <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.

<b>01</b> PREVENTION + WILDFIRE	<b>02</b> SPEC OPS + RED TEAM
<b>03</b> ARSON INVESTIGATIONS	<b>04</b> + 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:

<b>EARN \$60K+</b> After one year	<b>EARN \$65K+</b> After two years	<b>EARN \$71K+</b> After three years
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**BLAZE A NEW TRAIL.**  
APPLICATIONS GO LIVE SPRING 2021

