

**To the Mayor and Members of the City Council****August 16, 2022**

Page 1 of 2

SUBJECT: WOMEN IN FIREFIGHTING - (CAMP HEAT)

The purpose of this Informal Report is to respond to a request for information on how the Fort Worth Fire Department (FWFD) is working to offer awareness and training classes for females on career opportunities with the FWFD.

The FWFD conducted research of other awareness courses taught by large city fire departments throughout the country. After the initial research a pilot course was conducted on a Saturday during fire prevention week in October, 2019. We had twenty females attend the pilot course.

Purpose/Intent – The purpose of the program was to create a simulated environment of firefighting and EMS to demonstrate the opportunities, types of skills and work required, and education offered by becoming a Fort Worth firefighter.

The student is under direct supervision at all times. They are not subjected to any actual live fire.

Recruitment – The program will use social media and other advertising forms to attract candidates for an application basis that involves females that are eligible to take the entrance examination

Budget – There is currently no dollars for the program.

Schedule/Tasks – The schedule is includes:

1. Sign in, equipment distribution, and liability release
2. Welcome/Introduction
3. Morning rotating skill stations of 30-45 minutes each under instructor supervision
 - a. Hose evaluation
 - b. EMS Patient care scenario of bleeding
 - c. Ladder elevation
 - d. Cardiac Arrest EMS scenario
4. Lunch and Discussion
5. Afternoon Skill Stations
 - a. Technical Rescue scenario
 - b. Auto Extrication Scenario
 - c. Live Fire Scenario (Observation only)
6. Wrap up/Questions
7. Recruitment discussions

L-440 Involvement – Local 440 has been active in this process and has been supportive.

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Page 2 of 2

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Measurements – Our data collection from interested candidates will continue to be followed by the recruitment office. They will be offered to attend additional preparation offerings regarding test preparation and skill practice.

We will measure at each phase of the testing process the percentages of participants that remain in the process, their scores compared to non- program attending applicants, and finally the number that actually are hired by the department.

Next Steps –

1. Fire is sending two females to a similar program in Washington next month.
2. Fire will continue to survey other departments with similar program to determine best practice.
3. Fire is scheduling the next date for the Camp Heat program to align with Fire Prevention Week in October, 2022.
4. Fire will have media advertisement out early September.

Any additional questions should be addressed to fire chief James Davis at jim.davis@fortworthtexas.gov or (817) 392-6801.

David Cooke
City Manager