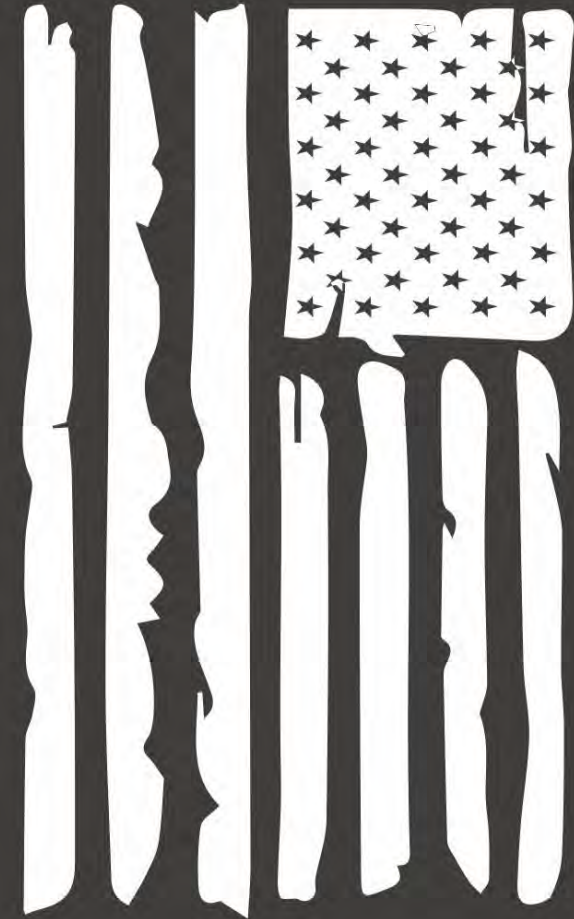


# MENTORSHIP IN THE FIRE SERVICE

BY CAPTAIN CHRIS HICKMAN

THE OCALA-MARION MENTORSHIP

**OCALA-MARION**



**FUTURE FIREFIGHTER**



CHRIS HICKMAN

OCALE FIRE RESCUE

CAPTAIN/PARAMEDIC/CP-C

MENTORSHIP COORDINATOR

WHAT IS MENTORSHIP?

- LEADING
- COACHING
- TEACHING
- LISTENING
- INFLUENCING
- RECRUITING



# WHO ARE WE MENTORING?

- ❖ POTENTIAL CANDIDATES
- ❖ COMMUNITY YOUTH
- ❖ NEWLY HIRED FIREFIGHTERS
- ❖ PROMISING LEADERS
- ❖ RETURNING VETERANS
- ❖ THOSE SEEKING DEVELOPMENT





## POTENTIAL CANDIDATES

- INDIVIDUALS 18 OR OLDER
- NO FELONIES
- HIGH SCHOOL GRADUATE OR GED
- LEVEL 2 BACKGROUND CHECK
- NO MAJOR DRIVING ISSUES
- CAN PASS DRUG TEST

# COMMUNITY YOUTHS

- UNDER 18 YEARS OF AGE
- COMMUNITY SERVICE NEEDED
- HAS A GUARDIAN/PARENT
- EXPLORING EMS/FIRE CAREER
- EAGERNESS TO HELP



# NEWLY HIRED FIREFIGHTERS

- ANY FIRE DEPARTMENT
- TELL ONE TELL ALL
- UNION REMINDERS
- SHIFT SUPERVISORS







# PROMISING LEADERS

- HIGH SCHOOL
- COLLEGE
- CLUBS
- RELIGIOUS GROUPS
- SOCIAL MEDIA

# VETERANS

- RECRUITING OFFICES
- EDUCATIONAL ORGANIZATIONS
- SOCIAL MEDIA
- VETERANS ORGANIZATIONS

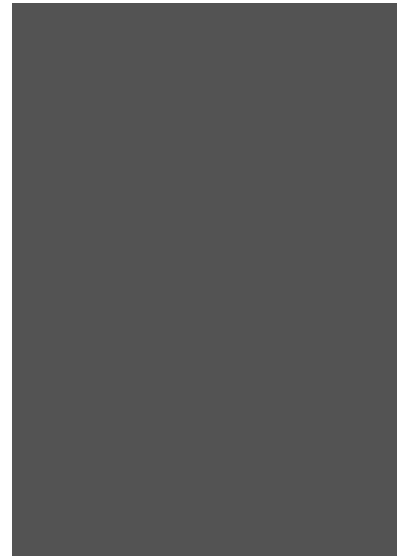


THOSE SEEKING SOMETHING BETTER

WHERE ARE THEY??

# ALL AROUND OUR COMMUNITY

- COMMUNITY EVENTS
- CONCERTS
- PARADES
- RISK REDUCTIONS EVENTS (RISK REDUCTION CLASSES: SMOKE DETECTORS, STOP THE BLEED, HANDS ONLY CPR, STORM PREP CLASSES)



WHAT IS THE MOST  
UNDERRATED  
RESOURCE WE EACH  
HAVE?

**FIREFIGHTERS**

- BUSINESS CARDS
- PERSONAL INVITATIONS
- FLYERS PROVIDED AT EVENTS
- FOCUSED PROMOTION



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HOW DO WE BENEFIT  
THOSE WHO ARE PART  
OF THE PROCESS?





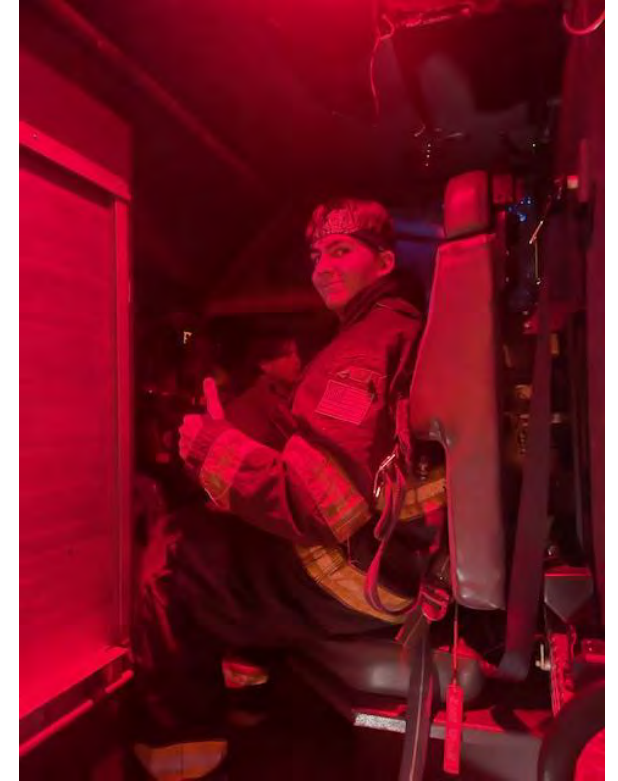
- OPTIONS
- OBSERVATIONS/FEEDBACK
- OPPORTUNITIES



# BENEFITS OF MENTORSHIP



- **55%** MORE LIKELY TO ENROLL IN COLLEGE
- **78%** MORE LIKELY TO VOLUNTEER
- **130%** MORE LIKELY TO TAKE ON LEADERSHIP ROLES IN THE FUTURE



## WHO BENEFITS FROM MENTORSHIP

- PARTICIPANTS
- MENTORS
- DEPARTMENTS
- FAMILIES
- COMMUNITY

**HOW HAS MENTORSHIP  
SHAPED OUR COMMUNITY?**

## 2023 DATA

209 Participants

35 Employed

2 Military Enlisted

34 Scholarships Awarded

Aprox \$255k in Scholarships

# HOW HAS THE PROCESS HELPED THE MENTORS?

1. INVESTMENT
2. VALUED THE FUTURE GENERATIONS
3. IMPROVED COMMUNICATION
4. IMPROVED MORALE
5. LEADERSHIP DEVELOPMENT
6. OWNERSHIP



# DEPARTMENT BENEFITS

Improved Presence

Increase in Activity of the  
Facilities

Improved Hiring Pool of  
Candidates

Volunteer Workforce for  
Storms

Leadership Training for  
those in the Promotional  
Process

Retiree  
participation/interaction  
within Department  
Events

# FAMILY BENEFITS OF MENTORING

- JOB SECURITY
- INCREASED WAGES
- INSURANCE BENEFITS
- STRONGER SUPPORT SYSTEM
- PENSION





# COMMUNITY BENEFITS

- INCREASED LOCAL HIRING
- MORE FIRST RESPONDERS
- INCREASED RATE OF SUCCESS OF THOSE ATTENDING FIRE COLLEGE
- MORE ACTIVE RESIDENTS INVOLVED WITHIN PROGRAM AS WELL AS OUTREACH PROJECTS
- COMMUNITY THAT IMPROVES THE LIVES OF THOSE WHO SERVE IN THE PAST, PRESENT, AND IN TO THE FUTURE



# MENTORSHIP BENEFITS ALL



FOR MORE  
INFORMATION  
PLEASE  
CONTACT:

CHRIS HICKMAN

352-629-8306

352-390-0322

505 NW MLK JR AVE

OCALA, FL 34475

[JHICKMAN@OCALAFIRE.ORG](mailto:JHICKMAN@OCALAFIRE.ORG)

[WWW.OCALAFIRE.ORG/MENTOR](http://WWW.OCALAFIRE.ORG/MENTOR)