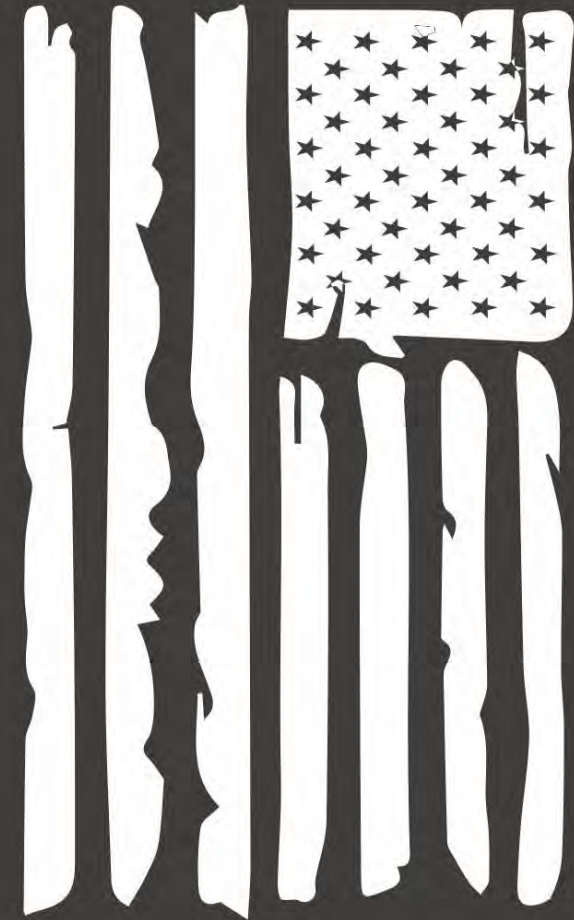


MENTORSHIP IN THE FIRE SERVICE

BY CAPTAIN CHRIS HICKMAN

THE OCALA-MARION MENTORSHIP

OCALA-MARION



FUTURE FIREFIGHTER



CHRIS HICKMAN

Ocala 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

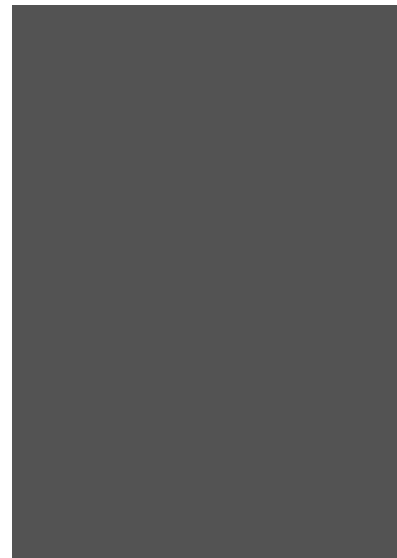


THOSE SEEKING SOMETHING BETTER

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?



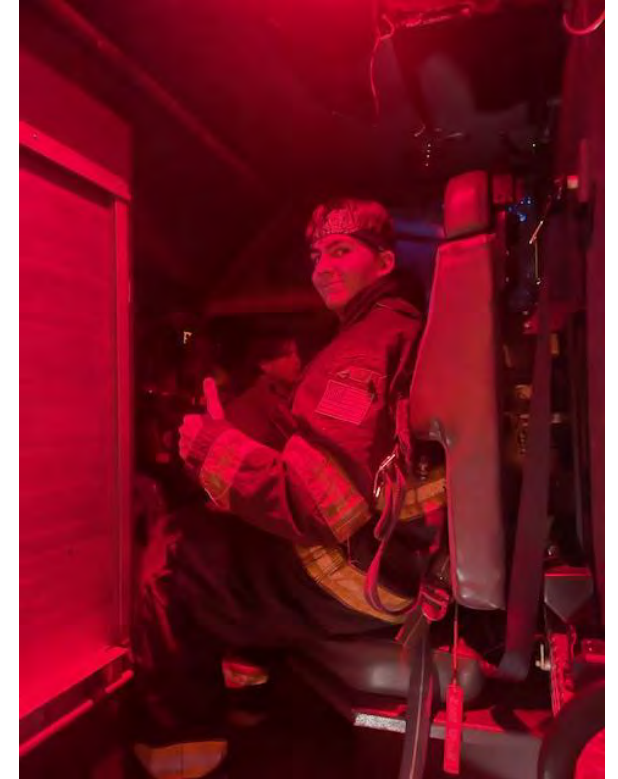
- OPTIONS
- OBSERVATIONS/FEEDBACK
- OPPORTUNITIES



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
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