

What is the Labor Recruitment Program

International Association of
Fire Fighters
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HISTORY

In the early 1970s fire departments across the country found themselves face to face with a growing problem: low minority representation within fire fighter ranks.

Why?

HISTORY

- Many qualified minority groups never applied for public service jobs
- Many who did apply failed the highly competitive civil service examinations
- Personal barriers - lack of education, training or familiarity with the world of work
- Additional barriers in the traditional practices of many public agencies

HISTORY

- The International Association of Fire Fighters (IAFF), a long-time advocate of maintaining the existing high standards in the fire fighting profession and of equal employment opportunity, took a decisive step in order to remedy the situation. Their efforts led to the birth of the Labor Recruitment Program (LRP).

PURPOSE

- Recruit and train primarily minority and female applicants and assist them in passing each phase (written, physical performance, oral and other components) of the civil service entrance examination and gaining placement on the hiring rosters and employment in their respective cities.

PURPOSE

- Its commitment to the recruitment and training of qualified candidates, the continuance of the quality of service rendered, and the maintenance of high merit standards made the LRP unique among outreach and job placement programs.

FUNDING

- The first contract between IAFF and U.S. Department of Labor Manpower Administration (now Employment and Training Administration) providing the funds for LRP was signed in the fall of 1971.
- Contracts were renewed annually.

PROGRAM

- Recruitment (Outreach)
 - Qualified minorities and women
 - Minority media, social groups, community agencies, and other sources directly associated with the targeted population

PROGRAM

■ Training

- Class location in areas of the target groups
- Relaxed and informal atmosphere
- Nurturing: testing and retesting
- Classroom preparation in all phases of selection process

PROGRAM

- Counseling
 - Goal-oriented
 - Behavior modification
 - Interpersonal counseling techniques
 - Follow-up
 - Supplementary counseling and/or tutorial assistance

LOOKING AHEAD

- LRP's plans for the 1980s included conducting workshops and seminars in various cities across the country in order to disseminate to government agencies, minority and women's programs all that had been learned relative to public sector employment, eligibility criteria, and civil service testing procedures.
- LRP was discontinued in 1989 after satisfying its contractual obligations and achieving its program goals.

LOOKING AHEAD

- Today's international fire service organizations recognize the need to revisit the LRP concepts, to avoid future litigation and inability to recruit targeted populations into the workforce.
- Current fire service conferences and training curricula addressing LRP concepts