



STAFF REPORT ACTION REQUIRED

Extension of the Toronto Fire Services and Centennial College Program to Promote Increased Student Diversity in Pre-Service Firefighter Training

Date:	June 4, 2015
To:	Community Development and Recreation Committee
From:	Fire Chief and General Manager, Fire Services
Wards:	All
Reference Number:	p:\2015\ClusterB\FIR\cd150017

SUMMARY

The report requests City Council approval for Toronto Fire Services ("TFS") to negotiate and enter into a one year agreement to extend the existing TFS and Centennial College of Applied Arts & Technology ("Centennial College") program ("TFS/Centennial Program") respecting Centennial College's Pre-Service Firefighter Education and Training Curriculum for 2015-2016 program year. Under the TFS/Centennial Program, TFS provides training services and resources for the practical components of Centennial College's Pre-Service Firefighter Education and Training curriculum on a cost recovery basis. The TFS/Centennial Program requires Centennial College to operate a financial bursary program to reduce the cost of the Centennial College curriculum for students belonging to ethnic or gender backgrounds which are under-represented in TFS in relation to the social demographic diversity of the City of Toronto ("Under-represented Populations").

Centennial College is an established leader in obtaining students from Under-represented Populations. The TFS/Centennial Program is intended to lead to a higher percentage of individuals belonging to Under-represented Populations to receiving college instruction in the Pre-Service Firefighter Education and Training curriculum.

TFS is currently engaging with Centennial College and the Toronto Employment and Social Services division ("TESS") to create new initiatives designed to further increase the number individuals from Under-represented Populations who receive Pre-Service Firefighter Education and Training. TFS intends to report on the development of these further initiatives in 2016. The proposed agreement to extend the existing TFS/Centennial

Program will be for a one-year term and is in line with the City's Strategic Actions, as well as the goals and objectives set out in the TFS Master Fire Plan and Path to Diversity reports.

RECOMMENDATIONS

The Fire Chief and General Manager, Fire Services, recommends that:

1. City Council authorize the Fire Chief and General Manager, Fire Services to negotiate terms and conditions and enter into a one-year agreement, on terms and conditions as approved by the Fire Chief and General Manager and in a form acceptable to the City Solicitor, with Centennial College of Applied Arts & Technology, to provide training services and resources to Centennial College of Applied Arts & Technology for the practical components of the Ontario standardized student Pre-Service Firefighter Education and Training curriculum as endorsed by the Ontario Office of the Fire Marshal and the Ontario Association of Fire Chiefs at the annual gross expenditure cost of \$70,234.05 (net of HST) for the 2015-2016 program year.
2. City Council authorize the Fire Chief and General Manager, Fire Services to receive annual payments from Centennial College of Applied Arts & Technology in the amount of the annual gross expenditure cost including HST for training services and resources provided to Centennial College of Applied Arts & Technology as per the agreement;
3. City Council authorize the Fire Chief and General Manager, Fire Services to negotiate terms and conditions and enter into a one-year agreement, on terms and conditions as approved by the Fire Chief and General Manager and in a form acceptable to the City Solicitor, with Centennial College of Applied Arts & Technology, to require Centennial College of Applied Arts & Technology to provide and administer a financial bursary program in the amount of not less than 6% of the gross amount of the tuition, course material fees and operating grants received by Centennial College of Applied Arts & Technology in relation to the Pre-Service Firefighter Education and Training curriculum, for the purpose of providing financial assistance, on such terms as are acceptable to the Fire Chief and General Manager, Fire Services and Centennial College of Applied Arts & Technology, to students of ethnic and gender backgrounds which are underrepresented in TFS in relation to the social demographic diversity of the City of Toronto for the 2015/2016 academic year of Centennial College of Applied Arts & Technology Pre-Service Firefighter Education and Training curriculum;
4. The appropriate City officials be authorized and directed to take the necessary action to give effect thereto.

Financial Impact

The TFS agreement with Centennial College to provide training services and resources for the Pre-Service Firefighter Program is based on cost recovery with a net zero impact on the Division's budget. TFS will budget its annual training costs for the program based on a staggered three-semester program with offsetting revenue received from Centennial College under the proposed agreement. The estimates are principally staffing costs with an additional provision for classroom, equipment and simulator usage with associated consumables. Table 1 provides TFS component costs by semester for 2015/2016.

Table 1

TFS Costs	Recoverable Costs - Staffing	Recoverable Costs - Classroom	Total Semester Costs
Semester 1 - Sept./Dec.	\$10,575.98	\$4,000.00	\$14,575.98
Semester 2 - Jan./Apr.	\$12,534.50	\$5,300.00	\$17,834.50
Semester 3 - May/Aug.	\$29,573.58	\$8,250.00	\$37,823.58
Total Costs	\$52,684.05	\$17,550.00	\$70,234.05

Training staff costs for TFS Training Captains used in the calculations are based on the 2014 rate of \$65.28 per hour with a standard percentage allowance for benefits. This does not include 2015 or 2016 COLA, which is still being negotiated. Non-salary costs for classrooms, fireground and equipment are calculated at \$250.00 per use, including consumables. Simulations that involve compressed gas usage and vehicles from wreckers for simulated auto extrication are included in those estimates. The estimated annual expenditure and revenue stream for the upcoming three semesters (2015 – 2016) is outlined in Table 2.

Table 2

	2015	2016
Semester 1 - Sept./Dec.	14,575.98	
Semester 2 - Jan./Apr.		17,834.50
Semester 3 - May/Aug.		37,823.58
Gross Expenditure - TFS	14,575.98	55,658.08
Less Revenue - Centennial College	(14,575.98)	(55,658.08)
Net Expenditure	0.00	0.00

The Deputy City Manager & Chief Financial Officer has reviewed this report and agrees with the financial impact information.

DECISION HISTORY

City Council at its meeting of March 31, 2010, authorized the Fire Chief and General Manager, Toronto Fire Services, to negotiate and enter into one-year agreements with Centennial College for TFS to provide training services and resources for the practical components of a Pre-Service Firefighter Education and Training curriculum, and to

require Centennial College to provide and administer a financial bursary program for the purpose of providing financial assistance, to students of ethnic and gender backgrounds which are underrepresented in TFS in relation to the social demographic diversity of the City of Toronto for each the next five (5) program years of the Centennial College Pre-Service Firefighter Education and Training curriculum.

<http://app.toronto.ca/tmmis/viewAgendaItemHistory.do?item=2010.CD31.2>

ISSUE BACKGROUND

The TFS/Centennial Program was intended to assist in producing graduates to help meet the diversity needs of TFS. During the period of 2010 to 2014, the TFS/Centennial Program achieved an average of 71% of the student enrollment in the Pre-Service Firefighter Training Program consisting of students from Under-represented Populations as noted below in Table 3.

Table 3

Year	No. of Students from Under-Represented Populations	Total No. of Students	Percent of Students from Under-Represented Populations
2011	21	29	72.4%
2012	17	25	68.0%
2013	23	35	65.7%
2014	26	33	78.8%
Total	87	122	71%

Centennial College is an established leader in obtaining students from Under-represented Populations. The TFS/Centennial Program is intended to lead to a higher percentage of individuals belonging Under-represented Populations to receiving college instruction in the Pre-Service Firefighter Education and Training curriculum. Increasing the number of individuals from of Under-represented Populations who receive Pre-Service Firefighter Education and Training will assist in increasing the diversity of applicants to TFS for future firefighting positions. A joint marketing effort, concerning the TFS/Centennial Program funded by Centennial, has been in effect over the last 5 program years, and will continue for the 2015-2016, upon execution of the proposed extending agreement.

COMMENTS

City Council approval for TFS to negotiate and enter into a one year agreement with Centennial College to extend the TFS/Centennial Program respecting Centennial College's Pre-Service Firefighter Education and Training Curriculum for the 2015-2016 program year, will allow TFS to continue to work towards the goals and objectives set out in the City's Strategic Actions, the TFS Master Fire Plan and the Path to Diversity report concerning having a TFS that more fully reflects the social demographic diversity of the City of Toronto. Under the TFS/Centennial Program, TFS provides training services and resources for the practical components of Centennial College's Pre-Service Firefighter Education and Training curriculum on a cost recovery basis.

TFS schedules all internal organizational, human, and other resources required for teaching the practical portion of the Centennial College's Pre-Service Firefighter Education and Training curriculum. TFS involves the students with techniques in handling firefighting equipment and working through simulated emergencies under supervision. For the 2015-2016 program year, TFS will host classes at the Toronto Fire Academy about one day per week for each of the first (September-December 2015) and second (January-April 2016) semesters; and three days per week for the (May-July 2016) third semester.

As in previous years, Centennial College will be responsible for all logistical and administrative matters typically associated with educational programs. Centennial College will primarily be responsible for in-classroom instruction on theoretical aspects of the Pre-Service Firefighter Education and Training curriculum.

The TFS/Centennial Program also requires Centennial College to operate a financial bursary program to reduce the cost of the Centennial College curriculum for students belonging to Under-represented Populations experiencing financial need. The financial bursary aspect of the TFS/Centennial Program has reduced the amount of the tuition fees for Centennial College's Pre-Service Firefighter Education and Training curriculum. Reducing the cost of tuition assists in overcoming a major equity barrier for members of Under-represented Populations in receiving college instruction in Pre-Service Firefighter Education and Training.

Awarding of the bursaries to selected students has reduced the cost of Centennial College's Pre-Service Firefighter Education and Training program. Centennial College administers the bursary program; however, the process by which all bursary amounts will be distributed to students from Under-represented Populations, was jointly developed by TFS and Centennial College.

The bursary fund is comprised of 6% of the gross revenues arising from A) revenues received Centennial College (tuition, course material fees and operating grants) and B) the cost savings arising from TFS' staffing and classroom facilities on a cost recovery basis in comparison to the costs of Centennial College undertaken these expenses directly. The bursary fund now holds a surplus. TFS and Centennial College are engaged in discussions concerning the best use of the surplus funds and the proposed agreement will provide an opportunity for TFS and Centennial College to address the bursary fund for the 2015-2016 year. Over the last five program years, Centennial College has increased the maximum allowable annual amount per student from \$2,000 to \$3,000. However, depending on their individual circumstances, not all applicants will be eligible for the full amount.

As noted in Table 4, over the last 5 program years, the TFS/Centennial Program has resulted in \$215,482.00 in financial assistance being presented to 94 students to assist in overcoming a major equity barrier for members of Under-represented Populations in receiving Pre-Service Firefighter Education and Training college instruction.

Table 4

Academic Year	Total Disbursements	No. of Awards	No. of Students	Maximum Individual Annual Award
2010 - 11	\$47,000.00	47	28	\$2,000
2011 - 12	\$24,000.00	24	12	\$2,000
2012 - 13	\$23,000.00	23	13	\$2,000
2013 - 14	\$46,482.00	32	16	\$3,000
2014 - 15	\$75,000.00	50	25	\$3,000
	\$215,482.00	176	94	

TFS continues to work towards recruitment and selection processes which will assure that future recruit classes are increasingly more reflective and representative of the social demographic diversity of the City of Toronto. TFS is currently working with Centennial College and the Toronto Employment and Social Services division (TESS) to create new initiatives designed to further increase the number of diverse individuals who select fire services as a career and to ensure these individuals are provided with the training and supports for success.

Beginning in 2016, Centennial College will be delivering a professional practice course which will include guidance on interviews, resumes and cover letter preparation. As well, Centennial will be delivering the medical patient care course in a manner which will allow recent graduates to maintain first aid and CPR certification while they seek employment.

TFS intends to report on the development of these further initiatives for the 2016 operational year.

CONTACT

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SIGNATURE

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