

Toronto Fire Services - Residency Data for Operations Recruit Class 2017-01

Date: September 19, 2017
To: City Council
From: Fire Chief and General Manager, Toronto Fire Services
Wards: All

SUMMARY

This report responds to a request from the Community Development and Recreation Committee for the Fire Chief and General Manager, Fire Services to report directly to City Council with the disaggregated data for Toronto residency for the Operations Recruit Class of 2017-01.

In the most recent TFS Operations Recruit Class (which graduated on June 15, 2017), 12 of the 42 newly recruited Operations Firefighters (28.6 per cent) have indicated that they reside in the City of Toronto, while 30 have indicated that they reside outside of Toronto (71.4 per cent).

TFS collects and analyzes this data in order to inform community outreach plans and priorities. However, TFS does not consider residency data when making recruitment decisions, nor is residency a factor in the recruitment process. The implementation of preferential or mandatory pre-requisite treatment based on City of Toronto residency is not recommended based on advice provided by Legal Services.

RECOMMENDATIONS

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

1. City Council receive this report for information.

FINANCIAL IMPACT

There are no financial implications resulting from the adoption of the recommendation in this report.

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

DECISION HISTORY

At its meeting of September 11, 2017, the Community Development and Recreation Committee requested the Fire Chief and General Manager, Fire Services to report directly to City Council with the disaggregated data for Toronto residency for the class of 2017-01.

<http://app.toronto.ca/tmmis/viewAgendaItemHistory.do?item=2017.CD22.12>

COMMENTS

When candidates apply for positions through Talent Flow, the City of Toronto's job applicant tracking system, they are asked to provide their home address. By analyzing the provided postal codes, Human Resources (HR) has been able to produce data on each step in the recruitment process for the 2017-01 Operations Firefighter recruitment process. This data indicates the number of applicants who state that they reside within the City of Toronto and those who state that they reside outside the City of Toronto.

Information related to residency is retrieved by HR based on information collected in Talent Flow, the City's job applicant tracking system. TFS and HR will continue to monitor this data as focussed community outreach efforts continue and this information assists TFS in determining where best to invest community outreach resources and programming. This programming is delivered in a continuing effort to increase the number of Toronto residents interested in careers with TFS. However, implementing preferential or mandatory pre-requisite treatment based on being a City of Toronto resident is not recommended based on advice provided by Legal Services.

Of the 630 applicants who participated in the 2017-01 Operations Firefighter recruitment process, 120 reside in Toronto (19 per cent) and 510 reside outside of Toronto (81 per cent). Of the 42 newly hired Operations Firefighters (who graduated June 15, 2017), 12 (28.6 per cent) reside in the City of Toronto, while 30 reside outside of Toronto (71.4 per cent).

Table 1 provides a more detailed breakdown of Toronto residents by each step in the candidate screening process.

Table 1 - Toronto Residents in the 2017 Operations Firefighters Recruit Class

Screening Process*	Total Candidates	Address is Toronto	% of Total Candidates
Applied (Total number of applicants)	630	120	19%
Passed 1st Screening (Total number of applicants who passed the first screening, met minimum qualifications)	485	85	18%
Passed 2nd Screening (Total number of applicants selected for an interview; after Application of Pre-interview Screening Matrix)	192	45	23%
Interviewed (Total number of applicants who are interviewed)	135	36	27%
Successful in Interview (Total number of applicants who were successful in the interview process)	80	21	26%
Proceed to Medical (Total number of applicants who proceed for Medical Clearance)	50	13	26%
Job Offer (Total number of applicants provided conditional Job offers, pending reference checks and police checks)	43	12	28%
Hired (Total number of applicants hired)	42	12	29%

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SIGNATURE



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