



Camp Inspire for Women and Gender-Diverse Individuals

CAMP MISSION

To support and empower women and gender-diverse communities, from all backgrounds, to enter the fire service. Edmonton Fire Rescue Services strives to provide approachable mentorship and hands-on leadership opportunities in a fire service setting.



Edmonton Fire and Rescue Services values diversity. This program is only open to individuals who are women (cisgender, transgender) or gender-diverse (non-binary, two-spirit), as well as women from all other equity deserving groups.

ELIGIBILITY CRITERIA

- Applicants must be 18 years of age before the start of camp
- Only applicants who have not previously attended Camp Inspire are eligible to apply

- Applicants must not currently be on the Edmonton Fire Rescue Services' hiring eligibility list

CAMP REQUIREMENTS AND EXPECTATIONS

- Accepted participants will require running shoes for the fitness components
 - Shorts, sweatpants, socks, t-shirts and a sports bag will be provided
- All participants must wear all Personal Protective Equipment provided by Edmonton Fire Rescue Services during the experience evolutions
- Participants will be expected to complete the entire camp
- Accommodation and child care will not be provided
- Camp Inspire will provide water and meals; please inform camp staff of any dietary requirements
- Edmonton Fire Rescue Services values diversity of ideas, experiences and approaches, and expects that participants of Camp Inspire will foster an environment of inclusion and belonging

APPLICATION COMPETENCIES

The application competencies are attributes that are essential for success in a fire service setting. We encourage you to demonstrate how you meet these competencies in your application.

Camp Inspire is a challenging and rewarding experience that goes beyond physical ability. We are seeking candidates who exhibit:

- A positive outlook
- Effective communication abilities
- Emotional intelligence
- Empathy, kindness, and compassion
- Creative problem-solving
- Effective teamwork
- Mental fortitude, resourcefulness, and resilience
- A willingness to serve/help others
- A commitment to personal growth
- A commitment to fitness

The selection process for Camp Inspire is competitive. Please remember:

- Written skills are not being evaluated
- Answers can be brief but should be as specific as possible
- Please provide examples where appropriate
- EFRS values your unique voice and lived experience

MEDICAL CLEARANCE REQUIREMENTS

The physical demands of a firefighter are characterized by strength, endurance, coordination, agility and dexterity.

Participants of Camp Inspire will experience the physical stresses of a firefighter, although to a lesser degree. All activities take place in a supervised and controlled environment where tasks are broken down into manageable segments to avoid overloading the body.

All scenarios are done in a controlled training atmosphere. A participant may stop, if at any time they do not feel comfortable, and instructors will give additional direction and support. Instructors will stop activities if at any time there appears to be any risk of injury or danger.

Physical Demands: The following is a list of factors that will increase the difficulty of the physical demands that are required during tasks:

- Bunker gear and Self Contained Breathing Apparatus (SCBA) equipment restricts movement, adds weight to the individual and requires increased physical effort
- Equipment used is often heavy and is frequently used in awkward positions
- Environmental conditions such as sun, humidity or rain can add difficulty to tasks, which can cause fluctuations in body temperature and heat stresses
- Darkness and/or smoke in a fire scenario decrease visibility, increasing the difficulty of the task

Camp Activities: Participants will take part in a variety of activities during Camp Inspire that could include:

- Full use of turnout gear and Self Contained Breathing Apparatus (SCBA)
- Search and Rescue techniques with a blacked-out face piece
- Operating and controlling a hand line
- High rise operations; stair climb, hook up and operation of a hand line
- Fire extinguisher use
- Ground ladder set up and climb
- Auto extrication
- Personal fitness training

Equipment: Equipment used during Camp Inspire includes, but is not limited to:

- A variety of sizes and lengths of fire hoses (both charged and uncharged)
- Axes, pike poles, halligans and sledge hammers
- A variety of ladders
- Personal Protective Equipment weighing approximately 40 lbs
- Self Contained Breathing Apparatus (SCBA) weighing approximately 30 lbs

For more information contact the Camp inspire Coordinator via email: campinspire@edmonton.ca