







## 1. Please enter your basic information

|                                  |                      | Response Percent  | Response Count |
|----------------------------------|----------------------|-------------------|----------------|
| Fire Department name:            | <input type="text"/> | 100.0%            | 38             |
| FDID:                            | <input type="text"/> | 100.0%            | 38             |
| Region:                          | <input type="text"/> | 100.0%            | 38             |
| How many paid firefighters?      | <input type="text"/> | 100.0%            | 38             |
| How many volunteer firefighters? | <input type="text"/> | 100.0%            | 38             |
| State:                           | <input type="text"/> | 100.0%            | 38             |
| Email Address:                   | <input type="text"/> | 100.0%            | 38             |
|                                  |                      | answered question | 38             |
|                                  |                      | skipped question  | 1              |

## 2. What is the breakdown of your current volunteer firefighters?

|                         |  | Response Percent  | Response Count |
|-------------------------|--|-------------------|----------------|
| Number of Males:        |  | 100.0%            | 38             |
| Number of Females:      |  | 100.0%            | 38             |
| Average age of Males:   |  | 100.0%            | 38             |
| Average age of Females: |  | 89.5%             | 34             |
|                         |  | answered question | 38             |
|                         |  | skipped question  | 1              |

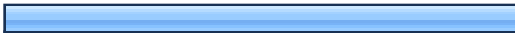


## 3. Do you need additional volunteers?

|     |  | Response Percent  | Response Count |
|-----|--|-------------------|----------------|
| yes |  | 81.6%             | 31             |
| no  |   | 18.4%             | 7              |
|     |  | answered question | 38             |
|     |  | skipped question  | 1              |





## 4. If you answered "yes" to question 3, how many more volunteers do you need?

|  |  | Response Count    |
|--|--|-------------------|
|  |  | 30                |
|  |  | answered question |
|  |  | 30                |
|  |  | skipped question  |
|  |  | 9                 |

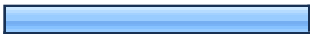


## 5. What are challenges to adding additional volunteer firefighters?

|   |  | Response Percent         | Response Count |
|---|--|--------------------------|----------------|
| Lack of public interest                           |  | 77.1%                    | 27             |
| Unable to receive training                        |   | 34.3%                    | 12             |
| Lack of firefighter equipment (PPE, radios, etc.) |   | 37.1%                    | 13             |
|   |  | <b>answered question</b> | <b>35</b>      |
|   |  | <b>skipped question</b>  | <b>4</b>       |


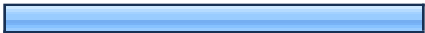


## 6. How do you go about adding additional volunteer firefighters?

|  |  | Response Percent         | Response Count |
|--|--|--------------------------|----------------|
| Pick from a waiting list                         |    | 14.3%                    | 5              |
| Other members seek out and make personal contact |  | 77.1%                    | 27             |
| Wait for applicants to find you                  |   | 60.0%                    | 21             |
| Advertise in local media                         |   | 17.1%                    | 6              |
|  |  | <b>answered question</b> | <b>35</b>      |
|  |  | <b>skipped question</b>  | <b>4</b>       |



### 7. What do you consider your biggest need in regards to a new volunteer?

|                              |  | Response Percent | Response Count |
|------------------------------|--|------------------|----------------|
| Wisdom/Maturity/Leadership   |   | 45.7%            | 16             |
| <b>Youth/Strength/Energy</b> |  | <b>80.0%</b>     | <b>28</b>      |
| Non-firefighter support roll |   | 2.9%             | 1              |
| <b>answered question</b>     |  |                  | <b>35</b>      |
| <b>skipped question</b>      |  |                  | <b>4</b>       |




### 8. Why do you think you lose volunteers?

|                                      |   | Response Percent | Response Count |
|--------------------------------------|---|------------------|----------------|
| Not able to complete training        |    | 48.6%            | 17             |
| <b>Home and family priorities</b>    |  | <b>62.9%</b>     | <b>22</b>      |
| Loss of interest over time           |  | 40.0%            | 14             |
| Lack of required department activity |  | 28.6%            | 10             |
| <b>answered question</b>             |   |                  | <b>35</b>      |
| <b>skipped question</b>              |   |                  | <b>4</b>       |

### 9. Have you tried reaching out to your community with a formal recruitment program?

|                          |   | Response Percent | Response Count |
|--------------------------|---|------------------|----------------|
| Yes                      |  | 35.1%            | 13             |
| <b>No</b>                |  | <b>64.9%</b>     | <b>24</b>      |
| <b>answered question</b> |   |                  | <b>37</b>      |
| <b>skipped question</b>  |   |                  | <b>2</b>       |



### 10. Identify the successes of your department's program ?

|                                      |   | Response Percent | Response Count |
|--------------------------------------|---|------------------|----------------|
| Sufficient new members solicited     |  | 23.1%            | 6              |
| New members trained in timely manner |  | 50.0%            | 13             |
| Other                                |  | 26.9%            | 7              |
| answered question                    |   |                  | 26             |
| skipped question                     |   |                  | 13             |







### 11. If you answered OTHER for question #10, please describe that here.

|                   | Response Count |
|-------------------|----------------|
|                   | 7              |
| answered question | 7              |
| skipped question  | 32             |



### 12. If you conducted a formal recruitment program, did you utilize others in your community for assistance ?

|                   |   | Response Percent | Response Count |
|-------------------|---|------------------|----------------|
| yes               |  | 37.9%            | 11             |
| no                |  | 62.1%            | 18             |
| answered question |   |                  | 29             |
| skipped question  |   |                  | 10             |

**13. If you answered "yes" to question 12, then who assisted you in this effort?**

|  |  | Response Percent | Response Count |
|--|--|------------------|----------------|
| Local political leaders                        |   | 25.0%            | 3              |
| Religious leaders                              |   | 16.7%            | 2              |
| Community leaders                              |   | 41.7%            | 5              |
| <b>Department members</b>                      |  | <b>100.0%</b>    | <b>12</b>      |
| South Carolina State Firefighters' Association |   | 16.7%            | 2              |
| Other  |   | 8.3%             | 1              |
| <b>answered question</b>                       |  |                  | <b>12</b>      |
| <b>skipped question</b>                        |  |                  | <b>27</b>      |

**14. Are you aware the State Firefighters' Association has a recruitment and retention initiative?**

|                          |  | Response Percent | Response Count |
|--------------------------|--|------------------|----------------|
| yes                      |  | 81.6%            | 31             |
| no                       |   | 18.4%            | 7              |
| <b>answered question</b> |  |                  | <b>38</b>      |
| <b>skipped question</b>  |  |                  | <b>1</b>       |

**15. Would you attend a recruitment and retention workshop if one was held in your area?**

|                   |  | Response Percent | Response Count |
|-------------------|--|------------------|----------------|
| yes               |  | 94.7%            | 36             |
| no                |  | 5.3%             | 2              |
| answered question |  |                  | 38             |
| skipped question  |  |                  | 1              |

**16. Please list any suggestions you may have to assist the State Firefighters' Association with volunteer recruitment and retention.**

|                   | Response Count |
|-------------------|----------------|
|                   | 15             |
| answered question | 15             |
| skipped question  | 24             |