

# DIVERSITY EQUITY FIRE TRAINING (DEFT)

## Information Package



## ***What is the DEFT training program?***

The DEFT fire training program is a part-time, Winnipeg based, Winnipeg Fire Paramedic Services (WFPS) staff-delivered initiative that provides Firefighter I and II training and required First Aid to diverse candidates.

## ***Who is eligible to apply for and take this program?***

This program targets the following diverse groups that live in Winnipeg and have been traditionally underrepresented in the firefighting profession.

- Women
- Indigenous peoples (Metis, Inuit and First Nations)
- Racialized Peoples
- People who identify as 2SLGBTQIA+
- Persons with disabilities
- Newcomers

## ***Why is this program being offered?***

While these groups make up a significant portion of the population we serve, they have been traditionally underrepresented in the firefighting profession at Winnipeg Fire Paramedic Service (WFPS). Increasing the diversity and inclusion of our firefighters will help us better respond to the needs of citizens by ensuring various perspectives and experiences are included, while building trust within the larger community.

## ***How does the program reduce barriers for these groups?***

The program primarily helps to reduce geographic and socio-economic barriers that may deter members of these groups from pursuing firefighter certification.

Rather than travelling to Brandon, Manitoba for nine months of full-time study at the Manitoba Emergency Services College (MESCC), successful applicants take WFPS-delivered training in Winnipeg at the Academy over a 12-month period on a part-time basis on Tuesday and Thursday nights.

These measures help to reduce the costs associated with travel, fees and room and board, as well as address family or employment-related obligations that may have prevented these groups from pursuing firefighting in the past.

## ***Why do we need a program like this?***

According to equity, diversity and inclusion statistics for WFPS, we know that certain groups are underrepresented in our service.

A diverse team is a strong and effective team. First responders serve all Winnipeg residents in their times of greatest need. Having a workforce that reflects the people we serve can help build trust, while allowing for a greater scope of understanding and problem-solving.

### ***How do I apply for the training program?***

Submit resume and summary to [WFPSRecruitment@winnipeg.ca](mailto:WFPSRecruitment@winnipeg.ca)

Please find the DEFT program information package at:

<https://wwwdev.winnipeg.ca/fps/Careers/diversity-equity-fire-training.stm>

### ***How many applicants will be accepted into the training program?***

16 Students will be accepted per year.

### ***How much is the tuition?***

\$12,500.00 (this is subject to change)

### ***Are there payment options for tuition?***

Payment plans are optional. Full payment must be made within six (6) months from the start of the program.

### ***Where does the physical and classroom training take place?***

The training takes place at the Winnipeg Fire Training Academy located at 2546 McPhillips St., Winnipeg, Manitoba

### ***What Education or Other Pre-Requisites are Required?***

A minimum of grade 12 or GED, a satisfactory Criminal Information Check and Child Abuse Registry Check, Standard First Aid and CPR – Canadian Red Cross

### ***Will I have to go to Manitoba Emergency Service College in Brandon for Testing?***

Yes, you will be required to attend Manitoba Emergency Service College in Brandon for testing as they are the accredited institution.

### ***Will I have to pass a Physical Evaluation to Qualify for the DEFT Program?***

Yes. The following is the outline of the physical evaluation:

#### **Warm-Up**

Attendees will have access to WFPS fitness facility at the test site for 15-20 minutes prior to their test start time to warm up and change. Warm-Up equipment includes treadmill, bike, rower, barbells, dumbbells and squat racks et al.

### Hose Drag Assessment

To pass the Hose-Drag assessment, attendees will drag a weighted (1.5-inch) hose a distance of 60 metres. Three 15-metre (50-foot) lengths of hose are "snaked" behind the starting line and attached to a weighted 'battle rope'. You will hold the nozzle over your shoulder and advance to the finish line as quickly as possible. Running is not permitted. This test assesses lower body strength and power and must be completed safely in less than 40 seconds.

> 5 Minute Rest <

### Rope Pull Assessment

To pass this Rope-Pull assessment, attendees will need to pull a 100lbs sled a total distance of 50m. Attendees must remain behind the starting line while pulling the sled 25m towards them. Upon completion, attendees will need to walk 25m with the rope, and pull the sled an additional 25m. The test must be completed in less than 120 seconds.

> 5 Minute Rest <

### Victim Drag Assessment

To pass the Victim Drag assessment, attendees must drag a mannequin weighing 54.4 kg (120 lb.) a total distance of 30 metres using the straps provided. Attendees will lift the mannequin and walk backwards for 15 metres, turn around a corner and return to the start line as quickly as possible. This test assesses muscle strength and endurance and must be completed safely in less than 60 seconds.

> 5 Minute Rest <

### Up-Down Stair Climb Assessment

To pass the Up-Down Stair Climb assessment, attendees will be required to ascend and descend a flight of stairs (10 steps), eight times. The railing can only be used on the way down. Both feet are required to touch the top platform, and bottom platform. This test must be completed in 135 seconds.

> 5 Minute Rest <

### Sledgehammer Forcible Entry Simulation Assessment

To pass the Sledgehammer Forcible Entry Simulation assessment, attendees will be required to move a tire 3-ft in diameter, 5-feet using a 5.5-kg (12-lb.) "dead blow" sledgehammer. The test must be completed in 30 seconds. This test assesses muscle strength and rotational power.

> 5 Minute Rest <

### Equipment carry/vehicle extrication test

To pass the Equipment Carry/Vehicle Extrication Test, the attendee must carry a small (18-kg) vehicle extrication tools (the "Jaws of Life") a total distance of 30 metres. The attendee will then need to hold the 18-kg tool in three specific positions that simulate the work required to remove a vehicle door for

25 seconds. The extrication tool cannot touch the ground during the duration of the 3 x 25 second holds (75 seconds total). This test is designed to evaluate the upper body strength and endurance required to lift, carry and use heavy tools in rescue situations.

> 5 – 10 Minute Rest <

### Aerobic Endurance Assessment

To pass the aerobic fitness standard, you must complete 8-consecutive minutes at 3.2 mph and 6% grade on a treadmill. You cannot rest or place hands on the guardrails to support yourself during the tests. An allowance of 15 guardrail contacts are allowed.

10 minute Cooldown

Note: Physical Active Readiness Questionnaire (PAR-Q) must be completed prior to testing

### ***What should I expect on my first day of class?***

Introductions, the instructor will outline the course material, let you know what is expected of you and go over class conduct. Also gear sizing and filling out registration forms.

### ***Will I be given any “DEFT wear?”***

You will be given a classroom t-shirt and graduation outfit. Turnout gear, helmet, gloves and boots will be provided for training.

### ***Who besides my instructor or classmates can I reach out to for support during the training program?***

At the beginning of the training program there will be a “Meet and Greet” session hosted by various equity groups and leadership from within the city. You will also be given an “Introductory Sheet” that will provide you with a list of names and contact information of persons that you can reach out to for questions, concerns, support and encouragement during the training program.

### ***Will there be a mentorship program?***

Yes. A mentor will be assigned to you at the beginning of the training program based on your personal preference (for example: male or female, indigenous, experienced firefighter).

### ***Is the training equivalent to Manitoba Emergency Services College (MESC) Firefighter I and II Training?***

Yes. WFPS will be delivering the same certification training that is required of all firefighters prior to applying for positions with WFPS. MESC has authorized WFPS to deliver this training with WFPS staff and MESC representatives will conduct the testing required to certify people upon completion of the program.

The only difference is that WFPS staff will deliver the training and it will take place every Tuesday and

Thursday over a course of one year.

***Upon successful completion of the training program will I be eligible to apply for internal employment opportunities at the Academy?***

No, you will have to be successful in the recruitment process and become an employee of WFPS before you can apply for internal positions.

***Upon successful completion of the training program, will I automatically get hired by WFPS?***

No. Anyone who completes the DEFT training program will still have to apply to WFPS and successfully complete WFPS testing and physical requirements.

***If I choose to apply for a firefighter position at WFPS would I have to meet WFPS physical requirements?***

Yes. Successful DEFT training program students who choose to apply for WFPS will also need to meet our more rigorous physical requirements.

***What are the opportunities that may be available at WFPS after I successfully complete the DEFT program?***

After you have completed the DEFT training program you will be eligible/qualified to apply for any Firefighter positions that become available.

***What is the current starting salary for a firefighter at WFPS?***

Entry Level – First 3 Months: Approximately \$61,000.00

***What are some of the possible opportunities I may have in the future as a firefighter at WFPS?***

List of Positions According to Rank:

Fire Fighter  
Fire Fighter Senior  
Fire Fighter Senior II  
Lieutenant  
Captain  
Platoon Safety Officer  
District Chief  
Platoon Chief

***What are the different specialty programs available at WFPS?***

- Active Assailant Incident Response
- Hazardous Materials

- Technical Rescue
- Water Rescue
- Vehicle rescue
- Remote Piloted Aerial Vehicle
- Mass Casualty Incident Response
- Tanker Operations

***Would I have health insurance, life insurance, disability benefits and pension benefits as a Firefighter for WFPS?***

Yes.

Employer-paid health benefits include:

- Vision
- Dental
- Ambulance/Hospital

**Vision**

Vision care refers to the care associated to our eyesight. Vision care entails:

- Eye Exams
- Prescription Eyeglasses (lenses and frames)
- Contact Lenses
- Laser Eye Surgery

Treatment must be prescribed by a qualified Optometrist, Oculist or Ophthalmologist.

Vision care coverage reimbursement is subject to the applicable coinsurance and payable to an annual maximum as outlined in your benefits booklet.

**Dental**

Dental is the maintenance and overall health of your teeth, gums, and mouth. The goal is to prevent complications such as tooth decay (cavities) and gum disease. Dental coverage reimbursement is subject to the applicable coinsurance and payable to an annual maximum as outlined in your benefits booklet.

Dental coverage is classified as:

- Basic Dental coverage includes the ongoing care and maintenance of your teeth, roots and gums. Service included are exams, x-rays, polishing, scaling, fillings, root canal therapy and removal of teeth.
- Major Dental includes procedures concerned with restoration of teeth such as crowns, bridges and dentures.
- Orthodontic dental is a specialty within dentistry that focuses on correcting bites, occlusion and straightness of teeth.

**Ambulance / Hospital**

Ambulance and Hospital coverage provides services to the nearest hospital.

- Ambulance provides transportation to the nearest hospital where appropriate treatment can be provided
- Hospital provides for a semi-private room when admitted as a patient at a hospital in Canada

Ambulance and Hospital coverage is subject to the coinsurance and applicable maximum based on type of service incurred. For more details, please refer to your benefits booklet.

### **Eligibility**

The Dental/Vision and Ambulance/Hospital benefits is 100% employer-paid after eligibility is reached. During the eligibility period, Ambulance/Hospital coverage can be obtained subject to payment by employee for the benefits until eligibility is met. Dental and Vision benefits are not subject to waiting period eligibility provision.

#### **Full-time Employees**

- Permanent employees upon the completion of 6 months continuous service  
Temporary and seasonal employees who have completed 200 working days of service in any 2 consecutive years.
- Spouse and dependent children become eligible for benefits once the employee has satisfied the required waiting period.

#### **Part-time Employees**

- Employees who have completed the equivalent of 200 working days of service in any 2 consecutive calendar years
- Employees with a 7 or 8 hour job classification who have completed the equivalent of 200 working days of service in any 2 consecutive calendar years are required to work 1,400 or 1,600 hours within 2 consecutive calendar years. Spouse and dependent children become eligible for benefits once the employee has satisfied the required waiting period.
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### **Voluntary/Optional – Employee Paid Benefits**

100% employee paid (provided through Manitoba Blue Cross) Coverage

Extended Health benefits provides coverage for medical expenses that are not covered by the provincial health plan. Extended health benefits are categorized as:

- Prescription drugs – must be prescribed and included under the provincial formulary
- Paramedical/Professional Services – services provided by licensed medical professionals such as chiropractors, physiotherapists and more.
- Medical Services & Supplies – aid in the care and support of eligible plan members including services such as private duty nursing, medical equipment, prostheses, etc.

### **Travel Health**

Travel Health provides coverage for employees and their eligible dependents in the event of an out-of-province/country medical emergency for trips up to 90 days provided they had provincial health care in place at the time. Travel Health insurance is designed to cover losses arising from unexpected, sudden, or unforeseeable circumstances which cannot be reasonably anticipated based on your health leading up to your departure. Coverage does not include trip cancellation, trip interruption or loss or damage of baggage nor will you be covered if you are travelling against medical advice. Please refer to the benefits

booklet for details on trip limits, stability requirements and benefit provisions.

#### General Eligibility

- Benefits are available to all employees.
- Benefits are available to your legal, common-law or same-sex spouse. To become eligible, your common-law or same-sex spouse must be registered at the time of employment; otherwise they are not eligible for coverage until the first of the month following one year from date of notification.

#### Specific Eligibility

- Extended Health
  - *This includes permanent full-time and part-time employees, seasonal and temporary employees including their spouse and dependent children.*
  - *Part-time employees must be in receipt of a regular paycheque every two weeks in order to be allowed into the plan.*
- Travel Health – Benefits are available to all employees with the exception of those employees who are subject to lay-off or a break in service, including their spouse and dependent children.

### **PENSION PLAN**

Your pension plan will be through the Winnipeg Civic Employees Benefits Program (WCEBP). You and your employer contribute to the pension plan and these contributions are used to fund your pension. Employers are required to make regular contributions each pay period. Employers match employee contributions.

### **DISABILITY**

If a medical condition prevents you from working, you are protected from a loss of income as a Member of the WCEBP.

Full-time employees are automatically enrolled in the disability plan from their date of hire, regardless of whether they have permanent or temporary status

A part-time, casual or seasonal employee may be eligible for coverage, provided he or she is a member of the *Pension Plan* and has worked at least 200 days of *Eligibility Service* (i.e., a period during which an employee had continuous employment with a Participating Employer) in the 24 months immediately before the Date Disability Commenced.

### **GROUP LIFE INSURANCE**

Employees of the WFPS join the City of Winnipeg—*Civic Employees' Group Life Insurance Plan* (the *Plan*) at the same time they are enrolled in *The Winnipeg Civic Employees' Benefits Program*.

#### The Benefit

If you are an active employee, the benefit payable is based on your annual earnings and the amount of coverage you choose, and will be calculated using your Average Bi-Weekly Earnings from the 13 pay periods immediately prior to your date of death (26 pay periods for seasonal, casual, part-time or job

share employees). You may choose to remain a member of the *Plan* into retirement

In the event of your death, your Group Life Insurance benefit will be paid in a lump sum to your designated beneficiary(ies). If you do not name a beneficiary your benefits will be paid to your estate.

## Coverage Options

### Basic Coverage

**Two-Times Coverage**—You will automatically be insured for two times your annual earnings at the time of your enrolment in the *Plan*.

**Decreasing to One-Times Coverage**—You may decrease to one times coverage at any time by making a written request to [The Winnipeg Civic Employees' Benefits Program](#). You may later apply to increase your insurance; however, medical evidence of insurability satisfactory to Canada Life (formerly Great-West Life) will be required.

### Optional Additional Coverage

**Increasing to Three- or Four-Times Coverage**—In addition to basic two-times coverage, you may choose to buy optional coverage. You may apply for optional coverage at any time by [contacting The Winnipeg Civic Employees' Benefits Program](#). A medical questionnaire must accompany all applications for optional additional insurance and evidence of insurability satisfactory to Canada Life (formerly Great-West Life) will be required.

### ***I applied for the last training program and was unsuccessful, can I apply again?***

Yes. You can apply again for the next available training program.

