



Application Process and Qualifications

I don't see the application on edmonton.ca/FireCadets. Where can I find it?

The website is updated with an application link each April. Application questions will be embedded into the website.

Is the application process "first come - first serve"? Am I at an advantage by submitting my application as early as possible?

No, the application window stays open for the whole month of April. Each application is weighed fairly against all other applications. It's actually to your advantage that your application is full and complete before submitting it.

I will graduate from high school this current year. Can I still apply for the Fire Cadet program after high school?

The Fire Cadet program is designed to take advantage of work experience programs within the local school boards. If you are out of school, you unfortunately will no longer be eligible to participate in the programming. We encourage you to continue your firefighting journey with local programs that offer firefighting courses.

I am homeschooled. Am I eligible to apply?

There have been fire cadets from homeschooling programs in the past. Eligibility is determined on a case-by-case basis. The school board must still have a work experience program, with WCB coverage for students to be eligible. We encourage you to look into the work experience program with your school board before applying. All other applicant qualifications will still apply.

I don't live in Edmonton. Can I still apply?

Edmonton Fire Rescue Services will accept applications from anyone committed to physically attending class every Wednesday from 6:00 - 9:30 p.m. (punctuality is very important). We have had students from Spruce Grove, Sherwood Park, Fort Saskatchewan, Leduc, Wetaskiwin, and other neighbouring communities. As long as you and/or your parents are committed to driving the distance and being on time, your application is more than welcome.

Can I apply while in Grade 9?

You may apply while in your Grade 9 year, for entrance to the program during your Grade 10 year. Proof of completion at the end of Grade 9 may be asked for.

Do I need to provide a resume and cover letter if I answer all of the application questions?

Yes. This program is designed to introduce you to firefighting, but it is ultimately for you to challenge your boundaries and take one more step into adulthood. Learning to prepare a resume and cover letter is a lifelong

skill that you will need, plus it gives you a chance to add anything that wasn't covered in the application questions.

What suggestions do you have for being a competitive applicant?

We advise receiving help when preparing your resume and cover letter, considering activities that employers often look for on a resume (volunteerism, certifications/awards, etc.), and answering all application questions fully and completely. Remember: Your application, resume, and cover letter is the only chance to make a first impression.

What are the policies for cheating during the application process and class?

EFRS has a zero-tolerance policy for suspected cheating. This encompasses the applications, the interviews and during the fire cadet school year. Firefighting is one of the noblest professions. We are asked to help people in their most vulnerable times of need, and with that responsibility comes a high level of personal accountability and honesty. Your applications and interviews will be screened for AI use and/or outside help. If an event of suspected cheating occurs, your process will be suspended while it is being investigated. Please ensure the answers you give are yours.

How will I be contacted about the results of my application/interview?

The Fire Cadet program is a very popular program. We typically receive hundreds of applications for limited spots. All applicants will receive a notification of their status to the email they provided during the application process. Applicants who are selected to move on will be contacted directly to schedule interviews. This notification will occur near the middle of May.

What's the interview like? When will they be?

Interviews will be scheduled for approximately the last couple weeks of May, and possibly into the first week of June. It is a virtual, group interview. You will be in the interview with three or four other applicants. To remove barriers, we have scheduled interviews virtually so everyone has a chance to participate without having to travel to the Training Academy. For the interview, you will require a device that can log into Google Meet and a stable Wi-Fi connection. Students in the past have taken the interview virtually from their schools as well. Interviews will be scheduled after school times.

Please treat the interviews like an interview: Dress appropriately and take time to prepare.

What are the physical requirements of the application process? Is there a physical test?

There is now a physical test for the Fire Cadet program. This is to ensure that the applicants are physically capable of performing the duties of an EFRS Fire Cadet. This ensures their safety and well-being during class activities. The test will be a PASS/FAIL test. You are not scored against other applicants, only if you are capable of performing the tasks. Please refer to the website for test events and passing requirements.

Are there any other costs associated with this program?

Due to the generosity of ATCO and Edmonton Fire Rescue Services, all supplies and uniforms will be provided. However, participants will need to supply their own running or athletic shoes. Occasionally, fire cadets will have the opportunity to participate in station tours (HazMat, Fire Dispatch, STARS Air Ambulance, etc.), and as a token of appreciation, classes have typically chipped in and brought something for the hosting crew at a very minimal cost.

I missed the deadline. Do you accept late applications?

Unfortunately, we do not accept late applications. This is due to the sheer number of applications that are received.

What are my odds of getting an interview? Getting accepted into the program?

That is hard to determine due to not knowing how many applications will be received each year. Recent history suggests that there will be over 200 applications submitted for the program. 40 applications will move on to the interview/physical stage. A class of 20 students will be selected from that pool of applicants.

Am I disadvantaged by not having a relative in the Fire Service? Or not being in Grade 12?

No. We abide by the City of Edmonton policy of having “a hiring process that is competitive, inclusive, and reflects equal opportunity”. The EFRS Fire Cadet program is keen to hire top-quality candidates using a defensible performance-based approach. Each candidate is hired on their own merit.

Fire Cadet Programming

Where are the training locations?

Edmonton Fire Rescue Services' Training Academy is located at [10420 - 157 Street NW, Edmonton](#), and the Poundmaker Training Facility is located at [18645 - 106a Ave NW, Edmonton](#).

My parents/guardians want to stay and watch on Cadet Night. Is that allowed?

Unfortunately, parents or guardians are not permitted to observe during Cadet Night. We do try to schedule a night later in the second semester for parents to attend and see all of the progress the class has made over the course of the year.