

Camp Inspire



**A firefighting camp for Women and
Gender-Diverse Communities**

September 12-14, 2025

Camp Inspire Application – 2025

Camp Mission:

Our mission is to support and empower women and gender diverse communities, from all backgrounds, to enter the fire service. Camp Inspire aims to provide approachable mentorship and hands-on leadership opportunities in a fire service setting.

Edmonton Region firefighting camps are designed to promote firefighting as a viable and rewarding career to historically marginalized communities.

Camp Inspire is intended to increase the representation of gender identities that have been underrepresented in the firefighting profession. We encourage women and gender minorities from all backgrounds and lived experiences to apply before July 4, 2025

Our mission is to support and empower women and gender diverse individuals, from all backgrounds, to enter the fire service. We strive to provide approachable mentorship and hands-on learning opportunities in a fire service setting.

Camp Inspire will:

- Provide an introduction to the fire service in a safe, inclusive way
- Provide simulated fire ground training
- Foster leadership skills in a supportive environment
- Strengthen self-esteem and build confidence
- Promote the representation of women and people of gender-diverse communities, from all backgrounds, as firefighters

Camp Inspire is proudly sponsored and hosted by:

- Edmonton Fire Rescue Services
- City of Leduc (Leduc Fire Services)
- Morinville Fire Department
- St. Albert Fire Emergency Services
- City of Spruce Grove Fire Services
- Strathcona County Emergency Services
- Sturgeon County Emergency Services
- Fire Service Women Central Provinces

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General Information

- The applicant process is competitive, with space for only 30 participants. Failure to be selected should not discourage applicants from applying to Camp Inspire in the future. If you need assistance with the application process, please contact campinspire@edmonton.ca.
- Camp Inspire has a limited number of spaces available. You will be contacted by phone or email on or after August 11, 2025, to confirm acceptance.
- Upon acceptance to Camp Inspire, participants will be sent a formal registration package complete with additional forms.
- Camp Inspire will be held at the Edmonton Fire Rescue Services training facility (18645 106a Avenue NW, Edmonton). It may be possible to arrange transportation for you, depending on the circumstances. Please email campinspire@edmonton.ca and describe your needs. Transit information can be found at etstripplanner.edmonton.ca/PlanYourTrip and at edmonton.ca/ets/subsidized-transit.
- There are no fees/costs to participate in Camp Inspire.
- Accepted participants will require running shoes and athletic clothing for the fitness components. T-shirts and a hat will be provided.
- All participants must wear all Personal Protective Equipment provided by Edmonton Fire Rescue Services during the experience evolutions.
- Please note that accommodation and child care will not be provided.
- Camp Inspire will provide water and meals. Please inform Camp staff of any dietary requirements.

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- Edmonton Regional Fire Departments are committed to building a diverse and inclusive fire service. We welcome applications from women and gender diverse individuals who self-identify as LGBTQ2IA+, BIPOC and/or as belonging to other underrepresented communities. Self-identification is voluntary and kept confidential within the selection team, however, lived experience as a member of these communities is considered an asset.
- Edmonton Regional Fire Departments value diversity of ideas, experiences and approaches and expect that the participants of Camp Inspire will foster an environment of inclusion and belonging.

Eligibility Criteria

- Applicants must be at least 18 years of age by September 2025.
- Applicants must not currently be employed with a fire department.
- Applicants must not currently be in a hiring process or on an eligibility list for hiring with a fire department.
- Only applicants who have not previously attended Camp Inspire are eligible to apply.
- Participants are interested in a career within the fire service and will be expected to complete the entire camp.
- Applicants must be women and/or belong to gender diverse communities.

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Step 1: Applicant Information

Full Name:	
Preferred Name:	
Pronouns:	
Phone number:	
Address:	
Preferred Mode of Contact:	
Applicant's Email Address:	
18 years or older?	
Name of Emergency Contact:	
Emergency Contact Phone Number:	

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How did you hear about Camp Inspire?	
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Step 2: Application Questions

Please complete your responses on a separate paper and submit it with your application.

Please note that your writing skills are not being evaluated.

Your answers may be brief, but should be as specific as possible. Please use the STAR method to structure your answers:

Situation - Describe the situation relevant to the question.

Task - What needed to be done in that situation?

Action - What action did you take?

Result - How did the situation turn out?

Edmonton Regional Fire Departments value your unique voice and lived experience.

1. A fire service leader has the skills and mindset to effectively contribute to a constantly evolving fire service.

Why is it important to you to participate in Camp Inspire? What characteristics/skills would make you a good participant?

2. A fire service leader understands that they must meet our high standards in every moment across the spectrum of duties - through our service, in how we collaborate with each other, contribute to a department's objectives/plan, and how we build relationships with our community.

Please provide an example of something you did that made a positive impact in your community. Why did you do this? & What did you learn about yourself?

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3. A fire service leader is ready to move this service forward in the most holistic way possible- through technical excellence, a desire to improve every aspect of the service, by lending expertise, and to ensure the physical and mental safety of all staff and citizens.

Tell us about a time in your life when you experienced adversity when attempting to achieve a personal or professional goal? How did you cope with this experience? What was the outcome?

4. A diverse workforce is composed of individuals with unique dimensions of diversity including colour, race, ethnicity, gender, ability, age, religion, sexual orientation, work style, communication style, learning preferences and others.

Describe your understanding of the role diversity has in the Fire Service.

5. **Please share any skills/characteristics that were not covered by the questions above?**

Step 3: Medical Clearance

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. Tasks are broken down into manageable segments to avoid overloading the body. All scenarios are done in a controlled training atmosphere. A “camper” 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.

The following are factors that will increase the difficulty of the physical demands that are required during tasks:

- Bunker gear and SCBA (Self Contained Breathing Apparatus) equipment restricts movement, adds weight to the individual and requires an 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.

Activities participants will take part in during Camp Inspire include, but are not limited to:

- Full use of turnout gear and SCBA Search and Rescue techniques
- Operating and controlling a hose line
- Water supply operations
- Ground ladder set up and climb
- Vehicle extrication
- Rappelling
- Personal fitness training

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

- Variety of sizes and lengths of hose (charged and uncharged)
- Axes, halligans, and hydraulic tools
- Variety of ladders
- Personal Protective Equipment
- SCBA (Self-Contained Breathing Apparatus)

Please confirm if you are able to perform the following physical tasks safely: wearing Personal Protective Equipment (40 lbs dry weight of bunker gear + 30 lb Self Contained Breathing Apparatus - weight may increase when wet), dragging a manikin victim (185 lbs), climbing stairs, dragging a charged hose (100 lbs), directing a charged hose for extended periods of time, crawling, using power tools (40 lbs) in awkward positions, moving equipment/tools up stairs in bunker gear, and cardio activities for extended periods of time.

Yes	
No	

If you have any questions or concerns regarding your ability to participate in Camp Inspire, email campinspire@edmonton.ca.

I have read, understand and am willing and able to complete the tasks involved in Camp Inspire as described above.

Print Applicant's Name _____

Applicant Signature _____

Date _____