

FRAP 10 Posting 2025

FRAP - Firefighter Residency Apprenticeship Program

APPLICATION INTAKE CLOSES NOVEMBER 10TH 2025.

Thank you for your interest in joining the Firefighter Residency Apprenticeship Program (FRAP) with Kananaskis Emergency Services. Please read the entire page prior to applying for FRAP 10. Details for how to apply and what to include can be found at the bottom of the webpage.



Training in the heart of the Rockies, participants of FRAP will work through a 24-month program to obtain:

- NFPA 1001 Firefighter Level I & II*
- Incident Command System ICS100 & ICS200
- Restricted Operator Certificate with Aeronautical Qualification (ROC-A)
- NFPA 470 Hazardous Materials Awareness & Operations*
- NFPA 1002 Driver Operator & Pumper*

- NFPA 1006 Vehicle Rescue Level I*
- NFPA 1140 Wildland Firefighter*
- 80-Hour First Medical Responder (FMR) training



Kananaskis Emergency Services is offering an exciting opportunity for highly motivated individuals looking to enter the fire service, obtain internationally accredited certification to the National Fire Protection Association standards and obtain valuable experience working for a municipal fire department. Standard fire training programs can cost thousands of dollars to complete; and while they provide certification, do not provide on-the-job experience which is highly valuable in the industry when applying to departments. The Firefighter Residency Apprenticeship Program congruently provides in-class and practical training coupled with on-the-job training both working in the fire station environment and on emergency scenes. Not only is all the training provided at NO COST, but you will also be compensated for your time during training, on calls and during duty shifts.

*Training is IFSAC/ProBoard Accredited through the Alberta Firefighter Certification Program from the Government of Alberta.

Firefighters train an average of 30 hours per month, totaling over 600 hours by the time the program is complete.

In addition, once the 3-month fundamental training is complete, Firefighters will begin responding on calls to obtain on-the-job experience and will start working 10-hours of duty in station per month to further strengthen their knowledge, skills and experience with day-to-day fire station operations.

Application Requirements

- Minimum 18 years of age
- High School Diploma or equivalent

- Valid Driver's License-Persons with a GDL will not be accepted into the program
- Reliable Vehicle
- Willing to move to and live in Kananaskis full-time for 24-months
- Commitment to the full program
- Please note that individuals who have already reached a certain level of certified fire training are not eligible to apply for this program and are encouraged to investigate any posting for our Casual Firefighter Program.



Employment and Residency

As a requirement for acceptance into the program, applications will be forwarded to our program partners at the [Pomeroy Kananaskis Mountain Lodge](#) and [Kananaskis Nordic Spa](#) to obtain full-time employment and residency within Kananaskis for the duration of the program. (Employment & residency are a mandatory requirement for participation in the program). Please ensure to indicate in your resume any past hospitality experience.



As part of your employment with Pomeroy/Nordic Spa, you'll be partnered up in staff accommodations with another member of our program. You will also have access to the great programs and amenities available to staff including discounts at Marriott properties, Kananaskis Nordic Spa and discounts on experience packages like sky diving, skiing, rafting, caving and more!

Positions Available

Room Attendant: As a member of the housekeeping department, you will be responsible for cleaning guests' rooms and public spaces. This includes cleaning bathrooms, bedrooms and some kitchenettes. This position has very routine tasks and the candidate should enjoy working independently. This is a physically demanding position that requires a great eye for detail and time management skills.

Dishwashing: Working with our Stewarding team, cleaning and scrubbing dishes, cutlery, pots/pans. You will also be responsible for cleaning some kitchen equipment and employee back areas, involving mopping and scrubbing. The candidate also should enjoy working independently. This position can be strenuous and fast paced.

Bell Desk/Switchboard: This position is ideal for applicants that are approachable, outgoing and dedicated to exceeding guest expectations. You will be responsible for driving shuttles, assisting guests with luggage delivery, directions, completing room deliveries, shoveling of hotel entrances, cleaning of the lobby; as well as answering calls through our switchboard.

Nordic Spa Attendant: Working at the Kananaskis Nordic Spa, you will be responsible for keeping the facilities cleaned and stocked. This involves collecting used towels and restocking of clean supplies, cleaning locker rooms and public areas. Great guest service skills required as you will also be responsible for assisting and guiding guests through the unique Nordic Spa process.

Successful applicants will be required to maintain Kananaskis as their primary residency throughout the program which is defined as a minimum of 75% of each week spent in Kananaskis. Members coordinate their time away from the valley to always ensure adequate coverage to the residents and visitors of Kananaskis.



All applicants will be required to attend an in-person Meet & Greet Information Session ON November 13TH, 2025.

Additional information regarding the session will be sent out a few days prior to the session.



The session will provide more information regarding the program with presentation from Kananaskis Emergency Services and the Pomeroy Kananaskis Mountain Lodge. Attendance to the Meet & Greet is mandatory. Applicants who do not attend the Meet & Greet session will not be eligible for consideration for the selection process.



Selection Process

After the meet and greet, candidates will be notified of their acceptance into the selection process.

General Aptitude Test – In-Person

The general aptitude test is a 100-question entry-level Firefighter test that does not require specific firefighting knowledge. The test is comprised of cognitive and non-cognitive components that are designed to assess:

- Ability to learn, remember and apply information
- Reading comprehension

- Firefighter interest questionnaire
- Logic and mathematical reasoning
- Situational judgement

Candidates will be given 2-hours to complete the multiple-choice exam. Candidates are required to obtain a minimum mark of 70% to be successful. This threshold is in alignment with the academic requirements for completion of NFPA accreditation testing. Candidates looking to study for the aptitude test can find study guide resources online and in major bookstores. The test will be completed in-person at the Kananaskis Emergency Services Center

Preparation materials are available at:

Physical Assessment

Applicants who are successful in the aptitude test will need to provide proof of a University of Alberta Firefighter test, or a Candidate Physical Ability Test (CPAT), recent within three months of the posting. Links to the tests are provide below, any cost for the testing is the responsibility of the applicant.

[Firefighter Fitness Testing | Faculty of Kinesiology, Sport, and Recreation](#)

[Candidate Physical Ability Test \(CPAT\) - IAFF](#) (CPAT.info@calgary.ca)

Panel Interview

Candidates who provide a valid CPAT or U of A Test will be contacted indicating they have been successful in moving onto the next phase. The joint panel interview is conducted with members from Kananaskis Emergency Services and the Pomeroy Kananaskis Mountain Lodge. Interviews include situational questions, however, do not require the use of a specific answering format such as STAR. Interviews are conducted in-person at the Kananaskis Emergency Services Centre. Requests for virtual interviews will be reviewed on a case-by-case basis.

Final Review & Offer

Upon completion of the interviews, the recruitment team will review all components of a candidate's application to determine their suitability for the program. Successful candidates will be contacted with a verbal offer to join the program. Upon acceptance a written offer will be sent via email along with a request for personal records documentation (drivers abstract, criminal records check and doctors medical). This has been done to reduce the cost to applicants until they are successful in their application.

Upon acceptance of the offer, candidates will be contacted by the Pomeroy Kananaskis Mountain Lodge about their positioned offered and with further details regarding moving into staff accommodation.

Please note the important dates included with the steps below:

- General Aptitude Test
 - December 15, 2025
- A joint interview with Kananaskis Emergency Services & the Pomeroy Kananaskis Mountain Lodge
 - January 13-15, 2026
- Offer and request for records (criminal records check, drivers abstract and doctors medical)
 - January 19-22, 2026
- Move into staff residence
 - TBA
- Orientation and Commencement with Kananaskis Emergency Services
 - February 18th, 2026
- Orientation and Commencement with Pomeroy Kananaskis Mountain Lodge
 - TBA

For further questions please send a message to jeff.cragg@gov.ab.ca.

Application Submission

Application intake for the 2026 program is open as of October 15th, 2025!

Please note that applications must be filled out electronically using the fillable PDF and saved as a single document. Applications that are handwritten or photographic images of pages that are sent will not be accepted.

When submitting your application ensure the subject line of the email is: **FRAP10 Application Last Name** (ex. FRAP9 Application Doe)

Application emails should include the following documents each saved as an **individual pdf file** as bulleted below and attached to the email:

- [Application Form](#)
- Resume & Cover Letter
- Copy of Drivers License
- Copy of First Aid Certification (if applicable)
 - Please do not submit any additional certifications or documents currently.

Submit your completed application package to: **jeff.cragg@gov.ab.ca**

As KESC is a secure operational facility, we ask that applicants do not come in-person to ask questions or to submit applications. Please follow the above directions should you have questions or wish to apply.

APPLICATION DEADLINE November 10th, 2025, AT 17:00 MST

