

## CPAT Analysis

We compared two components of CPAT. First we reviewed the CPAT Event history. This analysis consisted of the numbers of registered participants, the total number of candidates who passed and who failed, as well as a breakdown by gender of those who passed. Additionally, the number of Paramedics who passed was also included. Second, we reviewed the information contained in the State Eligibility List sent to NH Departments who have a CPAT License. This analysis included the total number of individuals on the list; a breakdown by gender and finally a breakdown by certification level. This breakdown consisted of the number who held Fire 2 and any EMS certification; those who were Fire 2 and were a paramedic; and those who had no fire certifications but were a paramedic.

## Background

A note about the data. There were three years the State Eligibility List did not include the gender of the candidate. Also, the data portrayed did not include those who registered but failed to show for the event. In some years this was a significant number. There are also several data elements where there is no value recorded. For instance, in some data sets, there were blank entries for Fire Certification, EMS Level or Gender. Because of this, simply adding or subtracting values might lead to incorrect assumptions. In 2021 the CPAT event process was moved to RespondNH. Prior to 2021 the CPAT information was entered and stored in a locally developed Microsoft Access database. Additional data in the database may prove beneficial but the time constraints present made gathering additional data difficult.

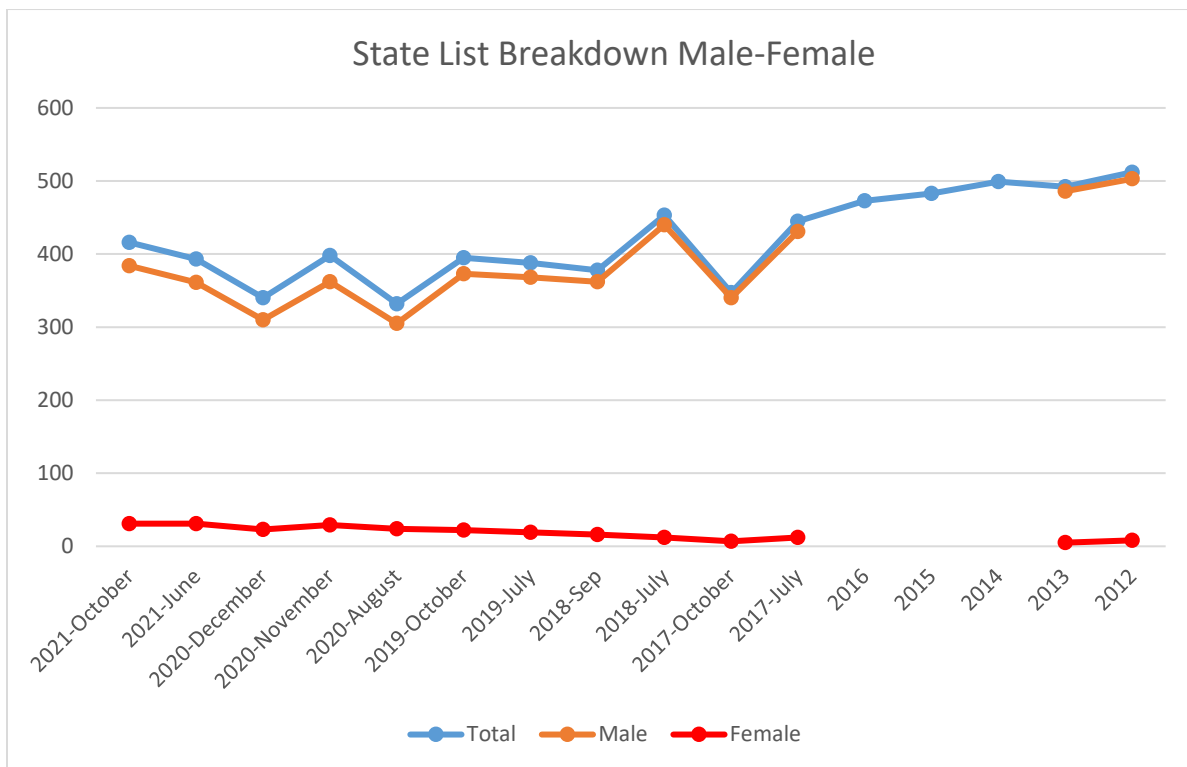
## CPAT

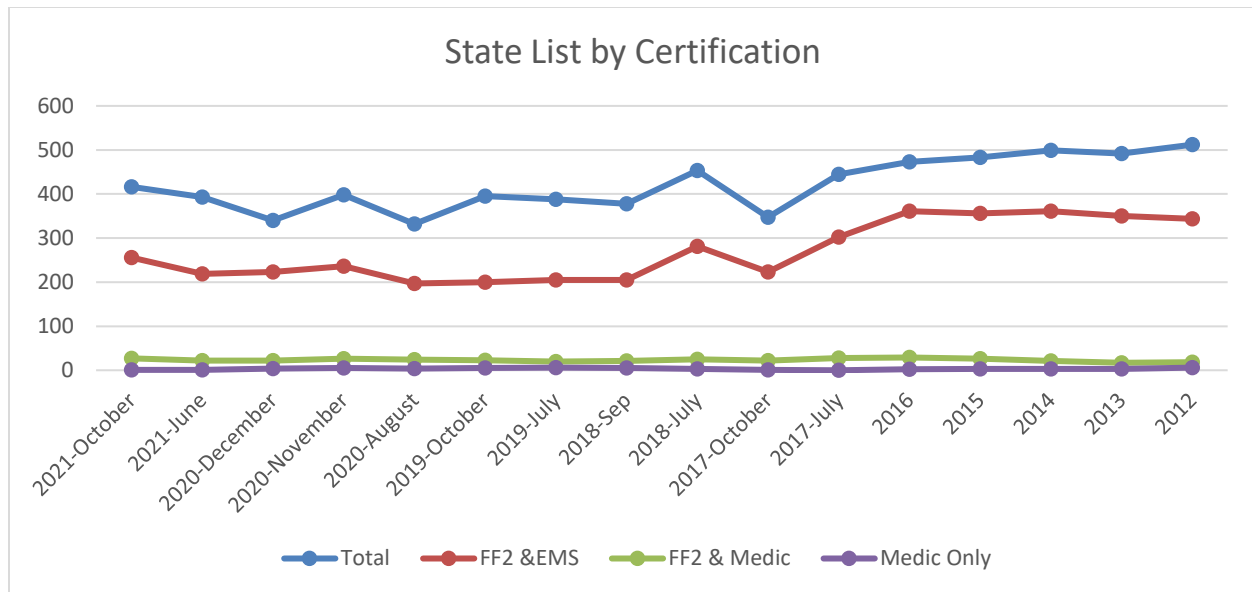
The Candidate Physical Ability Test (CPAT) is a product of the Fire Service Joint Labor Management Wellness-Fitness Initiative, The International Association of Firefighters (IAFF) and the International Association of Fire Chiefs (IAFC). The guidelines, procedures and other related information and forms may be found at: <https://www.iaff.org/wp-content/uploads/2019/04/CPAT-2nd-Edition.pdf>.

## State List

The State Eligibility List (State List) is sent to those NH Departments who hold a CPAT license. A license is required to hire candidates who have successfully completed CPAT. There is no cost to the departments to receive a license. The NH Fire Academy and Bureau of EMS holds a Limited License which is a requirement for those third party agencies hosting, conducting, the CPAT events. There is an annual fee of \$5,000 for this license. Once an individual successfully completed the CPAT, their name is included on the State List. Their name stays on the list for twenty six months, the length of CPAT certification. We do not update the list based on who gets hired. The list gets generated after each CPAT event based upon the data included on the registration application and within the certification database. Below is a review of the State List between 2012 and 2021.

				Any Level		
	Total	Male	Female	FF2 & EMS	FF2 & Medic	Medic Only
2021-October	416	384	31	256	27	1
2021-June	393	361	31	219	22	1
2020-December	340	310	23	223	22	4
2020-November	398	362	29	236	26	5
2020-August	332	305	24	197	24	4
2019-October	395	373	22	200	23	5
2019-July	388	368	19	205	20	6
2018-Sep	378	362	16	205	21	5
2018-July	453	440	12	281	25	3
2017-October	347	340	7	223	22	1
2017-July	445	431	12	302	28	0
2016	473			361	29	2
2015	483			356	26	3
2014	499			361	21	3
2013	492	486	5	350	17	3
2012	512	503	8	344	18	6

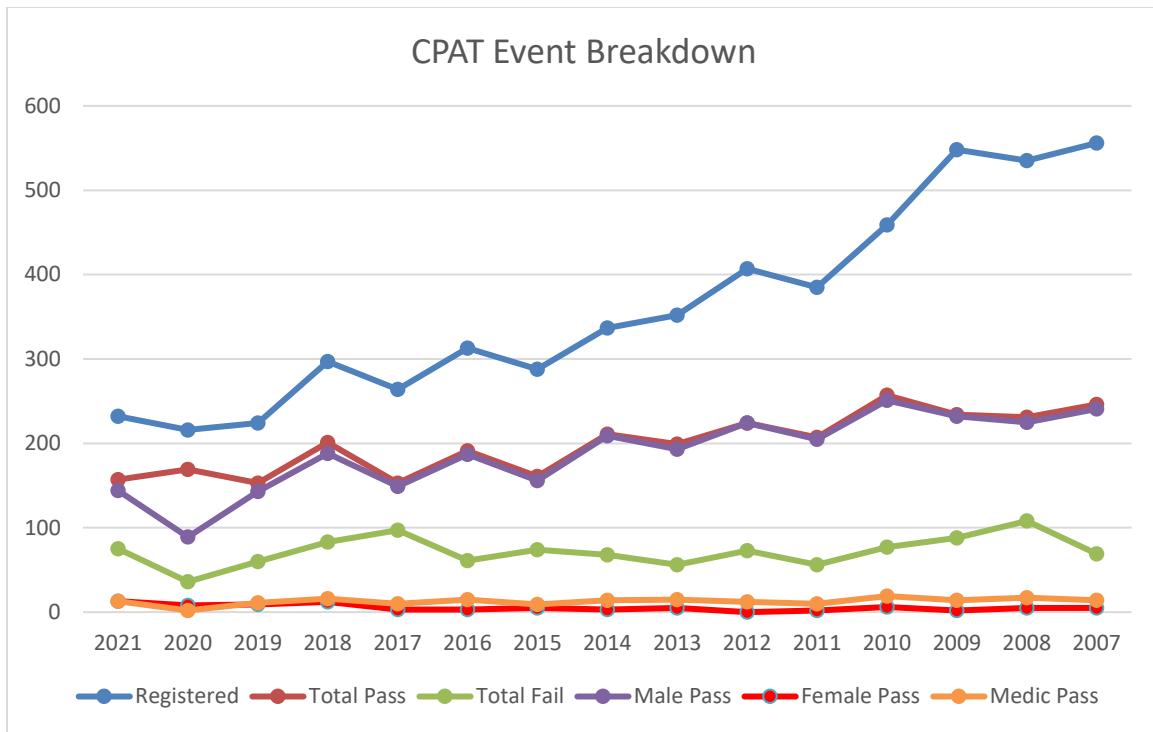




### CPAT Event History

In 2017 we began having multiple CPAT events during the year. The Laconia Ice Arena, Merrill Fay Area, is now the primary location for the event from April thru June. The fall events are held on the NH Fire Academy campus. Since 2017 we have had four events each year; April, May, June and September. In 2020 we reduced the number of events because of COVID.

	Registered	Total Pass	Total Fail	Male Pass	Female Pass	Medic Pass
2021	232	157	75	144	13	13
2020	216	169	36	89	8	2
2019	224	153	60	143	9	11
2018	297	201	83	188	12	16
2017	264	153	97	149	3	10
2016	313	191	61	187	3	15
2015	288	161	74	156	5	9
2014	337	211	68	209	3	14
2013	352	199	56	193	5	15
2012	407	224	73	224	0	12
2011	385	207	56	205	2	10
2010	459	257	77	251	6	19
2009	548	234	88	232	2	14
2008	535	231	108	225	5	17
2007	556	246	69	241	5	14



## Diversity

Diversity and recruiting is an integral component of the CPAT, Second Edition. After a review of our poor success rate for women, we had two “Woman in the Fire Service” seminars. The program consisted of several successful women in the NH fire service telling their stories. We also reviewed the CPAT fitness training program, the CPAT Orientation video and provided those present an opportunity to use the stepper machine and perform the rescue drag while wearing the weighted vests. These events were held in Concord in August 2018 and February 2019. Attendance for these events was 17 and 10 respectfully.

Also, we conducted four “CPAT on the Go!” seminars. This was not targeted to women but to the general population interested in learning more about CPAT. Like the “Women in the Fire Service Seminar, this consisted of a brief classroom presentation where the fitness training program and orientation video was reviewed and then those present were given the opportunity to use the stepper and perform the rescue drag while wearing the vests. These events were held in Concord, Durham, Keene and Littleton. Attendance at these events was 12, 1, 1 and 2 respectfully. COVID prevented the continuation of these programs. Minimal sample size prevents an accurate review of the success of these programs. Certainly the lack of attendance for the remote “CPAT on the Go!” events makes it unlikely these events will be continued.