



# CANDIDATE PHYSICAL ABILITY TEST

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## CPAT

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## The CPAT

The International Association of Fire Fighters and the International Association of Fire Chiefs have jointly created a standardized test that assists fire departments throughout North America recruit candidates who are physically capable of performing essential job tasks. This test - the CPAT - is acknowledged as a reliable indicator of an individual's ability to function at the fire scene.

The CPAT was developed after years of research and input from an international committee comprised of IAFF and IAFC members. The test requires firefighter candidates to engage in the following activities:

- Stair Climb
- Hose Drag
- Equipment Carry
- Ladder Raise & Extension
- Forcible Entry
- Search
- Rescue
- Ceiling Breach & Pull

All of these exercises must be completed in less than 10 minutes and 20 seconds. Candidate success is measured on a pass/fail basis. Throughout the CPAT, candidates wear a hard hat, gloves, and a 50-pound vest to simulate the weight of a self-contained breathing apparatus and firefighter protective clothing.

To ensure that all candidates have an equal opportunity to succeed, the CPAT includes a Pre-Test Preparation Period and mentoring process that begins eight weeks prior to the test. This process involves an explanation of the test and its physical demands, recommendations of training and conditioning drills, and an opportunity to preview and practice the test.

The CPAT is a legally defensible and legitimate tool for assessing eligibility for employment. In addition to being endorsed by the IAFF and IAFC, the test meets validity criteria established by the federal Equal Employment Opportunity Commission, the U.S. Department of Justice, and the U.S. Department of Labor.



## The CPAT at NIPSTA

The Northeastern Illinois Public Safety Training Academy (NIPSTA) is a licensed administrator of the CPAT. The test is offered year-round at an indoor location on a 20-acre Campus in Glenview, Illinois.

NIPSTA is an intergovernmental agency that offers a one-of-a-kind cooperative approach to emergency preparedness and response. The specialized CPAT equipment and the trained CPAT personnel are available on-site to provide a convenient and affordable means of assessing individual physical ability.

NIPSTA delivers the CPAT in accordance with strict guidelines prescribed by the IAFF and IAFC. Candidates receive the mentoring and orientation that help them to successfully complete the test. This results in a larger and more qualified pool of candidates who are eligible for employment in the fire service.

Dozens of fire departments in Illinois now include the CPAT in their firefighter candidate recruitment process. NIPSTA offers two easy and economical options for more departments to realize the benefits of CPAT.

# CPAT OPTIONS

## **Candidate-Funded CPAT**

Local fire departments defer the entire cost of the CPAT to the candidates. In so doing, the departments simply direct individuals to NIPSTA and define the timeline by which the test must be successfully completed. NIPSTA offers the CPAT on a monthly schedule, allowing candidates the opportunity to meet department's immediate needs.

Candidates will then be responsible for registering and scheduling themselves into the CPAT process at NIPSTA. Each candidate will have the ability to participate in the Pre-Test Preparation Program (two Orientation Sessions within eight weeks of the Test & two timed practice runs within 30 days prior to the Test) and a Test. The Pre-Test Preparation Program includes mentoring from trained NIPSTA personnel, and access to specialized CPAT facilities and equipment.

An administration fee of \$150 is assessed by NIPSTA to each candidate who registers for the CPAT. Upon successful completion of the test, candidates will receive a CPAT identification card, which may be presented to the fire department upon request. The department may, at its own discretion, independently verify the CPAT identification card issued by NIPSTA.

There are not any fees assessed to fire departments. However, the IAFF does require that each department apply for a no-cost CPAT license and conduct a routine transportability study to ensure that the CPAT test adequately measures the skills and abilities required for employment. Assistance in fulfilling these obligations is available upon request from NIPSTA.

### **CPAT Licensed Departments in Illinois**

Addison • Algonquin-Lake in the Hills • Alsip • Arlington Heights • Aurora • Bedford Park • Bloomingdale  
Bolingbrook • Champagin • Chicago Ridge • Countryside • Crystal Lake • Darien-Woodridge • Decatur  
Deerfield-Bannockburn • East Peoria • Elgin • Elk Grove • Elmhurst • Forest Park • Frankfort • Geneva • Glenview  
Gurnee • Hanover Park • Highland Park • Highwood • Hoffman Estates • Huntley • Itaska • LaGrange  
Lake in the Hills • Forest • Lake Zurich • Lansing • Libertyville • Lincolnwood • Lockport • McHenry Township  
Minooka • Morton Grove • Mount Prospect • Naperville • Niles • North Maine • Northbrook • Northlake • Oakbrook  
Oak Park • Orland • Ottawa • Palatine • Palatine-Rural • Palos • Palos Heights • Park Ridge • Plainfield • Pleasantview  
Prospect Heights • Rutland-Dundee • Schaumburg • Skokie • St. Charles • Streamwood • Sycamore Waukegan  
Westmont • West Chicago • West Dundee • Wheaton • Wheeling • Wilmette • Winnetka • Woodstock

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## **Ladder Climb Exercise at NIPSTA**

On August 4, 2011, the State of Illinois enacted Public Act 097-0251, which mandates new firefighter candidate physical ability test requirements. Candidates are now obligated to participate in a ladder climb exercise and demonstrate an ability to operate from heights.

Candidates participating in the CPAT Test at NIPSTA have the opportunity to participate in a Ladder Climb Exercise that conforms with the new State law. This exercise is not related to the CPAT, and will not impact a candidate's CPAT Test result in any way. Candidates will be issued an identification card upon successful completion of the exercise.

The Ladder Climb Exercise at NIPSTA will challenge a candidate's ability to climb to the top of an extended ground ladder that is in a fix, inclined position. The candidate will be required to retreat on the ladder to ground level. Safety information and event instructions will be provided to all candidates prior to the exercise.

The administration fee of \$150 for the CPAT Test includes candidate participation in the Ladder Climb Exercise. Candidates who wish to challenge only the Ladder Climb Exercise may do so for a fee of \$20 (if the candidate does not have a CPAT identification card from NIPSTA in their possession).

# 2014 CPAT SCHEDULE

CPAT Orientations, Practice Runs, & Tests are scheduled on the following dates:

January 10, 2014	February 8, 2014	March 15, 2014
April 11, 2014	May 10, 2014	June 7, 2014
July 11, 2014	August 9, 2014	September 13, 2014
October 11, 2014	November 15, 2014	December 15, 2014

Please visit [www.NIPSTA.org/cpat](http://www.NIPSTA.org/cpat) for details

## Does Your List Expire Soon?

Department \_\_\_\_\_  
Address \_\_\_\_\_  
City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_  
Telephone \_\_\_\_\_ Fax \_\_\_\_\_  
Contact \_\_\_\_\_ Email \_\_\_\_\_

I am interested in the CPAT (choose test date): \_\_\_\_\_

I am interested in a NIPSTA presentation to the Fire Commission: ☐ Yes ☐ No

I am interested in a demonstration of the CPAT at NIPSTA: ☐ Yes ☐ No

Your response to this request does not commit your participation in the CPAT.  
Departments that do express interest will be contacted by NIPSTA and provided with additional information.



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