

THE NATIONAL

Firefighter Selection Test and
Firefighter Selection Test Emergency Medical Services



Product Information Packet



Stanard
& Associates, Inc.

Data for Decisions in Management

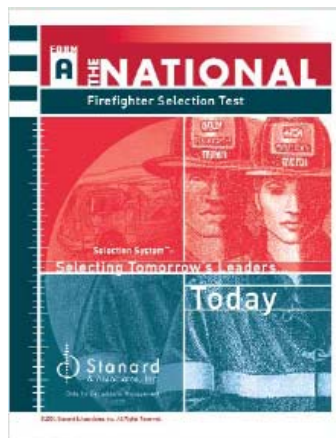
The NATIONAL FIREFIGHTER SELECTION TEST (NFST)

and

The NATIONAL FIREFIGHTER SELECTION TEST – EMERGENCY MEDICAL SERVICE (NFST-EMS)

The Entry-Level Selection Instruments of Choice for Fire Agencies Nationwide

The NFST and NFST-EMS are designed to measure basic skills – listening, reading and mathematics – that are important for successfully learning and performing an entry-level, firefighting position. The NFST and NFST-EMS can help your department select the most qualified applicants cost effectively, eliminating the time and expense involved in interviewing, screening and training candidates who lack fundamental skills for the job.



Why Choose the NFST?

- ☑ Objective screening tool compliant with the ADA and 1991 Civil Rights Act
- ☑ Economical for agencies of all sizes
- ☑ Used by fire agencies nationwide to select quality, entry-level personnel
- ☑ Agency-scored version allows you to test and immediately score on site
- ☑ Available in an EMS version for agencies requiring EMT-certified firefighters

Components of the NFST and NFST-EMS

The NFST and NFST-EMS are timed tests that are divided into three sections: listening comprehension, reading comprehension and mathematics. In each of the sections, the questions are presented in a firefighting context but do not require any previous knowledge of firefighting to answer correctly. The administration of the test sections is as follows:

Area of Administration	Approximate Administration Time	Testing Time	Total Time
General Instructions	15 minutes	N/A	15 minutes
Listening Comprehension Instructions	2 minutes	N/A	2 minutes
Listening Comprehension Passage	7 minutes	N/A	7 minutes
Reading Comprehension NFST	2 minutes	25 minutes	27 minutes
NFST-EMS	2 minutes	35 minutes	37 minutes
Mathematics	2 minutes	30 minutes	32 minutes
Listening Comprehension	1 minute	20 minutes	21 minutes
NFST			1 hour, 44 minutes
NFST-EMS			1 hour, 54 minutes

The NFST and NFST-EMS may be scored by Stanard & Associates or purchased in convenient, agency-scored versions that allow fire agencies to score the tests on site.

The NFST and NFST-EMS are available in alternate forms, enabling agencies to administer different forms across multiple administrations.

An administration guide and applicant study guide are also available to facilitate the testing process.

Section Descriptions and Sample Test Items

SECTION 1: LISTENING COMPREHENSION

Description

This section of the NFST and NFST-EMS measures a person's ability to comprehend and recall what is heard. Applicants are instructed to take notes while they listen to a passage that is played once on a CD. At a later time in the testing process, they may refer to these notes while they answer 20 questions regarding the passage they heard.

Sample Passage

When you think of high rise buildings, do you think of Chicago's Sears Tower or maybe the Empire State Building? Does high rise mean to you a building with 50 stories or more? It does to many people. And many people also think of high rises as office buildings or hotels. A high rise building in the fire service, however, is any building with seven stories or more. And for the fire service, there are four classes of high rises. Besides office buildings and hotels, there are apartment buildings and hospitals. Last year alone, there were over 10,000 structural fires in U.S. high rises that injured slightly more than 700 people, killed 75 and caused \$50 million in property damage. Of the four classifications of high rises, most fires occur in apartment buildings. Although this may seem surprising, it shouldn't. Residential fires completely dominate the U.S. fire scene, and it is a good bet that the largest share of any newly examined fire problem will be in people's homes.

And it is not correct to assume that just because a fire occurs in a high rise, that it began on an upper floor. In fact, most high rise fires begin on floors that are no more than 75 feet from the ground. Fires that actually start on higher floors occur most often in high rise apartment buildings and office buildings. Fires that start on these higher floors, however, account for only about 30% of the total number of fires in these two classes of high rise buildings.

Sample Questions

1. According to information in the passage, which high rise building classification experiences the most fires?
 - A. Hospital
 - B. Hotel
 - C. Apartment
 - D. Office

2. According to information in the passage, fires in U.S. high rises last year caused how many fatalities?
 - A. 50
 - B. 75
 - C. 700
 - D. 10,000

3. According to information in the passage, which classification of high rise building experiences the most fires on the higher floors?
 - A. Apartment
 - B. Office
 - C. Both hospital and office
 - D. Both apartment and office

In Question 1, the correct answer is **C**, because according to the passage, most high-rise fires occur in apartment buildings.

In Question 2, the correct answer is **B**, because according to the passage, 75 deaths occurred in that year due to fires.

In Question 3, the correct answer is **D**, because according to the passage, fires that start on higher floors in high rises occur most often in apartment and office buildings.

SECTION 2: READING COMPREHENSION

Description

This section of the NFST and NFST-EMS measures a person's ability to understand written words and the ideas associated with them. It consists of a number of short paragraphs followed by questions. The information needed to answer the questions is contained in the paragraphs. In some instances, applicants will have to draw a conclusion based on the information given.

Sample Passage

In one year, there were approximately 1.5 million structural fires in the United States that together caused more than a billion dollars worth of damage. Sixty-three of these fires were considered large-loss fires because they each caused at least \$5 million in damage. It is interesting to note that one-third of the large-loss fires had no automatic detection equipment. Though 18 of the large-loss structures were equipped with automatic suppression equipment, only 10 of the suppression systems operated during the fire. Of the 10, seven did not help to control the fire due to fire damage, structural collapse or fire location.

Sample Questions

1. According to the passage, what fraction of the large-loss structures had fire detection equipment?
 - A. 7 out of 10
 - B. 10 out of 18
 - C. 1 out of 3
 - D. 2 out of 3

2. According to the passage, large-loss fires
 - A. are fires that cause five million dollars or more worth of damage
 - B. would be reduced by a faster response by fire personnel
 - C. accounted for one-third of the 1.5 million fires in the last year
 - D. All the above

3. According to the passage, in most cases, the automatic suppression systems present in the large-loss structures that year helped control fire damage.
 - A. True
 - B. False

In Question 1, the correct answer is **D**, because according to the passage, of the 63 large-loss fires, 1/3 had no fire detection equipment, which means 2/3 had the equipment, or 2 out of 3.

In Question 2, the correct answer is **A**, because according to the passage, a fire is considered large loss if it causes at least \$5 million in damage. B is incorrect because this information is not provided in the passage and C is incorrect because there were 63 large-loss fires, making D incorrect as well.

In Question 3, the correct answer is **B**, because according to the passage, seven of the 10 operating automatic suppression systems in the large-loss structures did not help to control the fire.

SECTION 3: MATHEMATICS

Description

This section of the NFST and NFST-EMS measures a person's ability to perform the basic math functions required of entry-level firefighters. It consists of 20 questions that are based on information in an equation or a word problem. Calculators are not allowed and scratch paper is provided for performing calculations.

Sample Questions

1. What is the area of a room that measures 10 feet by 14 feet?
 - A. 24 square feet
 - B. 48 square feet
 - C. 70 square feet
 - D. 140 square feet

2. Water can be drained from a water tank at the rate of 2 gallons every 8 minutes. The tank holds 40 gallons of water. How long will it take to empty the tank?
 - A. 2 hours
 - B. 2 hours and 40 minutes
 - C. 3 hours and 20 minutes
 - D. Not Given

3. If $A = 16$, $B = .7$ and $C = 5$, what is $BC +$ the square root of A ?
 - A. 3.5
 - B. 7.5
 - C. 9.7
 - D. Not Given

In Question 1, the correct answer is **D**; Area = Length x Width, and $10 \times 14 = 140$.

In Question 2, the correct answer is **B**; the problem could be solved multiple ways; one way would be to divide 40 by 2 (20), multiply the answer by 8 (160), and convert 160 minutes into hours (2 hours, 40 minutes). It may also be solved by writing the problem as ratios, cross multiplying, solving for T ($2/8 = 40/T$; $2 \times T = 8 \times 40$; $2T = 320$; $T = 160$), and converting minutes to hours.

In Question 3, the correct answer is **B**; $B \times C (.7 \times 5) = 3.5$; the square root of $A (16) = 4$, and $3.5 + 4 = 7.5$.

Test Validity

The NFST and NFST-EMS are content-valid, basic skills examinations developed to be in strict compliance with the 1991 Civil Rights Act and the Americans with Disabilities Act (ADA). Detailed information on the NFST's development and validation studies can be obtained from Stanard & Associates upon request.

Pricing

The NFST and NFST-EMS follow the same pricing structure. The cost of the tests varies by the scoring version purchased (i.e., whether it is the version scored by Stanard & Associates or the version scored by the agency using the test) and the quantity ordered, as outlined below. Agencies will also be invoiced for shipping and handling charges as incurred.

	Cost Per Test		
Test Version	1-99 Tests	100-500 Tests	501+ Tests
S&A-Scored Test	\$ 18.00	\$ 16.00	\$ 14.00
Agency-Scored Test	\$ 15.00	\$ 13.00	\$ 11.00
NFST/NFST – EMS Guides			Cost Per Guide
Administration Guide*			\$ 10.00
Study Guide for Applicants			\$ 4.00

*One Administration Guide must be purchased with first order.

Frequently-Asked Questions (FAQs)

How does the NFST-EMS differ from the NFST?

The NFST-EMS is designed for agencies that require their firefighters to be EMT-certified. The NFST-EMS differs from the NFST in that it includes 10 additional reading comprehension questions to further assess a candidate's ability in this area. EMT-P training requires that candidates be able to read and understand source materials written at a level for individuals in the field of medicine (MDs or RNs), so medical terminology is incorporated into the NFST-EMS.

How are the S&A-scored and agency-scored tests different?

The agency-scored versions of the NFST and NFST-EMS are constructed with a self-contained scoring key, allowing agencies to tally the responses and score the tests on site. The administration guide provides complete instructions for administering and scoring the test.

The Stanard & Associates-scored versions of the NFST and NFST-EMS are scannable booklets. An agency using this version will ship the completed tests to Stanard & Associates, where the test booklets are scanned and computer-scored. The agency is then provided with a list of the applicants, their scores and their pass/fail status.

If the S&A-scored version is used, how long will it take to receive the test results?

Depending on the number of applicants tested, it generally takes between 5 and 10 business days from receipt of the tests to process and provide results. We will work with departments to accommodate requests for specific due dates.

What kind of information is covered in the study guide for applicants?

The applicant study guide provides an overview of the test and the testing process. Applicants are given helpful information about how to prepare for the test, what the test entails as well as sample questions for each section of the test. Applicants who review a study guide prior to taking a test become familiar with the types of questions that will be asked and have a good understanding of what to expect during the testing process.

How can I order the NFST or NFST-EMS?

To order, contact Stanard & Associates at 800.367.6919 and ask for a Public Safety Sales Consultant.

Stanard & Associates' Products and Services

Since 1976, Stanard & Associates, Inc. has been helping public safety agencies hire and promote the most qualified candidates efficiently and cost-effectively. Our wide array of research-based products and professional services addresses every phase of the employee life cycle, from entry-level selection tests and personality assessments, to promotional exams, assessment centers and other customized exercises for specialty and command positions.

Off-The-Shelf Tests



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(POST)**

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Selection Test
(NDST)**

**The National
Firefighter Selection
Test (NFST and
NFST-EMS)**

**The National
Corrections Officer
Selection Test
(NCST)**

**The National First-
Line (NFLST) and
Second-Line (NSLST)
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- Management Assessments
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