

## Helpful Resources

### [vc\_row][vc\_column][vc\_column\_text]Fire & Police Testing and Training Information Resources

We have compiled some links to videos, articles, and presentations to provide you with more information about the personnel testing world and, specifically, personnel testing in the public safety world (fire and police).

#### Books

[Personnel Testing in the Public Safety Industry: A Practitioner's Guide for Developing Balanced and Defensible Assessments](#) by Dan A. Biddle, Ph.D. and Stacy L. Bell-Pilchard, M.S.]

#### Videos

[Online Job Analysis and Test Validation](#) (Online Video)]

[Developing, Validating and Analyzing Written Tests](#) (Online Video)]

[Using Work-Sample Physical Ability Tests to Maintain Fitness Standards of Incumbent Firefighters](#) (Online Video)]

#### Presentations

[Using Work-Sample Physical Ability Tests to Maintain Fitness Standards of Incumbent Firefighters](#)

(Webinar Slides, Power Point File)

[Is your Department's Entry-Level Firefighter Testing Program Properly Calibrated to Screen in the Most Well-rounded and Qualified Recruits? A National Fire Chief Survey Reveals the Key Ingredients that Should be Included in your Department's Fire Test](#) (PowerPoint File)]

[Seven Steps for Developing a Valid Paper-and-Pencil Written Promotional Examination Using Content Validation](#)

(PowerPoint file)

#### Articles

[Are your public safety hiring practices susceptible to litigation?](#) (Article made available thanks to MultiBriefs)]

[Using Work-Sample Physical Ability Tests to Maintain Fitness Standards of Incumbent Firefighters](#) (PDF)]

[HR Recruitment Test](#) (PDF)]

[Hiring the Most Qualified Firefighters While Avoiding and Defending Lawsuits](#) (PDF)]

[Establishing Pass/Fail, Ranking, and Banding Procedures for Protective Service Physical Ability Tests](#)

(Article made available thanks to [IPMA](#))

#### Compliance & Standards

- The [Uniform Guidelines on Employee Selection Procedures](#) are guidelines that incorporate a single set of principles which are designed to assist employers, labor organizations, employment agencies, and licensing and certification boards to comply with requirements of federal law prohibiting employment practices which discriminate on grounds of race, color, religion, sex, and national origin. This version of the [Uniform Guidelines](#) is a website, so it is hyperlinked internally, making research and analysis easy. They are designed to provide a framework for determining the proper use of tests and other selection procedures.]

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