



F2T | FIT TO THRIVE

More Fire Fighters. More Active. More Often.

PERFORMANCE **REDEFINED**

FOR DUTY. FOR LIFE.



PERFORMANCE **REDEFINED**

FIT TO THRIVE



A COMMITMENT TO FIRE FIGHTERS' PHYSICAL, PSYCHOLOGICAL AND SOCIAL WELL-BEING

The evidence is irrefutable. Regular exercise can help and is recommended as one of the first options for treating and preventing chronic conditions afflicting too many fire fighters. However, education and mandated fitness programs are not the answer. Emerging evidence highlights the need for behavioral solutions to improve the physical activity habits of fire fighters. In other words, your health and wellness, attitude, interests, choices and actions, as well as the culture of your department, must all be considered.

The IAFF is leading an innovative charge to improve fire fighter health and wellness by launching the **FIT TO THRIVE** program. Born as an extension of the IAFF/IAFC Wellness-Fitness Initiative (WFI) and the IAFF/IAFC Peer Fitness Trainer (PFT) program, **FIT TO THRIVE** is designed to help more fire fighters be more active more often so they can experience the benefits of regular exercise. It is comprehensive, inclusive, accessible and focused on behavior change.

This program will include resources and best practice guidelines to address the needs of locals across the United States and Canada. It will be structured to help affiliates assess members' behaviors, provide access to interventions to change members' behaviors and include draft policies for implementing these interventions.



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HIGH PRIORITY CONCERNS: CARDIOVASCULAR DISEASE, CANCER AND BEHAVIORAL HEALTH ISSUES

Obesity and culture are two of the primary factors that contribute to the prevalence of these health concerns

EXERCISE CAN HELP

WHY F2T?



FIRE FIGHTERS ARE AT RISK

- 20% of fire fighters may experience a major depressive disorder within a year
- Fire fighters are 6 times more likely to experience PTSD
- Fire fighters have an elevated risk of at least 10 cancers
- Fire fighters are 2-3 times more likely to experience osteoarthritis
- 34% of fire fighters are obese and 80% are overweight
- 40% of fire fighters have a sleep disorder (sleep apnea, insomnia, shift work disorder)

EXERCISE CAN HELP

- Strenuous exercise can improve resilience and help manage stress and anxiety
- Exercise can produce new brain cells and enhance thinking skills and memory
- Exercise will protect our brain from neurodegenerative disease and cognitive decline
- Exercise is associated with a lower risk of 13 different cancers
- Exercise can reduce cancer-related fatigue, anxiety, depression, and lymphedema
- Exercise lowers the risk of heart disease and increases health-related quality of life
- Exercise can increase self-reported happiness, and lower sadness and loneliness
- Exercise can boost self-esteem, self-confidence and physical literacy
- Exercise can improve insulin action, blood glucose control, and fat oxidation
- Exercise can lengthen time spent in deep sleep and promote increased sleep efficiency
- Morning exercise can help to overcome the fatiguing effects of being sleep deprived



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4 PILLARS OF COMMITMENT TO WELLNESS / FITNESS

Be **ACCESSIBLE**

Provide fire fighters direct access to resources

Be **INCLUSIVE**

Address the needs and interests of all fire fighters

Be **COMPREHENSIVE**

Accommodate physical, psychological, social well-being

Be **BEHAVIOR FOCUSED**

Share strategies to assess and overcome barriers

WHAT IS F2T?



Wellness is a conscious, self-directed and continuously evolving process that is influenced by our preferences, interests, needs, experiences, barriers, and lifestyle habits. This implies that any wellness initiative for fire fighters must be **ACCESSIBLE, INCLUSIVE, COMPREHENSIVE** and **BEHAVIOR FOCUSED**.

F2T IS ACCESSIBLE

F2T will leverage the benefits of in-person and online environments to better understand members' needs, provide access to resources, and facilitate learning. Multiple platforms will be used to engage members, share content, and build a **F2T** community that is welcoming of all fire fighters.

F2T IS COMPREHENSIVE

F2T will provide resources, practical strategies and best-practice guidelines to leverage the physical, psychological and social benefits of exercise for work, life and play. Exercise programs will also be developed for fire fighters with chronic health conditions, performance-related goals, and return-to-work needs.

F2T IS INCLUSIVE

F2T will emphasize inclusivity via the provision of opportunities, activities and challenges for fire fighters with a range of interests, motives and exercise habits. Resources will also be made available for departments to provide the support necessary to accommodate the health behaviors of all members.

F2T IS BEHAVIOR FOCUSED

F2T will provide strategies to assess, accommodate and address the capabilities, opportunities and motivations that influence fire fighters' physical activity habits. A range of interventions and policies will be made available such that every member has access to options that are attractive, easy to implement and satisfying.



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EDUCATION

Fire fighter-specific curriculum and special topics

TRAINING

Exercise programming for diverse needs and interests

MENTORSHIP

Community of wellness and fitness ambassadors

SUPPORT

Resources for program design and implementation

HOW DOES F2T WORK?



The **F2T** program aims to accommodate the range of capabilities (physical and psychological), opportunities (physical and social) and motivations (reflective and automatic) that are driving the physical activity habits of fire fighters to guide the selection, design and implementation of suitable interventions. This pursuit will be supported via the mentorship of front-line ambassadors and the exchange of education and exercise-related resources and best practice guidelines.

F2T EDUCATION

While most fire fighters would acknowledge the potential benefits of exercise, many are not active enough, perhaps because they do not have the tactics and practical strategies to make exercise suit their lives. **F2T** will help to inform all fire fighters.

F2T TRAINING

There is no one type of exercise that should be used by every fire fighter, but every fire fighter should be active. **F2T** will provide a diverse range of exercise options to suit the barriers, motivation, abilities and interests of all fire fighters.



F2T MENTORSHIP

Although the pursuit of wellness is often driven by personal factors, it cannot be achieved alone, particularly when the organizational culture can have such a profound influence. **F2T** will provide mentorship to local leaders to help create a positive environment.

F2T SUPPORT

There is no one-size fits all solution to improve the physical activity habits of fire fighters. **F2T** will provide support to members, program ambassadors and departmental leaders to accommodate the unique behaviors of everyone involved.



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IDEAS WORTH SHARING

Workshops, Courses, Podcasts, Videos, Webinars

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F2T EDUCATION



We are committed to sharing evidence-informed ideas that motivate, empower, and challenge fire fighters to redefine health, wellness and performance. This mission reflects our belief that education can be a powerful catalyst to facilitate change and should not be constrained by conventional classroom settings. The **F2T** Program includes in-person and virtual **OPTIONS FOR ALL FIRE FIGHTERS** (introductory to advanced). New options will be made available on an on-going basis.

F2T COURSES

In-person and virtual options delivered over multiple days

- F2T 101:** Fitness Principles and Practice
- F2T 102:** Building an **F2T** Program
- F2T 103:** Mobility and Fitness Assessment
- F2T 104:** Advanced Exercise Program Design
- F2T 105:** **F2T** Program Implementation

F2T WORKSHOPS

In-person and virtual options delivered over multiple hours

- F2T 201:** Self Care and Movement Hygiene
- F2T 202:** Building a Sustainable Exercise Program
- F2T 203:** Overcoming Obstacles to Implementation
- F2T 204:** Considerations for Fire Fighter Fitness Testing
- F2T 205:** Eating Healthy at the Station

F2T WEBINAR SERIES

Online interactions with wellness and fitness experts

- F2T 301:** **F2T** Program Overview
- F2T 302:** Making the WFI, NFPA 1582/1583 and **F2T** Work for You
- F2T 303:** More Fire Fighters. More Active. More Often.
- F2T 304:** Fit for Duty vs Fit for Life
- F2T 305:** The Wellness-Fitness Initiative Revisited

F2T 'MAKE IT MATTER' CURRICULUM

12-month asynchronous training curriculum that provides practical strategies and highlights the broad impact of wellness

Make **EXERCISE** Matter (x3)

WORK, LIFE, PLAY

Make **'IT'** Matter (x9)

MINDSET, MOVEMENT, MOBILITY, LITERACY, NUTRITION, PHYSICAL HEALTH, MENTAL HEALTH, RECOVERY, COMMUNITY



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Diverse Options to Make
EXERCISE

ACCESSIBLE

Accommodate the diverse environments being used

INCLUSIVE

Accommodate fire fighters' diverse interests and needs

ENJOYABLE

Create positive associations with physical activity

RELEVANT

Link to physical, psychological and social needs/wants

F2T TRAINING



The **F2T** program strives to make exercise **ACCESSIBLE** (options to be active every day wherever you are), **INCLUSIVE** (opportunities to practice movement hygiene, build physical literacy and redefine performance), **ENJOYABLE** (choices that accommodate diverse activity preferences) and **RELEVANT** (programming that will impact work, life and play).

MOVEMENT HYGIENE

F2T will provide options for every fire fighter to build a 'Daily Movement Practice' using activities that are both accessible and relevant. While these 'movement hygiene sessions' can be structured in many ways, an emphasis will be placed on addressing and accommodating fire fighters' unique mobility needs.

PHYSICAL LITERACY

F2T will provide exercise programming, guidelines and tips to influence fire fighters' motivation, confidence, physical competence, knowledge and understanding to move across a range of settings with varying demands. An emphasis will be placed on gaining access to more 'movement solutions'.

PHYSICAL AND MENTAL HEALTH

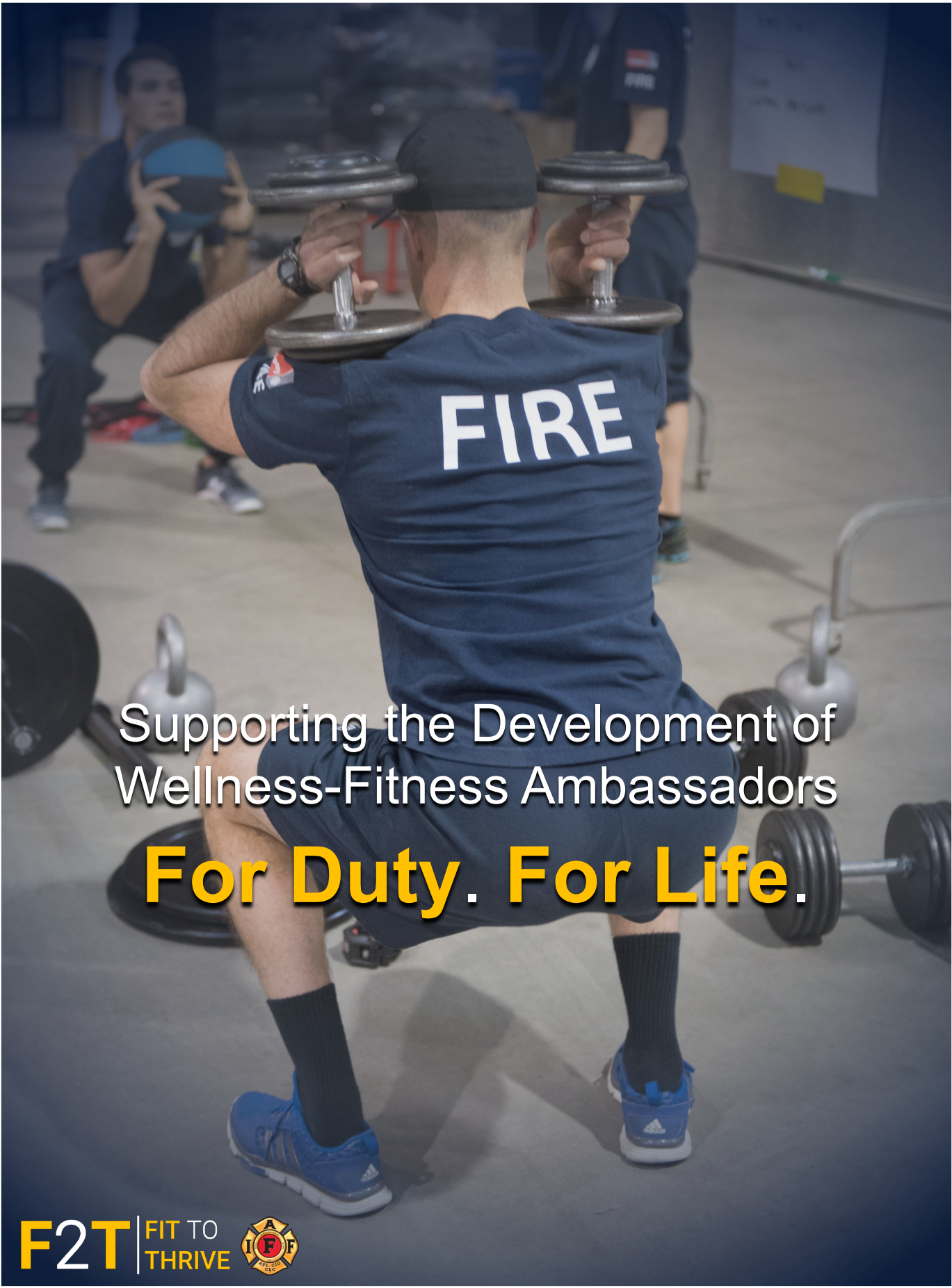
The Physical Activity Guidelines for adults recommend at least 150 minutes of moderate to vigorous activity each week to experience physical and mental health benefit. **F2T** will use behavior change strategies that help fire fighters make active choices obvious, attractive, easy and satisfying.

FITNESS AND PERFORMANCE

F2T will provide daily exercise options and weekly challenges for fire fighters of all abilities to improve their fitness and establish new performance-oriented goals. Incentives and team challenges will also be integrated into the exercise programming to build a sense of community and connection to others.



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Supporting the Development of
Wellness-Fitness Ambassadors

For Duty. For Life.

F2T MENTORSHIP



The **F2T** program will support the training and mentorship of three types of program ambassadors – the Fitness-Performance Specialist (**FPS**), the Peer Fitness Trainer (**PFT**), and the Wellness-Fitness Ambassador (**WFA**). Each designation will be recognized with an IAFF **F2T** certificate once a specific level of training and education has been achieved. Each designation must also meet specific continuing education requirements to maintain an active **F2T** membership.

FITNESS-PERFORMANCE SPECIALIST (FPS)

Advanced Level Training

Certification

3 **F2T** Courses (**F2T** 101 or equivalent + 2 choices, excluding **F2T** 110) and 3 **F2T** Workshops

Recertification

12 CEs (≥50% must come from **F2T** Courses/Workshops) and 2 **F2T** Challenges in 2-year period (January to December)

Recommended Numbers

1 FPS / District

PEER FITNESS TRAINER (PFT)

Intermediate Level Training

Certification

Completion of **F2T** 101 Course and >70% on online exam

Recertification

8 CEs (≥50% must come from **F2T** Courses/Workshops) and 1 **F2T** Challenge in 2-year period (January to December)

Recommended Numbers

1 PFT / District / Shift

WELLNESS-FITNESS AMBASSADOR (WFA)

Foundational Level Training

Certification

1 **F2T** Workshop

Recertification

0 CEs and 1 **F2T** Challenge in 2-year period (January to December)

Recommended Numbers

1 WFA / District / Shift / Station

LARGE DEPARTMENT

(1300 Fire Fighters, 5 Districts, 4 Shifts, 40 Stations)

5 FPS

20 PFT

160 WFA

SMALL DEPARTMENT

(220 Fire Fighters, 1 District, 4 Shifts, 7 Stations)

1 FPS

4 PFT

28 WFA



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ASSESS

Assessment tools to engage and provide insight into members' needs

INTERVENE

Resources to engage, inform and promote wellness and exercise

REINFORCE

Guidelines and draft policies to support program implementation

F2T SUPPORT



Central to the **F2T** program is a framework that will help to assess the sources of fire fighters' current health and physical activity behaviors, inform the design of interventions to influence fire fighters' behaviors, and guide the creation of policies and procedures to reinforce fire fighters' behaviors. We are committed to sharing resources and best-practice guidelines that will accommodate the diverse needs of the global fire service and help more fire fighters be more active more often.

F2T ASSESSMENTS

Tools to gather relevant information and identify needs

- F2T** Mobility and Physical Literacy Screens
- F2T** Fitness and Capacity Assessments
- F2T** Motivation to Exercise Questionnaire
- F2T** Barriers to Exercise Questionnaire
- F2T** Behavioral Regulation Questionnaire

F2T INTERVENTIONS

Tips, strategies and resources to influence physical activity habits

- F2T** Workshops, Courses, Webinars (Educate)
- F2T** Activity and Exercise Challenges (Incentivize)
- F2T** Exercise Programming (Train)
- F2T** Hygiene and Self-Care Solutions (Enable)
- F2T** Marketing and Social Media Campaigns (Persuade)

F2T POLICIES

Best-practice guidelines and procedures to support wellness

- F2T** Environmental and Social Planning Guidelines
- F2T** Implementation Guidelines for NFPA 1582 and 1583
- F2T** Implementation Guidelines for Exercise Programming
- F2T** Implementation Guidelines for Wellness Education
- F2T** Implementation Guidelines for Return-to-Work

F2T WELLNESS AND FITNESS COMMUNITY

A web-based platform will be used to share resources with departments, local leaders and individual members.

FREE RESOURCES

General insights, best-practice guidelines, self-care course, practical tips and fact sheets, etc.

MEMBER RESOURCES

Personalized recommendations, exercise solutions, wellness challenges, etc.



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