



2022 NSCA TACTICAL ANNUAL TRAINING #NSCATactical22

Where does human performance optimization begin and end?

The importance of physical activity for national security



Joseph Alemany, M.S., CSCS, TSAC-F
Senior Business Development Director
Military and Veterans Health Solutions



Joseph.Alemany@leidos.com

 <https://www.linkedin.com/in/josephalemany/>



Joseph Alemany, CSCS, TSAC-F, Dan Borstein, PhD &
Jay Dawes, PhD, CSCS,*D, TSAC-F,*D

Where Does Human Performance Optimization Begin and End?

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CONFLICT OF INTEREST STATEMENT

I currently have, or I have had in the past 2 years an affiliation or financial interest with [Leidos and KBR](#) around this presentation, including:

- Consulting
- Employment
- Stock holder or stock options
- Royalties or licensing fees
- Honoraria
- Promotional fees
- Research funding
- Corporate laboratory funding
- Scholarship
- Other(s)

I have no actual or potential conflict of interest in relation to this presentation.

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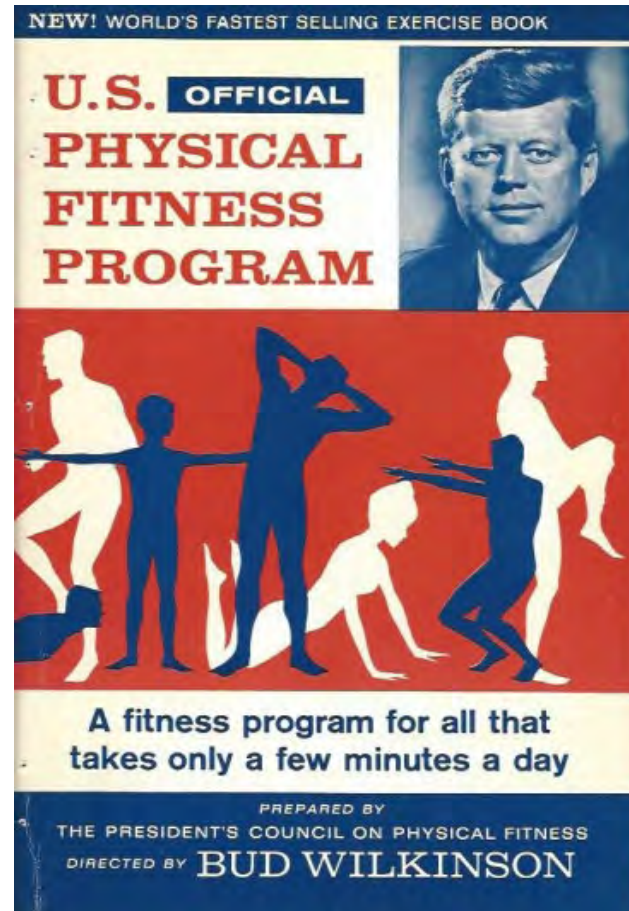
Where Does Human Performance Optimization Begin and End?

Learning Objectives

- Objective 1. Understand the linkage between health and national security
- Objective 2. Expectation of recruits
- Objective 3. Role in awareness and prevention

History

- President Eisenhower was already sensitive to physical fitness
- Condition of draftees during World War II and the Korean War. But concern about fitness peaked in the mid-1950s with the publication of an international study that found American children far less fit than children in other countries
- President Eisenhower established the President's Council on Youth Fitness with Executive Order 10673, issued on July 16, 1956.
- President Jimmy Carter commissioned a study to document the state of Military fitness in 1980 which led to body fat assessment programs being established by the Services



<https://www.jfklibrary.org/learn/about-jfk/jfk-in-history/physical-fitness>
<http://www.recreatingwithkids.com/news/read-it-here-kennedys-the-soft-American/>
<https://www.jfklibrary.org/sites/default/files/2020-03/PhysicalFitnessPamphlet.pdf>



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National Importance

- All-volunteer military
- All Services are voicing concern over the recruitment pool
 - [Obesity, physical fitness and mental health concern](#)
 - *“To put it bluntly, I’m worried we are now in the early days of a long-term threat to the all-volunteer force, with a small and declining number of Americans who are eligible and interested in military service,” said Sen. [Thom Tillis](#) (R-N.C.), ranking member of the Senate Armed Services Subcommittee on Personnel”*
- Propensity to serve
 - [OPA 2020](#) – Propensity report
- Competition with other industry

OPINION • NATIONAL SECURITY

The military has a serious recruiting problem — Congress must fix it

The military services face serious recruiting challenges, and while members of Congress know about this looming threat to national security, greater public awareness may help lawmakers take action to reform a malfunctioning system.

To put it bluntly, I'm worried we are now in the early days of a long-term threat to the all-volunteer force, with a small and declining number of Americans who are eligible and interested in military service, said Sen. Thom Tillis (R-N.C.), ranking member of the Senate Armed Services Subcommittee on Personnel, after hearing testimony this spring from service personnel leaders. Early signs of a recruiting crisis are being reported by military recruiting and employment agencies in the long-term.

THIS IS JUST A FEW OF THOSE METRICS:

After five months of the fiscal year, the Army reached only 23 percent of its active-duty goal for new recruits. All Force offices welcomed 2,300 fewer recruits in the first quarter of this fiscal year than the previous year.

The Navy expects fewer deferred entry candidates this year than anticipated, which may lead to future personnel shortages.

The top marine officer in the Marine Corps, which traditionally leads in recruiting boys, took a 30% decline in April 2022.

The Looming National Security Crisis: Young Americans Unable to Serve in the Military

By Mike Smith, Senior Columnist

The military depends on a constant flow of volunteers every year. According to 2017 Pentagon data, 75 percent of young Americans between 17 and 24 are ineligible to serve in the United States military. Put another way, 17 out of 24 million people of that age group cannot join the armed forces — even if they wanted to. This is an alarming situation that threatens the nation's fundamental national security. If only 25 percent of the nation's young adults are qualified to serve, and if this trend continues, it is inevitable that the U.S. military will suffer from a lack of manpower. A manpower shortage in the United States Armed Forces directly compromises national security.

21 percent of young Americans between 17 and 24 are ineligible to serve in the military—that is 24 million of the 34 million people of that age group.

The military depends on a constant flow of volunteers every year; as the number of eligible Americans declines, it is increasingly difficult to meet military needs.

A manpower shortage in the United States Armed Forces directly compromises national security.



Top stories

The New York Times
With Few Able and Fewer Willing, U.S. Military Can't Find Recruits
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UPI
Russia steps up military recruitment as troops directed to 'further intensif...'
1 day ago

yahoo!news
With Few Able and Fewer Willing, U.S. Military Can't Find Recruits
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NBC NEWS
Every branch of the U.S. military is struggling to meet its 2022 recruiting goals...
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National Security Threat

- Health is directly tied to National Defense Strategy
- “Obesity and addiction are the number two concerns for our all-volunteer military”
 - USATRADOC CG - GEN Funk, AUSA 2022
- Inactive and obese population
 - Young adults (17–24 years) only obtain between 5,000 and 8,000 steps/d; ¼ population
 - Obesity continues to increase in prevalence
- Years out wars
 - LSCO, large-scale deployment, Artic, Indo-Pac, supply chain issues

PHYSICAL ACTIVITY & NATIONAL SECURITY
Strategies for ensuring readiness lethality, and longevity among our nation's current, future, and former service members.

PROBLEMS

RECRUITMENT:

1. Physical inactivity and obesity levels of American youth are on the rise.
2. Only 41% of young adults (aged 17-24 years) are adequately physically active and weight-eligible for military training.

READINESS AND RETENTION:

1. Musculoskeletal injuries (MSKIs) are strongly correlated with low physical fitness.
2. Obesity prevalence among Army soldiers increased 7.9% from 2019-2020.
3. MSKIs cause 25 million days of limited duty, costing the Department of Defense (DoD) \$3.7 billion annually.

RETIREMENT:

1. MSKIs are most common medical condition among Veterans of recent military operations.
2. Veterans have significantly higher rates of chronic physical and mental illness compared to general population.

SOLUTIONS

1. Implement recommendations from the Military Settings Sector of the U.S. National Physical Activity Plan (NPAP), along with its other nine sectors:
 - Opportunity to get "left and right of bang" (address the issue upstream and downstream).
 - Aligns with the current U.S. National Security Strategy and U.S. Defense Strategy.
 - Directly supports current Lines of Effort within the DoD and Department of Veterans Affairs.
2. Increase coordinated efforts across government, industry, and academia to address low physical activity and its impact on multiple domains of fitness and health.

RESULTS OF INACTION

1. Decreased readiness and lethality for fighting near peer threats.
2. Continued decline in quality and quantity of life among Veterans.
3. Unsustainable costs for treating largely preventable physical and mental conditions.

PHYSICAL ACTIVITY ALLIANCE
#NSCA/NPT/148

Fact Sheet: 2022 National Defense Strategy

Today, the Department of Defense transmitted to Congress the classified 2022 National Defense Strategy (NDS).

For the first time, the Department conducted its strategic reviews in a fully integrated way – incorporating the Nuclear Posture Review (NPR) and Missile Defense Review (MDR) in the NDS – ensuring tight linkage between our strategy and our resources. The unclassified NDS will be forthcoming.

Consistent with the President's Interim National Security Strategic Guidance, the classified NDS sets out how the Department of Defense will contribute to advancing and safeguarding vital U.S. national interests – protecting the American people, expanding America's prosperity, and realizing and defending our democratic values.

The Defense priorities are:

1. Deterring the hertzfeldt, posed by the growing multi-domain threat posed by the PRC.
2. Deterring strategic attacks against the United States, Allies, and partners.
3. Deterring aggression, while being prepared to prevail in conflict when necessary, prioritizing the PRC challenge in the Indo-Pacific, then the Russian challenge in Europe.
4. Building a resilient Joint Force and defense ecosystem.

The Department will act vigorously to sustain and strengthen deterrence, with the People's Republic of China (PRC) as our most consequential strategic competitor and the pacing challenge for the Department.

Russia poses acute threats, as illustrated by its brutal and unprovoked invasion of Ukraine. We will collaborate with our NATO Allies and partners to reinforce robust deterrence in the face of Russian aggression.

The Department will remain capable of managing other persistent threats, including those from North Korea, Iran, and violent extremist organizations.

Changes in global climate and other dangerous transboundary threats, including pandemics, are transforming the context in which the Department operates. We will adapt to these challenges, which increasingly place pressure on the Joint Force and the systems that support it.

Recognizing growing kinetic and non-kinetic threats to the United States' homeland from our strategic competitors, the Department will take necessary actions to increase resilience – our ability to withstand, fight through, and recover quickly from disruption.

Mutually-beneficial Alliances and partnerships are an enduring strength for the United States, and are critical to achieving our objectives, as the unified response to Russia's further invasion of Ukraine has demonstrated. Answering the "call to action," the Department will incorporate ally and partner perspectives, competencies, and advantages at every stage of defense planning.

The Department will advance our goals through three primary ways: integrated deterrence, campaigning, and actions that build enduring advantages.

- **Integrated deterrence** entails developing and combining our strengths to maximum effect, by working seamlessly across warfighting domains, theaters, the spectrum of conflict, other instruments of U.S. national power, and our unmatched network of Alliances and partnerships. Integrated deterrence is enabled by combat-credible forces, backstopped by a safe, secure, and effective nuclear deterrent.
- **Campaning** will strengthen deterrence and enable us to gain advantages against the full range of competitors' coercive actions. The United States will operate forces, synchronize broader Department efforts, and align Department activities with other instruments of national power, to undermine acute forms of competitive coercion, complicate competitors' military preparations, and develop our own warfighting capabilities together with Allies and partners.
- **Building enduring advantages** for the future Joint Force involves undertaking reforms to accelerate force development, getting the technology we need more quickly, and making investments in the extraordinary people of the Department, who remain our most valuable resource.

The Department will develop, design, and manage our forces – linking our operational concepts and capabilities to achieve strategic objectives. This requires a Joint Force that is lethal, resilient, sustainable, survivable, agile, and responsive.



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Snapshot of talent pool

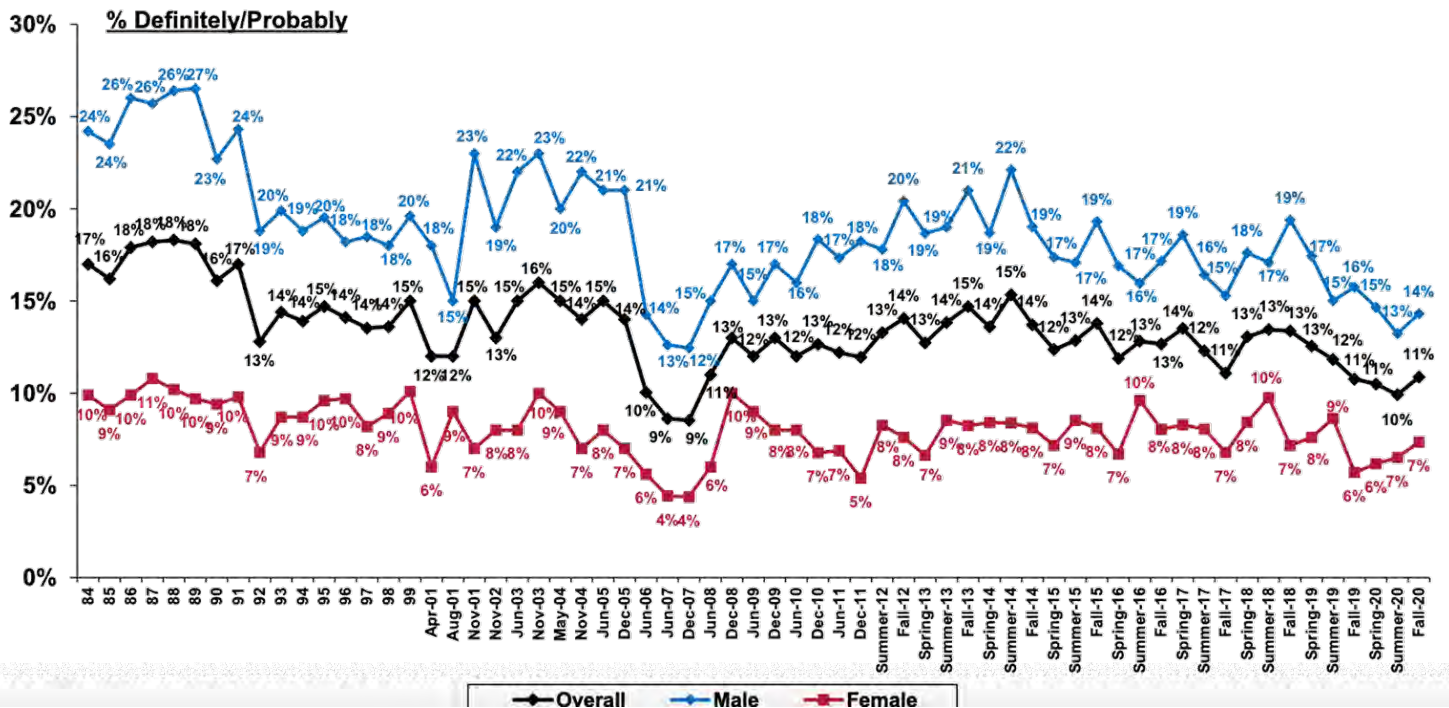


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NO SCRIPT PROVIDED

CLASSIFIED
For Open Publication
Aug 04, 2021
Department of Defense
OFFICE OF PEOPLE ANALYTICS

Fall 2020 Propensity Update

% Definitely/Probably



INSTITUTE FOR DEFENSE ANALYSES

Geographic Diversity in Military Recruiting

Matthew S. Goldberg, Project Leader
Karen Cheng
Nancy M. Huff
Dennis D. Kimko
Alexandra M. Saizan

Looking first at all recruits, three measures of veteran presence in the community were among the most important predictors of recruiting success: the percentage of veterans among the population age 18 and older, the percentage of veterans among the population ages 35–54, and the percentage of veterans who served during the first Gulf War.

November 2018
Approved for public release;
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INSTITUTE FOR DEFENSE ANALYSES
4800 Ross Circle Drive
Arlington, Virginia 22204-6142

The New York Times

Who Signs Up to Fight? Makeup of U.S. Recruits Shows Glaring Disparity

By [Dave Philipps](#) and [Tim Arango](#)
Published Jan. 10, 2020 Updated Jan. 14, 2020

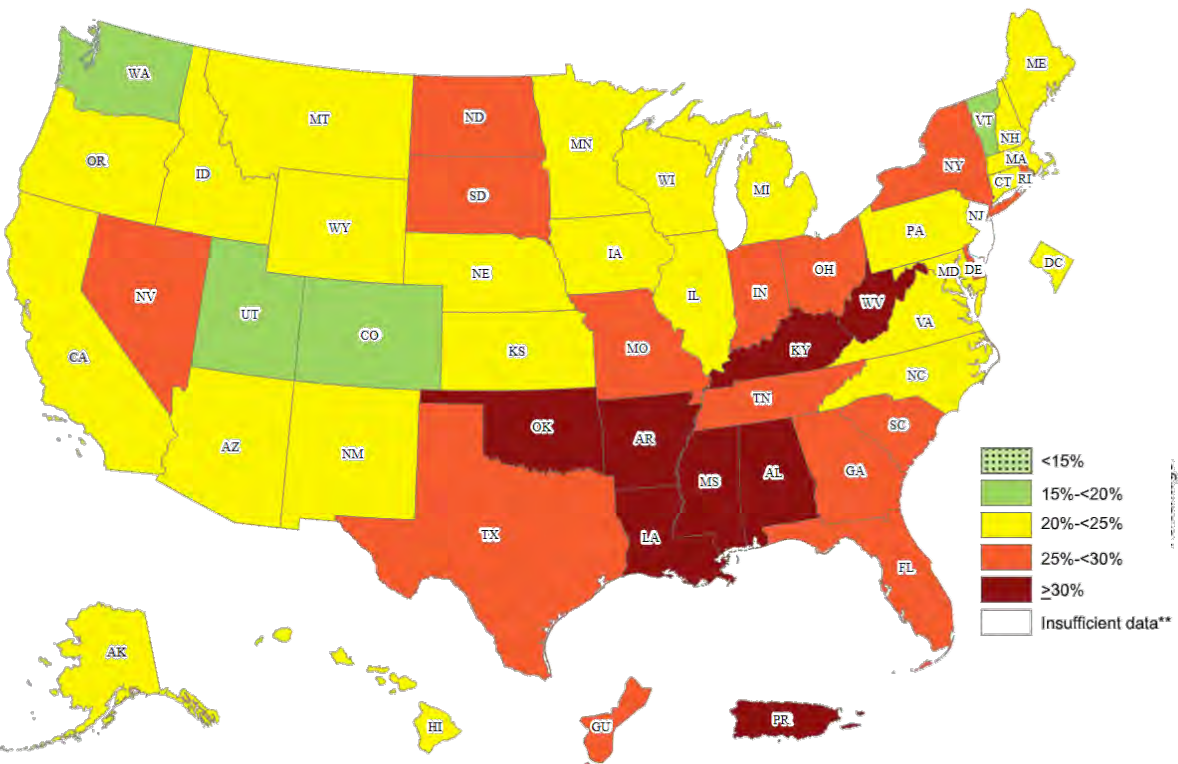
“A widening military-civilian divide increasingly impacts our ability to effectively recruit and sustain the force,” Anthony M. Kurta, acting under secretary of defense for personnel and readiness, told the National Commission on Military, National and Public Service last year. “This disconnect is characterized by misperceptions, a lack of knowledge and an inability to identify with those who serve. It threatens our ability to recruit the number of quality youth with the needed skill sets to maintain our advantage.”



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Current State: Physical Activity



More red = less active & More green = more active



USA TODAY NEWS TO YOUR INBOX Start the day smarter PASSAGES Notable deaths in 2022 RESOURCE GUIDE Navigating COVID-19

[News] Sports Entertainment Life Money Tech Travel Opinion

WORLD

Physically fit recruits for Army are hard to find. Especially in these states

Jim Michaels USA TODAY
Published 12:01 p.m. ET Jan. 10, 2018 | Updated 6:07 p.m. ET Jan. 10, 2018

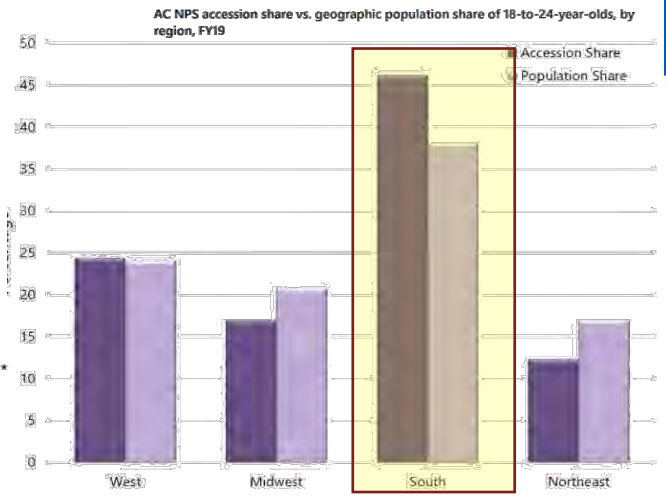
WASHINGTON — The Army's problem of finding physically fit recruits at a time of rising obesity in the United States is especially acute in the South — where it traditionally draws a high percentage of soldiers, a study published Wednesday finds.

Army recruits from Southern states are generally in poorer physical condition than those from other parts of the country, concluded researchers at The Citadel, a military college in Charleston, S.C.

"This has a real impact on national security," said Daniel Bornstein, a researcher who led the study.

The regional distinction also suggests that government policy can influence fitness, and the South may be falling behind the rest of the country. "Some of the greatest public health achievements have come as the result of state-level policy change," the study found.

A drill sergeant keeps an eye on basic trainees as they go through formation training during their second week at Fort Sill, Okla., on April 10, 2006. Randy Stoller, AP



"Regionally, states in the South (27.5%) had the highest prevalence of physical inactivity"

per capita most recruits

Most injured



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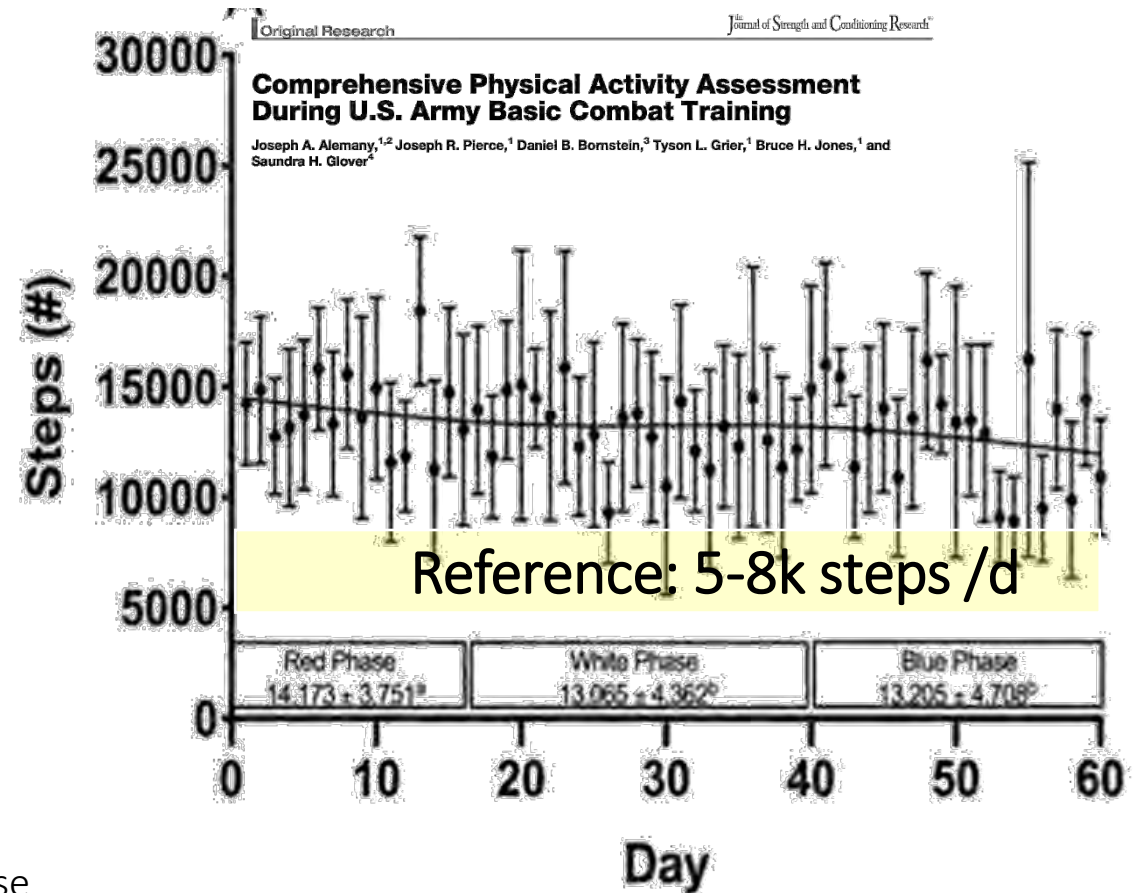
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Importance of IET physical readiness

- Physical activity and exercise
 - Daily activity vs. planned activity (90 mins)
- Daily ambulation: ~ 13,500 steps/d
 - On feet for 50% of the day (vs. 10-15%)
 - Carrying additional loads (e.g., uniform or equipment) between 3 and 9 kg or 9 kg for 60% and 10% of the day, respectively

Impact

- Musculoskeletal injury
 - 20–40% of male trainees and 50–65% of female trainees sustain a musculoskeletal injury during this initial training
- Readiness & Attrition
 - Early attrition (within 48 months from initial accession) because of medical issues among first term enlistees across the DoD was approximately 14–15% from 2005–2011
 - \$55-75k for IET (as per TRADOC)



Knapik et al 2007: <https://pubmed.ncbi.nlm.nih.gov/17024623/>
Simpson et al 2012: <https://pubmed.ncbi.nlm.nih.gov/24146243/>
Redmond et al 2013: <https://pubmed.ncbi.nlm.nih.gov/24146242/>
Alemany et al 2021: <https://pubmed.ncbi.nlm.nih.gov/34334771/>

Current state: Obesity

- 42.4% of all U.S. adults met the threshold for obesity
 - 2 in 5 are weight-eligible
- Over 30 units of BMI
 - each one-unit BMI increase was associated with an additional cost of \$253 (95% CI \$167-\$347) per person. Adults - was associated with \$1,861 (95% CI \$1,656-\$2,053) excess annual medical costs per person, accounting for \$172.74 billion (95% CI \$153.70-\$190.61) of annual expenditures.

Citation: Ward ZJ, Bleich SN, Long MW, Gortmaker SL (2021) Association of body mass index with health care expenditures in the United States by age and sex. PLoS ONE 16(3): e0247307. <https://doi.org/10.1371/journal.pone.0247307>

Unfit for Service: The Implications of Rising Obesity for U.S. Military Recruitment

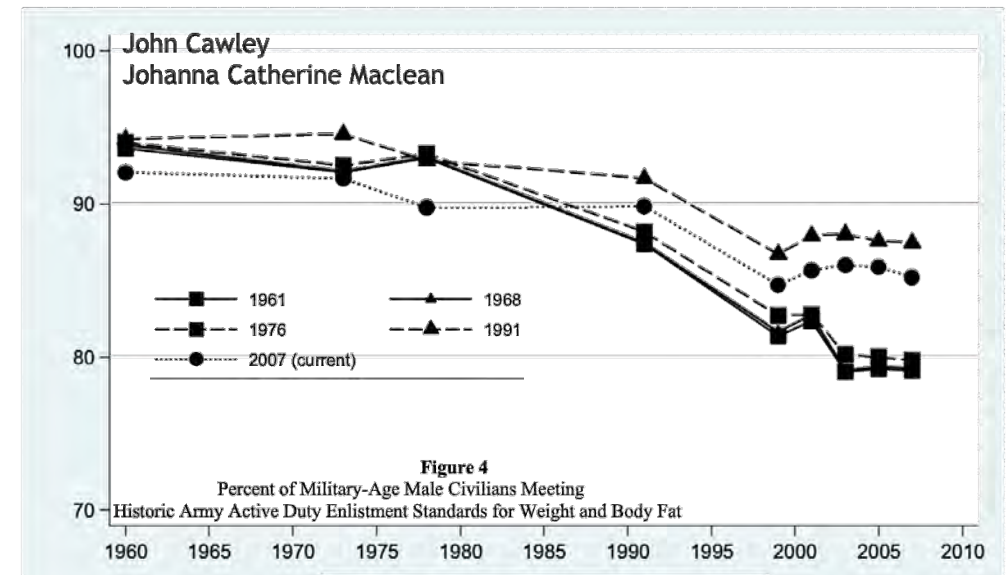
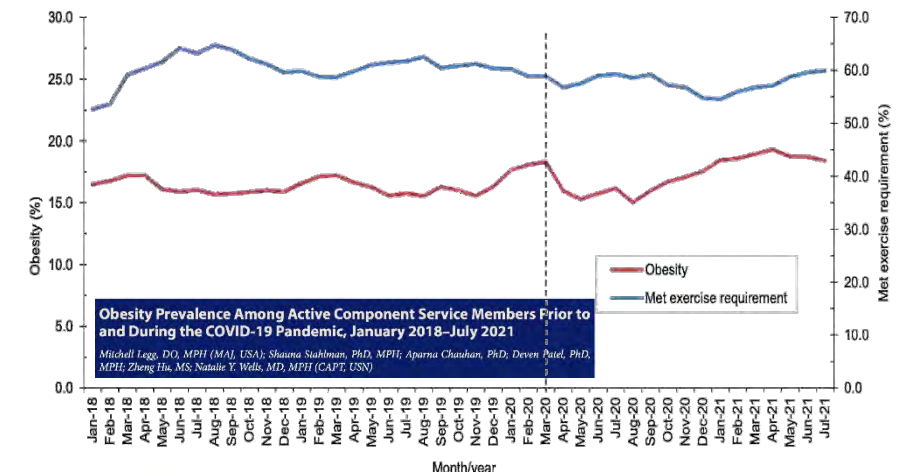


FIGURE 3. Obesity prevalence compared to prevalence of active component service members meeting vigorous exercise requirements, January 2018–July 2021



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Why fitness and body composition is important

- Fitness - relation to injury and attrition
 - USACHPPM & APHC
- Obesity and fitness relation to attrition and injury; cost
 - Assessment of Recruit Motivation and Strength
 - Applicant waivers to overweight/over body fat
- New policy intended to show ROI
 - Reporting (DoDI 1308.03)
 - OPAT

SDC

Which US States Pose the Greatest Threats to Military Readiness and Public Health? Public Health Policy Implications for a Cross-sectional Investigation of Cardiorespiratory Fitness, Body Mass Index, and Injuries Among US Army Recruits

Daniel B. Bornstein, PhD; George L. Grieve, MS; Morgan N. Clennin, MS; Alexander C. McLain, PhD; Laurie P. Whitse, PhD; Michael W. Beets, PhD; Keith G. Hauret, MSPH; Bruce H. Jones, MD; Mark A. Sarzynski, PhD

ABSTRACT

Objective: Many states in the southern region of the United States are recognized for higher rates of obesity, physical inactivity, and chronic disease. These states are therefore recognized for their disproportionate public health burden. The purpose of this study was to investigate state-level distributions of cardiorespiratory fitness, body mass index (BMI), and injuries among US Army recruits in order to determine whether or not certain states may also pose disproportionate threats to military readiness and national security.

Methods: Sex-specific state-level values for injuries and fitness among 165 584 Army recruits were determined. Next, the relationship between median cardiorespiratory fitness and injury incidence at the state level was examined using Spearman correlations. Finally, multivariable Poisson regression models stratified by sex examined state-level associations between fitness and injury incidence, while controlling for BMI, and other covariates.

Main Outcome Measures: Cardiorespiratory fitness and training-related injury incidence.

Results: A cluster of 10 states from the south and southeastern regions (Alabama, Arkansas, Florida, Georgia, Louisiana, Mississippi, North Carolina, South Carolina, Tennessee, and Texas) produced male or female recruits who were significantly less fit and/or more likely to become injured than recruits from other US states. Compared with the "most fit states," the incidence of injuries increased by 22% (95% CI, 17-28; $P < .001$) and 28% (95% CI, 19-36; $P < .001$) in male and female recruits from the "least fit states," respectively.

Conclusions: The impact of policies, systems, and environments on physical activity behavior, and subsequently fitness and health, has been clearly established. Advocacy efforts aimed at active living policies, systems, and environmental changes to improve population health often fail. However, advocating for active living policies to improve national security may prove more promising, particularly with legislators. Results from this study demonstrate how certain states, previously identified for their disproportionate public health burden, are also disproportionately burdensome for military readiness and national security.

KEY WORDS: injury, military readiness, physical activity, physical fitness, policy, public health



DoD INSTRUCTION 1308.03

DoD PHYSICAL FITNESS/BODY COMPOSITION PROGRAM

Originating Component: Office of the Under Secretary of Defense for Personnel and Readiness

Effective: March 10, 2022

Releasability: Cleared for public release. Available on the Directives Division Website at <https://www.esd.whs.mil/DD/>.

Reissues and Cancels: DoD Instruction 1308.3, "DoD Physical Fitness and Body Fat Programs Procedures," November 5, 2002

Incorporates and Cancels: DoD Directive 1308.1, "DoD Physical Fitness and Body Fat Program," June 30, 2004
DoD Directive 1308.2, "Joint DoD Committee on Fitness," February 4, 2005

Approved by: Gilbert R. Cisneros, Jr., Under Secretary of Defense for Personnel and Readiness

Purpose: In accordance with the authority in DoD Directive 5124.02, this issuance:

- Establishes policy, assigns responsibilities, and prescribes procedures governing Service physical fitness/body composition (PF/BC) standards for the Military Services.
- Includes the submission of an Annual Military Service PF/BC Program report to the Assistant Secretary of Defense for Health Affairs (ASD(HA)), Assistant Secretary of Defense for Manpower and Reserve Affairs (ASD(M&RA)), and the Medical and Personnel Executive Steering Committee (MEDPERS).



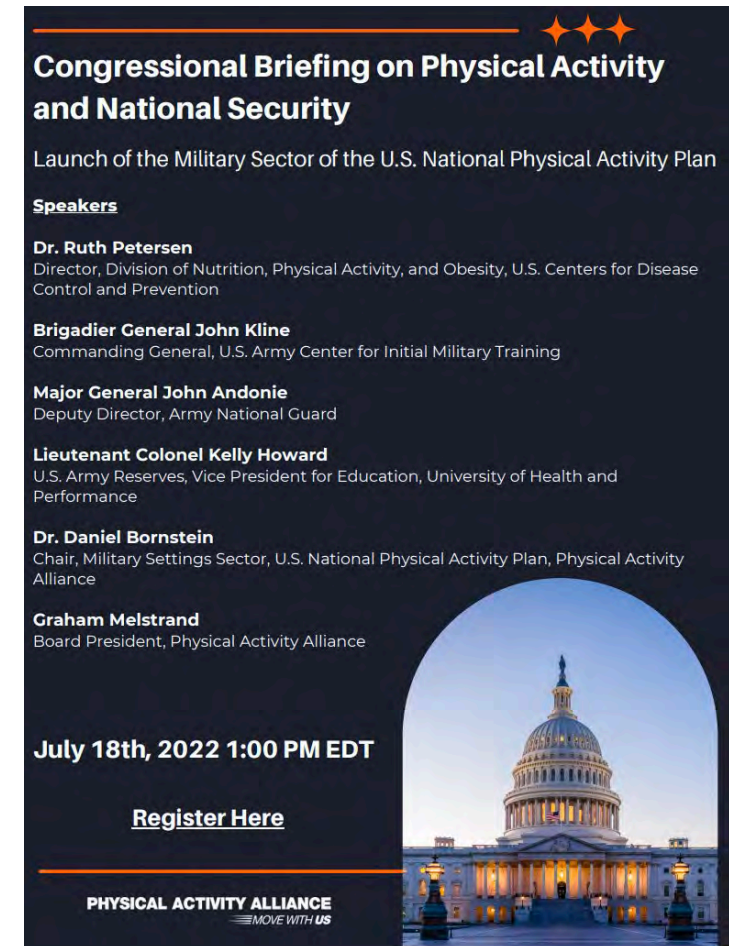
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Practical applications: What can we do?

- Train and educate the community on health and wellness
- Look within our ranks for interventions
- Improve pre-accessions fitness and activity
 - Look to what are we doing in our communities
 - PAA: Military Sector



Congressional Briefing on Physical Activity and National Security

Launch of the Military Sector of the U.S. National Physical Activity Plan

Speakers

Dr. Ruth Petersen
Director, Division of Nutrition, Physical Activity, and Obesity, U.S. Centers for Disease Control and Prevention

Brigadier General John Kline
Commanding General, U.S. Army Center for Initial Military Training

Major General John Andonie
Deputy Director, Army National Guard

Lieutenant Colonel Kelly Howard
U.S. Army Reserves, Vice President for Education, University of Health and Performance


Dr. Daniel Bornstein
Chair, Military Settings Sector, U.S. National Physical Activity Plan, Physical Activity Alliance

Graham Melstrand
Board President, Physical Activity Alliance

July 18th, 2022 1:00 PM EDT

[Register Here](#)

PHYSICAL ACTIVITY ALLIANCE
MOVE WITH US



Conclusion

- Current state of national security threat
- Decrease in talent pool
- Casual linkage between physical inactivity, obesity and health outcomes
- Our role in prevention/mitigation





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Where does human performance optimization begin and end?

The importance of physical activity for national security

Dan Borstein, PhD
Founding Principal
DBornsteinSolutions, LLC
Email: Dan@DBornsteinSolutionsLLC.com



Joseph Alemany, CSCS, TSAC-F, Dan Borstein, PhD &
Jay Dawes, PhD, CSCS,*D, TSAC-F,*D

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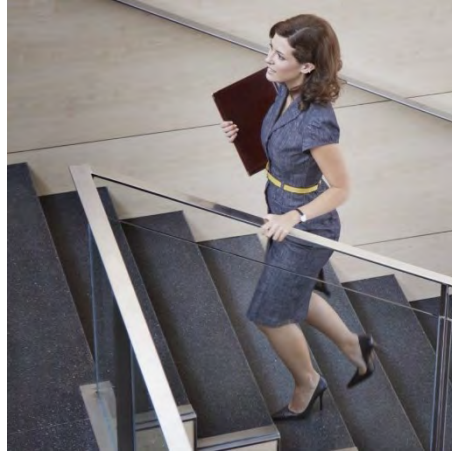
What assumptions are we making about tactical professionals?



How ready are we to deal with the results of this?



What's this and what influences it?



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Physical activity is a health behavior



Other health behaviors?



What are these?

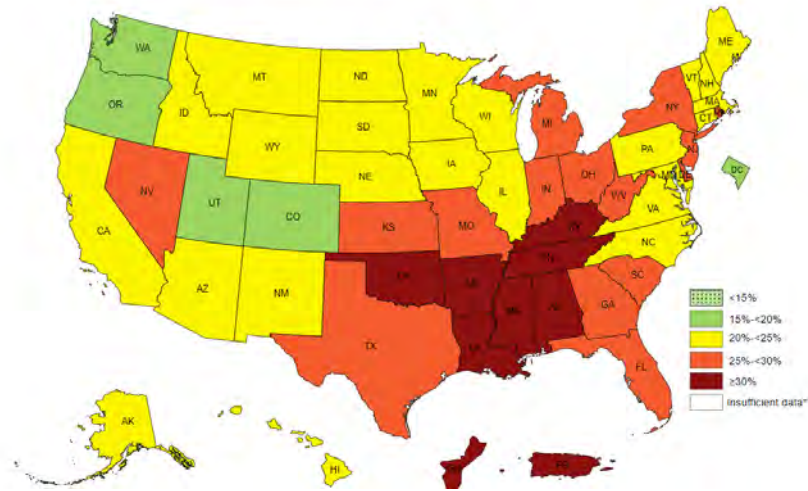


TOTAL FORCE FITNESS



Where you're working may matter

- Army recruits from southern states significantly less physically fit, and significantly more likely to sustain MSKI during BCT.**



*National Center for Health Statistics. Health, United States, 2019: Table 25. Hyattsville, MD. 2021. Available from: <https://www.cdc.gov/nchs/hus/contents2019.htm>.

**Bornstein, D., Grieve, G., Clennin, M., McLain, A., Whitsel, L., Beets, M., Hauret, K., Jones, B., Sarzynski, M. (2018). Which U.S. States Pose the Greatest Threats to Military Readiness and Public Health? Public Health Policy Implications for a Cross-Sectional Investigation of Cardiorespiratory Fitness, Body Mass Index, and Injuries Among US Army Recruits. *Journal of Public Health Management and Practice*. doi: 10.1097/PHH.0000000000000778

What's this, and what's your role in it?



A Social-Ecological Model for Physical Activity - Adapted from Heise, L., Ellsberg, M., & Gottemoeller, M. (1999)

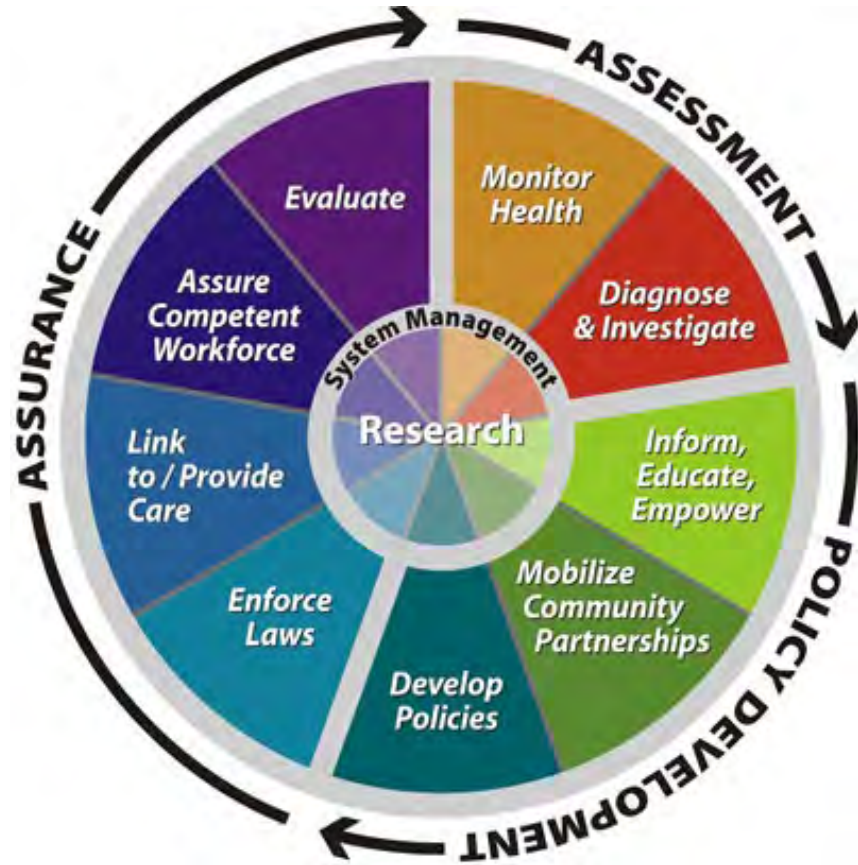


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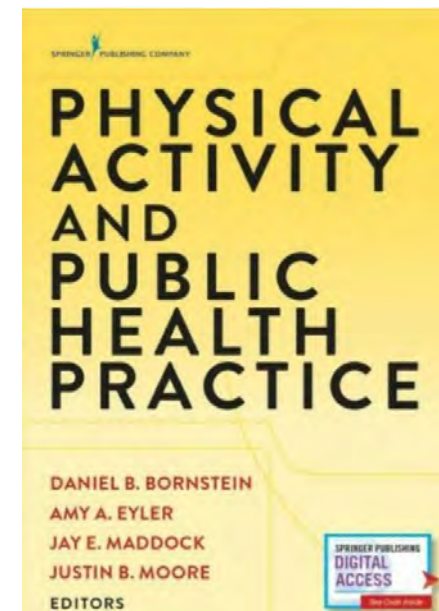
You mean I'm not a Tactical S&C coach?



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Jay Dawes, PhD, CSCS,*D, TSAC-F,*D

Where Does Human Performance Optimization Begin and End?

Resources: Adding tools to your toolbox





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Where Does Human Performance Optimization Begin and End: First Responders

J. Jay Dawes, PhD, CSCS,*D, NSCA-CPT,*D, TSAC-F, FNCSA
Associate Professor – Applied Exercise Science
Co-director: Tactical Fitness & Nutrition Lab
Oklahoma State University
Jay.dawes@okstate.edu



Joseph Alemany, CSCS, TSAC-F, Dan Borstein, PhD &
Jay Dawes, PhD, CSCS,*D, TSAC-F,*D

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The “Tactical Athlete”

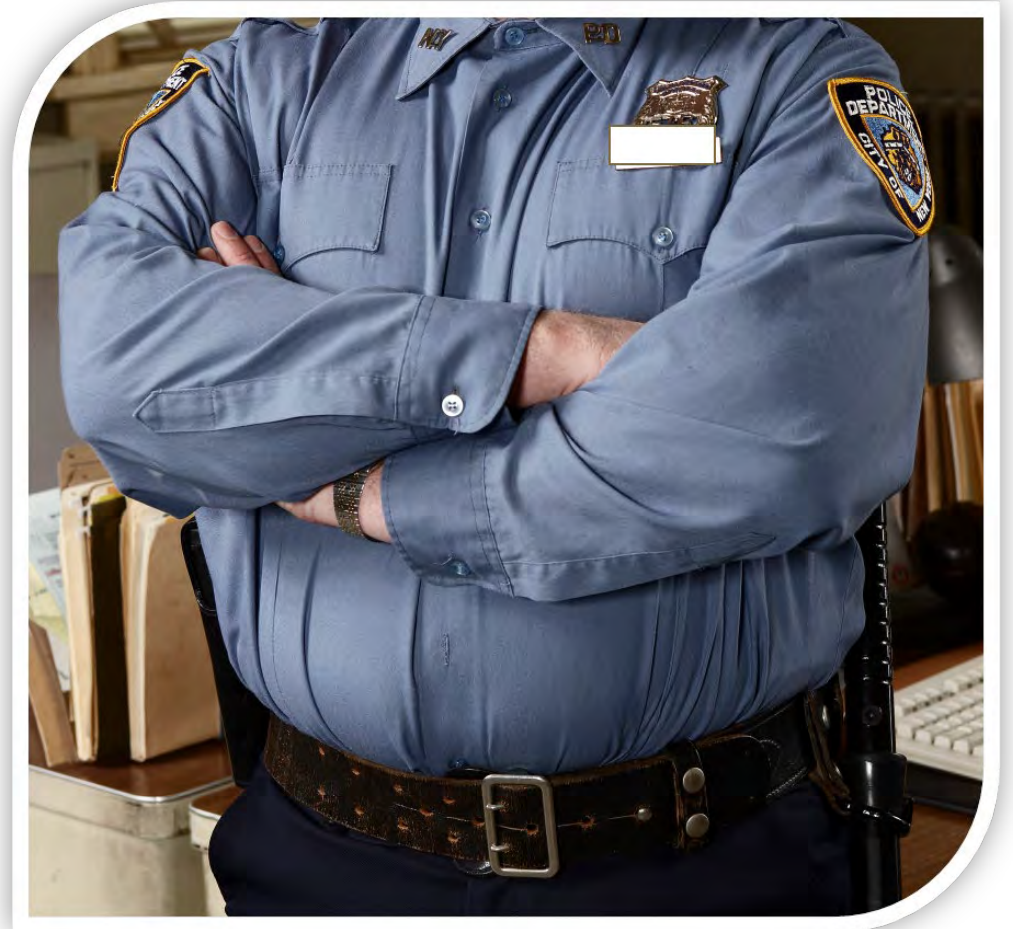


Joseph Alemany, CSCS, TSAC-F, Dan Borstein, PhD &
Jay Dawes, PhD, CSCS,*D, TSAC-F,*D

Where Does Human Performance Optimization Begin and End?

The “Tactical Athlete”

While first responders are often referred to as “tactical athletes” based on the physical demands of their occupation, many are actually in poor physical health.



The “Tactical Athlete”

- *WHILE POLICING REQUIRES OCCASIONAL INTERMITTENT HIGH INTENSITY AND HIGH STRESS BOUTS OF ACTIVITY, THE JOB IS OFTEN PREDOMINANTLY SEDENTARY.*

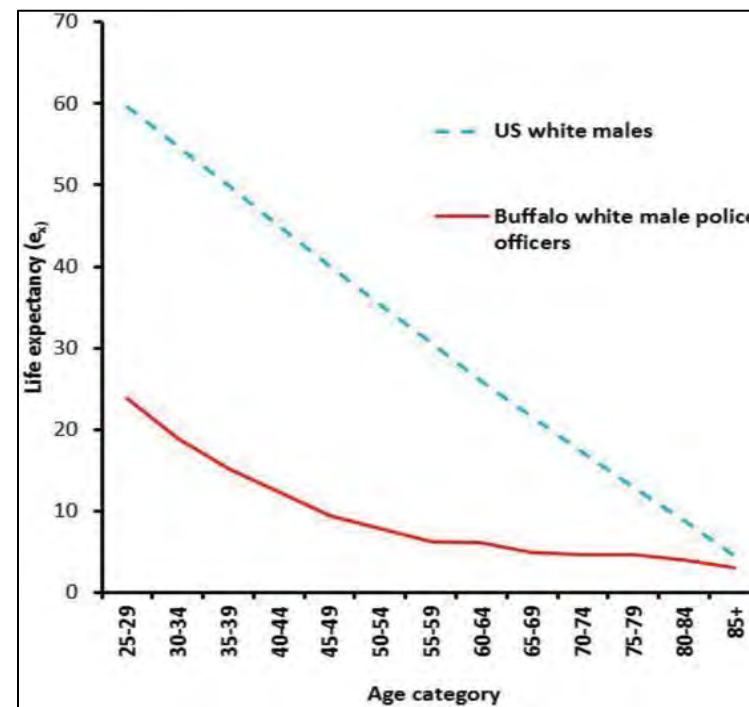
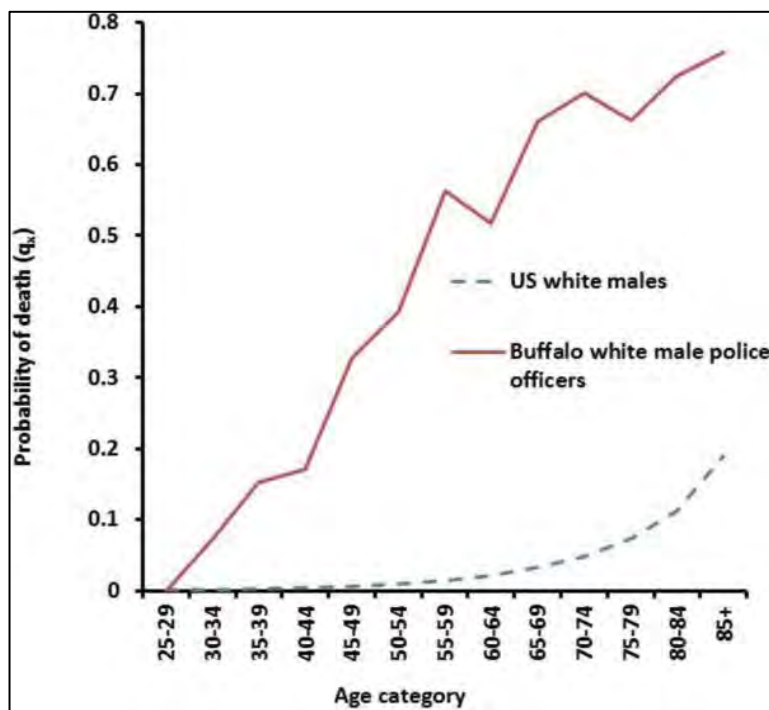


Shiftwork



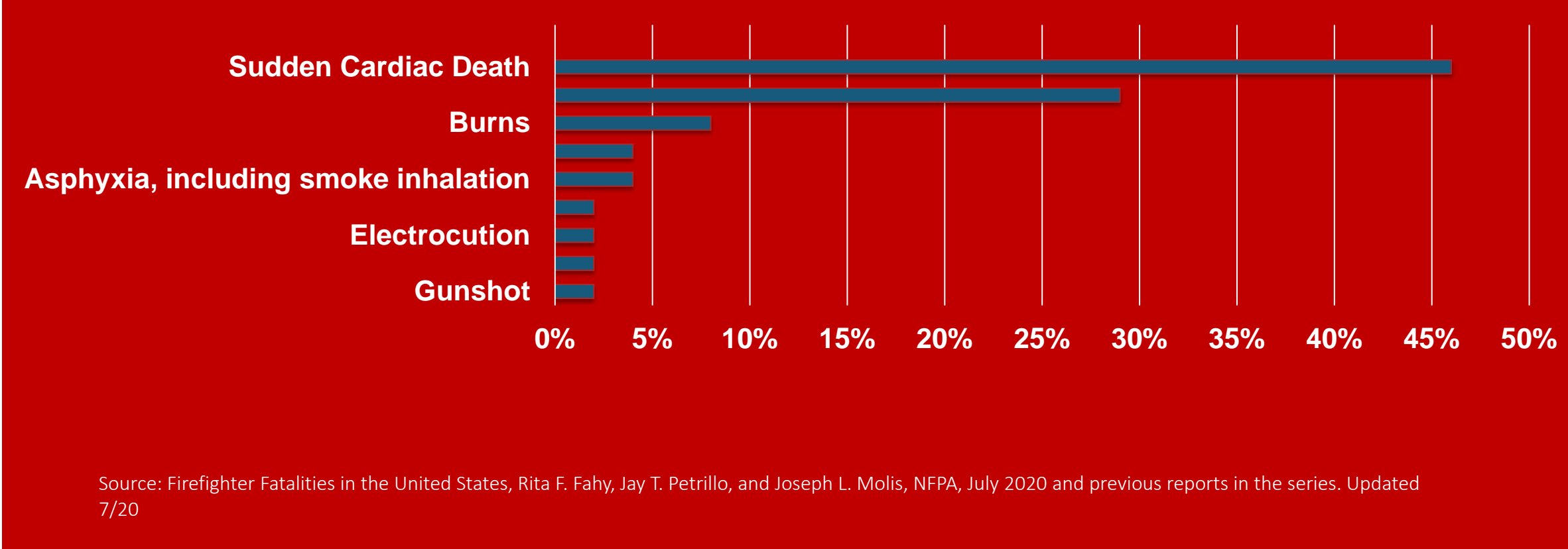
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Life Expectancy in Police Officers: A Comparison with the U.S. General Population



Violanti JM, Hartley TA, Gu JK, Fekedulegn D, Andrew ME, Burchfiel CM. Life Expectancy in Police Officers: A Comparison with the U.S. General Population. *International journal of emergency mental health*. 2013;15(4):217-228.

Nature of On-Duty Injury Resulting in Fatality (%) among firefighters



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Recruitment and Retention Issues



How to Become a SFD Firefighter





Baltimore Hit With Cop, Firefighter Shortage

Your safety is in jeopardy!

U.S.

Police Shortages Pressure Mayors to Lower Hiring Standards: 'Worrisome'

BY THOMAS KIKA ON 3/19/22 AT 11:29 AM EDT

Short-staffed and stretched thin: Firefighter shortage hits nearly all departments

By Luca Powell lpowell@record-eagle.com Feb 20, 2022

FORUMS

FIREHOUSE.COM HOME

Police, fire departments see shortages across USA

LOCAL NEWS

'Incredibly concerning': Staffing shortages impact local police at a time when violence is high

by: Ally Peters

Posted: Jun 16, 2021 / 06:43 PM EDT

Updated: Jun 17, 2021 / 03:05 PM EDT



Joseph Alemany, CSCS, TSAC-F, Dan Borstein, PhD & Jay Dawes, PhD, CSCS,*D, TSAC-F,*D

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Why Police Departments Are Facing Recruitment Problems

BY [TIMOTHY ROUFA](#) | Updated on November 05, 2018

The problem of recruitment and retention of police officers in departments across the United States is well documented. Many law enforcement agencies have difficulty not only identifying and hiring qualified candidates but keeping them as well.





Fitness Testing And Assessment Challenges



Photos by Ashlynd Huffman/Stillwater Newspress



Joseph Alemany, CSCS, TSAC-F, Dan Borstein, PhD &
Jay Dawes, PhD, CSCS,*D, TSAC-F,*D

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Springs Officers Will No Longer Take Fitness Tests After Discrimination Lawsuit

CBS NEWS COLORADO

NOVEMBER 10, 2015 / 9:19 PM / CBS COLORADO



Missouri Firefighter Sues Over Age and Weight Discrimination

Posted by: Curt Varone | March 21, 2021 | 0 Comments

A Missouri firefighter who was terminated in 2019 for conduct unbecoming, has filed suit contending he was targeted due to his age and a discriminatory fitness policy that targeted his weight.

Law enforcement fitness standards in the spotlight as lawsuit looms for Marshfield police



FIRE NEWS

Firefighters' physical abilities test comes under scrutiny

August 22nd, 2011

Fire department issues safety stand down on fitness test

The stand down was issued after a 52-year-old firefighter suffered a heart attack while trying to complete a physical fitness test in April

May 22, 2014

Pennsylvania Real-Time News

\$2.2 million agreement reached in State Police lawsuit that claimed fitness test discriminated against women

Updated: Apr. 13, 2021, 6:09 p.m. | Published: Apr. 13, 2021, 3:09 p.m.



Wannabe firefighter who failed physical test 3 times sues to get job anyway

By Julia Marsh, Tina Moore and Ruth Brown

December 31, 2018 | 9:20pm



Joseph Alemany, CSCS, TSAC-F, Dan Borstein, PhD & Jay Dawes, PhD, CSCS,*D, TSAC-F,*D

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Recommendations: Moving Forward

- Continue attempting to quantify occupational fitness standards that are legally defensible and non-discriminatory based on sex or age
- Require fitness testing as a pre-hiring qualification, and use as another deciding factor in this process versus having a hard cut score.
- Offer pre-and post academy fitness training supervised and designed by qualified professionals (TSAC-F, etc.)
- Require accredited certification (i.e., TSAC-F, CSCS, CPT) for those in charge of training
- Implement wellness programs within agencies focused on health, fitness and performance
- Develop and support peer-support fitness and wellness programs within agencies (not just workout clubs)