

EMS WORKFORCE FOR 21 CENTURY

EMS WORKFORCE AGENDA

NATIONAL ASSESSMENT FOCUS

1. Will the EMS workforce be of adequate size and composition to meet the needs of the US Population in the future?
2. How can potential workers be attracted to and encouraged to stay in the field of EMS?

NATIONAL ASSESSMENT FOCUS

3. How can adequate EMS workforce resources be available across all populations and geographic areas?
4. Do we have the data and information needed to address the future demand for and supply of EMT's and paramedics in the US?
5. What information is lacking and how might it be obtained?

NATIONAL ASSESSMENT

- ✘ Academic literature review 1973-2006 (300)
- ✘ Web Searches
- ✘ Formally structured interviews
- ✘ Informal discussion
- ✘ LEADS
- ✘ NREMT re-registration process
- ✘ Online survey NCSEMSTC

NATIONAL ASSESSMENT FOCUS

- ✘ Workforce supply
- ✘ Workforce demand

WORKFORCE SUPPLY

- ✘ State EMS Director Survey 2003
 - + 669,278 (48 states and 4 territories)
- ✘ OES Survey 2005
 - + 196,880 EMTs/Paramedics (50 states)
- ✘ 2011 National EMS Assessment
 - + 826,111 EMS professionals
 - ✘ 28.7 EMS Professional per 10,000 population

WORKFORCE SUPPLY

- × IPEDS

 - + 150% increase 20,000 graduates 1995-2005

- × AMA 2004 Survey

 - + 2991 graduates, from 178 programs

- × 2005 NCSEMSTC

 - + 639 accredited or State-approved programs (42 states)

WORKFORCE DEMAND

- ✘ Bureau of Labor Statistics
 - + 69,000 needed in 2014
 - ✘ Excludes volunteers

WORKFORCE DEMAND

- ✘ Wages (2005)

 - + \$12.54/hr

- ✘ Compared to

 - + Firefighters \$26.82/hr

 - + Police/patrol \$22.25/hr

 - + LPN/LVN \$16.94/hr

WORKFORCE DEMAND

- ✘ 20% dissatisfaction with benefits and advancement (2005)
- ✘ 70.2% Paramedics and 44.8 % EMTs pay and benefits very important (LEADS)

WORKFORCE DEMAND

- ✘ Wages
- ✘ Compensation
- ✘ Employee
- ✘ Benefits
- ✘ Career ladders

WORKFORCE SHORTAGES

× Measures

- + Vacant positions
- + Use of overtime and temporary personnel
- + Inability to provide services
- + Delays in service

NATIONAL EMS WORKFORCE ASSESSMENT 2005

1. DATA
2. EDUCATION AND CERTIFICATION
3. RECRUITMENT AND RETENTION
4. MANAGEMENT
5. RURAL AND VOLUNTEER
6. HEALTH AND SAFETY
7. COMPENSATION: PAY AND BENEFITS
8. PROFESSIONAL IDENTITY AND STATUS
9. TECHNICAL ASSISTANCE

NATIONAL EMS WORKFORCE ASSESSMENT 2005

1. DATA

- + Workforce size cannot be accurately estimated
- + Does not distinguish between EMTs and Paramedics
- + Does not identify EMTs cross-trained as firefighters
- + Does not capture volunteer EMS workers

NATIONAL EMS WORKFORCE ASSESSMENT 2005

2. EDUCATION AND CERTIFICATION

- + Certification and licensure requirements vary widely across the states
- + Lack of complete data about students hinders effort to assess future supply of workers
- + NCES
 - × Didn't distinguish between EMT and Paramedic education programs.
 - × Didn't capture all EMS programs.

NATIONAL EMS WORKFORCE ASSESSMENT 2005

3. RECRUITMENT AND RETENTION

- + Little awareness of effective models for recruitment and retention.
- + LEADS Survey Workforce satisfaction
 - × Fairly satisfied
 - × Did not include those who leave

NATIONAL EMS WORKFORCE ASSESSMENT 2005

4. MANAGEMENT

- + Lacking in Leadership and organizational management education for workforce
- + LEADS
 - × Paramedic less satisfied than EMTs with their supervisors
- + Long-term strategies to enhance worker retention should consider the management structure and competency of EMS managers.

NATIONAL EMS WORKFORCE ASSESSMENT 2005

5. RURAL AND VOLUNTEER

- + Gap exists in data regarding the distribution of EMS workers and other resources across geographic areas.
- + Volunteers little known
 - × The size, distribution, composition, and demographics
 - × Factors related to satisfaction and retention among volunteers.

NATIONAL EMS WORKFORCE ASSESSMENT 2005

5. RURAL AND VOLUNTEER

- Recruitment of an adequate number of workers
- Ability to offer compensation and incentives that will increase retention of workers
- Overall rural EMS financing system

NATIONAL EMS WORKFORCE ASSESSMENT 2005

6. HEALTH AND SAFETY

- ❖ Lack of emphasis on safety and injury prevention
- ❖ Need to develop “Culture of Safety”

NATIONAL EMS WORKFORCE ASSESSMENT 2005

7. **COMPENSATION : PAY AND BENEFITS**

- Most frequently cited having impact
- LEADS Survey
 - 17.5% workers without health insurance coverage

NATIONAL EMS WORKFORCE ASSESSMENT 2005

8. PROFESSIONAL IDENTITY AND STATUS

- + Most perceived the public as being favorable to EMS agencies and workers,
- + EMS had a low profile compared to the fire service
- + Public may not even be aware of the vital skills of EMS workers,

Contributing to recruitment and retention issue

NATIONAL EMS WORKFORCE ASSESSMENT 2005

9. TECHNICAL ASSISTANCE

- + Formation: National EMS Workforce Technical Assistance Center (TAC)
- + Increase awareness of the need for current and accurate data
- + And provide technical assistance to improve EMS workforce data quality

WORKFORCE AGENDA FOR THE FUTURE

1. Consistent definitions for provider levels and work force terms.
2. Manage the capacity of EMS education
3. Affiliation with an agency is often required in EMS education programs although the requirements vary widely among states

WORKFORCE AGENDA FOR THE FUTURE

4. Rural areas consistently report a shortage of workers , no quantitative data indicating shortage.
5. Exist little data showing a relationship between EMS workforce factors and patient outcomes.
6. Retaining workers is a challenge with poor management practices, low wages and benefits, lack of career ladders and disability

WORKFORCE AGENDA FOR THE FUTURE

7. Lack of data on Worker Injury and illness
8. Planning and analysis should include supply demand recruitment and retention
9. Challenges of volunteers, particularly in the rural EMS systems.

WORKFORCE AGENDA FOR THE FUTURE

10. Regulatory changes supporting new financing structures may benefit EMS Workforce
11. Development of models for best practices in EMS recruitment..
12. Strategies for accommodating older or more experienced workers and increasing successful recruitment and retention of older individuals

WORKFORCE AGENDA FOR THE FUTURE

- × Health, safety and wellness of EMS workforce
- × Education and certification
- × Data and research
- × Workforce planning and development

WORKFORCE AGENDA FOR THE FUTURE

- ✘ National EMS Workforce Technical Assistance Center (TAC)

WORKFORCE AGENDA FOR THE FUTURE

HEALTH, SAFETY AND WELLNESS OF THE EMS WORKFORCE

- ✘ EMS WIISP: Workforce Injury and Illness Surveillance Program
 - + Evidence based safety standards
 - + Operation practices
 - + Prevention strategies

PROMOTE AND FOSTER A “CULTURE OF SAFETY “

WORKFORCE AGENDA FOR THE FUTURE

HEALTH, SAFETY AND WELLNESS OF THE EMS WORKFORCE

× NORA Strategic Goals

- + “Reduce traumatic injury and fatalities among EMS personnel associated with vehicle crashes...”
- + “Reduce traumatic injuries among EMS personnel that occur during movement of patients and equipment...”
- + “Reduce hazardous exposures to EMS personnel through effective design and use of PPE, and proper work practices...”

WORKFORCE AGENDA FOR THE FUTURE

HEALTH, SAFETY AND WELLNESS OF THE EMS WORKFORCE

× NORA Strategic Goals

- + “Identify and implement effective policies among EMS agencies regarding work organization factors to reduce related illnesses and injuries...”
- + “Create an integrated occupational health and safety surveillance data system for Emergency Medical Service (EMS) personnel and evaluate risks for their exposures, illnesses, injuries, and fatalities...”

WORKFORCE AGENDA FOR THE FUTURE

EDUCATION AND CERTIFICATION

- ✘ Adoption of EMS Education Agenda
 - + National EMS Core Content describes the entire domain of out-of-hospital care
 - + National EMS Scope of Practice Model defines the levels and entry-level competencies of prehospital EMS providers
 - + National EMS Education Standards
 - + National EMS Education Program Accreditation
 - + National EMS Certification.

WORKFORCE AGENDA FOR THE FUTURE

DATA AND RESEARCH

- ✘ Development of integrated system of uniform workforce data collection.
 - + Compensation
 - + # paid and volunteer workers
 - + # enrollees and graduates of educational programs.

WORKFORCE AGENDA FOR THE FUTURE

DATA AND RESEARCH

- ✘ Research Agenda (two primary barriers)
 - + Lack of well trained researchers with interest in EMS
 - + Lack of reliable funding sources to support research

WORKFORCE AGENDA FOR THE FUTURE

DATA AND RESEARCH

- ✘ EMS Workforce Assessment
 - + “there is a lack of EMS workforce data and research”.
- ✘ National EMS Research Agenda
 - + 1% funding of annual expenditure on EMS Systems for research into to effectiveness of system.

WORKFORCE AGENDA FOR THE FUTURE

WORKFORCE PLANNING AND DEVELOPMENT

- ✘ A proactive evidence-based approach to EMS workforce planning and development.
- ✘ Need accurate EMS workforce data –
 - + data that was not yet available prior to the EMS workforce project of 2005.

WORKFORCE AGENDA FOR THE FUTURE

WORKFORCE PLANNING AND DEVELOPMENT

- ✘ More success with recruitment than retention
 - + Little known about why workers leave
- ✘ Concept of workforce planning based on understanding of workforce supply and demand is absent in EMS
- ✘ No systematic workforce planning approach in the EMS industry

WORKFORCE AGENDA FOR THE FUTURE

WORKFORCE PLANNING AND DEVELOPMENT

- ✘ Envisioned that workforce planning would be understood and promoted by state EMS offices.

EMS DATA DEFINITIONS

Personnel's service status

- ✘ Personnel's service status for this agency:
 - + *Full Time Paid Employee, Part Time Paid Employee, Volunteer*
 - + Full Time is 35 hours per week or more.
 - + Part Time is fewer than 35 hours per week.
 - + Volunteers are licensed EMS workers who receive nominal or no compensation for their provision of EMS services at the agency.

EMS DATA DEFINITIONS

EMS practice level

- ✘ The EMS level at which an individual is providing services for your organization:
 - + *None, Emergency Medical Responder, Emergency Medical Technician, Advanced Emergency Medical Technician, and Paramedic.*

EMS DATA DEFINITIONS

Current staff member

- ✘ A person with a valid license to provide EMS services, who is expected to provide EMS services for the agency during the next 90 days:
 - + *Yes, No, Don't know*

EMS DATA DEFINITIONS

Primary EMS job responsibilities

- ✘ The individual's primary EMS role at this agency or organization. (Select only one):
 - + *Educator/Preceptor, Administrator/Manager, First-line Supervisor, Patient Care Provider, Fire Suppression, Law Enforcement (Police), Other*
 - + Educator/Preceptor - A person whose primary role is training individuals enrolled in an approved or accredited EMS training course or providing continuing education required for maintenance of licensure.
 - + Administrator/Manager - A person whose primary role is the management and direction of an organization providing EMS services.

EMS DATA DEFINITIONS

Other job responsibilities

- ✘ The individual's other job responsibilities at this agency or organization. These may include EMS and non-EMS responsibilities.
 - + *Educator/Preceptor: Yes, No.*
 - + *Patient Care Provider: Yes, No*
 - + *Law Enforcement (Police): Yes, No.*
 - Fire Suppression: Yes, No.*

EMS DATA DEFINITIONS

Primary affiliation

- ✘ Agency for which individual spent the largest number of hours in a position that involved providing EMS services, in the past 30 days:

- + *Agency name*

EMS DATA DEFINITIONS

National Registry certification date

- ✘ The date of the individual's most recent National Registry of Emergency Medical Technicians certification:
 - + *Date*

EMS DATA DEFINITIONS

Date of birth

- ✘ The individual's date of birth:
 - + *Date*

Gender

- ✘ The individual's gender:
 - + *Male, Female*

Ethnicity

- ✘ The individual's ethnicity using definitions mandated by the US Office of Management and Budget (OMB):
 - + *Hispanic or Latino, Not Hispanic or Latino.*

EMS DATA DEFINITIONS

EMS Draft Data Definitions (September 09)
(2).docx

<http://www.emsdatadefinitions.org/>

EMS WORKFORCE AGENDA

