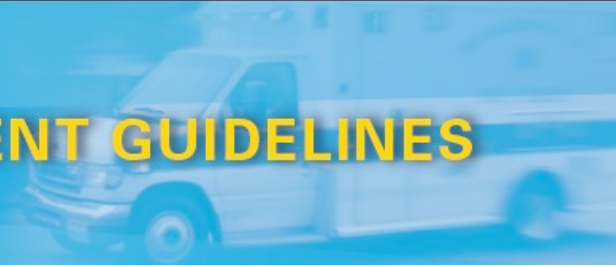




# EMS Workforce

## PLANNING & DEVELOPMENT GUIDELINES FOR STATE ADOPTION



# Guidelines Review & Discussion

Education and Professional Standards Council

March 7, 2017



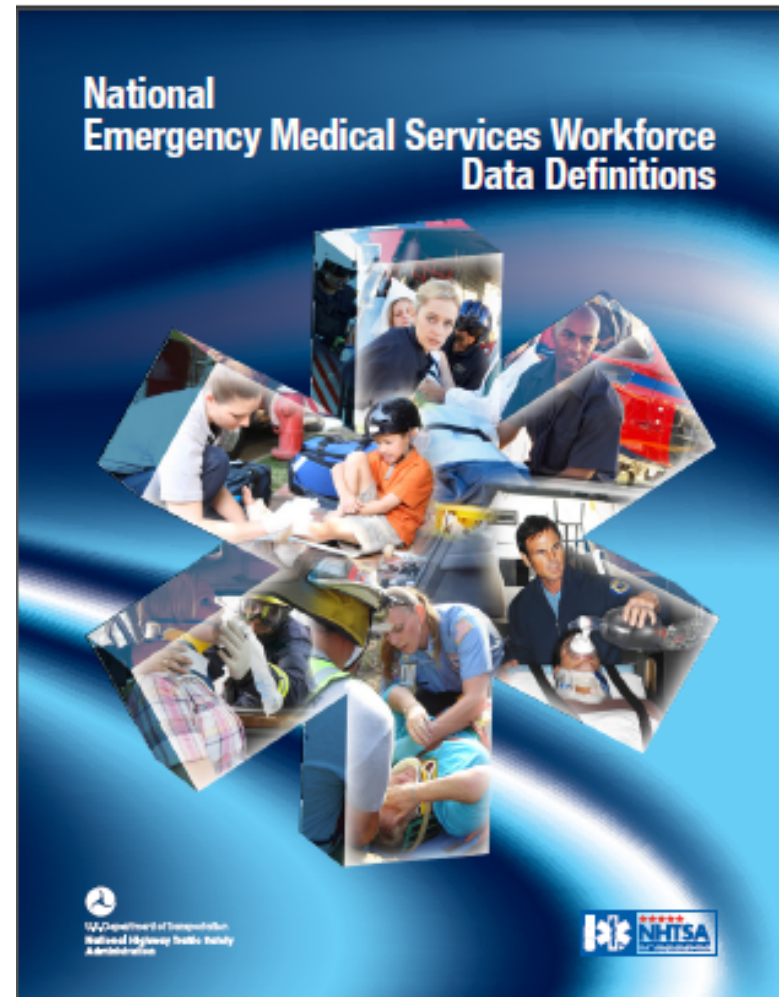
# EMS Workforce PLANNING & DEVELOPMENT GUIDELINES FOR STATE ADOPTION

A product of a Cooperative Agreement between the National Association of State Emergency Medical Services Officials and the National Highway Traffic Safety Administration [DTNH22-11-H-00338/0003].

Supplemental funding was provided by the EMS for Children Program of the Maternal and Child Health Bureau, Health Resources and Services Administration.

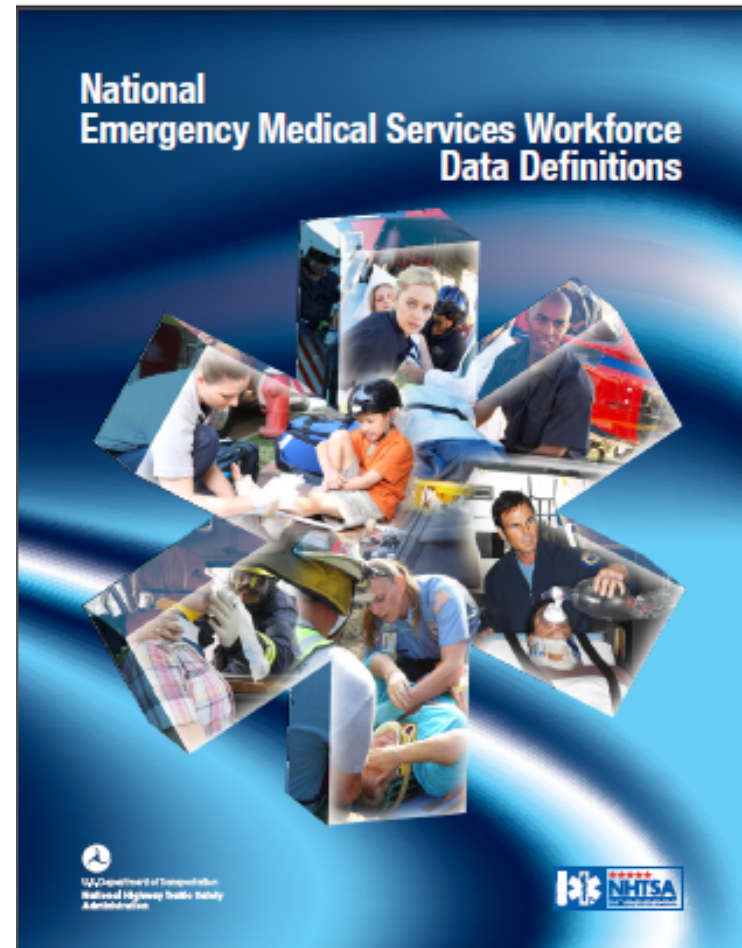
# Building on Prior/Recent NHTSA Office of EMS Publications

- Emergency Medical Services Workforce for the 21st Century: A National Assessment (2008)
- EMS Workforce Agenda for the Future (2011)



# US DOT NHTSA Office of EMS

- National EMS Workforce Data Definitions
- EMS.GOV



# NEMSWDD Sample

Category	Essential
Employment at Agency	Personnel's service status [1.1.E] EMS practice level [1.2.E] Primary EMS Job Responsibilities [1.3.E] Current staff member [1.4.E] Other Job Responsibilities [1.5.E]
	<b>Desirable but not essential</b>  Service status date [1.6.D] Hours on-duty in past 4 weeks [1.7.D] Hours on-call in past 4 weeks [1.8.D] Total length of EMS service at agency [1.9.D] Date length of service documented [1.10.D]

- The principal Federal agency responsible for measuring labor market activity, working conditions, and price changes in the economy.
- Produces the unemployment rate, monthly jobs report, and consumer price index.



# They make WHAT?

Occupation	Median Annual Wage	Median Hourly Wage
EMTs and Paramedics	\$31,980	\$15.38
Police, Fire, and Ambulance Dispatchers	\$38,010	\$18.70
LPN and LVN	\$43,170	\$20.76
Firefighters	\$46,870	\$22.53
RN	\$67,490	\$32.45
Police and Sheriff's Patrol Officers	\$61,270	\$29.45



# OCCUPATIONAL OUTLOOK HANDBOOK

Search Handbook

Healthcare >

## EMTs and Paramedics

2012

FONT SIZE:

- Summary
- What They Do
- Work Environment
- How to Become One
- Pay
- Job Outlook**
- Similar Occupations
- Contacts for More Info

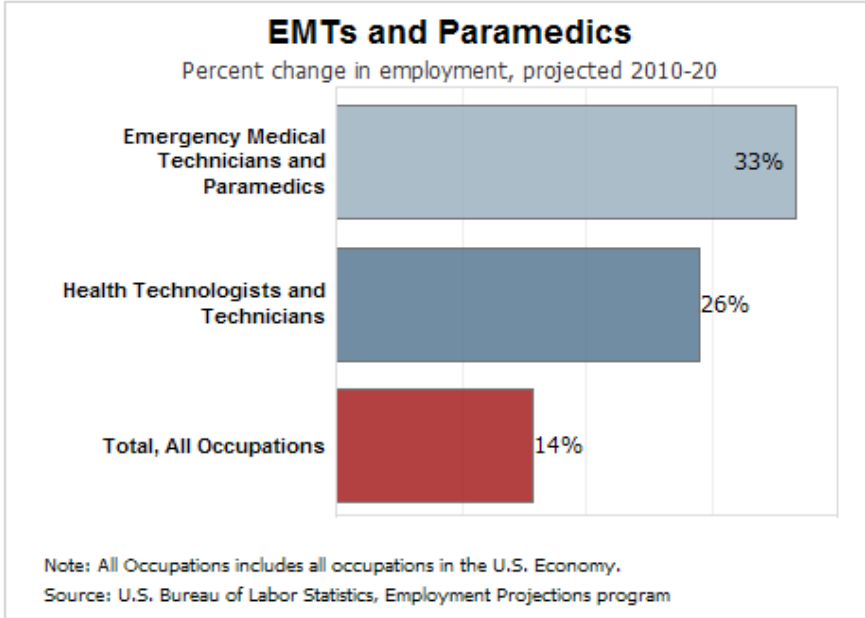
### Job Outlook

About this section

Employment of emergency medical technicians (EMTs) and paramedics is expected to grow by 33 percent from 2010 to 2020, much faster than the average for all occupations. Emergencies such as car crashes, natural disasters, and violence will continue to create demand for EMTs and paramedics. There will also continue to be demand for part-time, volunteer EMTs and paramedics in rural areas and smaller metropolitan areas.

Growth in the middle-aged and elderly population will lead to an increase in the number of age-related health emergencies, such as heart attacks or strokes. This, in turn, will lead to an increase in the demand for EMTs and paramedic services. An increase in specialized medical facilities will require more EMTs and paramedics to transfer patients with specific conditions to these facilities for treatment.

In recent years, companies that build ambulances have started to update and redesign their interiors to keep EMTs, paramedics, and patients safer during transport. These companies are hiring EMTs and paramedics as consultants to learn their ideas about such updates and designs.



### Employment projections data for EMTs and paramedics, 2010-20

Occupational Title	SOC Code	Employment, 2010	Projected Employment, 2020	Change, 2010-20		Employment by Industry
				Percent	Numeric	
Emergency Medical Technicians and Paramedics	29-2041	226,500	301,900	33	75,400	<a href="#">[XLS]</a>

SOURCE: U.S. Bureau of Labor Statistics, Employment Projections program

<- Pay

Similar Occupations ->



# OCCUPATIONAL OUTLOOK HANDBOOK

Healthcare >

## EMTs and Paramedics

2015

EN ESPAÑOL

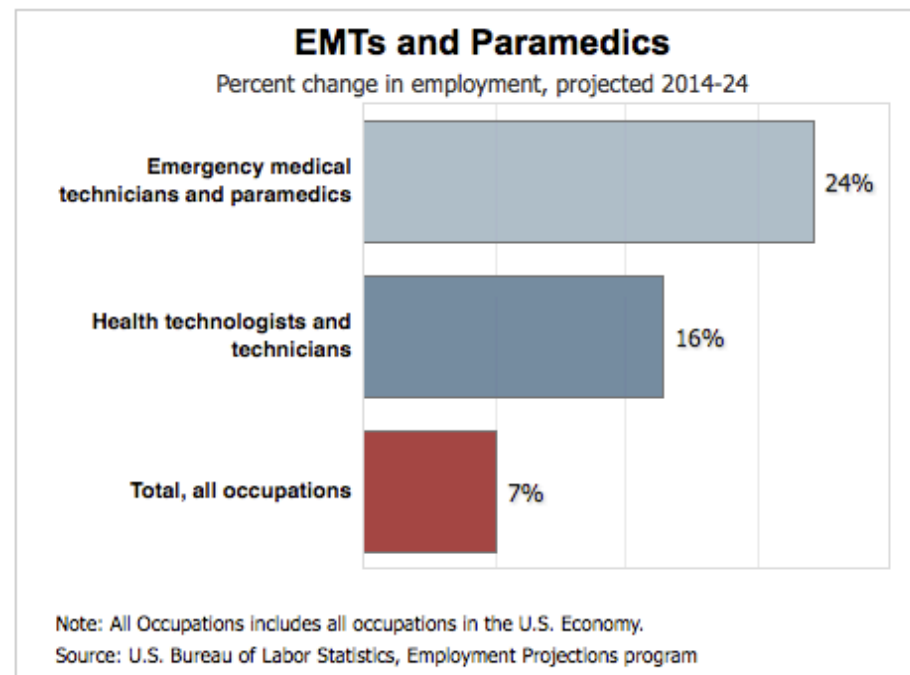
- Summary
- What They Do
- Work Environment
- How to Become One
- Pay
- Job Outlook**
- State & Area Data
- Similar Occupations
- More Info

### Job Outlook

About this section

Employment of emergency medical technicians (EMTs) and paramedics is projected to grow 24 percent from 2014 to 2024, much faster than the average for all occupations. Emergencies, such as car crashes, natural disasters, and acts of violence, will continue to create demand for EMTs and paramedics. Demand for part-time, volunteer EMTs and paramedics in rural areas and smaller metropolitan areas will also continue.

Growth in the middle-aged and elderly population will lead to an increase in age-related health emergencies, such as heart attacks and strokes. This increase, in turn, will create greater demand for EMT and paramedic services. An increase in the number of specialized medical facilities will require more EMTs and paramedics to transfer patients with specific conditions to these facilities for treatment.



### Employment projections data for EMTs and paramedics, 2014-24

Occupational Title	SOC Code	Employment, 2014	Projected Employment, 2024	Change, 2014-24		Employment by Industry
				Percent	Numeric	
Emergency medical technicians and paramedics	29-2041	241,200	299,600	24	58,500	<a href="#">[XLSX]</a>

SOURCE: U.S. Bureau of Labor Statistics, Employment Projections program

# Standard Occupational Classification

SHARE ON: FONT SIZE: PRINT:

## BROWSE SOC

[SOC HOME](#)

[2018 SOC REVISION PROCESS](#)

[2010 SOC SYSTEM](#)

[2010 SOC DOWNLOADABLE MATERIALS](#)

[2010 SOC PUBLICATIONS](#)

[2010 SOC CROSSWALKS](#)

[2010 SOC REVISION PROCESS MATERIALS](#)

[2000 ARCHIVED MATERIALS](#)

[CONTACT US](#)

## SEARCH 2010 SOC DEFINITIONS:

**Go**

## OTHER USEFUL LINKS

[NATIONAL CROSSWALK SERVICE CENTER \(NCSC\)](#)



The 2010 Standard Occupational Classification (SOC) system is used by Federal statistical agencies to classify workers into occupational categories for the purpose of collecting, calculating, or disseminating data. All workers are classified into one of 840 detailed occupations according to their occupational definition. To facilitate classification, detailed occupations are combined to form 461 broad occupations, 97 minor groups, and 23 major groups. Detailed occupations in the SOC with similar job duties, and in some cases skills, education, and/or training, are grouped together. General questions concerning the SOC may be sent by [email](#) or faxed to 202-691-6444.

## On This Page

- » **NEW** [2018 SOC Revision Process](#)
- » [2010 SOC System](#)
- » [2010 SOC Downloadable Materials](#)
- » [2010 SOC Publications](#)
- » [2010 SOC Crosswalks](#)
- » [2010 SOC Revision Process Materials](#)
- » [2000 SOC Archived Materials](#)
- » [Other Useful Links](#)
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## 2018 SOC Revision Process

### Updated timeline for the 2018 SOC

Revising the SOC is a multi-year process, during which the SOC Policy Committee (SOCPC) formulates recommendations for revisions that are submitted to the Office of Management and Budget (OMB) for consideration. For the 2018 revision, the SOCPC Committee began planning in early 2012, and expects to solicit public input through an initial *Federal Register* notice to be published by the end of calendar year 2013. This process will lead to a proposed revision that will be available for public comment through a second *Federal Register* notice in early 2015 and publication of the final 2018 SOC codes, titles, and definitions in early 2017.

The revision schedule is designed to minimize disruption to data providers, producers, and users by promoting simultaneous adoption of revised occupational and industry classification systems for those data series that use both. Given the multiple interdependent programs that rely on the SOC, this is best accomplished by timing revisions of the SOC for the years following North

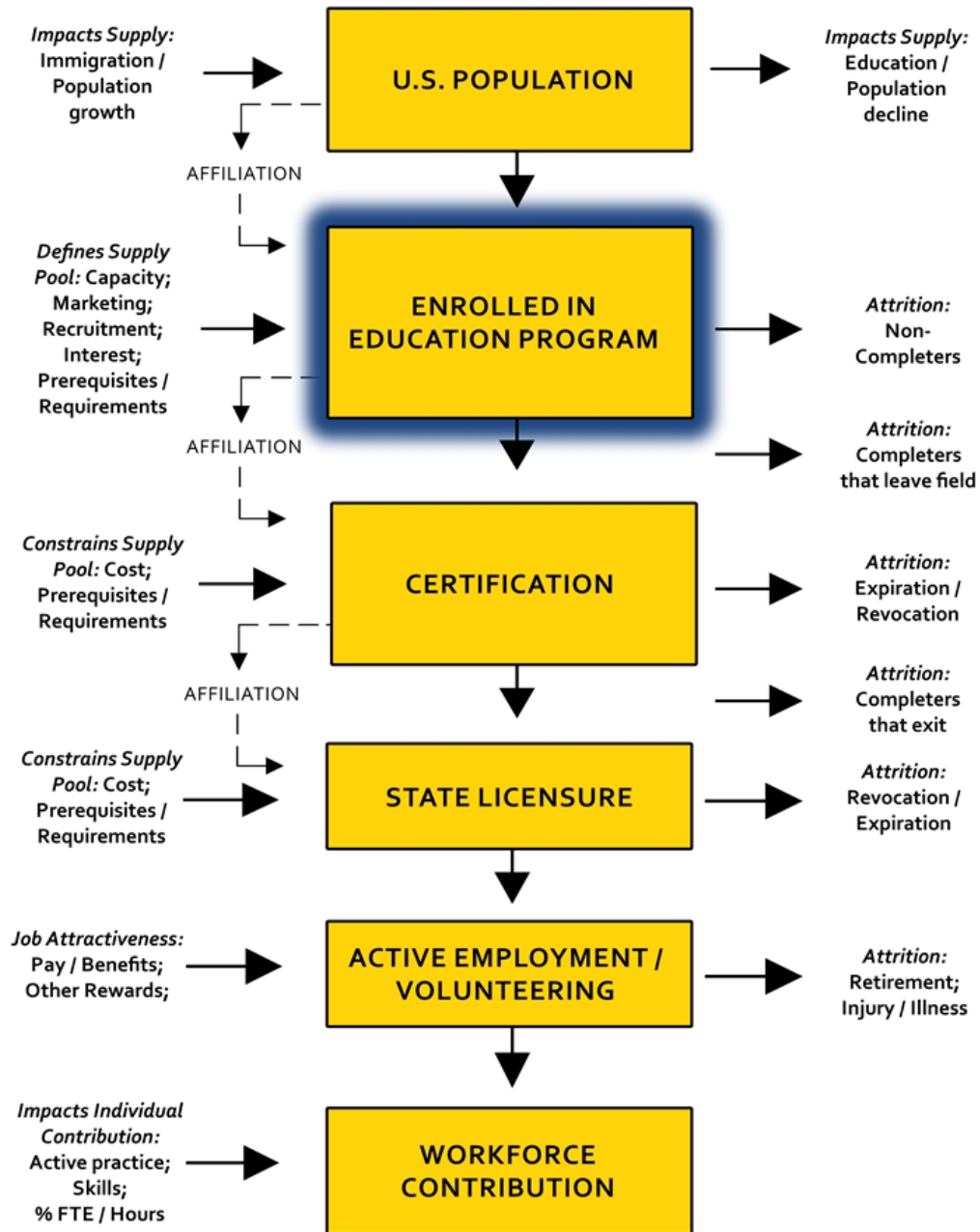


# EMS Workforce PLANNING & DEVELOPMENT GUIDELINES FOR STATE ADOPTION

## EMS Workforce Agenda Framework:

- Health, Safety and Wellness
- Education and Certification
- Data and Research
- Workforce Planning and Development

# National EMT and Paramedic Workforce Supply





## EMS Workforce

### PLANNING & DEVELOPMENT GUIDELINES FOR STATE ADOPTION

# Guideline 1: Acquire Essential Workforce Data

“Collect a core set of workforce data elements to address workforce assessment, planning and policy issues.”



## EMS Workforce

### PLANNING & DEVELOPMENT GUIDELINES FOR STATE ADOPTION

- Guideline 2: Engage Local EMS Agencies
- Guideline 3: Engage State Workforce Agencies
- Guideline 4: Credential EMS Educators
- Guideline 5: Obtain Educational and Institutional Data
- Guideline 6: Understand the EMS Education Pipeline





## EMS Workforce

### PLANNING & DEVELOPMENT GUIDELINES FOR STATE ADOPTION

- Guideline 7: Quantify Population Actively Functioning in a Paid or Volunteer Capacity
- Guideline 8: Understand EMS Workforce Demand
- Guideline 9: Support Military & Spouses Transitioning to the EMS Workforce
- Guideline 10: Maintain a Healthy EMS Workforce





# EMS Workforce PLANNING & DEVELOPMENT GUIDELINES FOR STATE ADOPTION

## Calculation Methodology

*Needed new EMT personnel*

**150**

**=**

**2000**

**(0.10 x 0.75)**

EMT students needed

(Matriculation Rate x Licensure Rate)

# Guideline 1

- Data & Research ~ Acquire Essential Workforce Data
- Collect a core set of workforce data elements to address workforce assessment, planning and policy issues.

# Guideline 2

- Workforce Planning & Development ~ Engage Local EMS Agencies
- Local EMS agencies need support and guidance to be able to recruit and maintain a sufficient number of well educated, adequately prepared, and appropriately credentialed EMS workers who are valued, well compensated, healthy, and safe.

# Guideline 3

- Workforce Planning & Development ~ Engage State Workforce Agencies
- The State Workforce Agency develops and maintains a statewide comprehensive system of services that prepares, supports, and enhances the economic health of the workforce.

# Guideline 4

- Education and Certification ~ Credential EMS Educators
- States should credential EMS educators based upon their ability to successfully prepare students for competency based testing and effective, safe performance in the industry.

# Guideline 5

- Education and Certification ~  
Obtain Educational and Institutional Data  
(Workforce Supply)
- States should be able to track the number of students who successfully complete the training requirements for the different personnel levels.

# Guideline 6

- Education and Certification ~  
Understand the EMS Educational Pipeline  
(Workforce Supply)
- Utilize available information to analyze and address needs in the state EMS education system.



# Guideline 7

- Workforce Planning & Development ~  
Quantify Population Achieving Licensure  
(Workforce Supply)
- States should use data collected to quantify the population achieving state licensure.

# Guideline 8

- Workforce Planning & Development ~  
Understand EMS Workforce Demand
- Utilize available information to analyze and understand the number of EMS jobs available for various types of personnel.

# Guideline 9

- Workforce Planning & Development ~  
Support Separating Military & Spouses in EMS Workforce
- Support separating service members, veterans and their spouses who seek to obtain EMS certification and/or licensure through necessary policy, education, and legislation.

# Guideline 10

- Health, Safety & Wellness ~  
Maintaining a Healthy EMS Workforce
- The State EMS Office is encouraged to collect data related to EMS worker illness and injuries.

# Discussion

- What should we be focusing on as states?