EMS Workforce
Agenda for the Future
Defining issues

- Shortages
- Career ladders
- Pay
- Safety/wellness
- Declining volunteers
- Professionalism
- Preparation
- Retention
EMS Workforce for the 21st Century

- Assessment
- Agenda
- Implementation
EMS Workforce for the 21st Century

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EMS Workforce for the 21st Century: A National Assessment

Data
Supply
Safety
Rural
Data

• National data has limitations:
  – EMTs/paramedics combined in OES/CPS
  – Cross-trained firefighters – classified in OES & CPS as EMT/P or firefighter
  – No comprehensive or reliable source of volunteer data

• Workforce size and wage data has measurement bias

• Uneven data collection at the state level
EMS Workforce Agenda for the Future

Built on

• EMS Agenda for the Future 1996
• EMS Education Agenda 2000
• Workforce Assessment 2008
EMS Workforce
Agenda for the Future

Vision
A future where all EMS systems are able to recruit a sufficient number of well educated, adequately prepared, and appropriately credentialed EMS workers who are valued, well compensated, healthy, and safe.
Depends on:

- Understanding the workforce (Data and Research)
- Preparing the workforce (Education and Certification)
- Managing supply and demand (Workforce Planning)
- Keeping workers healthy (Health and Safety)
Vision
A well educated, adequately prepared, and appropriately credentialed EMS workforce who are valued, esteemed, well compensated, healthy, and safe.

Planning & Development
- Data collection and analysis to understand supply and demand
- State and local education in workforce planning tools
- Identification of best practices in recruitment and retention
- Forecasting gaps

Data & Research
- National EMS workforce data definitions
- Promote research on all aspects of the EMS Workforce
- In depth assessment
  - Volunteerism
  - Management

Education & Certification
- Implementation of EMS Education Agenda
- Tracking education data
- NIMS national Emergency Responder Credentialing System
- Dissemination of EMS workforce best practices
- Technical assistance to local, state, and federal EMS offices
- Coordination of the EMS-WIISP

Health, Safety, & Wellness
- National EMS Workforce Injury and Illness Surveillance Program (EMS-WIISP)
- Development of EMS health and safety standards
- Education and training in safe and healthy operations

EMS Stakeholders

EMS Stakeholders

National EMS Workforce Technical Assistance Center
• Universal workforce data terms and definitions
  – Volunteer workers
  – EMS workers cross-trained as firefighters
  – EMS workers in allied health fields.
Data & Research

• Improved data collection
  – By local and state EMS providers and regulatory agencies
    • Certification level
    • Role
    • Type of org
    • How they are compensated
    • Actual work
    • Demographics
  – By EMS education programs
Data & Research

• Development of EMS workforce research/resources
  – Researchers
  – Reliable funding
  – Searchable index of EMS workforce research
Education & Certification

• National accreditation of Ed programs
• Reporting to NCES or other national data repository
• National certification recognized as a basis for licensure
• Common scopes of practice, titling, and licensure categories
Education & Certification

• Grants and technical assistance to help states and education programs/institutions implement the *EMS Education Agenda*

• National re-certification with common requirements (reciprocity)

• Support at state and federal levels for development of the EMS education infrastructure
Planning & Development

Enough of the right workers, with the right preparation, in the right place at the right time for the right price.
Workforce Planning
The Workforce Planning Tub

Supply

Pipeline

Demand

Need

Turnover
Planning & Development

• Development practices and tools for workforce planning
• Demonstrate efficacy at a national level
• Professional EMS organizations advocate its use
• States get involved and support it
• Use state data to predict trends and demand
• State EMS offices provide workforce planning tools and TA
Health, Safety, and Wellness
Health, Safety, and Wellness

• Make HSW an industry-wide priority

• Initiate National EMS Workforce Injury and Illness Surveillance Program (EMS-WIISP) to:
  – Integrate surveillance systems data
  – Provide data for illness and injury profile
  – Guide strategies to reduce the risks, promote wellness

• State EMS agencies act as conduits for sharing information, resources, and technical support for local
National EMS Workforce
Technical Assistance Center

**Vision**
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**Planning & Development**
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- State and local education in workforce planning tools
- Identification of best practices in recruitment and retention
- Forecasting gaps

**Data & Research**
- National EMS workforce data definitions
- Promote research on all aspects of the EMS Workforce
- In depth assessment
  - Volunteerism
  - Management

**EMS Stakeholders**

**Health, Safety, & Wellness**
- National EMS Workforce Injury and Illness Surveillance Program (EMS-WIISP)
- Development of EMS health and safety standards
- Education and training in safe and healthy operations

**Education & Certification**
- Implementation of EMS Education Agenda
- Tracking education data
- NIEMS national Emergency Responder Credentialing System

**Dissemination of EMS workforce best practices**
- Technical assistance to local, state, and federal EMS offices
- Coordination of the EMS-WIISP
National EMS Workforce TAC

- Facilitate collection of data (in coordination with NEMSIS TAC)
- Provide guidance in development of 4 elements
- Facilitate workforce research
- Facilitate communication between stakeholders
- Improve EMS-WIISP (data integration)
- Clearinghouse for info and research
Next Steps

- Publish Agenda
- Data definitions
- National credentialing
- Data collection
- Funding and creation of TAC
- Creating workforce planning tools
Observations

- Non-clinical issues are related
- EMS is local
- Movement toward more uniformity
- Clinical uniformity paradigm
- Addressing non-clinical issues often about sociology and psychology
- Different methods of research
- Different methods of persuasion
Good News

- Right people asking better questions
- Media reports are “getting it” better
- New openness