

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)

National EMS Workforce Technical Assistance Center

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

Vision

A well educated, adequately prepared, and appropriately credentialed EMS workforce who are valued, esteemed, well compensated, healthy, and safe

**EMS
Stakeholders**

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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
- 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

Data & Research

- 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

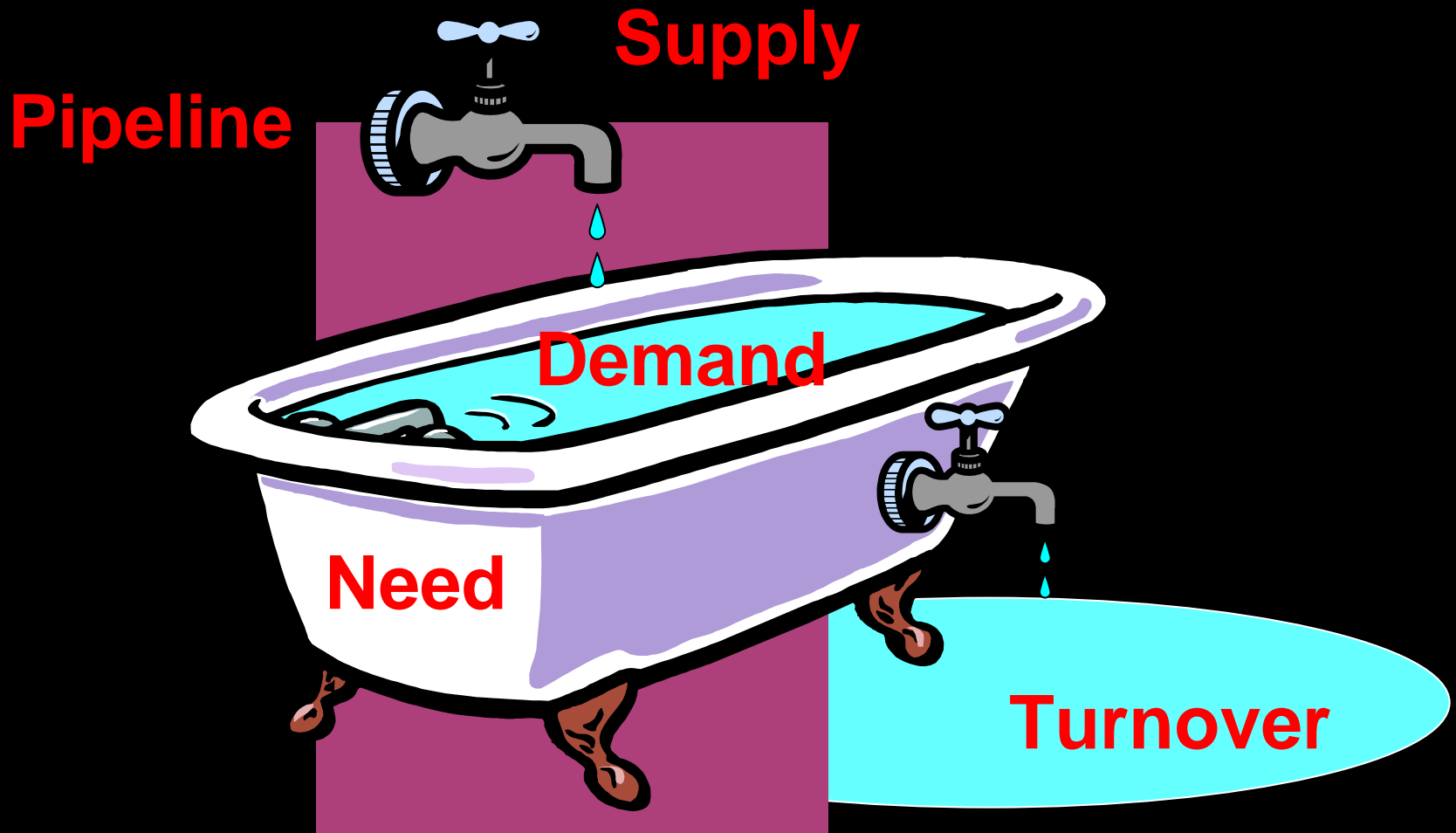
Enough of the right workers, with the right preparation, in the right place at the right time for the right price.

Workforce Planning





The Workforce Planning Tub



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

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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