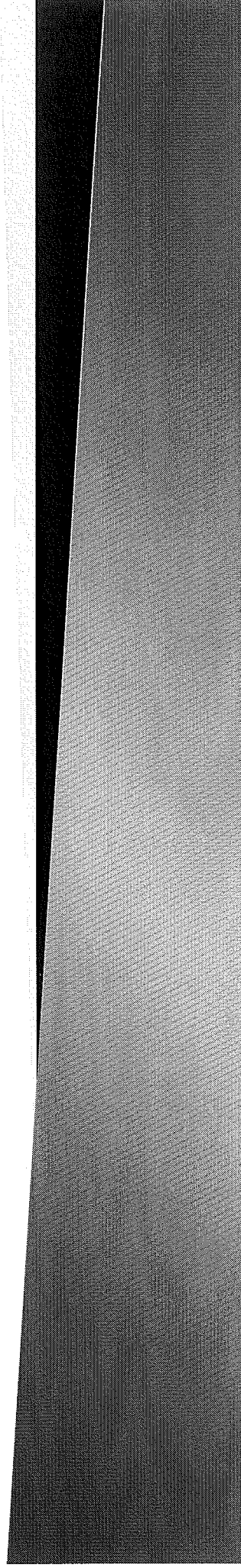


Attachment #6

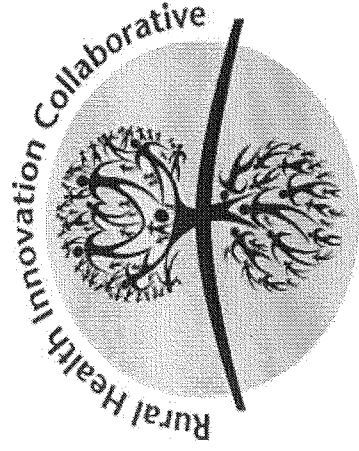
The state of the State: An EMS Workforce Study

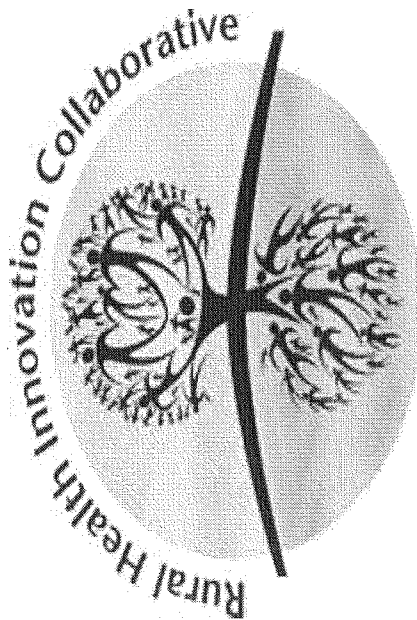
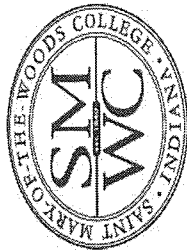
Stephanie Laws, RN, MS
Erik P. Southard, DNP, FNP-BC, CME
Cody Mullen, PhD(c)



The Rural Health Innovation Collaborative

A 13-member public-private not-for-profit organization dedicated to community health and wellness, interprofessional education and practice, economic vitality.

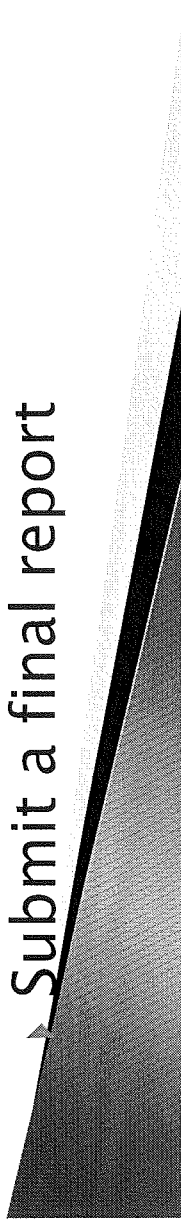




Study Objectives

- ▶ Complete a comprehensive analysis to determine the current status of EMS workforce
- ▶ Identify best methods for soliciting broad-based feedback and input from all stakeholders
- ▶ Assist Emergency Medical Services Branch in preparing for NHTSA visit
- ▶ Provide an overview of the findings from the field and explain how they tie in with NHTSA priorities.
- ▶ Provide a report synthesizing the findings to aid IDHS and the Emergency Medical Services Branch in making informed, targeted decisions to proactively move Indiana EMS system forward.

Project Activities

- ▶ Develop and distribute a survey targeting all EMS personnel to collect information regarding EMS workforce issues
 - ▶ Develop and distribute a survey to determine workforce needs to be completed by all EMS providers
 - ▶ Conduct a series of town hall style meetings for each of the districts to gather qualitative feedback from highly engaged EMS personnel
 - ▶ Analyze key findings
 - ▶ Present key findings to EMS commission
 - ▶ Submit a final report
- 

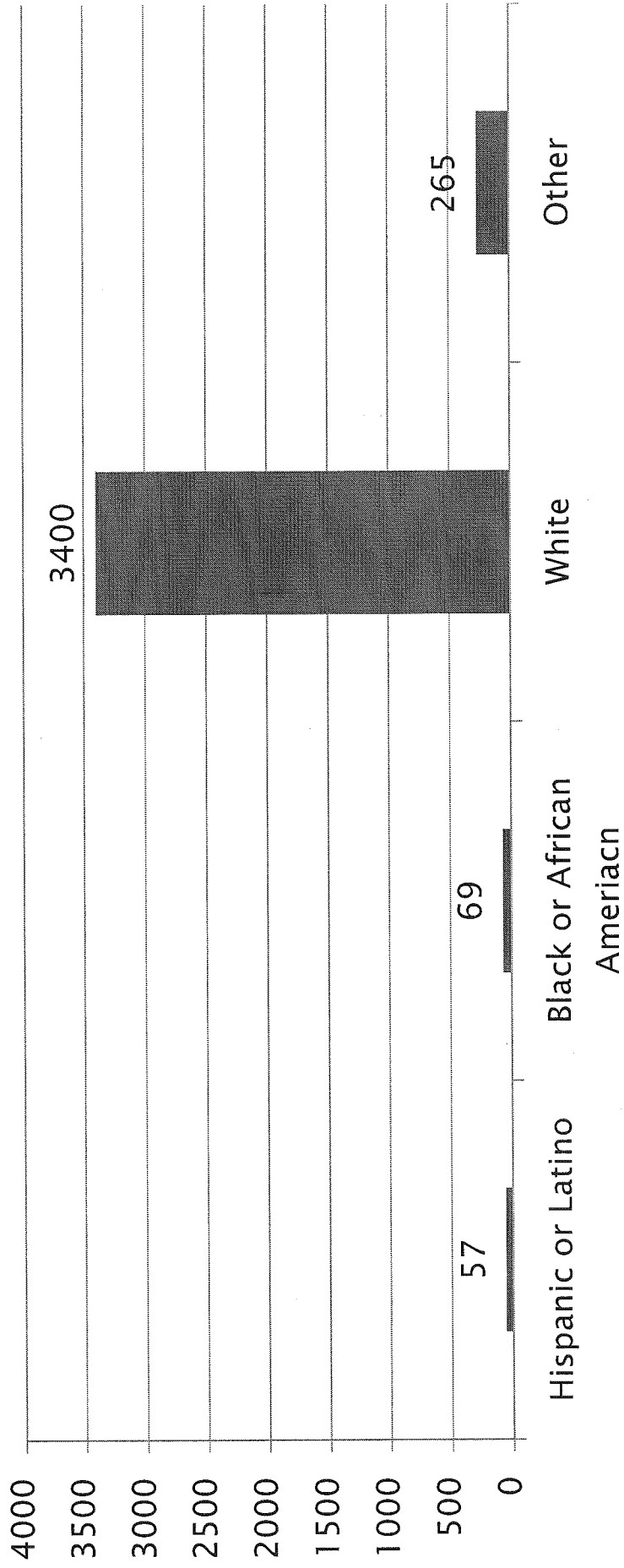
Individual Survey- Demographic »

Gender



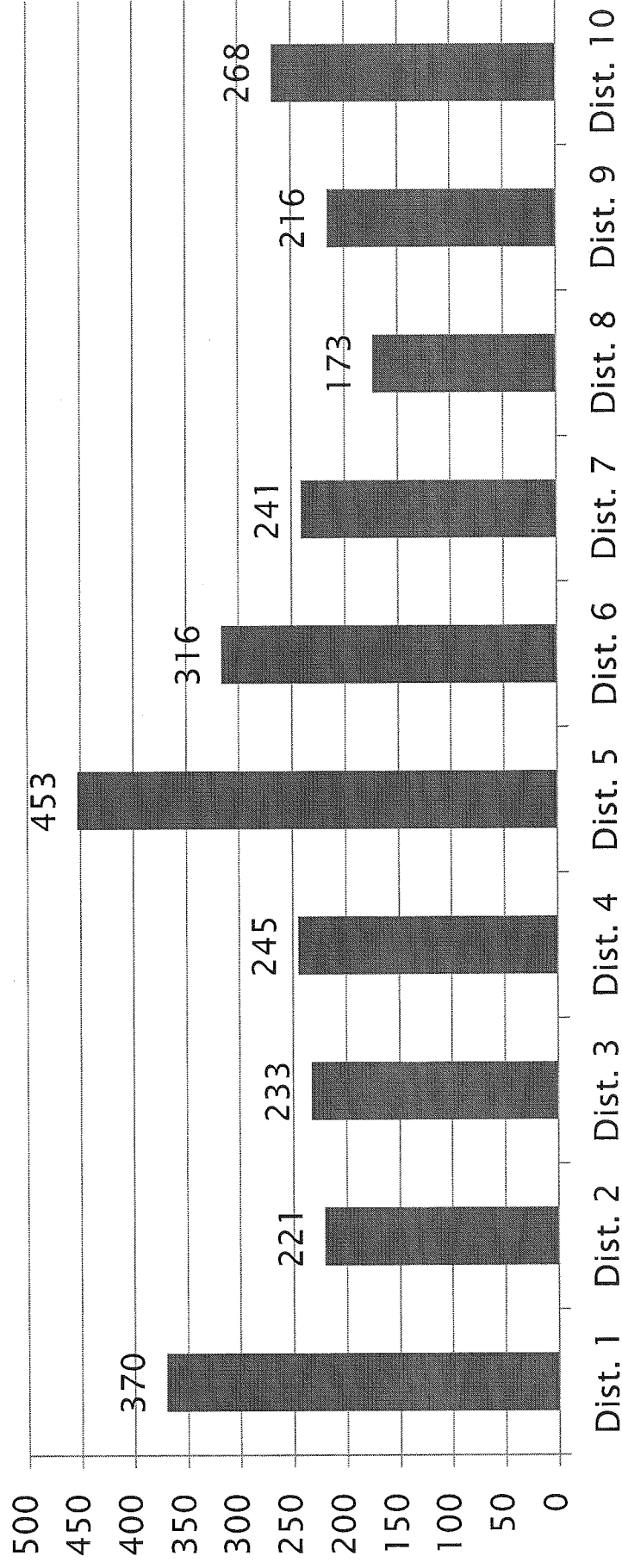
N = 3598

Race



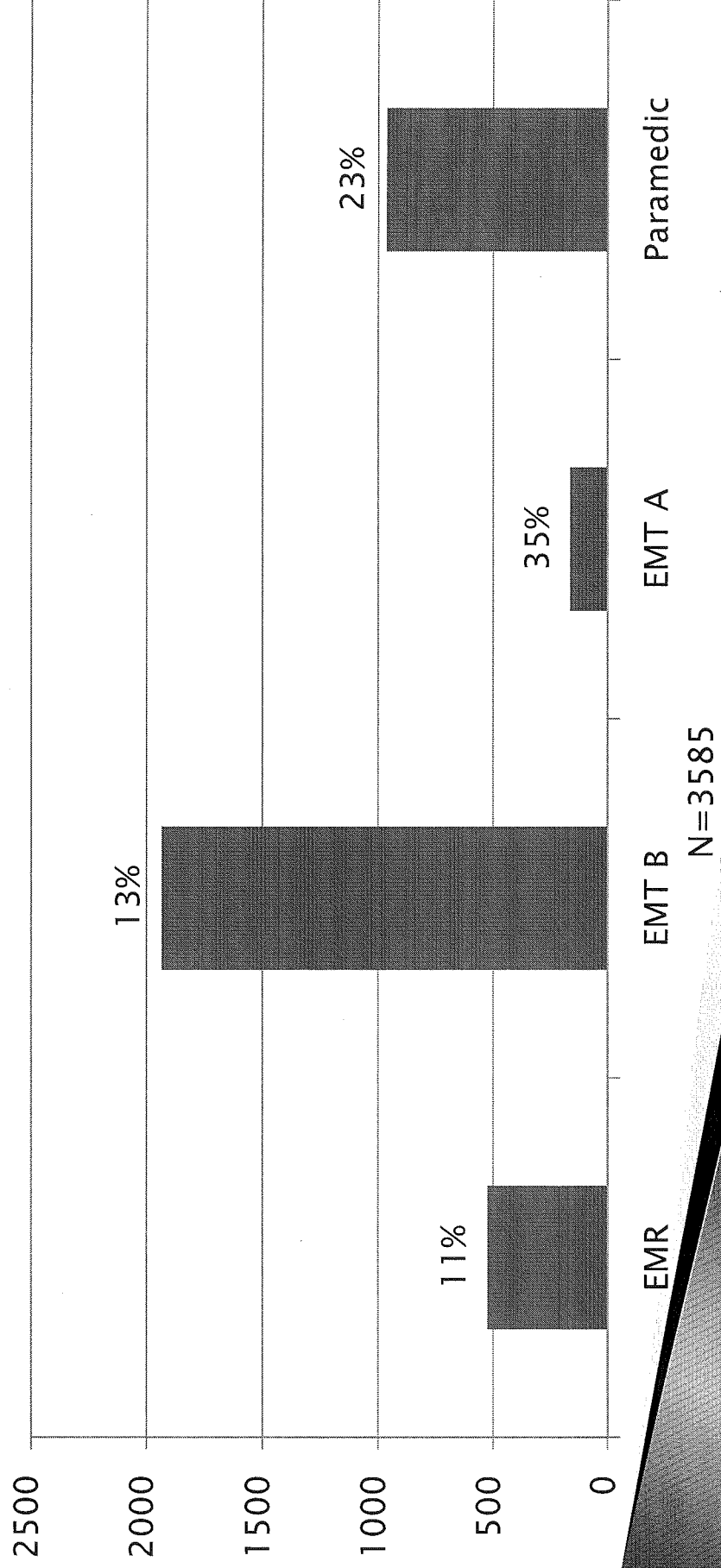
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District of Residence

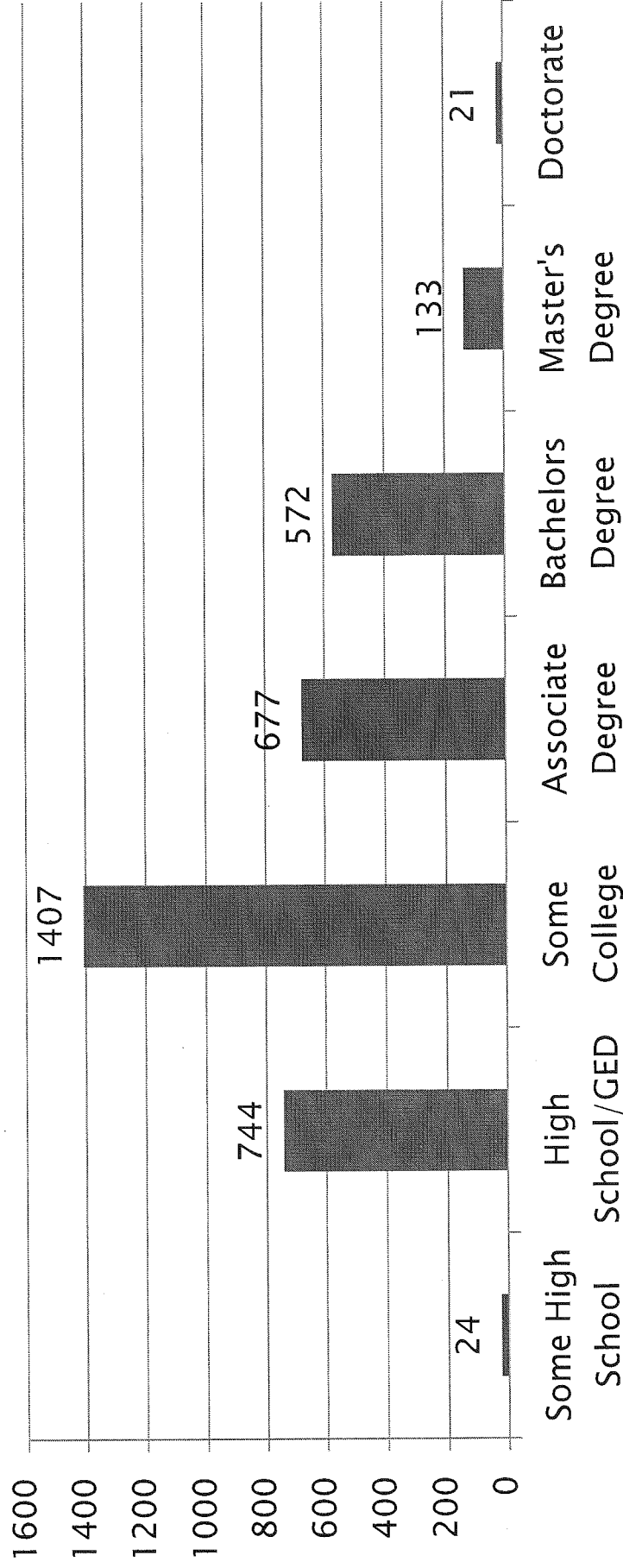


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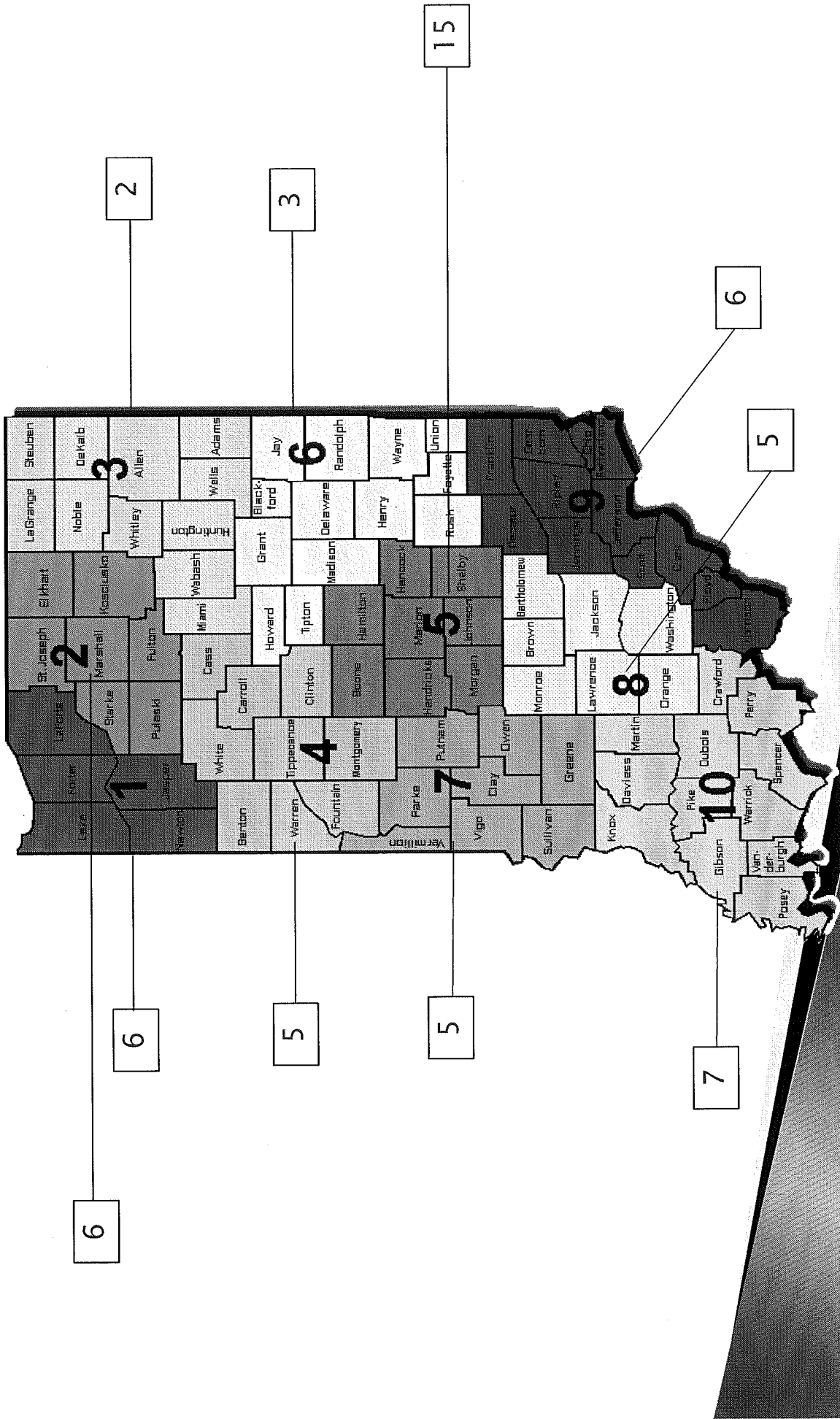
Licensure



Educational Preparation



N=3578



6

6

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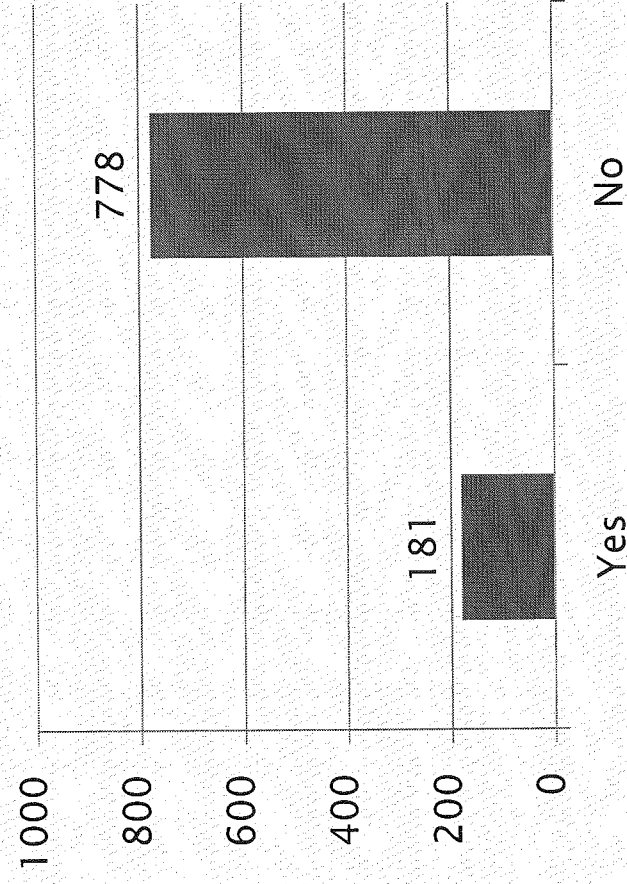
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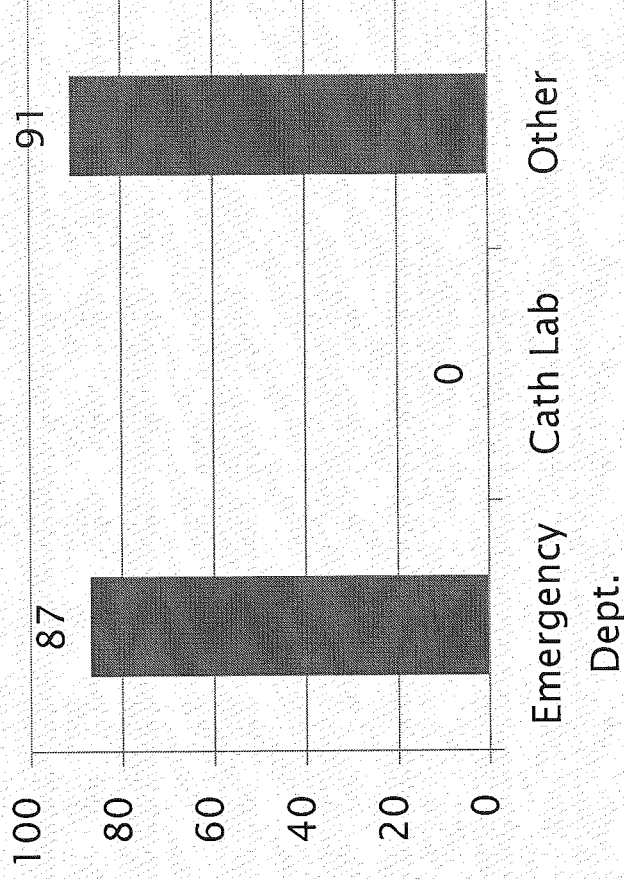
2

4

Work in Hospital? - Paramedics

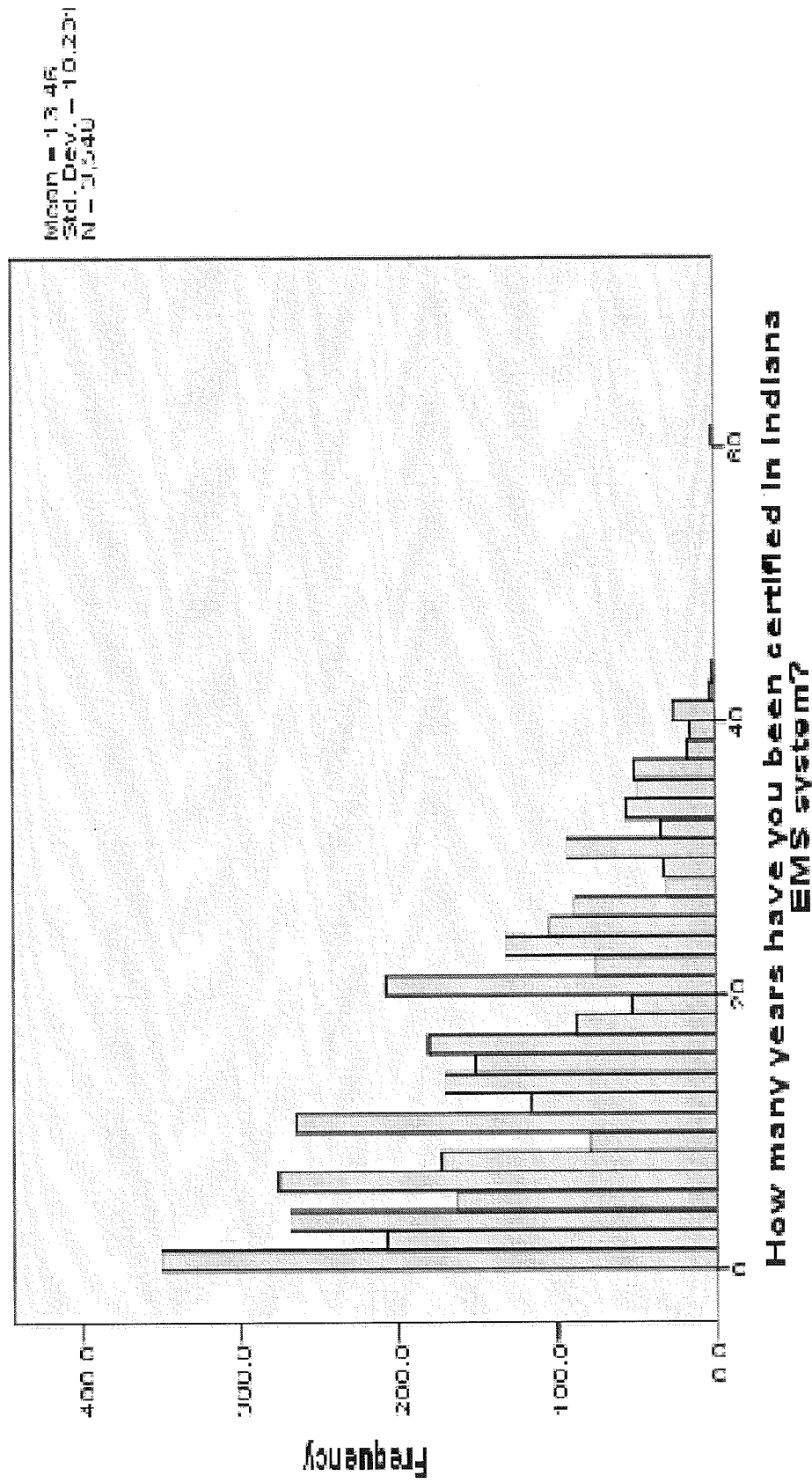


Do you work in hospital?



If yes, which department?

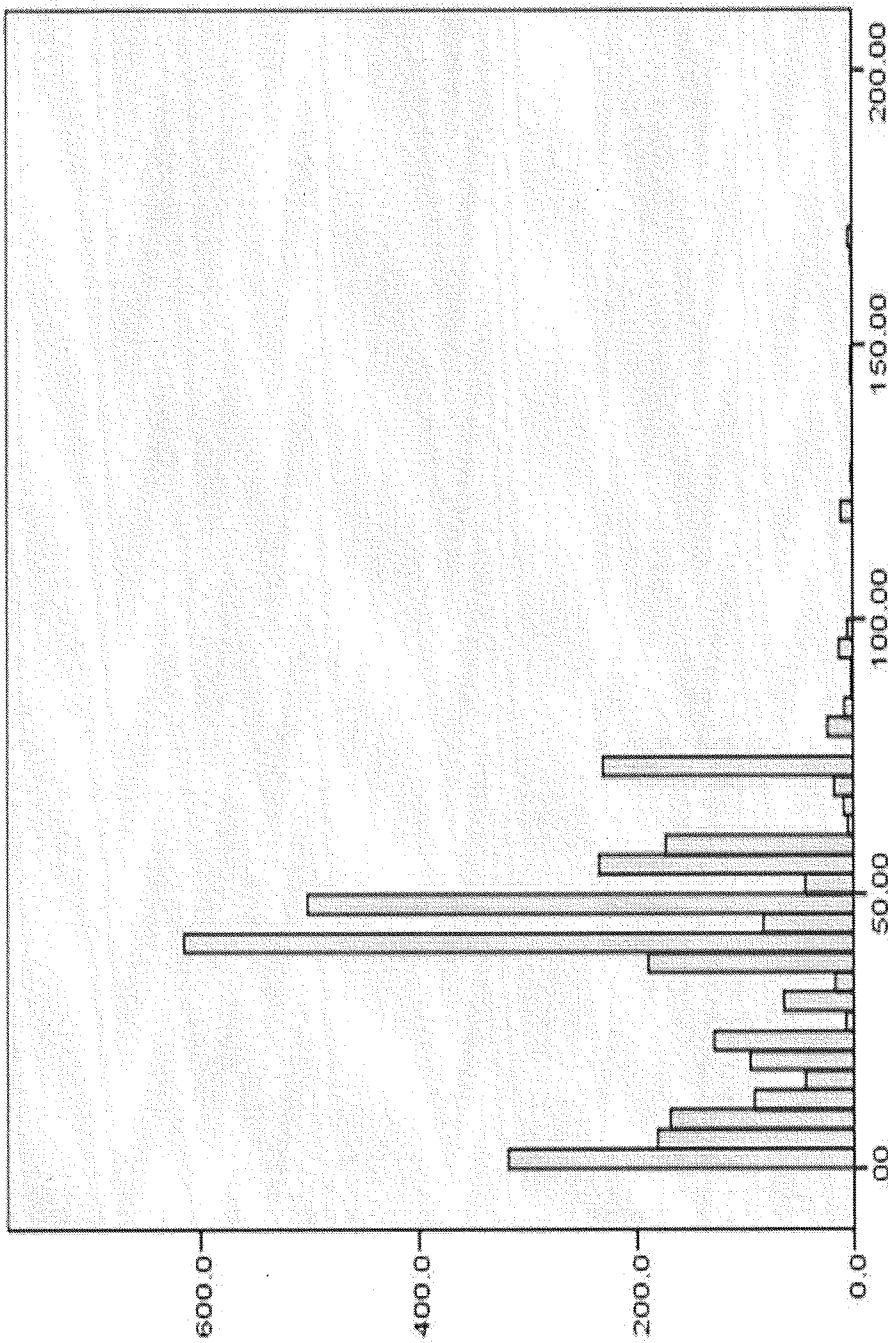
Years Certified in the Indiana EMS System



Workforce »

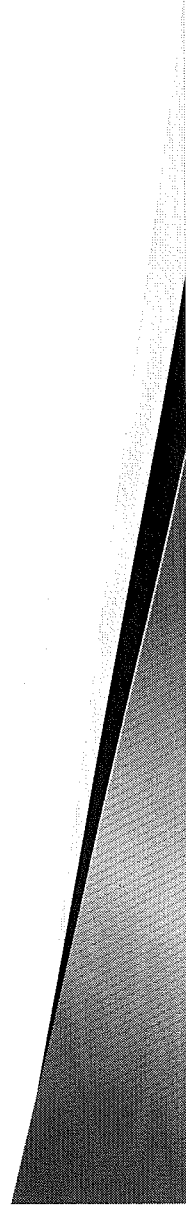
Hours Worked in Primary Employment

Mean = 37.5812
Std. Dev. = 23.25711
N = 3,295

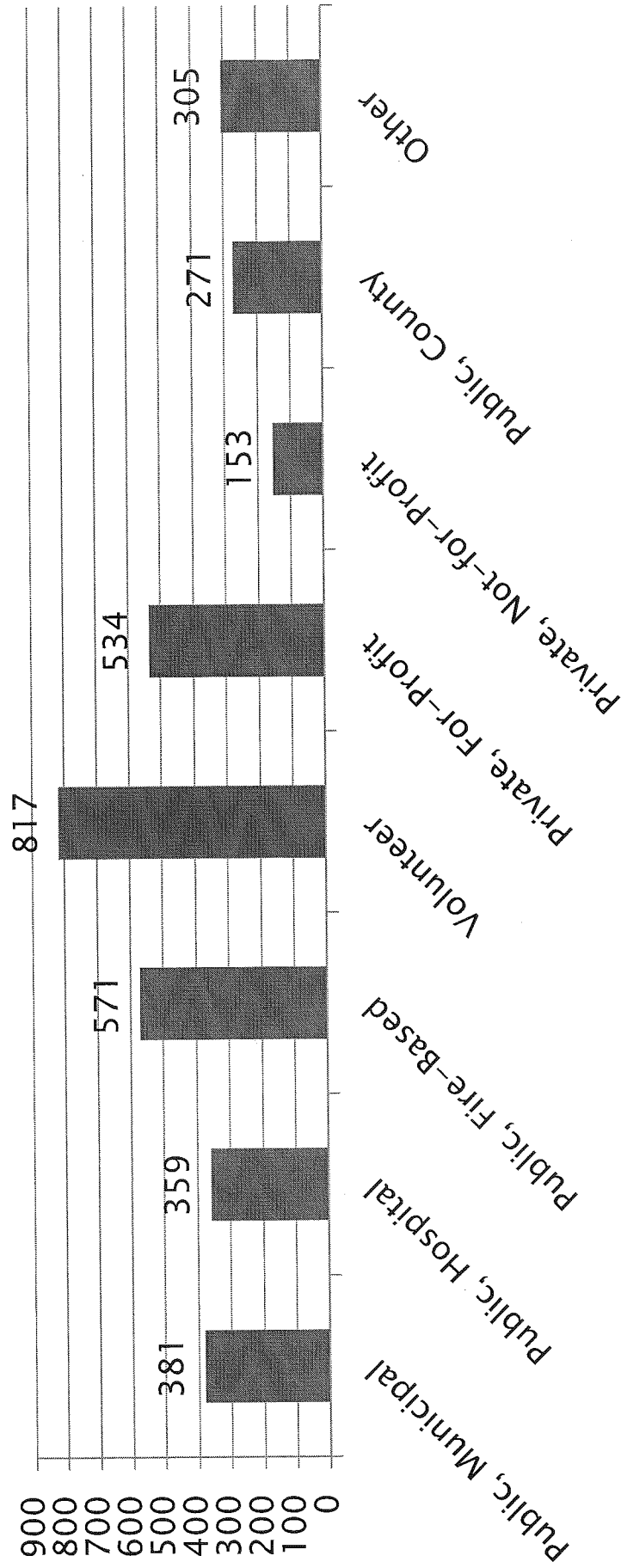


Hours Worked in Primary Employment

	EMR	EMT-B	EMT-A	Paramedic
Mean (Avg.)	25.26	35.43	42.22	47.12
Median	18	40	45	48
St. Dev.	24.89	23.63	20.92	17.52

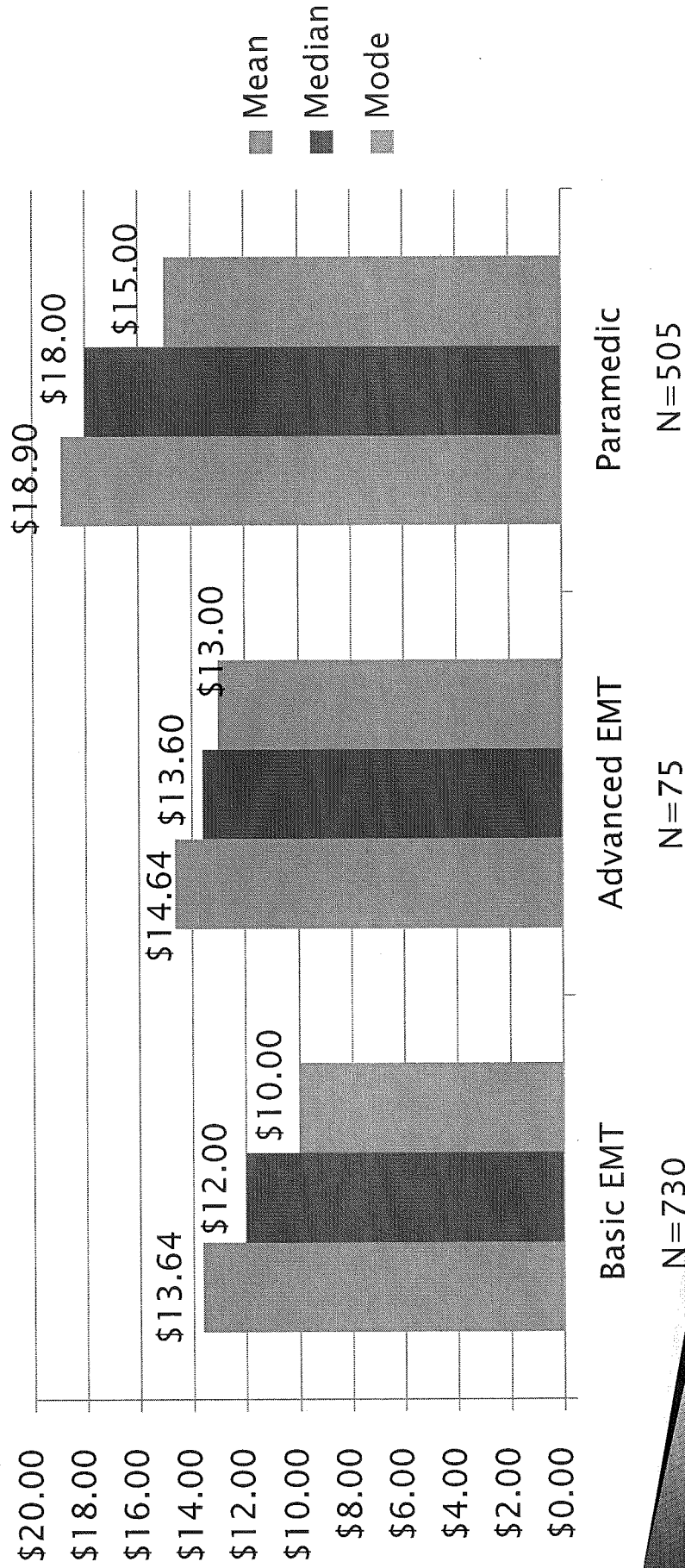


Description of Service Type-Primary Employment



N=3391

Reported Wages by Licensure



Service Provider Information By District

*NP Not Provided	District 1	District 2	District 3	District 4	District 5	District 6	District 7	District 8	District 9	District 10
EMT Wage	\$12.49	\$11.00	\$9.21	\$12.00	\$10.25	\$11.18	\$9.85	\$10.77	\$10.54	\$11.86
Advanced Wage	\$13.12	\$11.25	\$13.11	\$12.50	\$10.50	\$12.60	\$12.62	NP	NP	\$13.47
Paramedic Wage	\$15.68	\$15.55	\$14.62	\$18.13	\$14.44	\$14.62	\$14.52	NP	\$15.11	\$16.60
Vacancies Basic & Adv.	EMRs, EMTs, Para.	EMRs, EMTs, Para.	EMTs, Adv., & Para.	EMTs, Adv., & Para.	Para.	EMR, EMTs, Adv., & Para.	EMR, EMTs, Adv., & Para.	EMTs	EMTs, Adv., & Para.	EMTs, Adv., & Para.

Provider Wage Data (Mean)

EMT	Advanced	Paramedic
\$10.92	\$12.40	\$15.47

Individual Wage Data (Mode)

EMT	Advanced	Paramedic
\$10.00	\$13.00	\$15.00

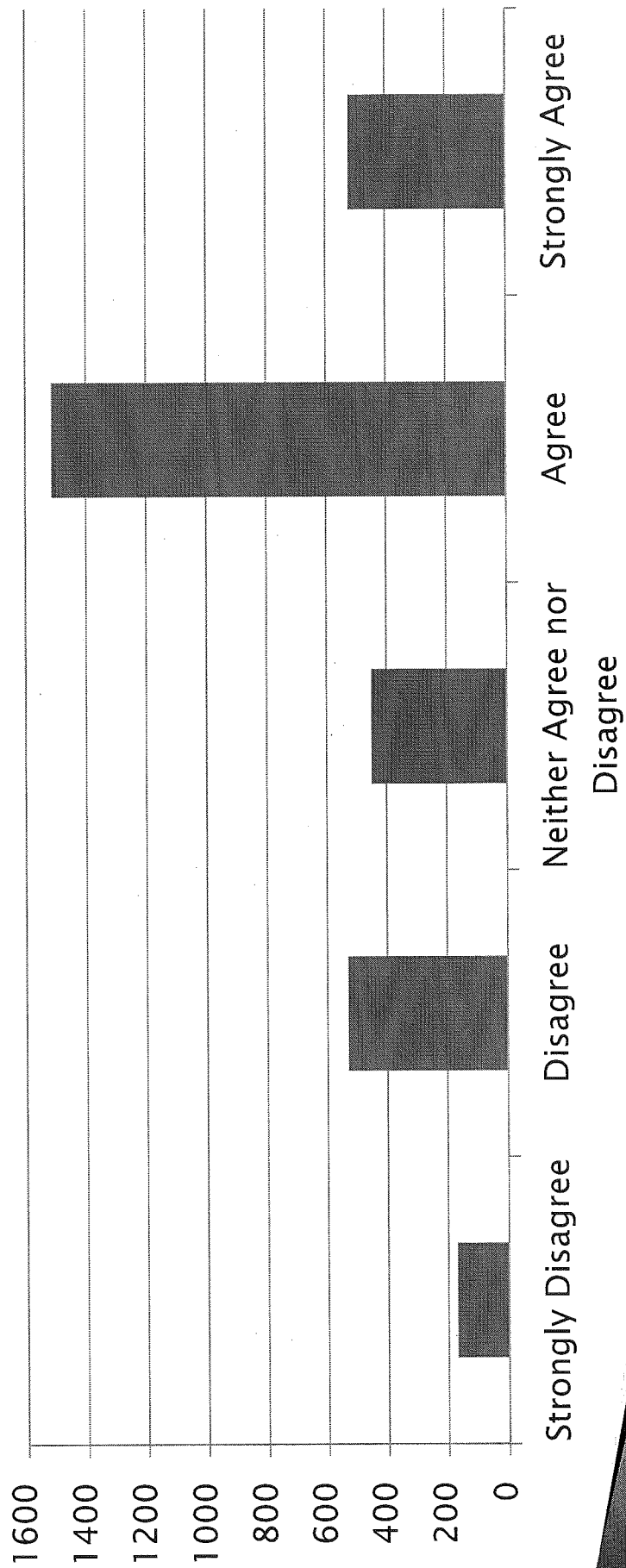
Education »»

Current Training Methods

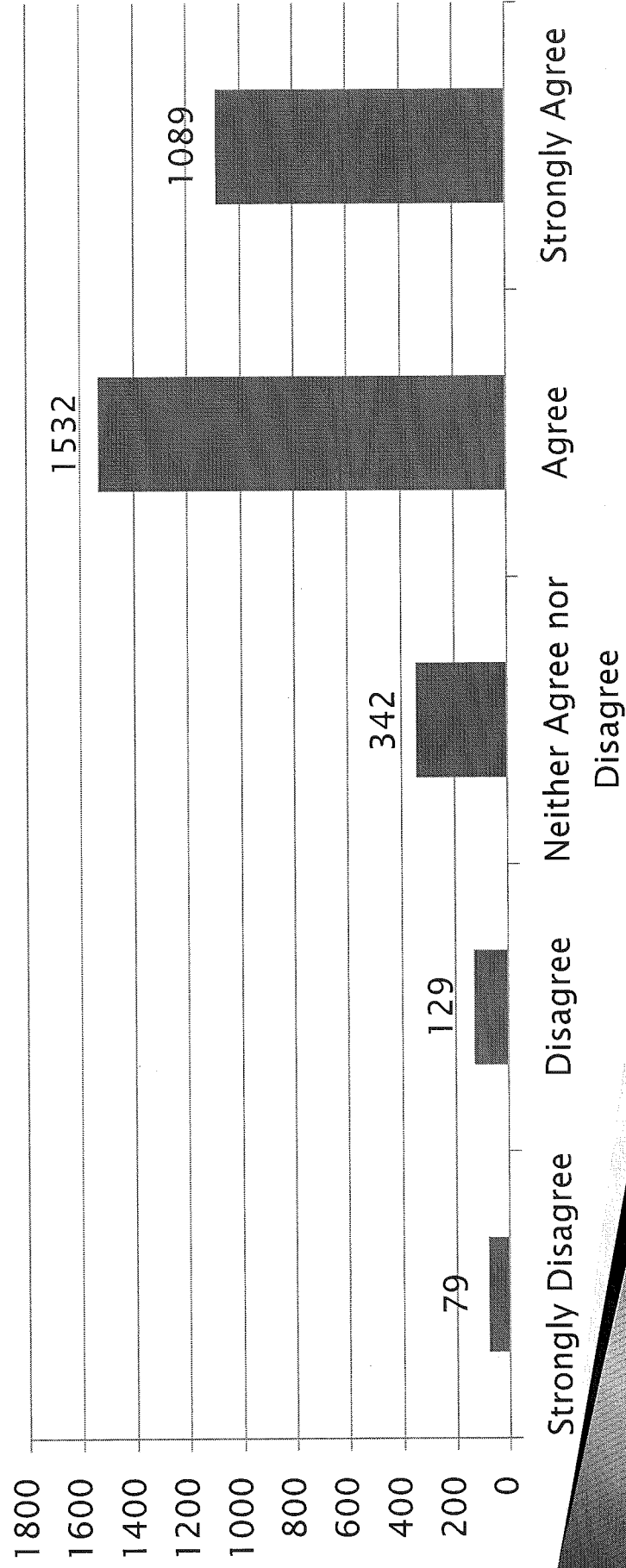
	Overall Mean	EMR-Specific Mean	EMT B-Specific Mean	EMT A-Specific Mean	Paramedic Specific Mean
Online Course	2.54	2.46	2.43	2.62	2.75
Refresher Course	3.26	2.59	3.31	3.28	3.49
Department In-Service	1.95	1.99	2.02	1.77	1.82
Attend Current Course	3.84	4.30	3.68	3.50	3.95
Conference	4.61	4.91	4.71	4.83	4.25
District Sponsored Conference	5.16	5.24	5.11	5.39	5.18
Other	6.65	6.52	6.73	6.61	6.56

Lower the Score Indicate Most Used

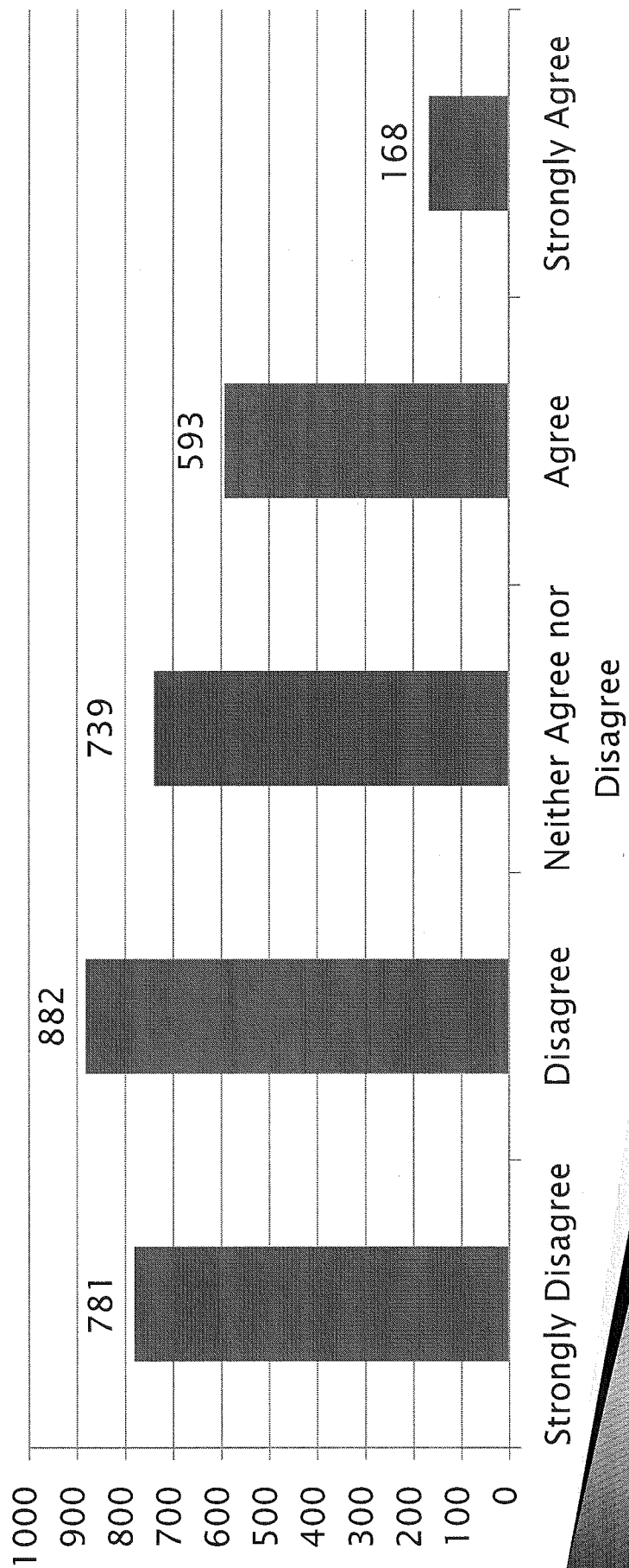
Sufficient Opportunity Education and Training?



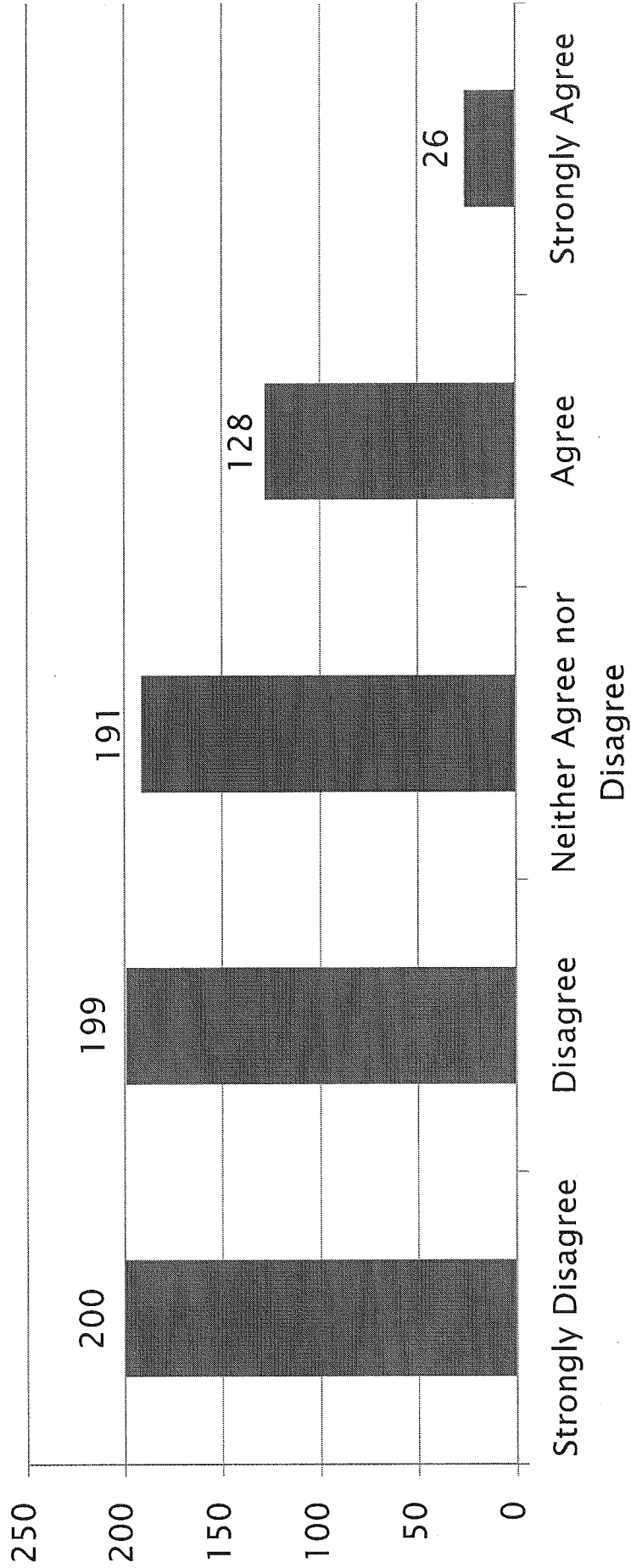
Interest in online education..



Fee for Certification



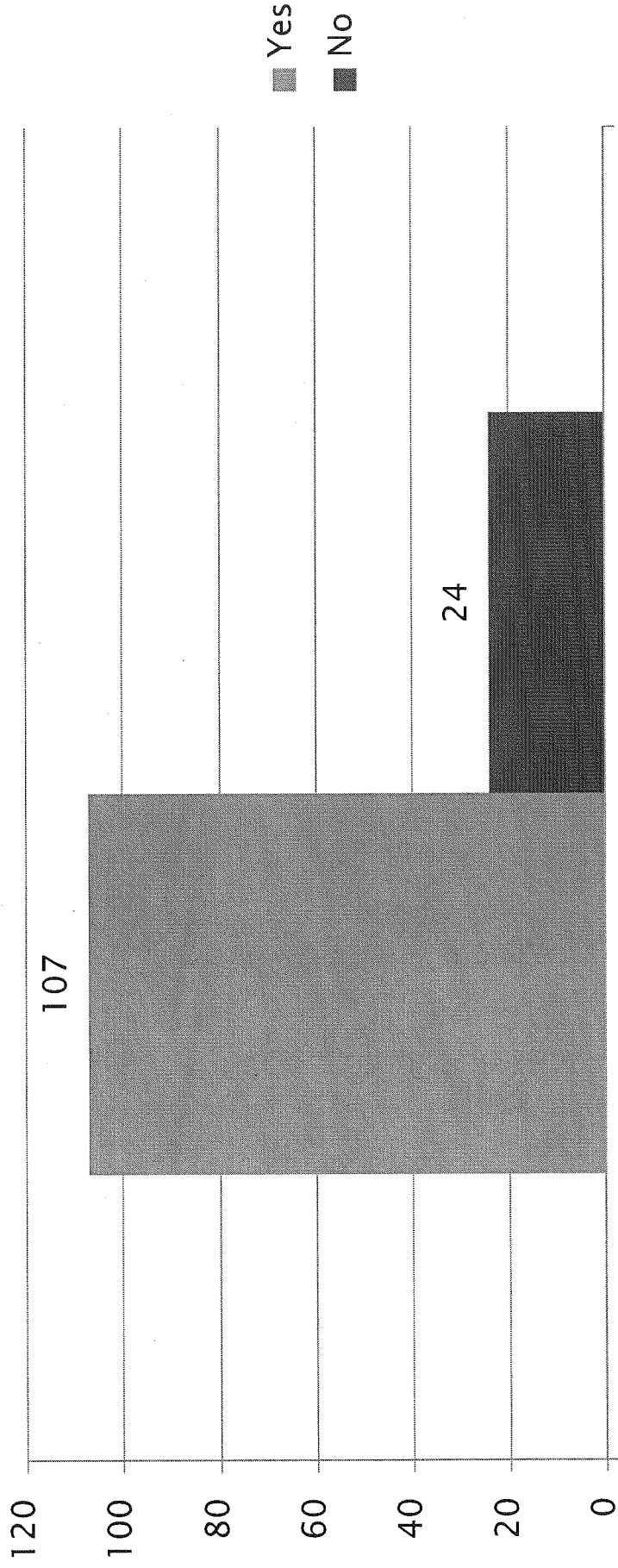
Fee for Certification-Volunteer



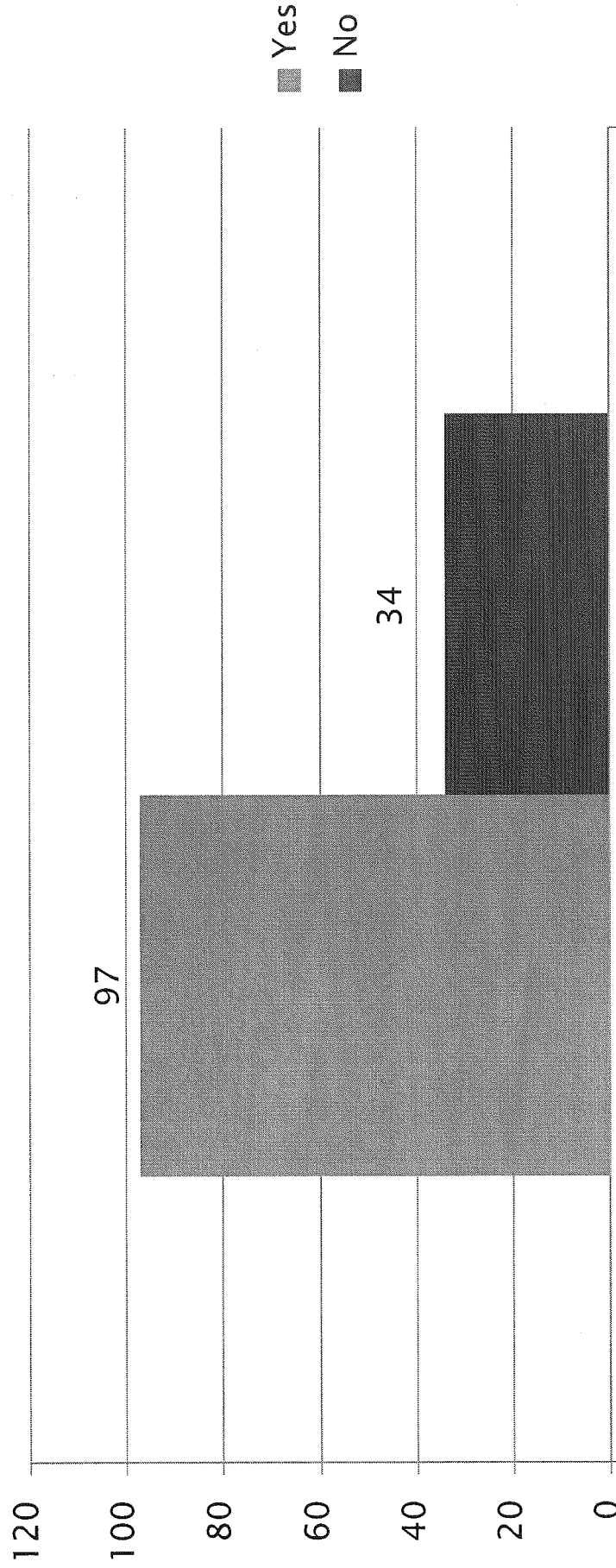
EMS Regional Assessment Data



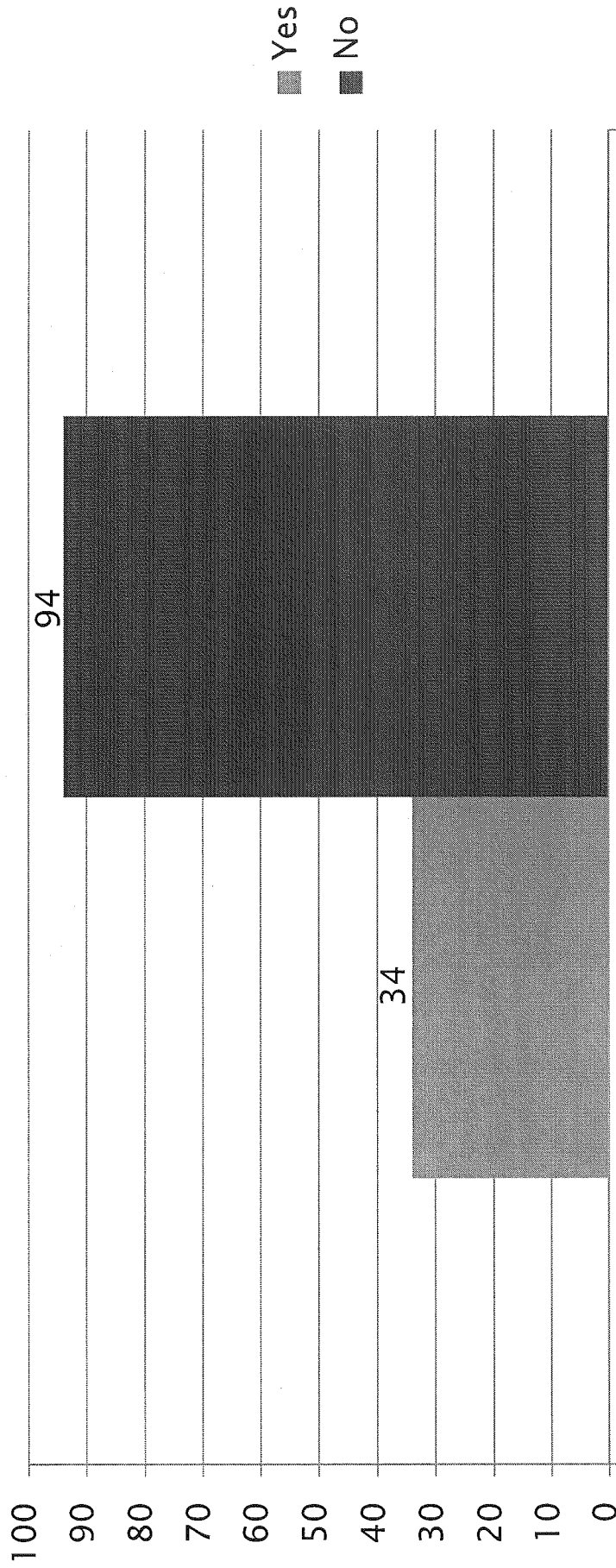
Support Advisory Group Creation



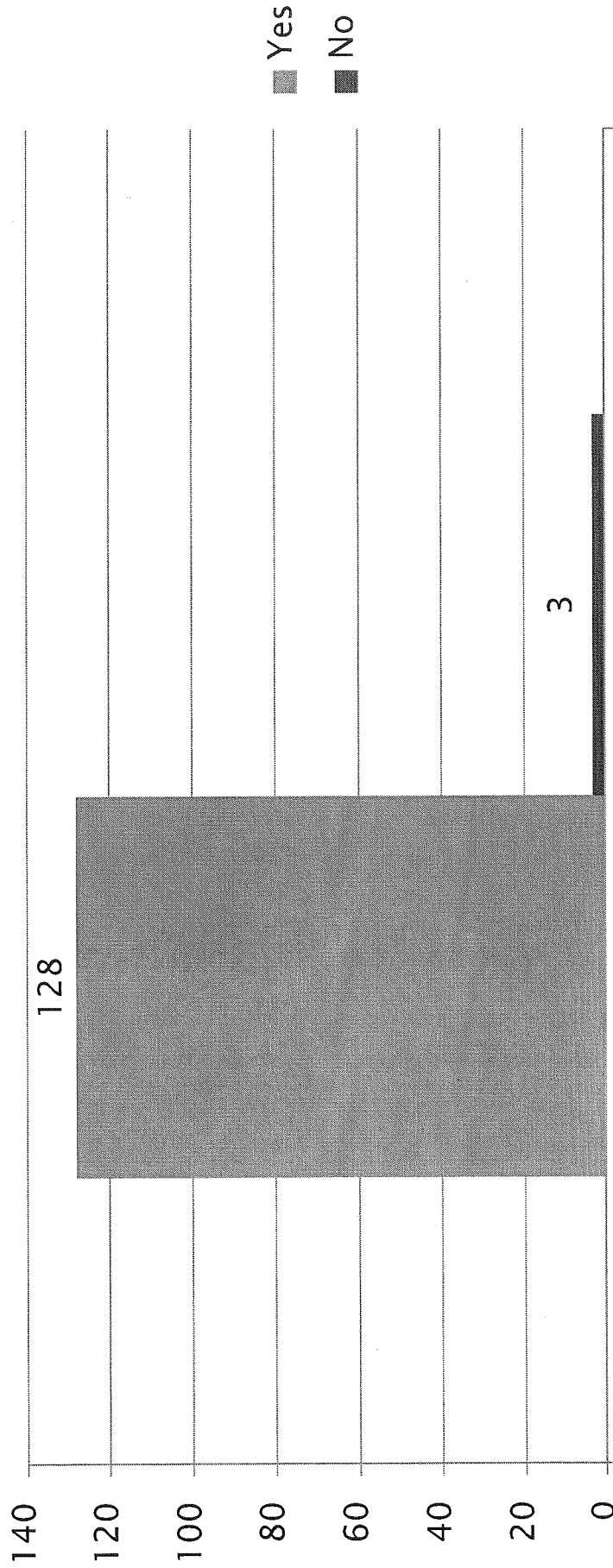
National Registry for EMT Level



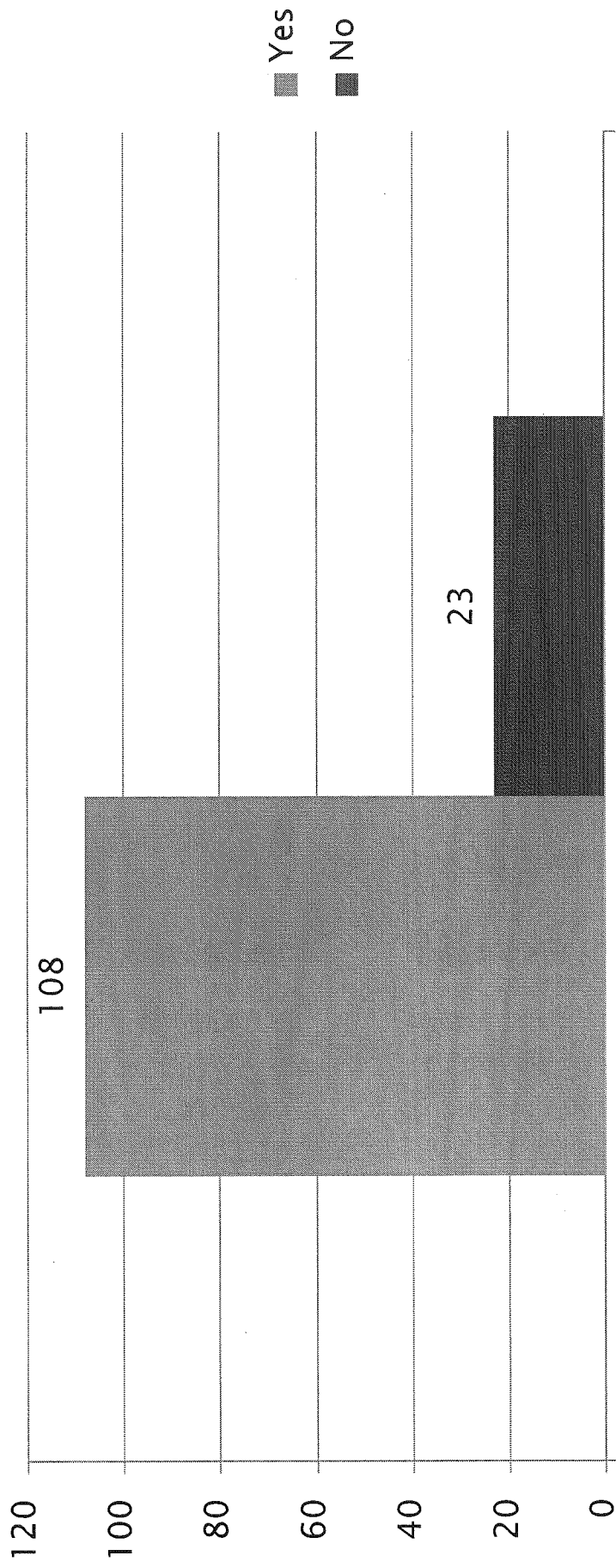
Statewide Communication Plan Enforced



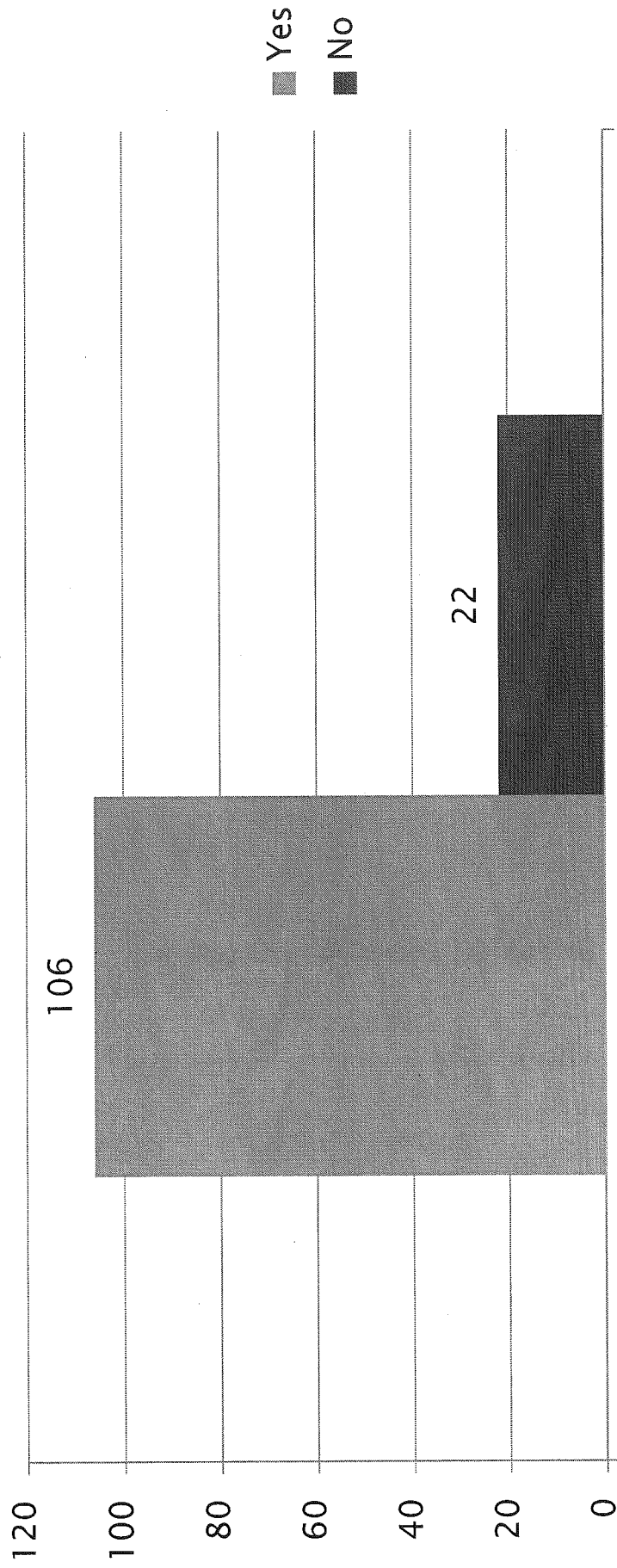
Revise EMS Rules



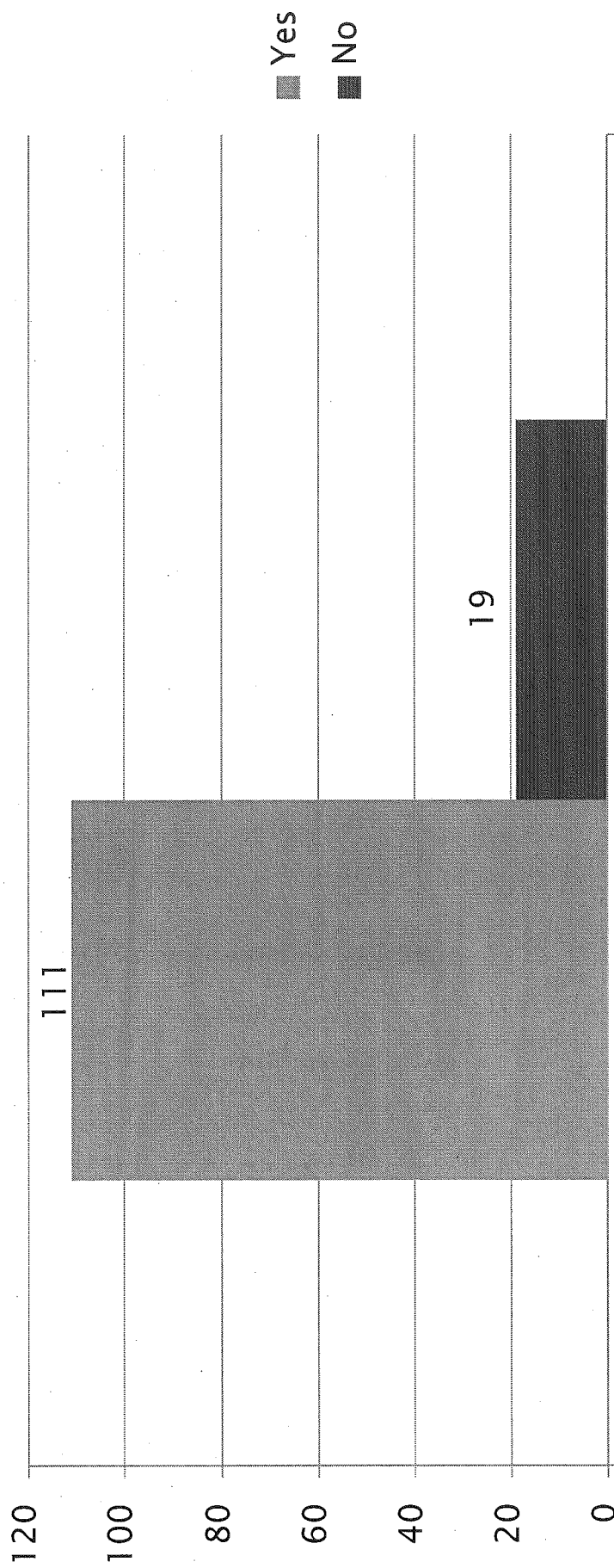
Statewide Clinical Protocols Stemi/Stroke/Trauma



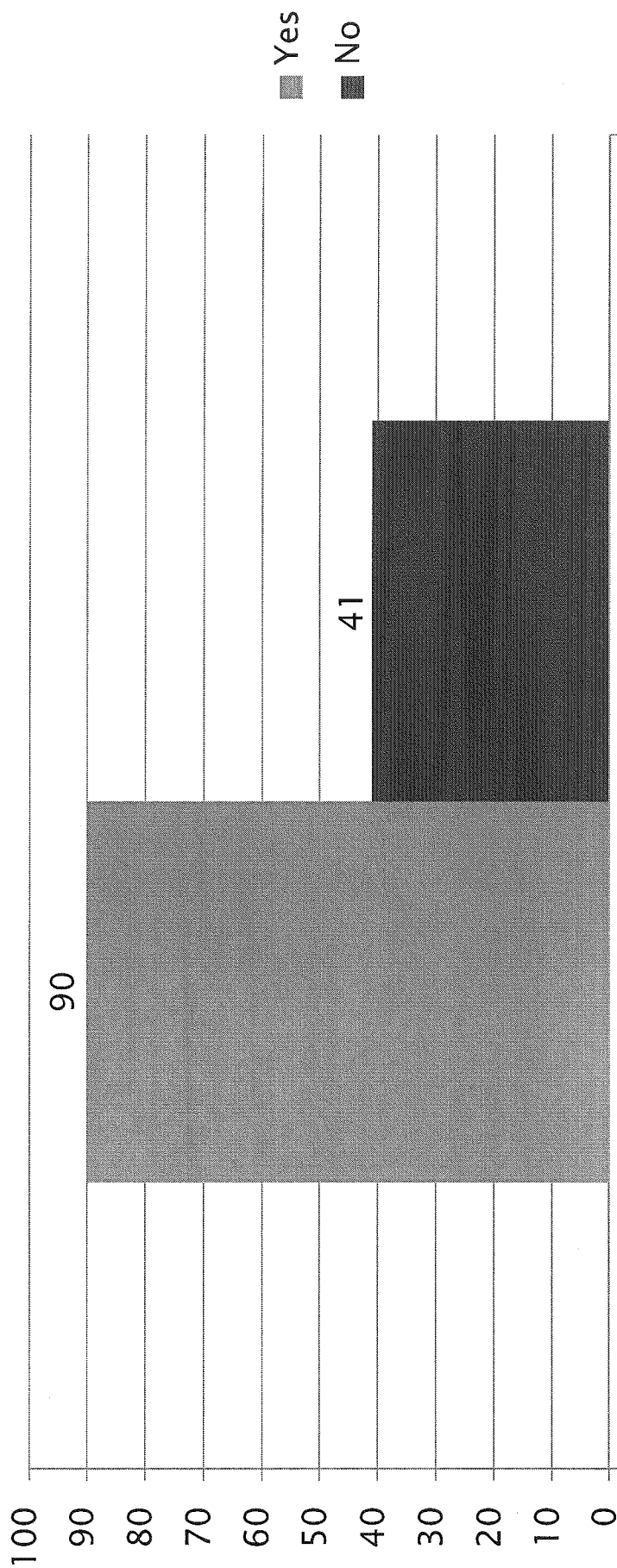
Create Standards Work Place Safety and Training



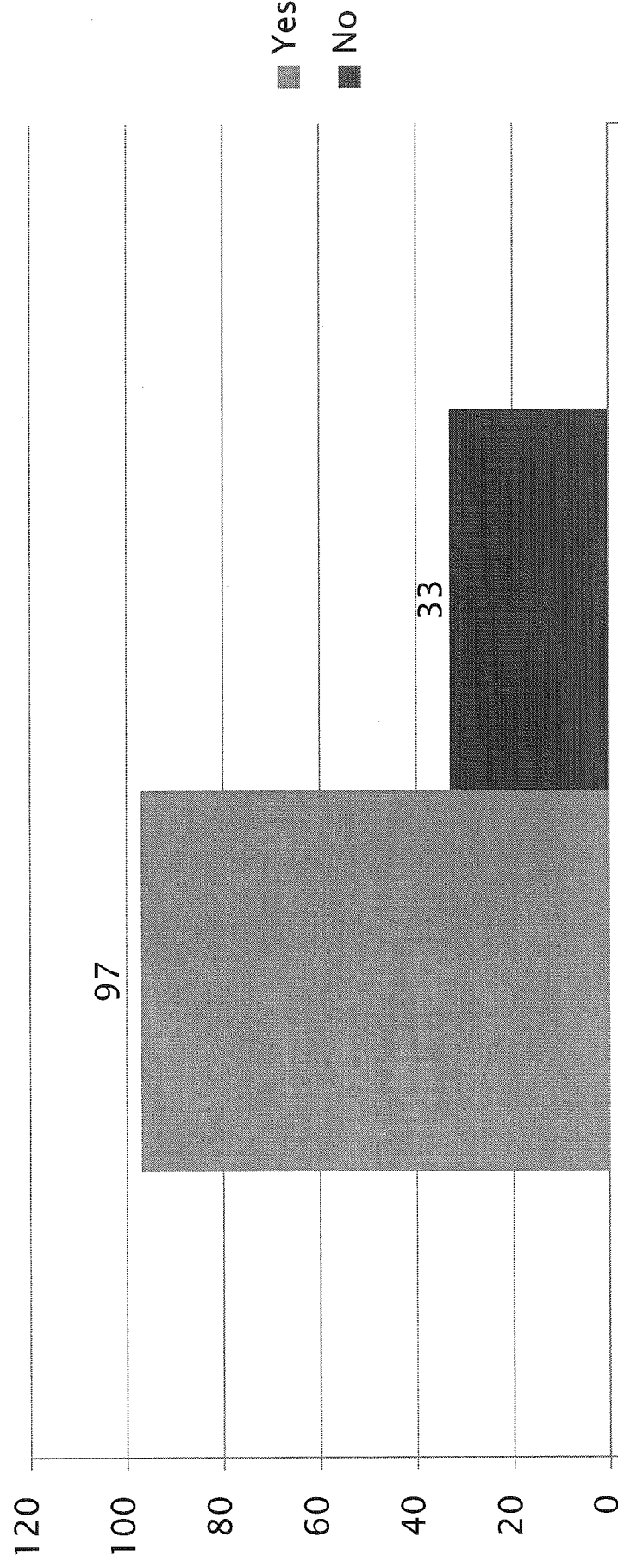
Fingerprint Background Checks for Licensure



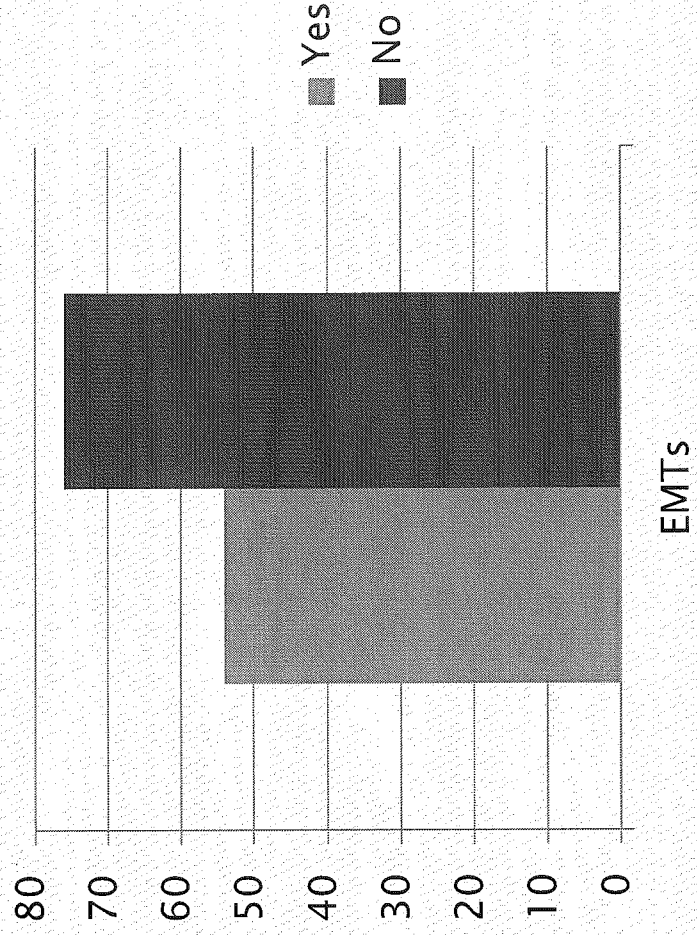
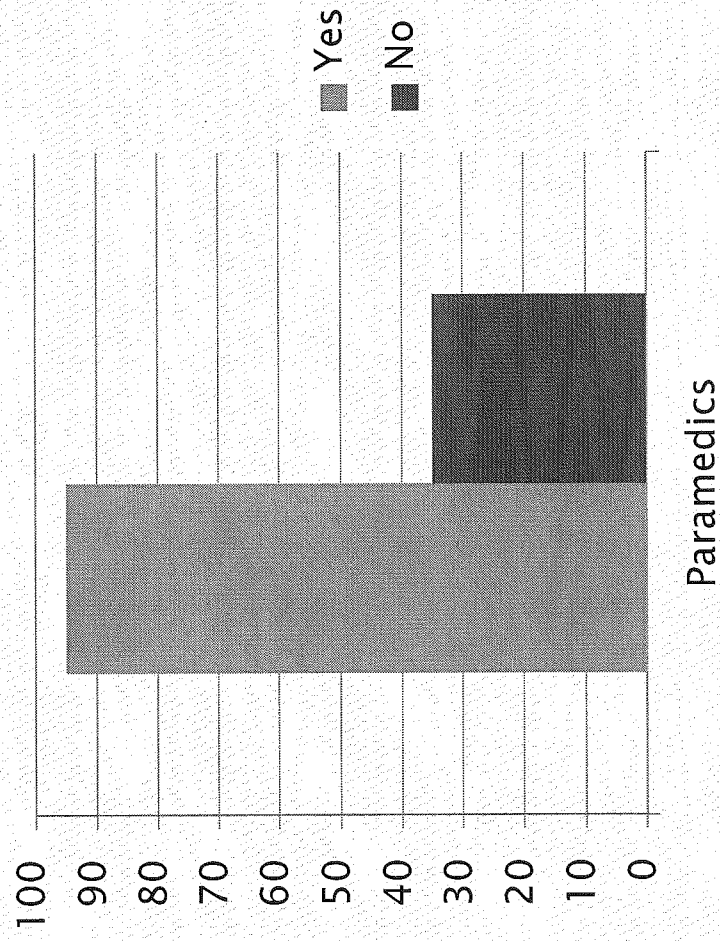
Require EMS Instructors, All Course Levels



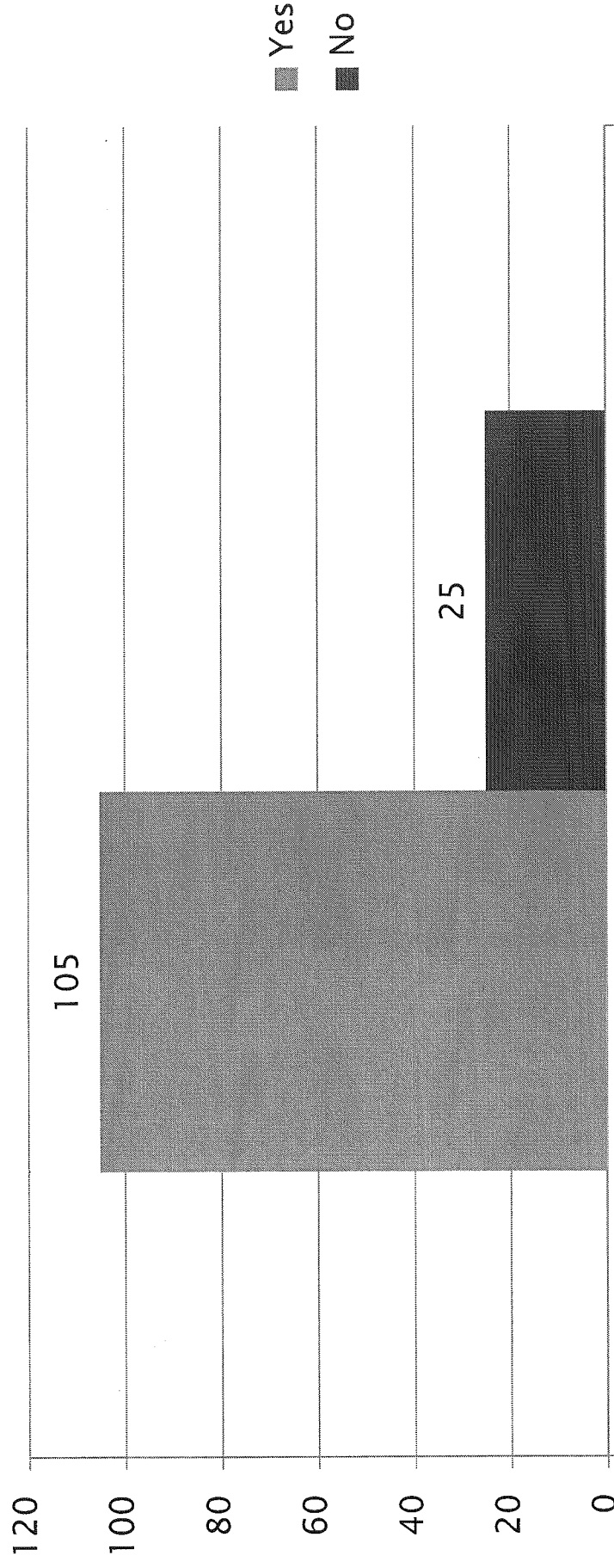
Legislation to Advance CP in Indiana



Shortage of Personnel

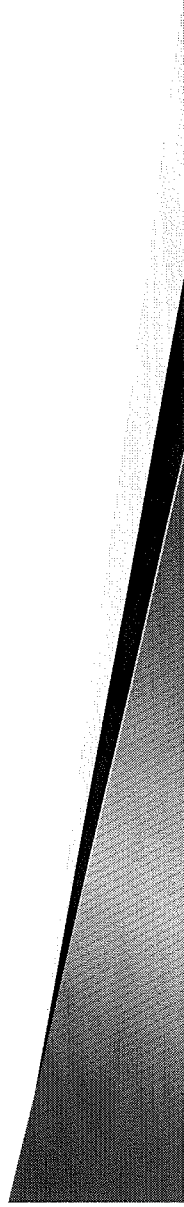


Outcome Reports From Run Data



THANKS

- ▶ IDHS, Emergency Medical Services Branch, EMS Commission
- ▶ Director Garvey, Elizabeth Westfall
- ▶ The RHIC, Stephanie Laws
- ▶ Southard & Associates, L.L.C.
- ▶ Indiana Rural Health Association, Cody Mullen



NHTSA Priority Discussion »