



INDIANA EMS WORKFORCE SHORTAGE - 2022

Prepared by State EMS Director Kraig Kinney



EMS shortage is nationwide

EMS services warn of 'crippling' shortage undermining 911 system

"We're not bleeding any longer – we're hemorrhaging," one ambulance service CEO said in a recent report, describing a decadelong worker shortage exacerbated by the pandemic.



States Strive to Reverse Shortage of Paramedics, EMTs

STATELINE ARTICLE | February 6, 2023 | Updated: February 6, 2023 | By: Marsha Mercer | Read time: 7 min

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Ambulance services face national paramedic shortage

Counties, universities, and private companies are working together to reach out to high school and college students about the industry and offer training programs

Mar 28, 2019

Kate Snyder
The Blade, Toledo, Ohio

HOWELL, Mich. — Ambulance services in Michigan are working to improve recruitment efforts to hire more paramedics because of a state and nationwide staffing shortage — largely due to high employee turnover and low pay rates.

Counties, universities, and private companies are working together to reach out to high school and college students about the industry and offer training programs to get people interested, the Livingston Daily Press & Argus reported.

PARAMEDIC JOBS AND CAREERS

- Why would you want to be a paramedic? 1
- Roundtable: Action steps to move EMS forward 1
- Why introducing waveform capnography can help EMTs grow

MORE PARAMEDIC JOBS AND CAREERS NEWS

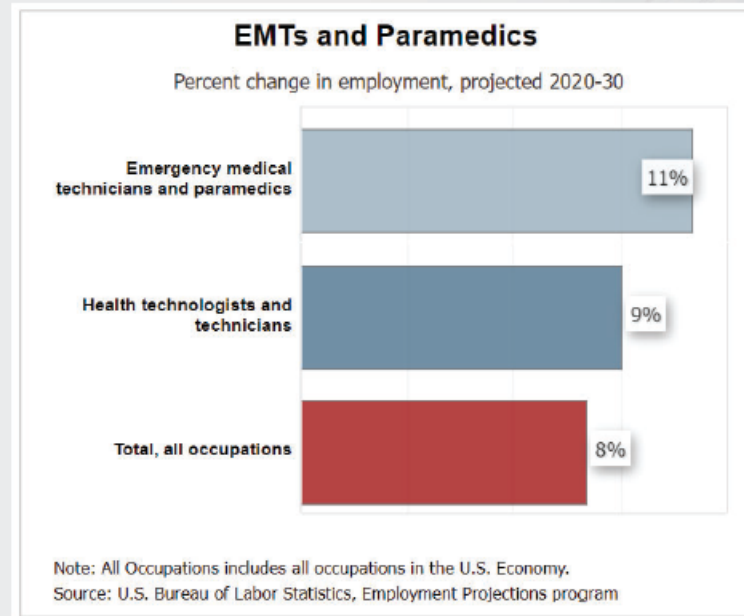


EMS DEMAND IS PROJECTED TO CONTINUE



The EMS Workforce

- + Changing Paradigm
 - + From 2014-2060, population will increase by 31%
 - + To meet the growing population needs for 2030, workforce demand may increase by 11%



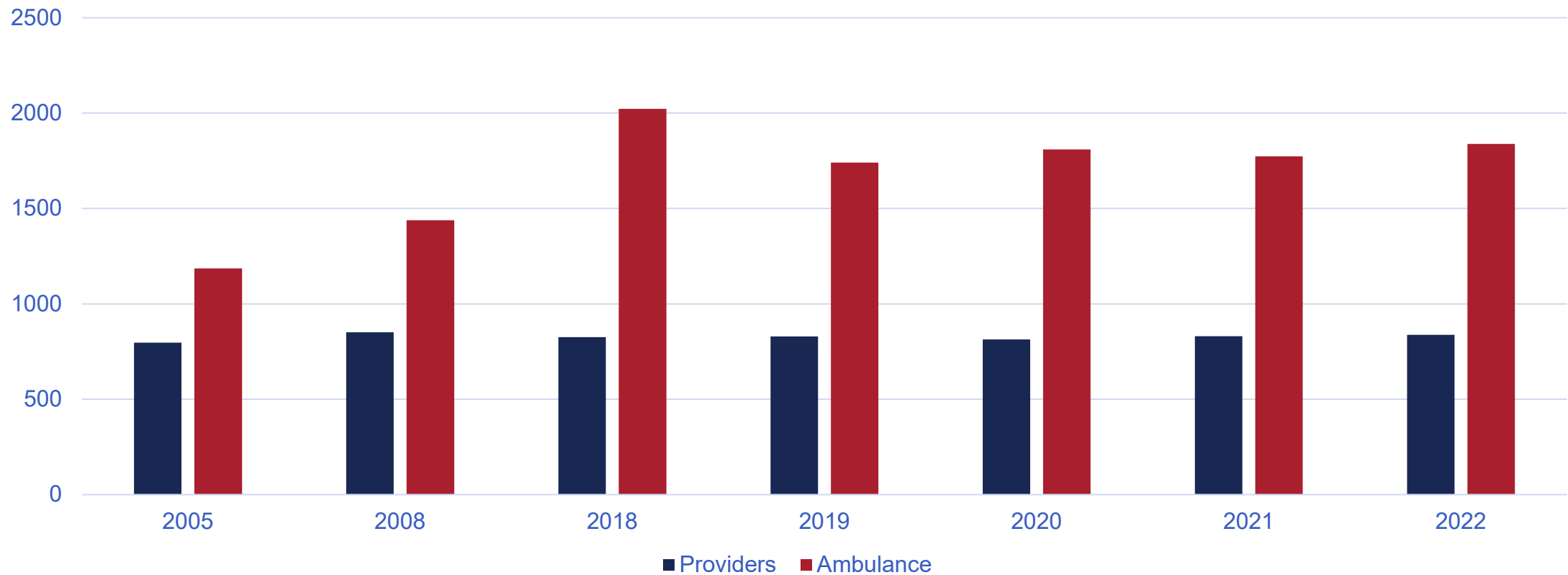
Current Population Reports; US Dept of Commerce. 2015.
<https://www.bls.gov/ooh/healthcare/emts-and-paramedics.htm#tab-6>

This is the projection from the National Registry of EMTs. Indiana already has a shortage (exact extent unknown) and we must also factor in growth to meet needs in future years.

STATUS OF INDIANA AMBULANCES



EMS Provider Organizations and Ambulances

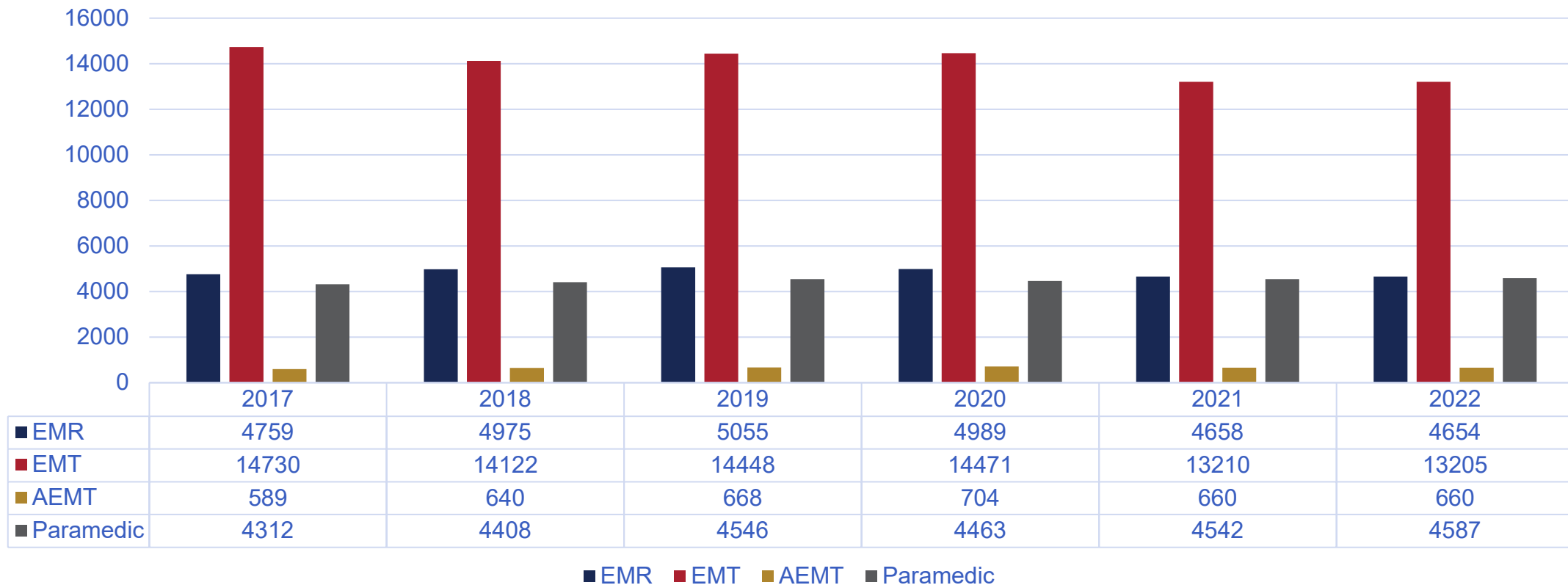


Source: Indiana Department of Homeland Security ACADIS Certifications Database Records

STATE OF INDIANA EMS PERSONNEL

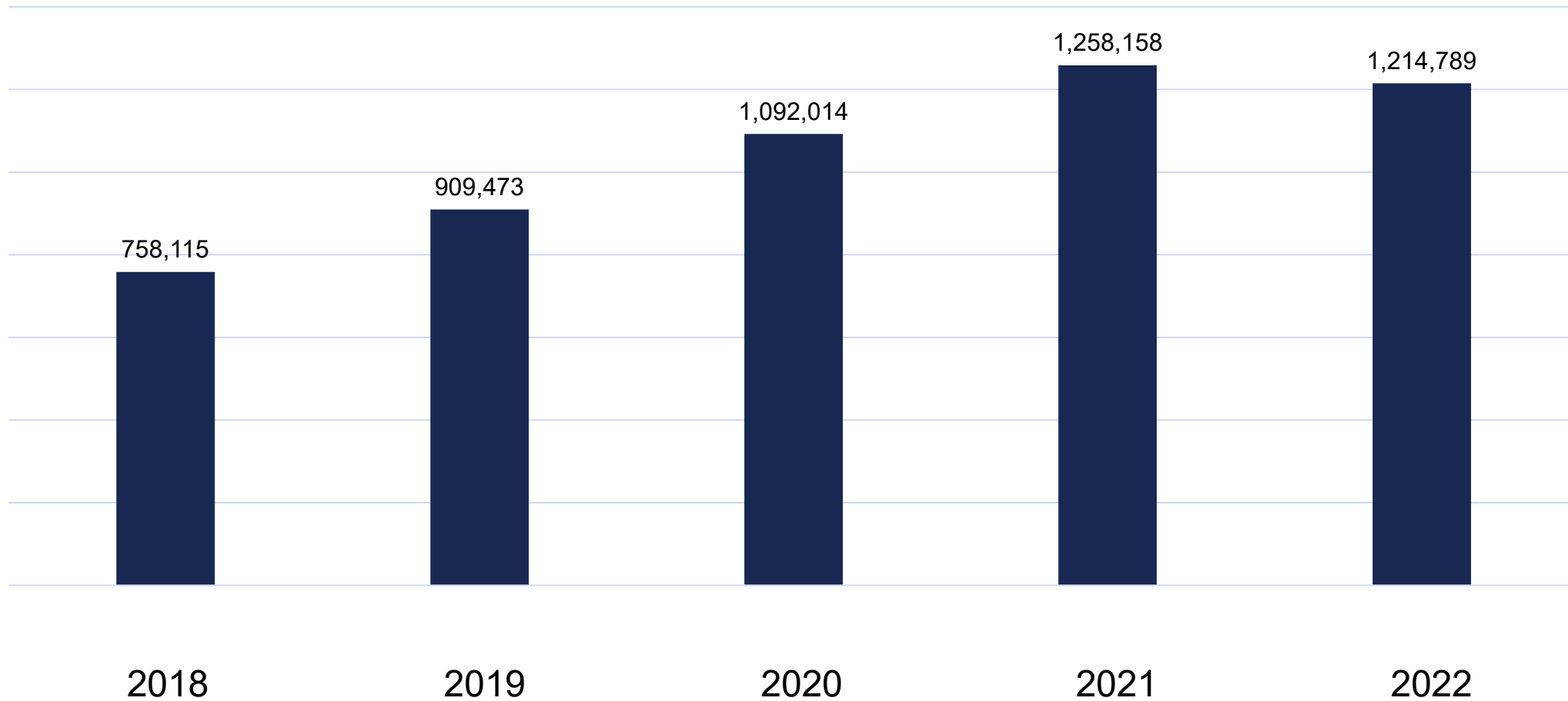


EMS Personnel Certifications by Group 2005-2022



Source: Indiana Department of Homeland Security ACADIS Certifications Database Records

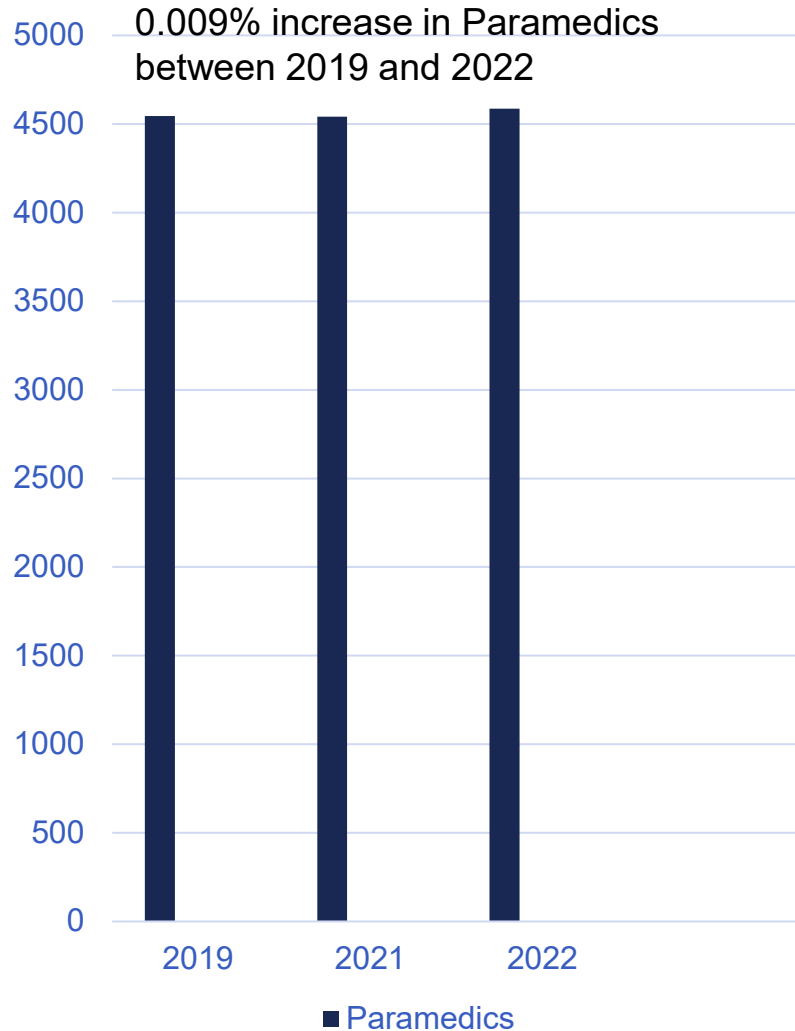
INDIANA EMS RUN VOLUME – LAST 5 YRS



INDIANA PARAMEDIC SHORTAGE

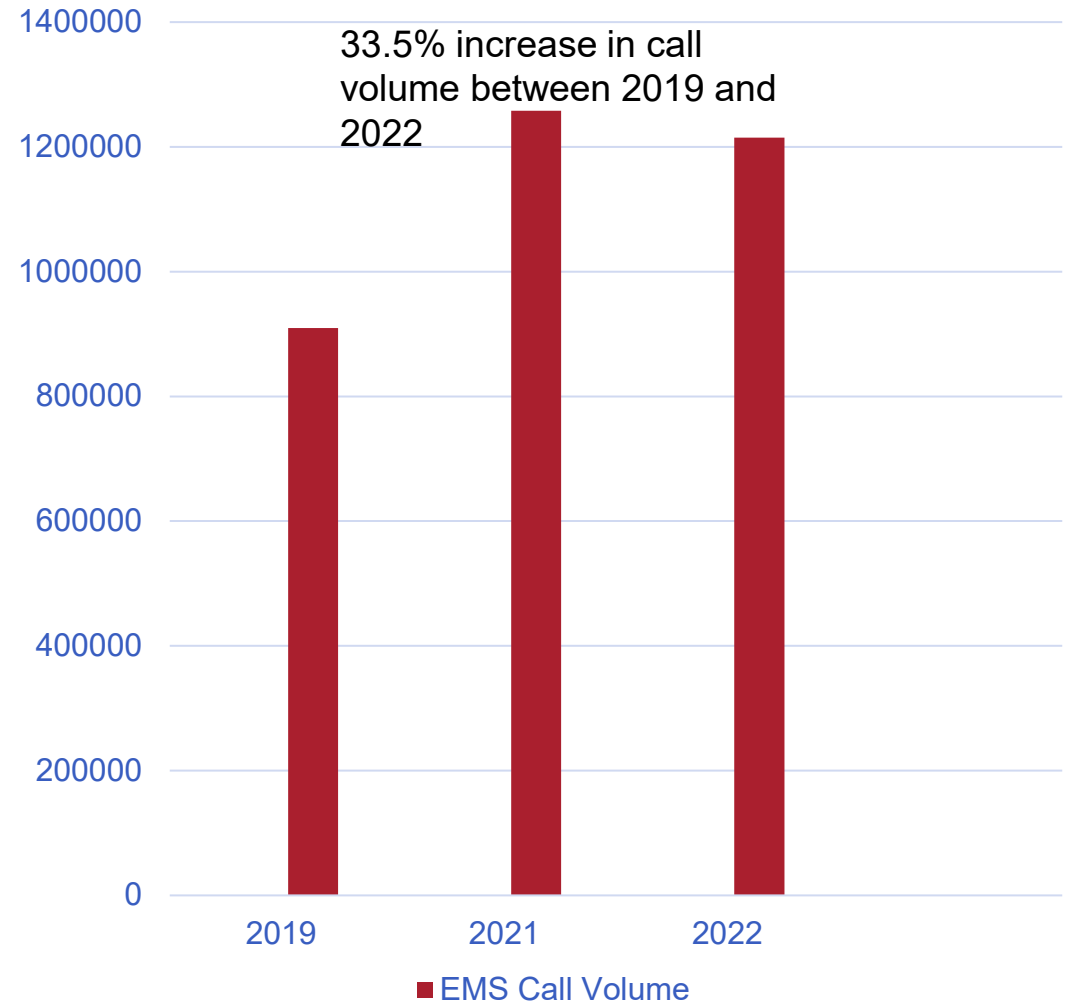


Indiana Certified Paramedics



While the run volume has increased significantly in the past few years, the number of EMS providers remains fairly unchanged.

EMS Call Volume



EMS WORKFORCE



- The certifications trends are only part of the story.
- How many EMS certified or licensed personnel are not “active,” meaning not performing traditional ambulance response?
- We have civilian paramedics in the fire service (former FF/paramedics now on fire apparatus but remain certified), MIH providers, EMS administration and hospital employment.
- There are also providers who are working in non-EMS jobs and continue to hold their EMS certifications.

EMS WORKFORCE



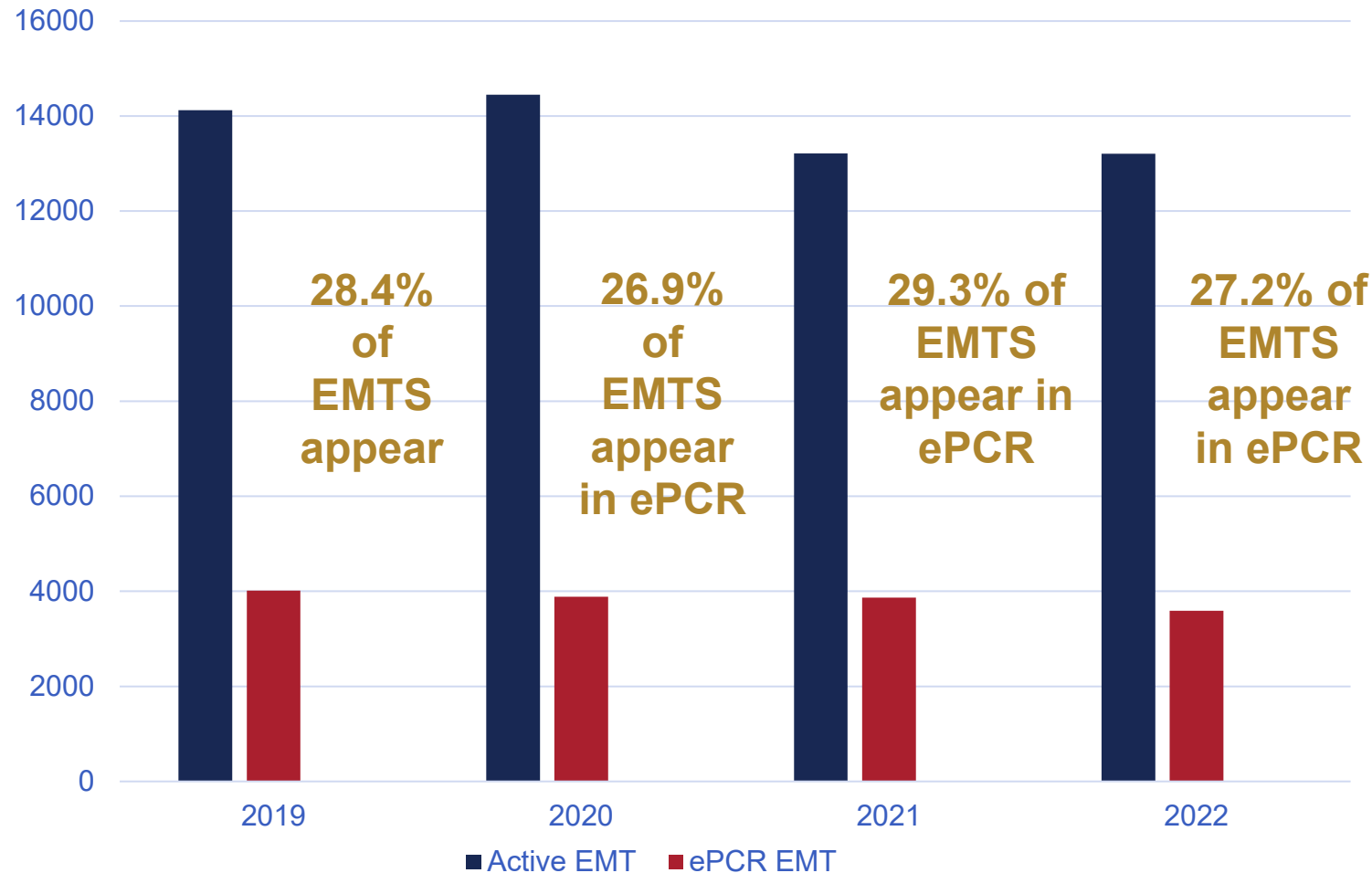
One method to determine number of active users is to look for unique identifiers by certification level as listed in the ImageTrend run sheet statewide database as a participant in an EMS response.

Then compare the number of certified EMS professionals at their certification level against the number of unique identifiers in the crew listings in the run database.

INDIANA EMT SHORTAGE



EMT “active users” in state ePCR system

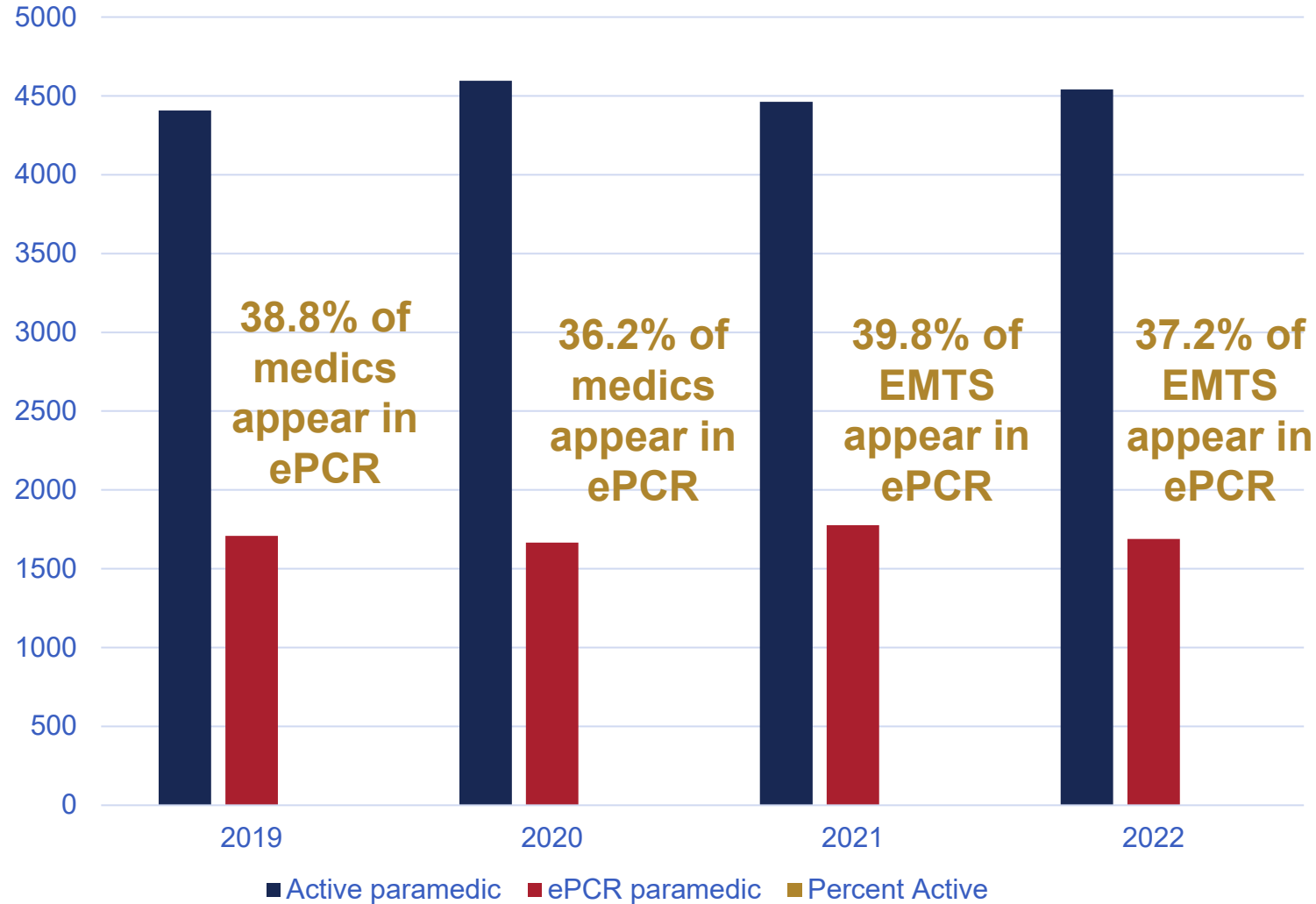


Summary: the four-year average of certified EMTs that were listed at least once in the state run report system during a year is 27.95%.

INDIANA PARAMEDIC SHORTAGE



Paramedic “active users” in state ePCR system



Summary: the four-year average of licensed paramedics that were listed at least once in the state run report system during a year is 37.99%.

STATEWIDE CHANGES TO ADDRESS WORKFORCE



- Systems are re-evaluating/“do more with less”
 - Pre-screen 911 calls.
 - Divert non-emergency to other resources such as MIH.
 - Re-organize 911 systems to send out BLS crews for initial evaluation for many calls and have paramedics available for intercept.
 - Many systems are dropping non-emergent transports such as hospital transports.
 - Relying upon mutual aid either in shared resources or having other agencies in the area assist when call volume is at a peak.

WHAT IS THE STATE DOING?



INDIANA GOVERNOR'S PUBLIC HEALTH COMMISSION



Report to the Governor in fulfillment of Executive Order 21-21
Submitted by the Staff of the Indiana Department of Health

"An ounce of prevention is worth a pound of cure."
- Benjamin Franklin



Recommendations



Recommendation 23: Ensure local level EMS readiness through expansion and sustainability of EMS workforce.

Action items:

- A. IDOH in conjunction with the EMS Commission, will conduct a needs assessment of specific EMS gaps in local jurisdictions.
- B. Ensure funding for prioritized recruitment to address EMS workforce shortages and provide mechanisms for cost-sharing related to equipment purchases, particularly in underserved and geographically remote areas of the State.
- C. Establish long-term promotional and retention plans for EMS personnel.
- D. Enhance ongoing higher-level EMS training and expansion of community paramedicine programs.
- E. Improve health outcomes related to preventable injuries and other trauma through enhanced analysis and educational initiatives, increased access to EMS, and other efforts to strengthen the trauma system.

WHAT IS THE STATE EMS OFFICE DOING?



- Working with the legislature and governor's office to create pilot funding for workforce and education funding directed at EMS.
- Indiana is conducting an EMS workforce study via the Bowen Center at Indiana University.
 - Joint effort by the Indiana Department of Health and IDHS.
 - This study will generate data during 2023 and establish an on-going data collection.
- Indiana is one of five states participating in an EMS workforce study being conducted by the National Association of State EMS Officials (NASEMSO).

SUMMARY



- The shortage did not happen suddenly. EMS has been a tightly staffed workforce, but new challenges and opportunities are exposing how significant the shortage is.
- We did not get into this overnight and will not correct it overnight. There are short-term fixes but long-term planning will be needed.