



EMS Workforce Shortage

Support Initiatives for the Hiring, Retention and Training of Paramedics and EMTs

Extreme Shortage of Paramedics and EMTs

- Our country's emergency medical services (EMS) system is facing crippling staffing challenges that threatens the provision of crucial 9-1-1 emergency healthcare services to local communities and the medical response to public health emergencies, terrorist attacks and natural disasters.
- The crippling shortage of paramedics and emergency medical technicians (EMTs) is a long-term problem that has been building for over a decade but exacerbated by the COVID-19 pandemic and is a crisis for both public and private ambulance service organizations and the communities they serve.
- Our pipeline for EMTs entering the health care profession has been stretched thin as our highly trained paramedics are being hired by hospitals to offset the nursing shortage.
- The 2022 Ambulance Employee Workforce Turnover Study by the American Ambulance Association (AAA) and Newton 360 - the most sweeping survey of its kind involving nearly 20,000 employees working at 258 EMS organizations — found that overall turnover among paramedics and EMTs ranges from 20 to 30 percent annually with organizations on average having 30% of their paramedic positions open and 29% of their EMT positions.
- The shortage is resulting in longer 9-1-1 response times for ambulances to reach patients in need of emergency ambulance services as well as an urgent interfacility ambulance transport to receive a higher level of care.

Impact on Delivery of Emergency and Urgent Medical Care and Transport

- Provide \$50 million in funding for the Office of the Assistance Secretary for Preparedness and Response (ASPR) for grants open to all ambulance service providers to fund paramedic and EMT recruitment and training including employee education and peer-support programming to reduce and prevent suicide, burnout, mental health conditions and substance use disorders.
- Provide tax credits to companies for employee education loan repayment assistance.
- Reduce barriers that prevent veterans from becoming certified as paramedics/EMTs.
- Request the Secretary of Labor (in coordination with the HHS Secretary) to conduct a study on the current and projected EMS workforce shortage and report their findings and
- Raise the EMS Workforce Shortage in congressional hearings on labor shortages.

Please contact Tristan North with the American Ambulance Association at 202-802-9025 or tnorth@ambulance.org on specific ways you can help address the EMS workforce shortage.