



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 emergency healthcare services.
- 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 more recently.
- 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 2024 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.
- 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.

Support the PARA-EMT Act

- The Preserve Access to Rapid Ambulance Medical Treatment Act (H.R. 2220) "PARA-EMT" Act by Congresswoman Gluesenkamp Perez and Congressman Finstad would help address the paramedic and EMT shortage.
 - Provides funding (\$50 million) 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.
 - Reduces 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.

House Request

- Please cosponsor the PARA-EMT Act (H.R. 2220) by contacting Amy Lindardt with Congresswoman Gluesenkamp Perez or Meagan Daly with Congressman Finstad.

House and Senate Request

- Contact the leadership of the Senate and House Armed Services Committees respectively in support of conferees adopting the language (Section 715) in the Senate-passed version of the National Defense Authorization Act (S.2296) that would facilitate the transition of medics coming out of the Armed Services to become civilian health care professionals.