



Michigan's EMS Staffing Crisis

ANGELA MADDEN

MAAS EXECUTIVE DIRECTOR | ANGELA@MIAMBULANCE.ORG



More EMS Heroes needed in the field

- Michigan needs approximately 1,000 new paramedics and emergency medical technicians.
- This shortage is putting a strain on existing staff and EMS agencies.
- Shortage is resulting in significant overtime for current EMS heroes (leading to burnout) and increased costs for EMS agencies.
- In many cases, agency leadership are taking on road shifts to ensure the community is covered.

How did we get here?

- The number of students entering programs to become paramedics or EMTs has reduced significantly in recent years.
- As a result, the number of programs offering EMS education has reduced as well.
- Pandemic made working in EMS more dangerous and labor-intensive.

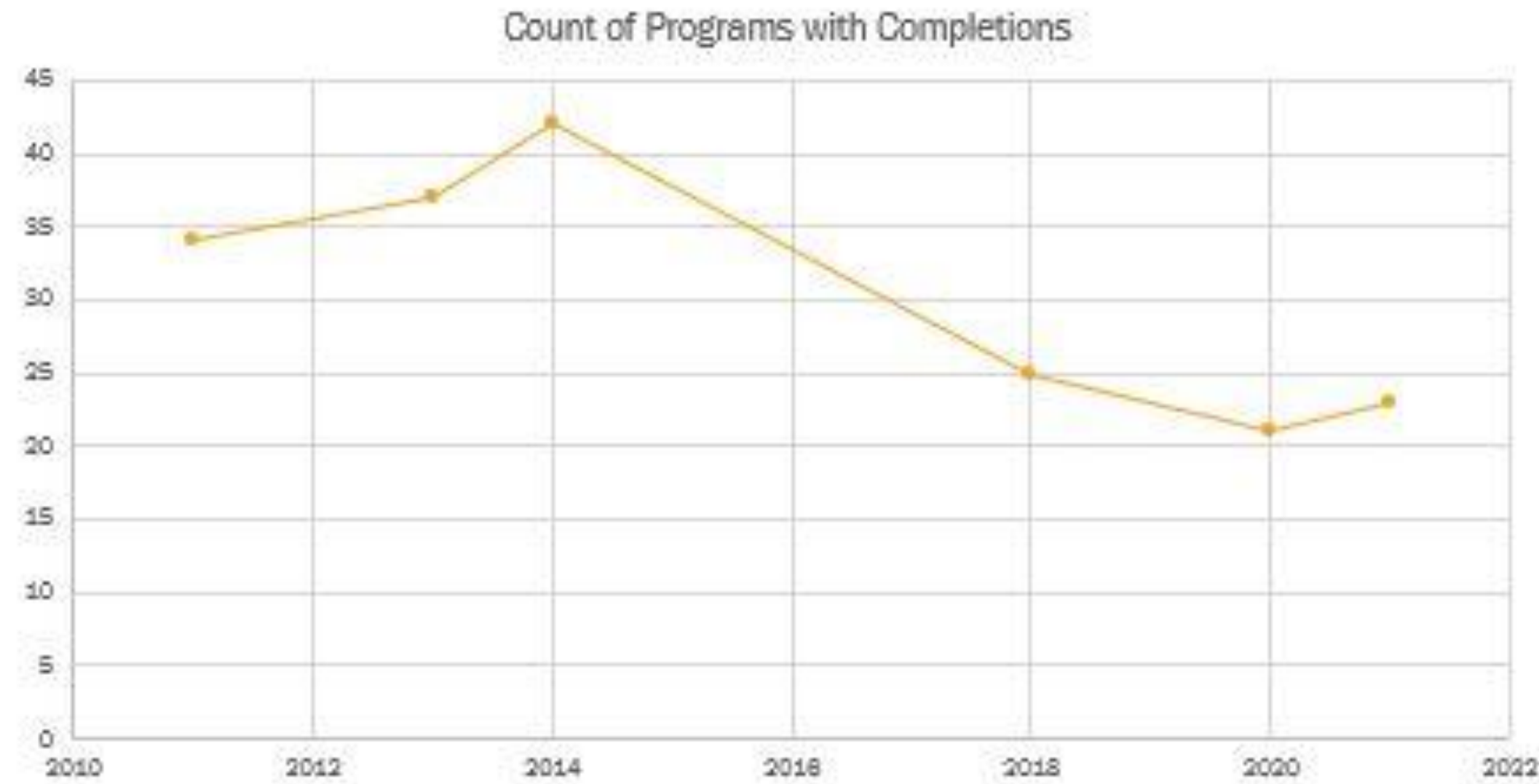


Other factors impacting the shortage

- Some students are taking courses with no intention of actually working in EMS. EMS education has been used as a steppingstone to nursing or PA school, or to work in a hospital setting.
- People working in EMS want to serve their own communities. Not move to an underserved area to be an EMT/paramedic.
 - MUST bolster education programs in smaller/rural communities around the state.

Not enough education programs

- There were more than 40 programs graduating medics in 2014 and now there are less than 25.



The crisis in numbers

- EMS agencies are seeing a 30% retirement rate per year, with only a 10% graduation rate to replace those staff.
- 25% of licensed paramedics are not affiliated with an EMS agency (not working in EMS)
- 40% of EMTs are not associated with an agency (not working in EMS)
- Growing number of paramedics and EMTs are not renewing their licenses. In 2021, more than 2,000 individuals in Michigan let their licenses lapse.

How to end this crisis

- Promote the value and importance of careers in emergency medical services across the state.
- Invest in recruitment, retention and training programming focused on getting more people into the field and keeping those working in EMS.
 - Could include recruitment and retention bonuses, tuition assistance, tuition reimbursement and coverage of other costs associated with EMS education.
- Treat EMS as a critical aspect of the healthcare system.

What's next?

- Together with other EMS organizations, MAAS is working on a plan to end the staffing crisis and set EMS on a more positive path going forward.
- Plan will encompass ways to achieve goals previously mentioned.



QUESTIONS?

Angela Madden

MAAS Executive Director | angela@miambulance.org

