

MIEMSS

July 12, 2004 @ 1:00 PM

Recruitment and Retention Survey						
Counties	Are the services in your jurisdiction: Paid Volunteer Both?	Are you having difficulty recruiting any of the following: EMT - Basics Cardiac Rescue Technicians EMT - Paramedics	Can you cite specific reasons for the difficulty recruiting?	Are you having difficulty retaining volunteers or employees in your service?	If YES, can you identify specific reasons for the difficulty retaining personnel?	Are there any trends that you can identify for either recruitment or retention?
Anne Arundel	Both	EMT Paramedics	Ability to pass Candidate Physical Ability Test (CPAT)		Significant decline in volunteer population due to various reasons.	
Annapolis Fire Dept.	Both	EMT Paramedics	Lack of adequate applicant pool w/paramedic credentials. Greater number of trained Paramedics who are not interested in functioning as cross trained/ dual role, thus do not apply. Out of state apps. who are hired often accept job only as a temporary measure until they get hired closer to home.	YES - Paramedics		Shrinking pool of paramedic program graduates CPAT Physical requirements may further shrink the pool of qualified applicants.
Baltimore County	Both	Cardiac Rescue Technicians EMT - Paramedics	Lack of graduates of PM Programs- County wide/state-wide Demand for EMT/Paramedics out-pacing the number of graduates (academy, college base programs)	YES	Much higher call volume, increasing level of at-home or at-work responsibilities. Volunteers no longer have the time to connect to EMS training, meetings, conf ed, etc.	Much slower growth of PM classes in recent years. The pool of EMT-Paramedics has decreased also in part due to poor economic times.
Caroline County	Both-Primarily paid from 05:00 to 19:00 w/paid ALS	EMT-Basics Cardiac Rescue Technicians EMT-Paramedics	Limited pool of interested people to draw from	NO		In order to remind good people they must be treated well and know that their efforts are appreciated.
Dorchester County	both	EMT-Paramedics	Training Availability and Cont. Ed requirements after initial training at all levels.	YES	Training Availability and Cont Ed requirements after initial training of all levels	
Frederick County	Both	EMT-Paramedics/EMT Basics	Length of Program	Yes	Time Requirements/ Company Policies	
Garrett County	Volunteer	EMT-Basics	Training Requirements Squad Policies Lack of time to volunteer	YES	Training Requirements job requirements Lack of satisfaction with organizations	
Howard County	Both	EMT-Paramedics	Lack of Advertising past the local area Since there is not a job classification for paramedics, they are in competition for firefighter jobs with all who apply.	YES - Volunteers NO - Employees	Many volunteers entering the service are young, (15-21) They go away to college, obtain jobs, or simply have other interests.	Consider hiring paramedics for only ambulance duty. There are many who want to work as a paramedic, but want no part of firefighting.

Montgomery County	Paid/Volunteers Volunteers are struggling recruiting, however if we use it as a quick way to a job this may help.	We want more diversity of our candidates. We find very few minorities among existing medical providers. This would be our goal.	No problem getting people who want the job and at least have NREMT-P. Sometimes it is difficult getting them through state certification.	Employees- NO/Volunteers-YES	However, employees leave more readily now than they did 15 yrs. Ago. There is more portability among the newer employees.	People have no problem moving among jobs. People will use paramedics as a step to other jobs and further education possibly MD. Have to move minorities to diversify our work forces. Maybe we could recruit regionally. Pay for start needs to be about \$30,000 Pay EMT-P more for what they do.
Prince George's County	Both	EMT-basics EMT-Paramedics	Many of our Vol. providers do not want to provide transport services, length of class, difficulty passing class. EMT-P Job requirement who incentive. Employees must obtain PM their own.	YES	Usual vol. issues Career burnout, lack of career path.	
St. Mary's County	Volunteer	Cardiac Rescue Techs.	People who want to advance past EMT-B are taking the P. Class instead of CRT.	NO		
Talbot County	Both		NO	Volunteers-YES	Training and maintenance of skill requirements.	People want to be paid.
Washington County	Both	Cardiac Rescue Techs. EMT - Paramedics	Time- benefits take on leadership support in departments & lack of resources.	YES	Roles unclear, lack of time for training, fundraising event, participation and company needs. Departments independent leadership/officers.	Lack of Commitment follow-up from companies lack of clear roles of company association. Lack of time & money.
Wicomico County	Both	EMT-Basics/Cardiac Rescue Techs/EMT - Paramedics	Time constraints. No current programs in place to recruit & retain volunteers.	YES - Volunteers	NO incentives	Volunteers are taking CRT and EMT P class to enhance their ability to obtain a career position. After they secure a job, they seem to volunteer less. Also, the FLSA factor into the equation.