

MOTIVATIONS FOR EXITING THE EMS PROFESSION DIFFER BETWEEN EMTs AND PARAMEDICS

Madison K. Rivard, BS, NREMT^{1,2}
Remle P. Crowe, MS, NREMT^{1,2}, Rebecca E. Cash, MPH, NRP^{1,2},
Jeremy D. Miller, M.Ed., NRP¹, Ashish R. Panchal, MD, Ph.D³



¹The National Registry of Emergency Medical Technicians
²College of Public Health, The Ohio State University
³Department of Emergency Medicine, The Ohio State University Wexner Medical Center, Columbus, OH

BACKGROUND METHODS RESULTS DISCUSSION CONCLUSION

Disclosures

- None



Exiting EMS

BACKGROUND METHODS RESULTS DISCUSSION CONCLUSION

Background

- EMS has a high rate of turnover
- Limited data on comparison of factors for exiting EMS between provider levels
- Research on why individuals leave the EMS workforce can lead to changes that improve recruitment and retention



Exiting EMS

BACKGROUND METHODS RESULTS DISCUSSION CONCLUSION

Objective

Describe and compare the most important factors in the decision to leave EMS among EMTs and paramedics

Exiting EMS

BACKGROUND METHODS RESULTS DISCUSSION CONCLUSION

Study Design and Population

Electronic Questionnaire
June 2017

```
graph LR; A[National Certified EMS Professionals who did not renew during 2016-2017 Recert cycle] --> B[EMS Professionals no longer practicing]; A --> C[EMS professionals still working]; B --> D[EMTs]; B --> E[Paramedics]; B --> F[AEMTs];
```

Exiting EMS

BACKGROUND METHODS RESULTS DISCUSSION CONCLUSION

Data Analysis

- Descriptive statistics
- To compare factors between EMTs and paramedics, Z-tests of proportion with Bonferroni adjustment for multiple comparisons were used

Exiting EMS

BACKGROUND METHODS RESULTS DISCUSSION CONCLUSION

Variable Generation

- Respondents provided list of factors in decision to leave EMS
 - Select all that applied
 - Select most important factor in their decision
- Likelihood to return to EMS

- Lack of flexible schedule
- My family moved to a new location
- Lack of opportunities for advancement
- An illness, injury or disability
- Desire for better pay and benefits
- Desire for career change
- Dissatisfaction with organization's management
- Pursuing further education
- Worked too few hours
- Worked too many hours
- Negative working relationship with co-workers
- Stress/Burnout
- Retirement
- Other

Exiting EMS

BACKGROUND METHODS RESULTS DISCUSSION CONCLUSION

Questionnaire Results

```
graph LR; A[Questionnaire Responses  
n = 5,093] --> B[EMS Professionals  
no longer practicing  
n=2,703]; B --> C[EMTs  
85%  
n=2,291]; B --> D[Paramedics  
15%  
n=412];
```

10% response rate

Exiting EMS

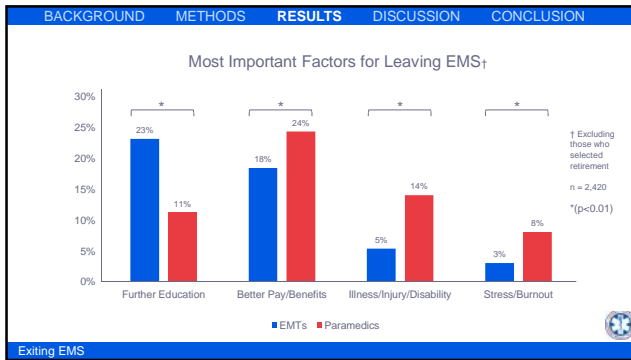
BACKGROUND METHODS RESULTS DISCUSSION CONCLUSION

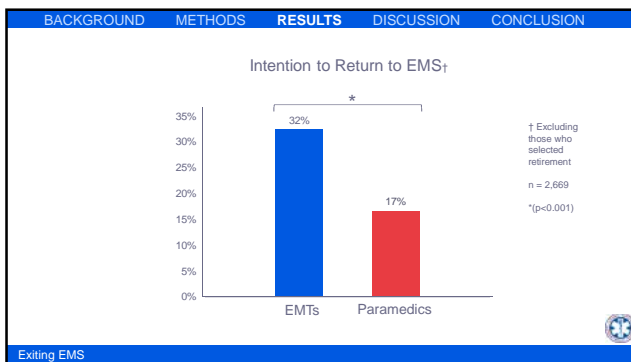
Retirement as Reason for Leaving EMS

Profession	Percentage
EMTs	7%
Paramedics	20%

n= 228
*(p<0.001)

Exiting EMS





BACKGROUND METHODS RESULTS DISCUSSION CONCLUSION

Limitations


- Only nationally-certified EMS professionals
- Potential response bias

Exiting EMS

BACKGROUND METHODS RESULTS DISCUSSION **CONCLUSION**

Conclusion

- Reasons for leaving EMS profession differed by provider level
- Paramedics are more likely to leave EMS in pursuit of better pay/benefits and due to wellness-related factors
- Fewer paramedics reported an intention to return to EMS
- Future research to improve EMS workforce retention and recruitment

Exiting EMS 



THANK YOU!
