

“READY OR NOT” ISN’T A STRATEGY

MEASURING WHAT MATTERS IN EMT FIELD TRAINING COMPETENCY

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THE PROBLEM

A gap exists between Initial EMT Certification Education, and the level of performance required for competent independent field practice. A review of the literature reveals a lack of standardization and consistency across EMS agencies Field Training Programs.

**Impacting Workforce Readiness,
Quality Patient Care,
Employee Engagement and Retention.**

OBJECTIVES

To design, develop, and validate a comprehensive assessment tool that EMS agencies can use to strengthen and standardize their Field Training and Evaluation Programs (FTEP).

- Standardize critical behaviors and key performance indicators.
- Identify core competency gaps.
- Evaluate learning activities to most effectively bridge the knowledge and skill gap.

QUALIFICATIONS OF NEW HIRES

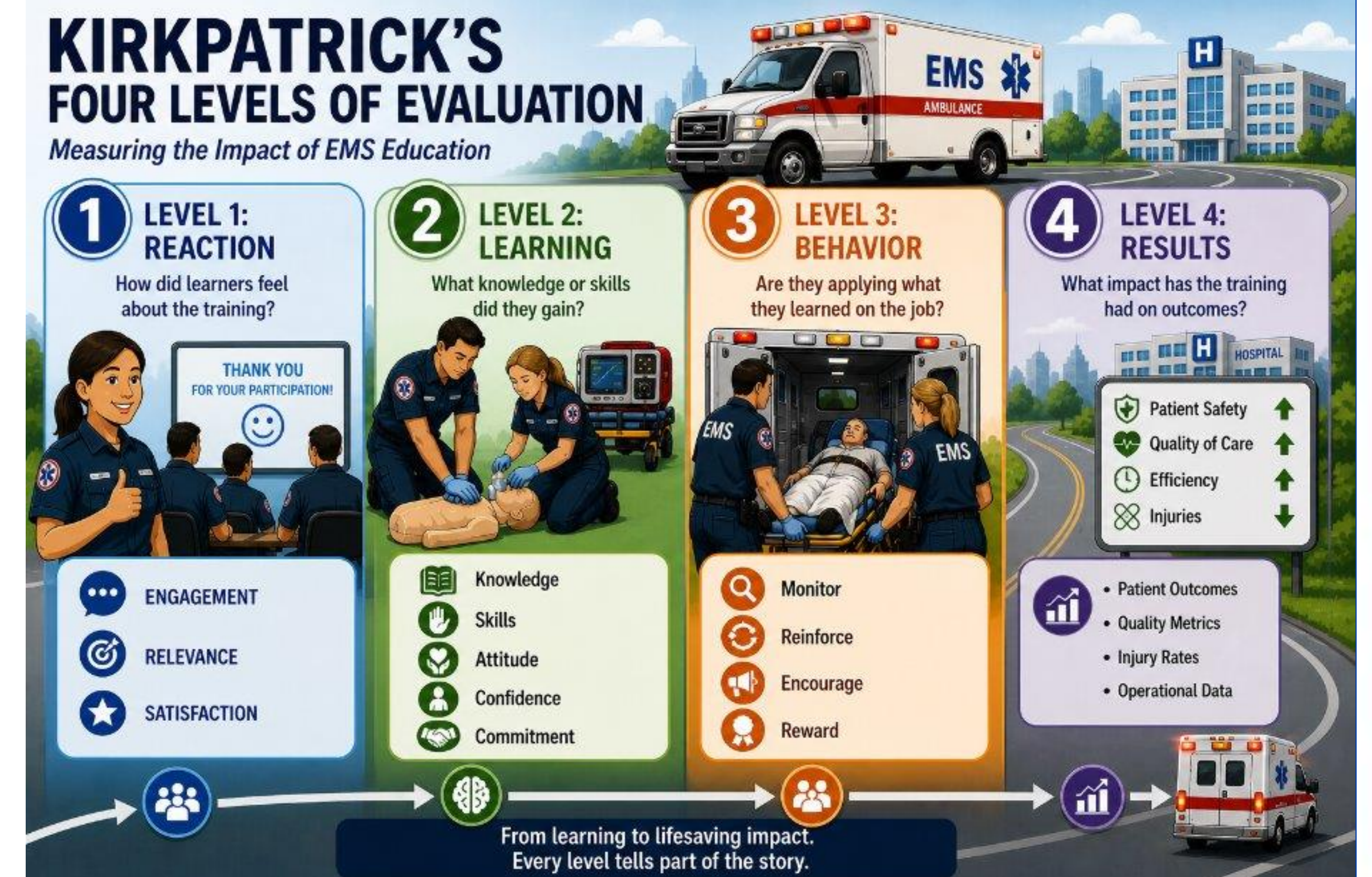
- 150-hour course
 - Scenario and clinical skills.
 - 16 hours in Ambulance (10 pt contacts)
- National Cognitive Exam
- State Skill Exam
- Limited patient experience
- No ambulance operations experience

METHODOLOGY

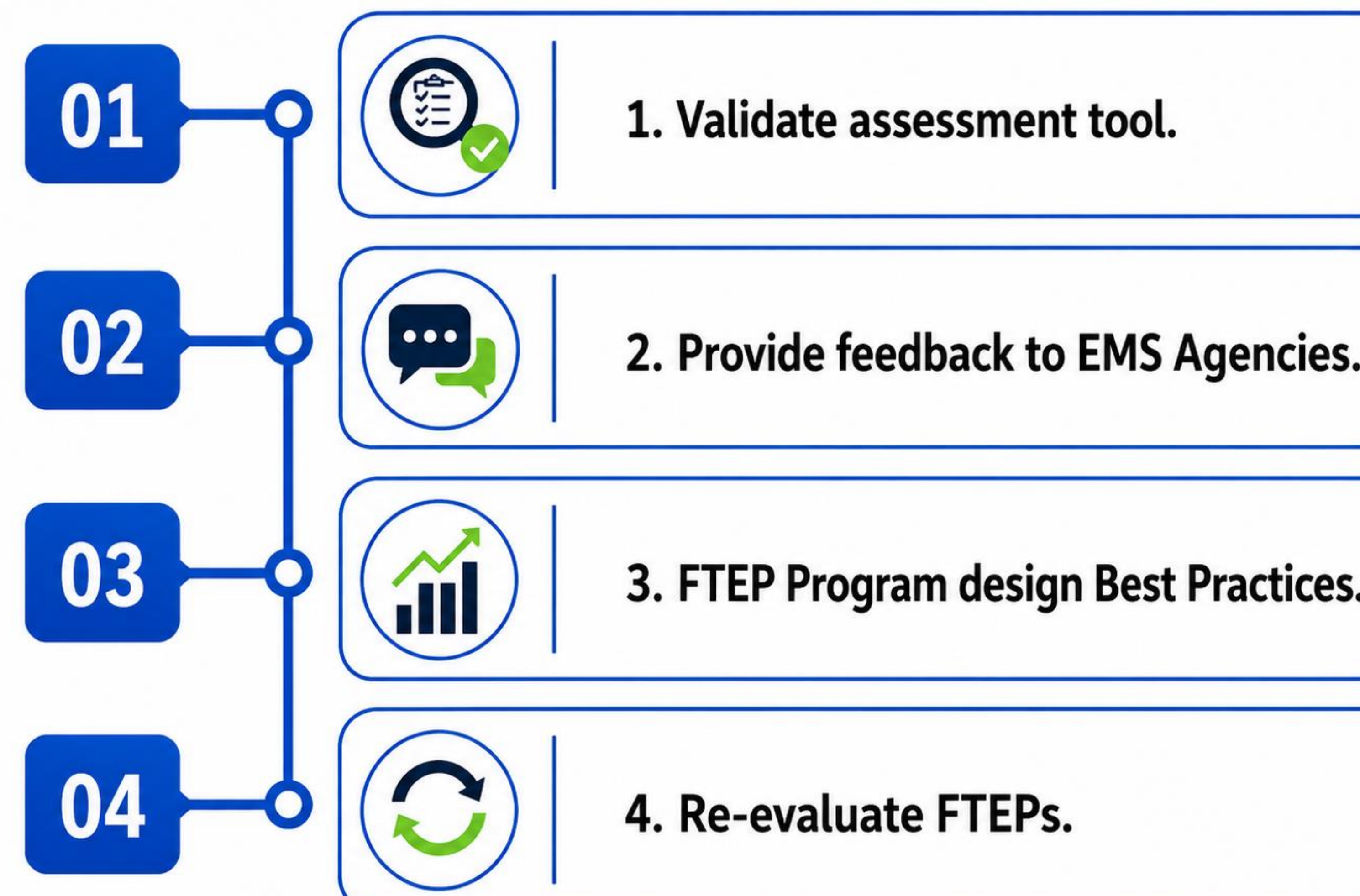
1. Literature Review—Program design, assessment design, and assessment validation.
2. Interview Agency Leadership for Organizational Metrics, Key Performance Indicators and Critical Behaviors.
3. Use Backward Design and Kirkpatrick’s 4 levels of training assessment to develop evaluation tool.

**Results
Behavior**

**Learning
Reaction**



NEXT STEPS



REFERENCES



SCAN
ME!

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