



# Implementing the EMS Education Agenda for the Future: A Systems Approach



**A Priority for the NASEMSO**



# Objectives

- ▶ Review the development of the EMS Education Agenda for the Future (EAoF)
- ▶ Identify the elements of the EAoF
- ▶ Consider implications of EAoF implementation for States and the NREMT

# Objectives (contd.)

- ▶ Consider actions State EMS Offices need to be taking to implement the EAoF
- ▶ Identify resources available to assist State EMS Offices
- ▶ Prepare State EMS Directors to participate in dialogue on implementing the EAoF at the upcoming annual meeting

# This slide presentation

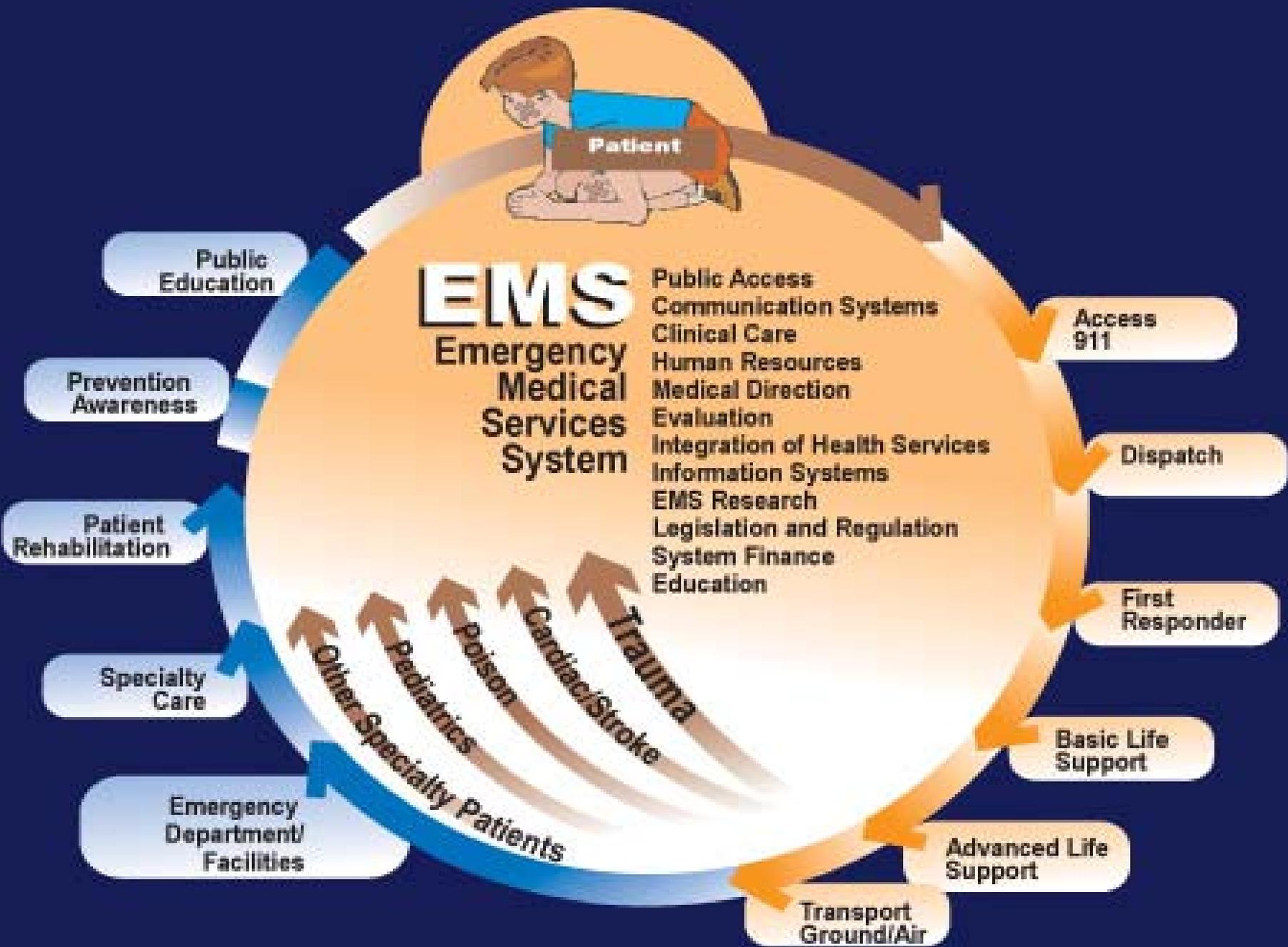
- ▶ These slides are intended to be largely self explanatory
- ▶ They are a combination from separate presentations by:
  - Drew Dawson, NHTSA
  - Bill Brown, NREMT
  - Dan Manz, NASEMSO
- ▶ Are for review prior to regional NASEMSO conference calls

# The Original EMS Agenda for the Future

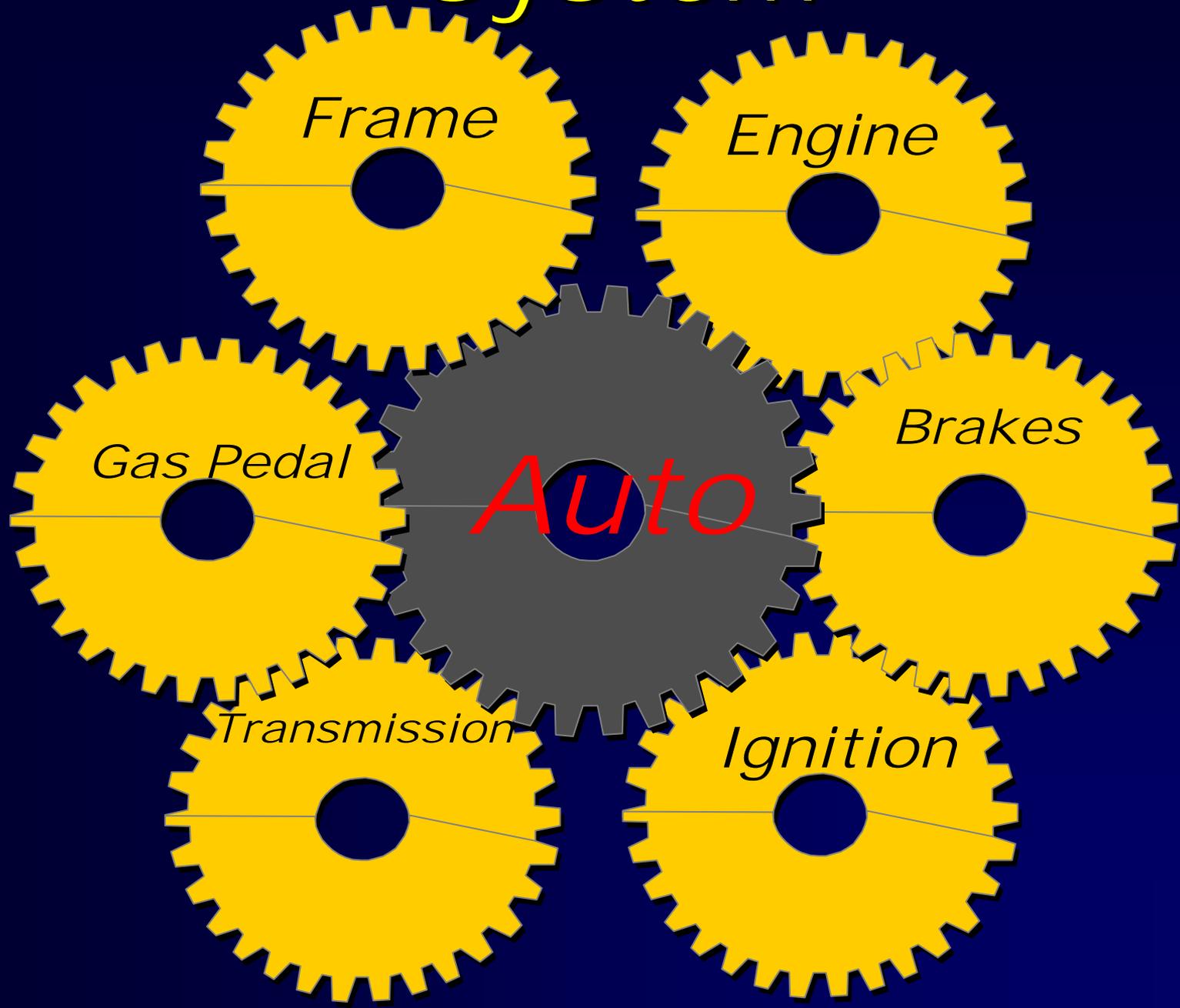
- ▶ Since its original publication
  - An Implementation Guide was developed
  - Many EMS professional groups have been involved in moving parts of the Agenda forward
  - A number of Agenda offspring have been created, including the *EMS Education Agenda for the Future: A Systems Approach*

# The Original EMS Agenda for the Future

- ▶ EMS Education Agenda for the Future: A Systems Approach
  - Released in 2000
  - Calls for Five Components
    - ▶ National EMS Core Content
      - ▶ Released in July 2005
    - ▶ National EMS Scope of Practice Model
      - ▶ Released in September 2006
    - ▶ National EMS Education Standards
      - ▶ Scheduled to be completed in September 2008
    - ▶ National EMS Education Program Accreditation
    - ▶ National EMS Certification



# System



*Frame*

*Engine*

*Gas Pedal*

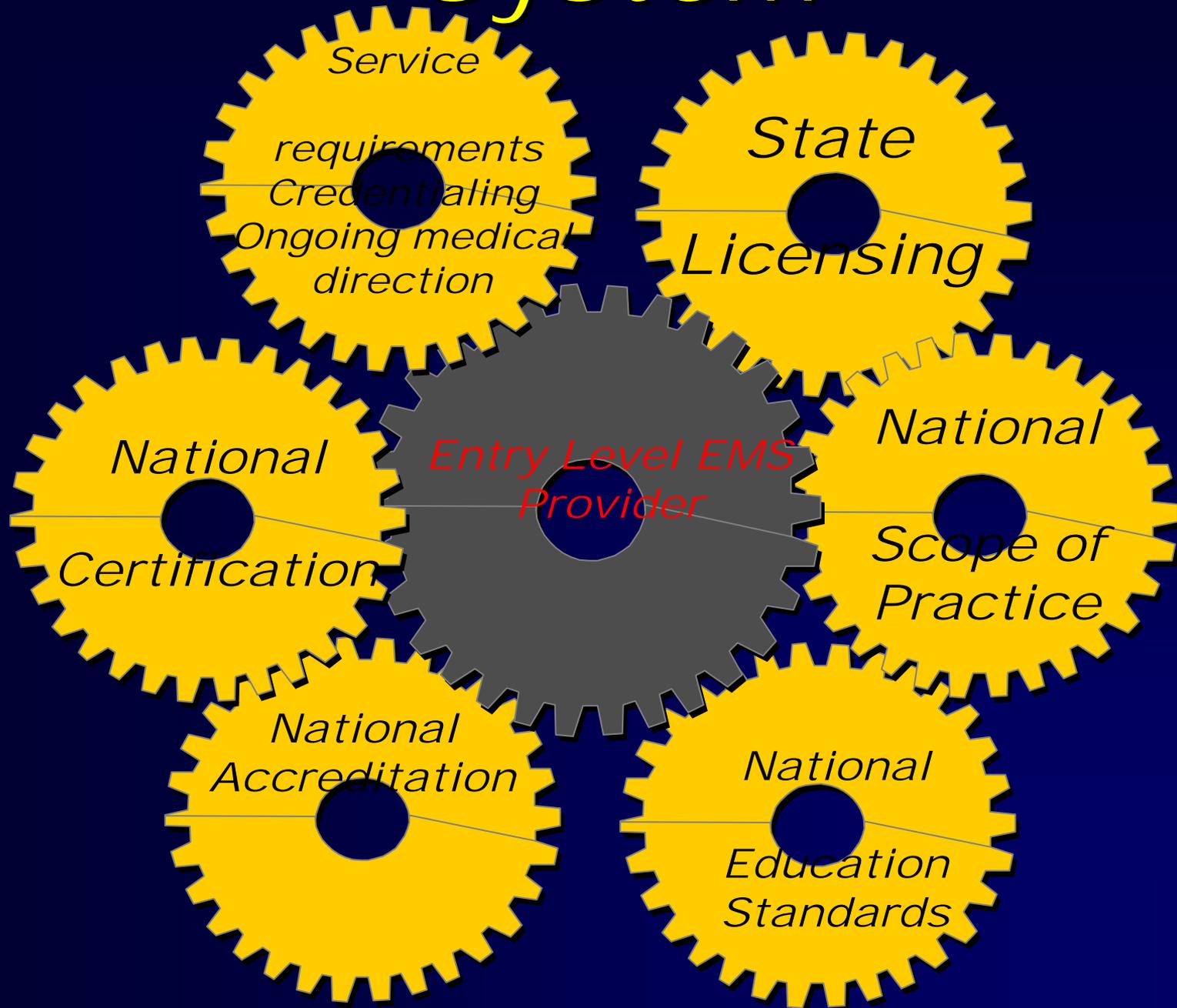
*Brakes*

*Auto*

*Transmission*

*Ignition*

# System



# The EMS Education Agenda for the Future: A Systems Approach

- ▶ Provides the details to implement a portion of the vision of the original EMS Agenda document
- ▶ Brings EMS education into alignment with other health professions
- ▶ Was requested by the NASEMSD
- ▶ Was developed with strong NASEMSD and NCSEMSTC involvement
- ▶ Is officially supported by the NASEMSO
- ▶ Components of the EMS Education Agenda are placed within the Institute of Medicine Report
  - Future of Emergency Care: EMS At The Crossroads

# The EMS Education Agenda for the Future: A Systems Approach

The Universe of EMS  
Knowledge and Skills

National EMS  
Core Content

Delineation of provider  
practice levels

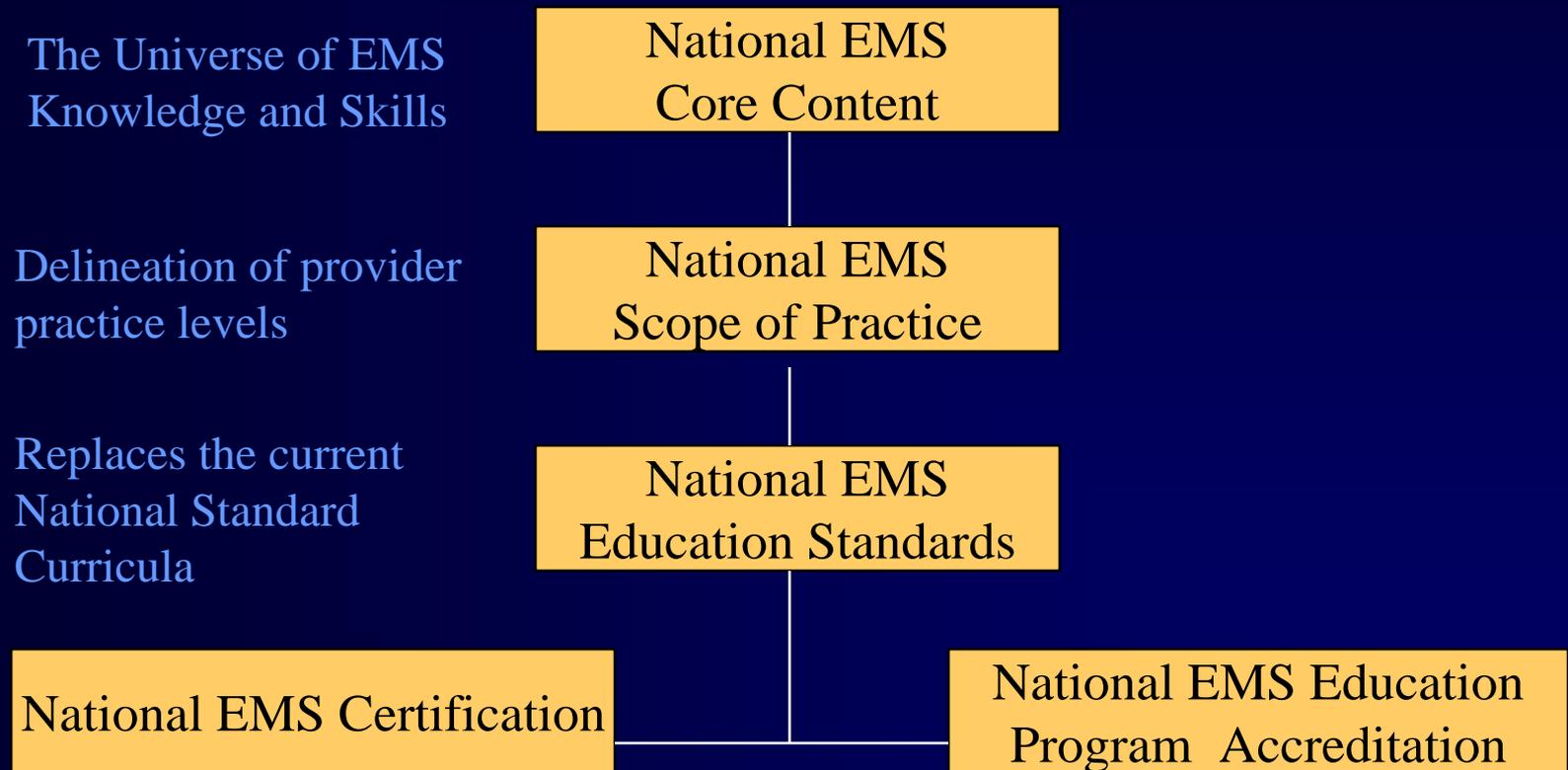
National EMS  
Scope of Practice

Replaces the current  
National Standard  
Curricula

National EMS  
Education Standards

National EMS Certification

National EMS Education  
Program Accreditation



# A Viable National EMS Workforce

- ▶ What is the problem?
  - National and local data and research
  - What is the problem and what could make it better
    - ▶ e.g. LEADS
- ▶ Recruitment and retention?
  - Useful without service support or good management?
  - Or, without local government support?
- ▶ State legislative support
  - Incentives?
- ▶ Impact of education system
  - Length
  - Accessibility
- ▶ Impact of management training and expertise?
- ▶ Federal – reimbursement, scholarship programs?

# Evidence-Based Practice Guidelines

- ▶ Good research
- ▶ Standardized, quality data
- ▶ EMS providers willing to collect the data
- ▶ Well educated researchers
- ▶ Funding - research and data collection
- ▶ Experts to evaluate the evidence
- ▶ System to decide what is in and out
  - Translating to Scope/Education standards/national certification
- ▶ Updating
- ▶ Translation guidelines into practice
- ▶ Medical direction

# The Entry Level EMS Provider

## ▶ State licensed

- Educational preparation
  - ▶ Nationally accredited course
    - ▶ Consistent with National EMS Education Standards
      - ▶ Based on National Scope of Practice Model
      - ▶ Other information besides Scope of Practice Model material
  - ▶ Other education

# The Entry Level EMS Provider

## ▶ State licensed

### ■ National Certification

- ▶ National EMS Scope of Practice Model
  - ▶ Evidence and Research
  - ▶ Methods of updating
- ▶ Practice analysis
  - ▶ Reflects ongoing evolution
  - ▶ Certification agency
- ▶ Potentially other requirements (e.g. national requirements for hazmat, incident command, etc.)
  - ▶ Depends on ongoing system and coordination to define what these other requirements are and to incorporate them

# The Entry Level EMS Provider

- ▶ State licensed- In addition to excellent educational preparation
  - State specific requirements (e.g. taxes, child support payments, fees, affiliation with an employer, etc.)
  - Physical requirements
  - Background checks, etc.

# The Entry Level EMS Provider

- ▶ Medical direction - credentialing
  - Service entry-level requirements
    - ▶ Objective assessment instrument
  - Evidence-based practice guidelines
    - ▶ Data
    - ▶ Research
  - Quality improvement
    - ▶ Data
    - ▶ Standards/benchmarks
  - Medical direction
    - ▶ Education
    - ▶ Tools
    - ▶ Legal authority

# The Entry Level EMS Provider

- ▶ Operational requirements and preparations
  - Ambulance operations
  - Hazardous materials
  - Local operational issues
  - Knowledge of geography
  - Drug and re-supply procedures
  - Documentation process
  - Other

# Re-licensure – some thoughts

## ▶ State licensure

- National re-certification
  - ▶ Competency-based education program
    - ▶ Tied to local medical direction and quality improvement and data
  - ▶ Specialized requirements linked to national recertification?
    - ▶ Hazmat
    - ▶ Incident command, etc.
- Medical direction
- Background checks – consistent
- Other state specific requirements

# Making the Transition- NREMT considerations

- ▶ National EMS Certification
  - NREMT has 30+ year history of conducting certification examinations
  - NREMT is used in 45 states as part of licensure process
  - NREMT Board of Directors studies EMS Education Agenda and NREMT services
  - NREMT Board says it meets the National EMS Certification requirements
  - NREMT Board mission is to conduct itself as the National EMS Certification Body

# Making the Transition- NREMT considerations

- ▶ The NREMT currently has five National EMS Certifications
  - All are Accredited by the National Commission for Certifying Agencies
- ▶ The NREMT has endorsed the EMS Education Agenda for the Future: A Systems Approach
- ▶ The NREMT Board has reviewed the IOM Report

# Making the Transition- NREMT considerations

- ▶ How to transition from 5 levels to 4?
- ▶ EMS has National experience in transitions
  - 1994 EMT-Ambulance to EMT-Basic
  - National EMT Transition Course
    - ▶ Developed by national committee
    - ▶ Staffed by NREMT
    - ▶ Provided to all 50 State EMS Offices
    - ▶ Provided to NHTSA
- ▶ EMS has National experience in failing to make transitions

# Making the Transition- NREMT considerations

- ▶ Important points
  - NREMT can only transition NREMTs
  - NREMT wants registrants to demonstrate competency over the knowledge, skills and abilities representing the "gap" material of the new levels required
  - NREMT is willing to staff, host meetings, and develop transitional courses over the "gaps" to fit within our requirements for recertification/relicensure

# Making the Transition- NREMT considerations

- ▶ Important points (cont.)
  - These courses will be available to State EMS Offices and NHTSA/EMS
  - The decision regarding the need to retest will be based on the amount and risk to the public of the “gap” material

# Making the Transition- NREMT considerations

## ► Foundations

- This is not an NREMT project
- The NREMT is responding to the EMS Education Agenda for the Future
- NREMT cannot run old and new levels of examinations simultaneously (9 certifications)
- NREMT must have a reasonable calendar
- Examinations will transition to new levels
- Computer adaptive examinations do not require mastery of new material but entry level competency

# Making the Transition- NREMT considerations

- ▶ Proposed Transition Courses
  - NREMT hosts committee meeting
  - Gap information is identified
  - Courses are derived from National EMS Education Standards and information is obtained from the Instructor Guidelines
  - 50 State EMS Offices and NHTSA sent courses by January 1, 2009
  - Course guide is set up in modular format to replace re-registration continuing education requirements
  - Transition Courses may be more than one re-registration or re-licensure course depending on the amount of "gap" material

# CAUTION!

The following slides contain graphic dates and strategies that represent starting points for discussion and illustration. They are not final decisions.

*This is intended for Mature Audiences Only*

# Making the Transition- NREMT considerations

- ▶ Proposed Plan
  - First Responder to Emergency Medical Responder
    - ▶ NREMT no longer offers FR National EMS Certification after August 31, 2009
    - ▶ NREMT launches an Emergency Medical Responder National EMS Certification on September 1, 2009
    - ▶ All NREMT First Responders must complete National FR to EMR Transition Courses by the expiration date in September of 2010 or 2011
    - ▶ Completion of the Transition Course must be state approved
    - ▶ No testing as part of the Transition

# Making the Transition- NREMT considerations

- ▶ EMT-Basic to EMT
  - ▶ NREMT no longer offers EMT-Basic National EMS Certification after August 31, 2009
  - ▶ NREMT launches an Emergency Medical Technician National EMS Certification on September 1, 2009
  - ▶ All NREMT-Basics must complete National EMT-Basic to EMT Transition Courses by the expiration date of October 31, 2010 or October 31, 2011
  - ▶ Completion of the Transition Course must be state approved
  - ▶ No testing as part of the Transition

# Making the Transition- NREMT considerations

- ▶ EMT-Intermediate/85 to Advanced-EMT
  - ▶ NREMT no longer offers EMT-Intermediate/85 National EMS Certification after December 31, 2008
  - ▶ NREMT launches an Advanced-Emergency Medical Technician National EMS Certification on January 1, 2009
  - ▶ All NREMT\_Intermediate/85's must complete National Intermediate/85 Transition Courses by the expiration date of March 31, 2011 or March 31, 2012
  - ▶ Transition Courses replace re-registration requirements
  - ▶ Registrants must take CAT cognitive examination by expiration date

# Making the Transition- NREMT considerations

- ▶ EMT-Intermediate/99
  - NREMT stops providing National EMS Certification at the EMT-Intermediate/99 level on December 31, 2009
  - All NREMT-Intermediate/99's must take the National EMT-Intermediate/99 to Paramedic Transition Course by 2014
  - Transition Courses replace re-registration requirements
  - All NREMT-Intermediate/99's must take the Paramedic cognitive examination by their expiration date, or "fall back" to EMT Advanced without testing.

# Making the Transition- NREMT considerations

- ▶ EMT-Paramedic to Paramedic
  - ▶ NREMT no longer offers EMT-Paramedic National EMS Certification after August 31, 2009
  - ▶ NREMT launches a Paramedic National EMS Certification on September 1, 2009
  - ▶ All NREMT-Paramedics must complete state approved Transition Courses by the expiration date in March 31, 2010 or March 31, 2011
  - ▶ Transition Courses replace re-registration requirements
  - ▶ No testing as part of the Transition

# Making the Transition- NREMT considerations

- ▶ National EMS Certification and National EMS Program Accreditation
  - EMS Education Agenda “In order to be eligible for National EMS Certification, candidates must graduate from a nationally accredited EMS education program.”
  - IOM Report – “States should require National Accreditation of paramedic education programs

# Making the Transition- NREMT considerations

- ▶ NREMT Board, in conjunction with the NASEMSO, will require National Paramedic Accreditation (by the Committee on Accreditation for the EMS Professions) from all schools approving candidates for Paramedic National EMS Certification testing after December 31, 2012
  - Provides five years to make the transition

# Examination Implications of the Education Agenda for the NREMT

- ▶ Qualifications of Nationally Registered EMS personnel must be based on the nationally developed elements described in the EMS Education Agenda for the Future
- ▶ Test content must be based on the Core Content, Scope of Practice Model and Practice Analysis
- ▶ *Exams that meet the new model must be ready by the time the first personnel will be trained!*

# Valid EMS Certification Examinations- NREMT

- ▶ Certification examinations are based on APA standards and a practice analysis – EMS Education Agenda
- ▶ Certifying examinations will be based upon practice analysis and the National EMS Scope of Practice – EMS Education Agenda
  - Certification examinations will not be based upon Instructor Guidelines, curricula or textbooks
  - No effect in 2009, will become part of the process after the 2014 Practice Analysis

# Valid EMS Certification Examinations- NREMT

- ▶ All 12,472 items in the current item pool must be content validated based upon the National EMS Scope of Practice
  - Already attached to a task
  - Content fits within 5 current levels
    - ▶ FR, B, I/85, I/99, P
  - Content must fit within the 4 new levels
    - ▶ EMR, EMT, AEMT, Paramedic

# Valid EMS Certification Examinations- NREMT work to be done

## ▶ Summary

- Review 12,472 items
- Conduct 2009 Practice Analysis
- Host 12 item writing meetings
- Edit 3,000 new items
- Complete 6,720 staff workload hours
- Host 2,432 individual test writing, practice analysis and standard setting hours
- Entire process overseen by Standards and Examination Committee
- Assist with writing of transition programs

# Upcoming Dates to Consider

- ▶ Fall 2008- The EMS Educational Standards Project is finalized
- ▶ Early 2009- Textbooks reflect the new SOP model and Educational Standards
- ▶ Sometime in 2009- NREMT exams updated to cover the SOP and Practice Analysis

# Implications of the Education Agenda for the Future for States

- ▶ If you decide to have a State Scope of Practice that differs significantly from the National EMS Scope of Practice Model
  - Your state becomes responsible for testing any content outside the National SOP Model and practice analysis
  - Text content will not match your state program to educate EMS personnel
  - Reciprocity of personnel in or out of your state becomes more complicated
  - You become responsible for defending to your public why you have chosen to differ from the national educational model
  - Your existing laws, regulations and policies may not reflect the coming system

# Implications of the Education Agenda for the Future for States

- ▶ If you choose not to follow the National EMS Educational Standards-
  - You will have to develop your own texts and educational support materials
  - Your programs may not be eligible for accreditation
  - Your personnel may not be eligible for national certification testing
  - You will have to defend your choice to differ from national standards
  - There will be a “mis-match” on the educational experience of persons entering or exiting your state seeking reciprocity
  - Your personnel may not be able to receive reciprocity upon entering Registry-only states

# Implications of the Education Agenda for the Future for States

- ▶ It's OK to get the job done differently, but you have to take a lot of responsibility for the outcome



# The 2007 NASEMSO Annual Meeting

- ▶ We plan to use part of the NREMT Committee meeting to consider timelines
  - Please come prepared to discuss your state's plans and readiness to implement the Education Agenda system
  - If you are ready to implement the Education Agenda, come prepared to describe the steps you took
  - If you have identified specific needs or implementation barriers, come prepared to discuss them

# The NASEMSO, NHTSA, NREMT and others are working cooperatively to help you

- ▶ An Education Agenda implementation committee has been appointed
- ▶ Technical assistance is available
- ▶ More meetings are in preparation to address implementation issues
- ▶ The NREMT will assist with transition course toolbox development