



Northampton Community College

Emergency Services Technology Emergency Medical Technician Specialized Diploma Program Audit 2012-2017

**External Auditor:
Maria Wescoe
Northampton Regional EMS**

**Audit Prepared By:
John Evans
Program Manager, Emergency Medical Services**

**Judith Rex, PhD, RN, BC
Dean, Allied Health and Sciences**



Northampton Community College

EMERGENCY SERVICES TECHNOLOGY¹

SPECIALIZED DIPLOMA - EMT

2012-2017 ACADEMIC AUDIT

I. PURPOSE

The purpose of the program is to provide Emergency Medical Technician Basic (EMT-B) training for first responders within Northampton County, Monroe County, and beyond. The program is offered as a six (6) credit course which allows the student to receive a specialized diploma. The student may also utilize this course as a component of the Emergency Services degree program at NCC. This program meets the requirements of the PA Department of Health and the National Registry of Emergency Medical Technicians (NREMT) for Emergency Medical Technician – Basic.

II. CURRICULUM (Appendix A)

The program consists of two-hundred (200) hours of instruction divided approximately equally into lecture sessions and skills labs. The program also includes clinical time spent in a hospital emergency department in accordance with current PA Department of Health requirements. The required integrated courses include Introduction to the Incident Command System (IS-100.b), National Incident Management System (IS-700.a), Hazardous Materials Awareness (NFPA 472), and American Heart Association BLS for Healthcare Providers. There are no prerequisites for this program. Currently we do not incorporate a ride along with an ambulance, but will consider going forward to enhance our experiential learning opportunity for students.

Upon successful completion of the program the student is eligible to take the PA Department of Health psychomotor skills exam and the NREMT cognitive exam for Emergency Medical Technician – Basic. Upon passing both exams the student becomes certified as an EMT-B within the Commonwealth of Pennsylvania. They also receive NREMT certification.

A significant change to the program during the audit period has been the introduction of the NREMT skills and cognitive exams. Prior to 2013 the PA Department of Health conducted their own skills and cognitive exams for EMT-B certification purposes. Beginning in 2013 PA adopted the NREMT psychomotor skills while maintaining their own written cognitive exam. In 2014 PA adopted the NREMT computer adaptive cognitive exam for all EMT-B certification purposes.

III. ASSESSMENT

Since the examination has changed to the National Registry examination, our assessment includes the evaluation collation. Prior to the conversion to the National Registry, the PA Department of Health used to issue their own examination. The National Registry Examination Results were reported as NREMT 2016 (45%), NREMT 2017 (73%). In 2017, we are well above the National Average of 50% pass rate.

¹ This program has a six-year audit period due to lack of qualified, committed external industry reviewer. Program remains in the 2017-2018.

IV. STUDENT INFORMATION - GRADUATION RATE see (Appendix B)

For the graduation rate per semester since this is a one semester course, see Appendix B. For placement status of graduates see chart below

SD: Emergency Services: Emergency Medical Technician	Credit results
# of Graduates	86
employed	33
job hunting	0
continuing ed.	32
other	21
Employed Graduates	33
Additional Data Not Avail. related	— 22
unrelated	0
unrelated by choice	11
Median starting salary (if >2 reported)	—

V. ENROLLMENT (Appendix C)

- Looking at the Appendix B chart for calculation 2012-2017 Enrollment growth continues for noncredit (443) and credit (67) over the past 5 years. Increased marketing was done with fliers and the implementation of pre-registration information sessions to increase retention.
- Retention rate is 91-97% for noncredit, 79-100% for credit, tutoring is in place for students needing assistance with knowledge, abilities and skills.
- Placement rate for positions is 100% although most students after completion are placed in a volunteer capacity

A general consensus among the PA Department of Health, Regional EMS Councils, and local EMS agencies reveals a need for more Emergency Medical Technicians on the street. Many EMT-Bs decide to advance their careers by becoming Paramedics, RNs, Physician Assistants, or pursue other careers, leaving the ranks of EMT-Bs in the field depleted.

While many of these EMT-Bs may have completed the program as a non-credit student, many of the credit students who have completed the specialized diploma credit program also move on into fields not directly associated with emergency medicine such as firefighting, emergency management, etc. This also has placed a negative impact on the emergency medical services as personnel numbers dwindle.

Since the EMT program is also offered as non-credit, both credit and non-credit students are in a single cohort. Most students interested solely in the specialized diploma program will be part-time, whereas those continuing on to complete the Emergency Services degree program may be full-time. Also, many students taking the program for credit are doing so to advance their careers in the field of medicine, not necessarily emergency services. Many Northampton County first responders simply wishing to complete the EMT-B program by choosing to take the program for non-credit tuition since the cost is defrayed by the Northampton County. Beginning in the Fall Semester of 2015, the program has been offered at our Monroe County Campus in addition to the Fowler Center.

VI. FACULTY (Appendix D)

John Evans, is the Full time Program Manager and teaching responsibilities overseeing both the noncredit and credit National Registry Emergency Medical Technician-Basic Program (200 hours) and Emergency Medical Responder (88 hours). The rest of the faculty are per diem adjunct faculty being issued contracts for hours worked. Lead instructor must have their EMT-B and Basic Life Support Instructor through the American Heart Association and have taken the state approved educational program through the PA Department of Health course to be an instructor. Assistant instructors must be an EMT-B. Lab assistants can be an EMT-B without teaching experience and they assist with setting up equipment.

The program is taught by a team of adjunct instructors and support personnel. The PA State Mandated instructor ratio for lecture is 24 students to one instructor for lab it is 6 students to one instructor.

VII. PROGRAM COSTS (Appendix E)

The Emergency Services Advisory Board meets annually to discuss matters pertaining to the program and consists of members of the local EMS community, the program's medical director, and representation from the Eastern PA Emergency Medical Services Council

Revenue is generated through tuition paying credit and noncredit course students. Students employed by Northampton County Emergency Services have tuition costs covered from the first responder fund. The program costs exceed the tuition revenue brought in due to the required lab instructor to student ratio of 1:6. Growing enrollment helps to offset the expenses. The Center for Healthcare Education noncredit department oversees the budget, and Allied Health and Science Division oversees the credit budget.

IX. AUDITORS REPORT (Appendix F)

Maria Wescoe, RN, NR Paramedic served as our external auditor. She is the Director of Operations for Northampton Regional Emergency Medical Services. Her full report is attached, she found the curriculum from the National Registry 200 hours, we currently have the students performing their experiential learning in St. Luke's' Anderson and Bethlehem and LVHN Pocono emergency rooms to perform their ten patient assessments. She recommended we revisit the Ride Along process reimplementation and to include the students' journal entries. Credit and noncredit students are cohorted together with the same curriculum. Her recommendations are noted above and action items in review are noted in brackets and are thoughtfully noted below:

- Continue the Emergency Services Technology-Specialized Diploma EMT-B Program as part of the Emergency Medical Service Program. (concur with Auditor)
- Continue the meetings with the advisory group and Eastern Pa EMS Council to assure continued laws and requirements are being met. (concur with Auditor)
- Offer students who complete the Non Credit EMT program future access to return and purchase into the accredited program, so they are able to further their degree, if they should later choose. (concur with Auditor)
- Offer a separate Emergency Vehicle Operations Course, immediately following the EMT-B program completion, so the students have all of the requirements ready for employment with local Emergency Medical Services. (concur with Auditor)
- Consider a trial EMT- B course in a Northampton County High School, with the goal of completing the NREMT certification prior to graduation. This will provide entry level EMT-B's for local Emergency Services, as well as provide employment for high school graduates, while also possibly furthering their education. (will investigate possibilities of high school and vocational technical partnerships)
- Consider the previously suggested hybrid EMT-B Program with the partial online component. Please note that the practical skill labs would still need to be classroom required. (will investigate possibilities to link on ground and online)

- Encourage the non-credit students to meet with a college advisor to promote the importance of the degree program (concur with the Auditor)
- Ride Along time with EMS services should be restarted and continued. (will investigate the possibility to reintroduce this concept in addition to the hospital ER experiential learning)
- Assure that each EMT instructor is educated in their instructor role upon hire and then annually and remediated for any evaluations of their teachings. (will work on an education plan with John Evans for professional development of the faculty)
- Consider a projection plan of the possibility of expanding and starting an Associates of Applied Science – Paramedicine Course. There is currently no local degree Paramedic program. (closest program is Lehigh Carbon Community College as noncredit and Reading Hospital as noncredit, Luzerne Community College and Penn College of Technology offer the AAS and BS in Paramedic and will look into their programs)
- Explore offering career lattice through the AAS in Emergency Services Technology Degree Distance Learning instruction. Students can convert their noncredit course to credit if they are enrolling in the degree (concur with the Auditor)

VIII. CONCLUSION & RECOMMENDATIONS

As the demands of emergency medical services, and emergency services in general, continues to expand, so does the need to educate and train the next generations of EMS providers. The Emergency Medical Technician program is a vital link in that education process. The specialized diploma option allows students to expand their education in other aspects of emergency services beyond the emergency medical services field. I agree with the External Auditor recommendations listed below for investigatory follow up information regarding possibilities

Areas of Strength

- Enrollment growth as calculated from Appendix B for the years 2012-2017 continues for noncredit (443) and credit (67) over the past 5 years. Increased marketing was done with fliers and the implementation of pre-registration information sessions to increase retention.
- Retention rate as calculated from Appendix B for the years 2012-2017 is 91-97% for noncredit, 79-100% for credit, tutoring is in place for students needing assistance with knowledge, abilities and skills.
- Creation of vital sim session in Fowler 505 to assist with simulation case scenarios.
- Faculty committed to excellence in teaching and providing experiential learning
- Community support from local emergency responding agencies
- Financial support of local emergency responders for Northampton County
- The audit from 2008-2012 conclusions recommended expansion to Monroe which has been accomplished for the past two years. Additionally, we were asked by Pike County EMS to run a course in their safety center and that was completed spring 2018. Conversations are still in

- process regarding Lehigh University Students (have been attending classes at our Fowler campus) and Lafayette University students (to attend classes at our Easton Education Center).

Areas of Improvement

- Increase assessment activities to increase pass rate for NREMT 2016 (45%), 2017 (73%) by increasing the communication of the results of the exams with the instructors to enhance those areas of weakness. Consider a review course before the written examination. Students are given a review examination booklet.

Recommendation

- Continuation of the program through the next audit cycle.

John Evans
Program Manager, Emergency Medical Services
Healthcare Education

Judith Rex, PhD, RN, BC
Dean, Allied Health and Sciences

CREDIT Emergency Services Technology -Emergency Medical Technician

Specialized Diploma

Course Code	Course Title	Credits
EMGS 115	Emergency Medical Technician	6
	Total Credits	6

Career Potential: Emergency Services Technician, Emergency Medical Technician, Firefighter


NCC students have transferred to: Holy Family College, Franklin University

Course Description

EMGS 115 Emergency Medical Technician - Basic (Cr6) (4:4)

this course provides fundamental training required to perform as an emergency service medical personnel and to become certified as an EMT. This skills-oriented course involved extensive hands-on training in the evaluation and treatment of the sick and injured. This course requires mandatory student lab time at a hospital in a clinical setting. Students will be required to complete a PA Criminal Background check, FBI Background check, physical exam, immunization record, and 9 panel drug screen as per clinical affiliation policy prior to starting the hospital patient assessment portion of the course. Formerly EMGS 107+108. May not be taken for credit after completing these courses. Additional course fees: \$13.00.

Appendix B



Northampton Community College
EMS Education Outcomes – 2016-2020
Emergency Medical Technician

Non-Credit Students Educated																	
Course	Section	2016			2017			2018			2019			2020			Total
		SP	SU	FA	SP	SU	FA	SP	SU	FA	SP	SU	FA	SP	SU	FA	
NREMT	Public	7/6	---	6/5	6/4	---	6/4										19
<i>Fowler Evening</i>	Subs	16/13	---	6/6	3/3	---	3/3										25
NREMT	Public	9/9	16/15	10/10	8/8	12/11	1/1										54
<i>Fowler Daytime</i>	Subs	5/5	2/2	1/1	5/5	3/3	8/7										23
NREMT	Public	12/11	---	9/8	4/4	---	0										23
<i>Monroe Evening</i>	Subs	0	---	3/3	1/1	---	0										4
NREMT	Public	3/3	9/8	6/5	0	12/12	7/7										35
<i>Monroe Daytime</i>	Subs	3/3	4/2	0	0	0	1/1										6
NREMT	Public	---	---	---	---	---	9/9*										9*
<i>Pike Evening</i>	Subs	---	---	---	---	---	0										0
EMR to EMT Bridge	Cont.	---	---	---	---	---	---										0
NREMT	Cont.	---	---	---	---	---	---										0
Total Per Semester		55/50	31/27	41/38	27/25	27/26	35/32*										198*
Retention Rate		91%	87%	93%	93%	97%	92%										92%
Credit EMT-B Students Graduated																	
Course	Section	2016			2017			2018			2019			2020			Total
		SP	SU	FA	SP	SU	FA	SP	SU	FA	SP	SU	FA	SP15	SU15	FA15	
EMGS115	U1	1/1	0	2/2	2/1	---	2/1										5
<i>Fowler Evening</i>																	
EMGS115	U2	2/2	1/1	4/4	7/6	2/2	5/5										20
<i>Fowler Day</i>																	
EMGS115	50	1/1	0	1/1	5/4	---	0										6
<i>Monroe Evening</i>																	
EMGS115	51	0	2/2	1/1	0	1/1	1/1										5
<i>Monroe Day</i>																	
Total Per Semester		4/4	3/3	8/8	14/11	3/3	8/7										36
Retention Rate		100%	100%	100%	79%	100%	88%										94%
Total Students Per Semester		54	30	46	36	29	39*										234*
Students Tested / Passed		43/24	25/15	29/16	26/17	16/15	11/8*										150/95*
Pass Rate		56%	60%	55%	65%	94%	73%										67%
Total Students Per Year		130			104*												234*

* To date as of 12.31.2017 - Includes current class in progress and/or registration for upcoming Class

** Total does not include current semester

Revised 01.30.2018


Northampton Community College
EMS Education Outcomes 2011-2015
Emergency Medical Technician

Non-Credit Students Educated																	
Course	Section	2011			2012			2013			2014			2015			Total
		SP11	SU11	FA11	SP12	SU12	FA12	SP13	SU13	FA13	SP14	SU14	FA14	SP15	SU15	FA15	
EMT-Basic <i>Evening Classes</i>	Public	11/10		3/3	2/2		3/2										17
	Subs	15/13		17/16	19/16		6/4										49
EMT-Basic <i>Daytime Classes</i>	Public		9/8	2/1	3/2	12/12	14/13										36
	Subs		1/1	1/1	3/3	2/2	1/1										8
EMT-Basic <i>Lehigh University</i>	Subs						8/7										7
NREMT <i>Fowler Evening</i>	Public							5/5		1/1	4/3		5/2	5/3		3/3	17
	Subs							11/7		9/8	9/7		7/6	10/7		10/8	43
NREMT <i>Fowler Daytime</i>	Public							8/6	13/13	7/6	8/8	14/14	5/4	7/6	11/10	7/7	74
	Subs							3/2	1/1	2/2	3/3	0/0	1/1	7/5	2/2	3/2	18
NREMT <i>Monroe Evening</i>	Public															14/14	14
EMR to EMT Bridge <i>Victaulic</i>	Cont.							11/9									9
NREMT <i>Victaulic</i>	Cont.										6/6						6
Total Per Semester		23	9	21	23	14	27	29	14	17	27	14	13	21	12	34	298
Retention Rate		89%	90%	92%	86%	100%	85%	77%	100%	90%	90%	100%	73%	73%	93%	92%	86%

Credit EMT-B Students Graduated																	
Course	Section	2011			2012			2013			2014			2015			Total
		SP11	SU11	FA11	SP12	SU12	FA12	SP13	SU13	FA13	SP14	SU14	FA14	SP15	SU15	FA15	
EMGS115 <i>Evening Classes</i>	U1	11/11	5/5	9/8	5/4		3/3	N/A	N/A	2/1	1/1		4/3	1/0		1/1	37
	U2			6/6	3/3	2/2	0/0	N/A	N/A	4/4	1/1	2/2	4/3	1/1	2/1	1/1	24
Total Per Semester		11	5	14	7	2	3	N/A	N/A	5	2	2	6	1	1	2	61
Retention Rate		100%	100%	94%	88%	100%	100%	N/A	N/A	84%	100%	100%	75%	50%	50%	100%	90%
Total Students Per Semester		34	14	35	30	16	30	29	14	22	29	16	19	22	13	36	359
Students Tested / Passed											19/17	14/12	18/11	21/15	12/10	33/17	117/82
Pass Rate											89%	86%	61%	71%	83%	51%	74%
Total Students Per Year		83			76			65			64			71			359



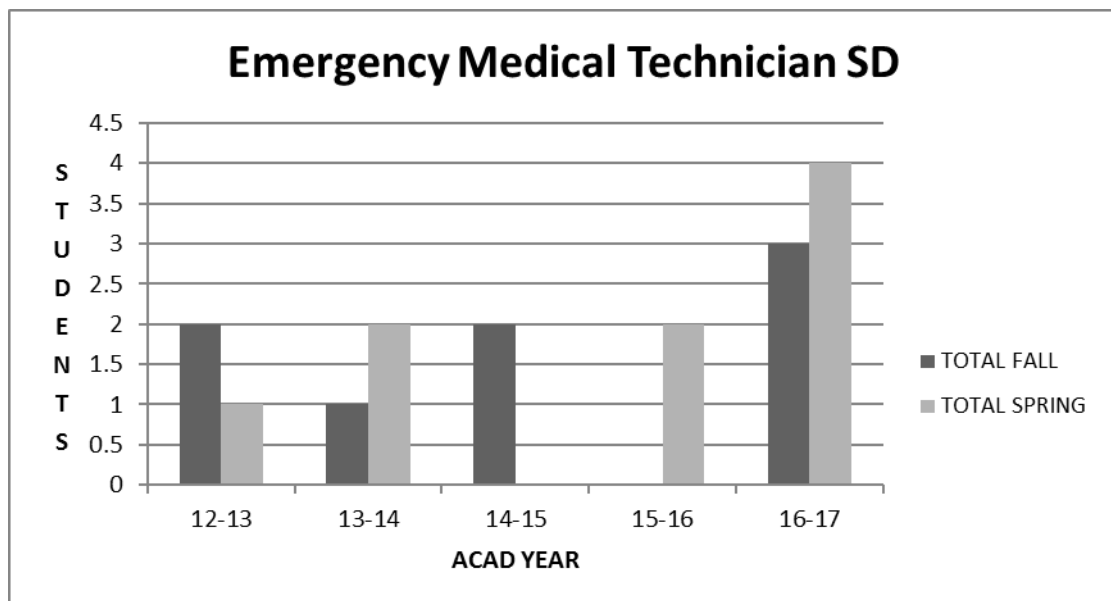
Northampton Community College
EMS Education Outcomes – 2006-2010
Emergency Medical Technician – Basic

Non-Credit Students Educated																	
Course	Section	2006			2007			2008			2009			2010			Total
		SP06	SU06	FA06	SP07	SU07	FA07	SP08	SU08	FA08	SP09	SU09	FA09	SP10	SU10	FA10	
BETE9056 EMT-B <i>Lafayette</i>	01	---	---	---	---	---	12/11	---	---	---	---	---	---	---	---	---	11
	02	---	---	---	---	---	3/2	---	---	---	---	---	---	---	---	---	2
BETE9056 EMT-B	Q1	---	---	---	---	---	---	---	---	---	33/22	0	19/12	---	---	5/3	37
	Q2	---	---	---	---	---	---	---	---	---	0	0	0	---	---	4/4	4
BETE9056 EMT-B	U1	---	---	---	---	---	---	---	---	---	---	---	---	13/8	---	---	8
	U2	---	---	---	---	---	---	---	---	---	---	---	---	16/14	---	---	14
Total Per Semester		---	---	---	---	---	13	---	---	---	22	---	12	22	---	7	76
Retention Rate		---	---	---	---	---	87%	---	---	---	67%	---	64%	76%	---	78%	73%

Credit EMT-B Students Graduated																	
Course	Section	2006			2007			2008			2009			2010			Total
		SP06	SU06	FA06	SP07	SU07	FA07	SP08	SU08	FA08	SP09	SU09	FA09	SP10	SU10	FA10	
EMGS115 EMT-B	N1	16/13	0	13/13	29/24	11/10	0	---	---	---	---	---	---	---	---	---	60
	N2	35/35	0	13/12	41/24	0	21/20	---	---	---	---	---	---	---	---	---	91
	N3	0	0	12/12	0	0	0	---	---	---	---	---	---	---	---	---	12
EMGS115 EMT-B	Q1	---	---	---	---	---	---	---	---	---	---	---	---	---	---	14/14	14
EMGS115 EMT-B	U1	---	---	---	---	---	---	32/29	27/20	27/20	27/17	0	7/1	15/13	---	---	100
Total Per Semester		48	0	37	48	10	20	29	20	20	17	0	1	13	0	14	277
Retention Rate		94%	---	97%	69%	91%	95%	91%	74%	74%	63%	---	14%	86%	---	100%	81%

Total Students Per Year	85	91	69	52	56	353
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Emergency Medical Technician SD EMTB		TOTAL CREDIT ENROLLMENT				
		ACAD YR	12- 13	13- 14	14- 15	15- 16
FALL						
FULL-TIME		0	0	0	0	0
PART-TIME		2	1	2	0	3
TOTAL FALL		2	1	2	0	3
SPRING						
FULL-TIME		0	0	0	1	0
PART-TIME		1	2	0	1	4
TOTAL SPRING		1	2	0	2	4



Appendix D

Last Name	First Name	EMT Instructor Certificate Expiration Date
Arnold	Kevin	7/1/2018
Barnowski	Thomas	7/1/2020
Bruce	Richard	7/1/2018
Butz	Kathy	7/1/2020
Cirillo	Jennifer	SUPPORT
Evans	John	4/1/2020
Flesher	Carl	7/1/2019
Flesher	Patricia	7/1/2019
Fritz	Jeffrey	10/1/2018
Garrity	Lisa	7/1/2018
Goodale	J. Scott	10/1/2019
Kulick	Steven	3/31/2021
Linninger	Brooke	10/1/2018
Oblick	Michael	In training
Oliver	Chad	4/1/2019
Pequeno	Dr. Becki	Medical Director
Powell	Alyson	SUPPORT
Robertone	Annamarie	3/31/2021
Sapkosky	Tracy	SUPPORT
Schrack	William	1/1/2019
Stout	Dawn	7/1/2018
Wright	Kyle	12/31/2019

**CREDIT ACADEMIC AUDIT FINANCIAL DATA
2016-17**

Emergency Medical Technician

	FY2017	FY2016	FY2015	FY2014	FY2013
Program Income					
Tuition	8,696	4,128	2,602	3,676	3,734
Local Reimb	1,427	663	422	592	609
Operating Reimb	3,282	1,208	732	1,042	1,412
Stipend Reimb	-	-	-	-	-
Total Income	13,405	5,999	3,756	5,310	5,755
Program Costs					
Direct Costs	15,196	4,251	4,971	6,134	5,141
Indirect Costs	5,856	2,714	1,718	2,291	2,364
Total Costs	21,052	6,964	6,688	8,425	7,505
FTE	1.84	0.89	0.58	0.86	0.95
Income per FTE	7,283	6,776	6,456	6,205	6,060
Cost per FTE	11,437	7,866	11,496	9,845	7,903
Inst Avg Cost per FTE	6,703	6,416	6,144	5,730	5,430
Rank	9 of 132	29 of 129	7 of 119	9 of 122	15 of 120

March 30, 2018

Ms. Judith Rex
PhD, RN, BC
Dean, Allied Health and Sciences
Northampton Community College
3835 Green Pond Rd.
Bethlehem, PA 18020

Dear Dean Rex,

I am writing to provide you with the results of the External Audit of the Emergency Services Technology-Emergency Medical Technician, Specialized Diploma Program.

PURPOSE

The purpose of the external audit, is to review and evaluate the processes of the Emergency Medical Technician –Basic Program, as to assure it provides optimum training to the EMT-B students, so they are able to pass the NREMT level exams, and are prepared to be utilized by emergency services groups of Northampton, Monroe and other nearby counties, or fulfill their requirements for prerequisite courses.

CURRICULUM

It is positive that the program teaches NREMT level training, and incorporates the required NIMS, Hazardous Materials, and CPR. To improve the success of the student, it is imperative that students have additional access to hands on training in real situations. Bringing back the Ride Along time with an Emergency Medical Service organization would give students the opportunity to obtain a realistic understanding of the requirements for their potential job. The Ride along program also gives the EMS service a preview of a potential employment candidate, thus giving the EMT-B student, another opportunity for employment selection. The students should have a list of objectives for their ride along, where they could ask questions. The college should be selective in the EMS services chosen for the ride along to assure the students will have a good educational experience. Requiring the student to write a brief journal, after clinical experiences, both hospital and pre-hospital could be incorporated to improve the critical thinking of the experience.

The curriculum for the Credit and Non-credit remains the same. Having all students meet with a college advisor prior to and during the program to review program options and their progress, would be beneficial for student success, and allow the advisor to promote all of the education opportunities.

FACILITIES

As you know, the facilities are currently under construction. The new plan seems to provide additional room for growth and will be a great improvement for the space and organization of the EMT-B program. The shared simulation lab is a wonderful learning benefit available to the students, but it seems to be underutilized. Additional open simulation lab time would be beneficial to the students. This would allow students to perfect their practical skills portions. Allowing the students to video their practical skills in the lab, would also give them another tool to better perfect their practical skills, by viewing and reviewing the video.

EMPLOYMENT PREPARDNESS

Once the students complete the EMT-B program, they are still lacking the state required Emergency Vehicle Operations Course. Although this course is not part of the EMT program, it is hard to find, and causes a delay in the graduates employment because it is required by Emergency Service Employers.

MARKETING

Marketing seems to be minimal for this course. Recruitment efforts would be beneficial to the growing need for EMT's in the community. By marketing the EMT program, especially in high school college fairs, and job fairs, it could provide quick education and provide much needed local jobs.

As an additional marketing tool, the Emergency Services groups of Northampton County need to be made aware of the Northampton County First Responder fund. This is a well-kept secret that would reduce costs of the local emergency services.

PROGRAM INSTRUCTORS

The fact that the college requires the instructional staff to be a minimum of an EMT-B certified, with the PA EMS Instructor certification is a good base for the program, especially the practical skills portion. It would also be of benefit that the EMT instructors are either currently involved with EMS services, or required to review or update their education to maintain the current standards of training. Due to the age of some of the students in the class, Criminal & Child abuse checks on all instructors are also a must. The current success of the NREMT practical skills testing portion is better than the success of the NREMT cognitive testing portion of the program. It makes sense that it is the strength of EMS instructors to teach the practical skills. Could the weakness in the Cognitive test be that they are not professional educators? Would utilizing a teacher improve the cognitive understanding of the student and provide a better written exam outcome, therefore improving the graduation rates? Would providing the EMS instructors, additional teaching instruction, provide better NREMT Cognitive Exam pass rates? This may also provide a positive argument for the Hybrid EMT program suggestion because you could utilize Blackboard, discussion groups and homework, to prove the students are completing the required readings.

RECOMMENDATIONS

1. Continue the Emergency Services Technology-Specialized Diploma EMT-B Program as part of the Emergency Medical Service Program.
2. Continue the meetings with the advisory group and Eastern Pa EMS Council to assure continued laws and requirements are being met.
3. Offer students who complete the Non Credit EMT program future access to return and purchase into the accredited program, so they are able to further their degree, if they should later choose.
4. Offer a separate Emergency Vehicle Operations Course, immediately following the EMT-B program completion, so the students have all of the requirements ready for employment with local Emergency Medical Services.
5. Consider a trial EMT- B course in a Northampton County High School, with the goal of completing the NREMT certification prior to graduation. This will provide entry level EMT-B's for local Emergency Services, as well as provide employment for high school graduates, while also possibly furthering their education.
6. Consider the previously suggested hybrid EMT-B Program with the partial online component. Please note that the practical skill labs would still need to be classroom required.
7. Encourage the non-credit students to meet with a college advisor to promote the importance of the degree program.

8. Ride Along time with EMS services should be restarted and continued.
9. Assure that each EMT instructor is educated in their role and remediated for any poor outcomes of their teachings.
10. Consider a projection plan of the possibility of expanding and starting an Associates of Applied Science – Paramedicine Course. There is currently no local degree Paramedic program.
11. Explore offering Associates of Applied Science Degree options through Distance Learning instruction for already NREMT certified EMS's and NREMT certified Paramedics.

In conclusion, it is my finding throughout county and state level meetings, as well as EMS employers, that there is a shortage of prepared Emergency Medical Technicians and the program needs to continue. The EMT-B program provides the basic beginning knowledge for a BLS level provider, and needs to continue progress so the graduate is prepared for employment when completing the program. The EMT-B level provider has become a stepping stone to Paramedics, Nurses and other health fields. While it is good that our graduating EMT-B's knowledge and education are continuing, their vacancies are not being replaced at a fast enough rate.

Therefore, it is paramount that you continue to seek opportunities for growth of the program, to obtain additional students, and assure that the currently enrolled students complete the program, as well as have the best instructional staff and facilities for success.

If you have any questions or require anything further, please contact me at 484-358-6710 or mwescoe@nrems.org Thank you.

Sincerely,

Maria Wescoe, RN, NR Paramedic