

President s Commentary

Jim Winham

Chief Executive Officer



To serve our communities pre-hospital needs through value-driven, compassionate, and clinically superior care.

Headcount Dashboard



Division	Position Type	Full Time	FT Goal	Percent Staffed	PRN	LOA	OJI	Academy	FTO	Productive FT Headcount	Productive FT % Staffed
EAST	EMT	95	92	103.26%	8	2	0	11	7	75	81.52%
	Logistics	24	22	109.09%	0	1	0	0	0	23	104.55%
	Paramedic	77	89	86.52%	17	2	2	1	2	72	80.90%
	SSC	21	23	91.30%	1	0	0	0	0	21	91.30%
	Total		217	226	96.02%	26	5	2	12	9	191
WEST	EMT	92	101	91.09%	12	4	3	0	5	81	80.20%
	Logistics	18	22	81.82%	1	0	0	0	0	18	81.82%
	Paramedic	82	113	72.57%	26	6	4	0	7	69	61.06%
	SSC	20	23	86.96%	2	0	0	0	4	16	69.57%
	Total		212	259	81.85%	41	10	7	0	16	184
Grand Total		429	485	88.45%	67	15	9	12	25	375	77.32%

COVID-19

Oklahoma July 28, 2021

1474 new cases (6 deaths)

7-day rolling average of 1,236

607 in acute care facilities (25 pediatric)

191 in ICU



To serve our communities pre-hospital needs through value-driven, compassionate, and clinically superior care.

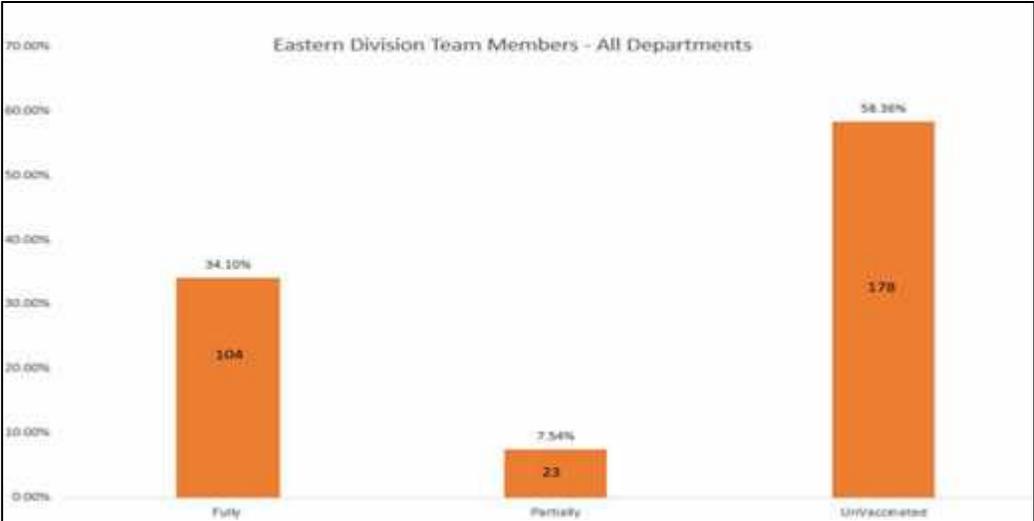
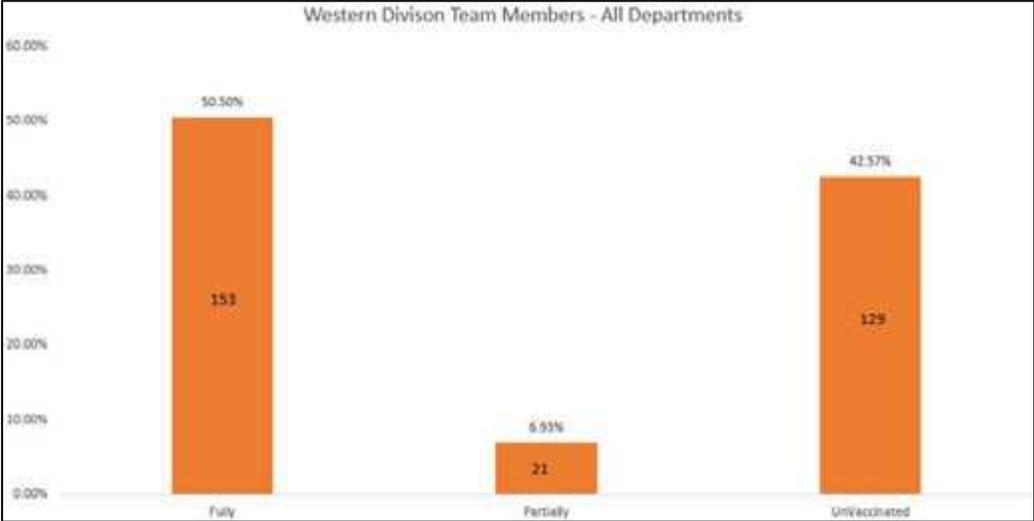
EMSA Vaccination Rates

Western Division

All Departments	50.50%
Field Operations	50.24%
Communications	58.33%

Eastern Division

All Departments	34.10%
Field Operations	35.98%
Communications	40.91%



To serve our communities pre-hospital needs through value-driven, compassionate, and clinically superior care.



Estimates a Shortage of
18,000,000 Healthcare
Workers by 2030



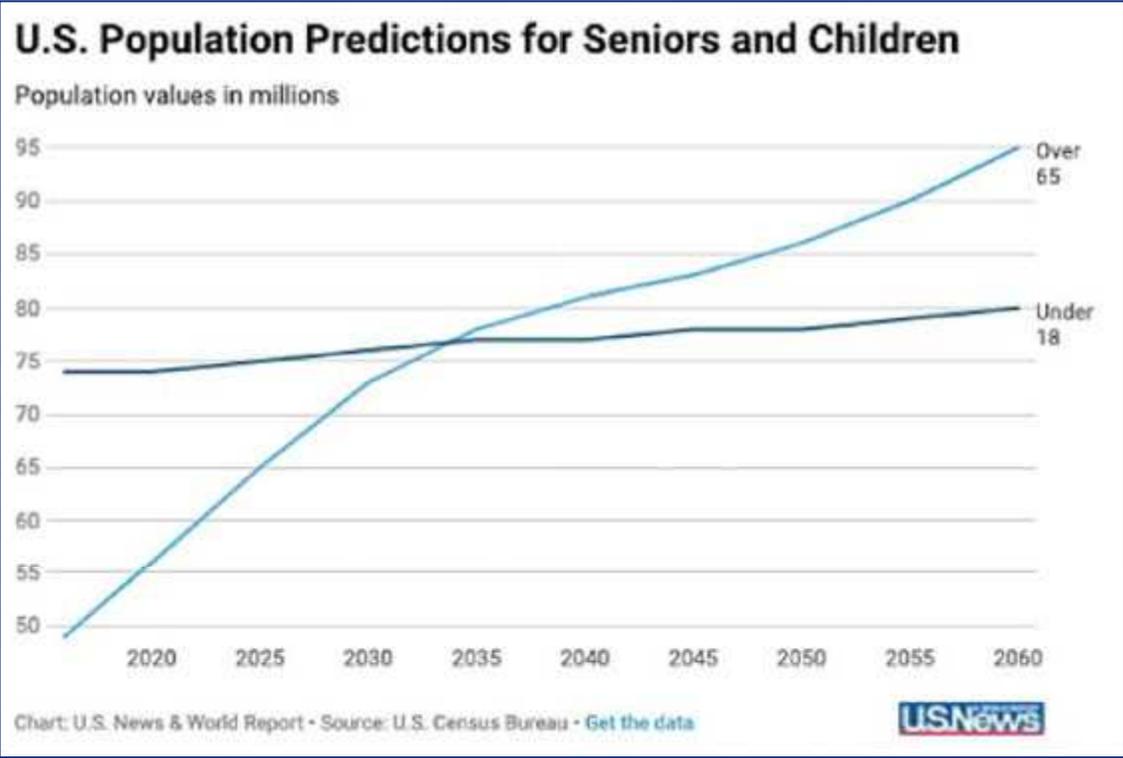
Employment in
Healthcare
projected to grow
15% (2019-2029)

2.4M Jobs by 2029



Healthcare Workforce

Demand will grow in U.S. as % of elderly population nearly doubles from 2008-2050



New healthcare jobs will account for 1/3 of all job growth by 2026

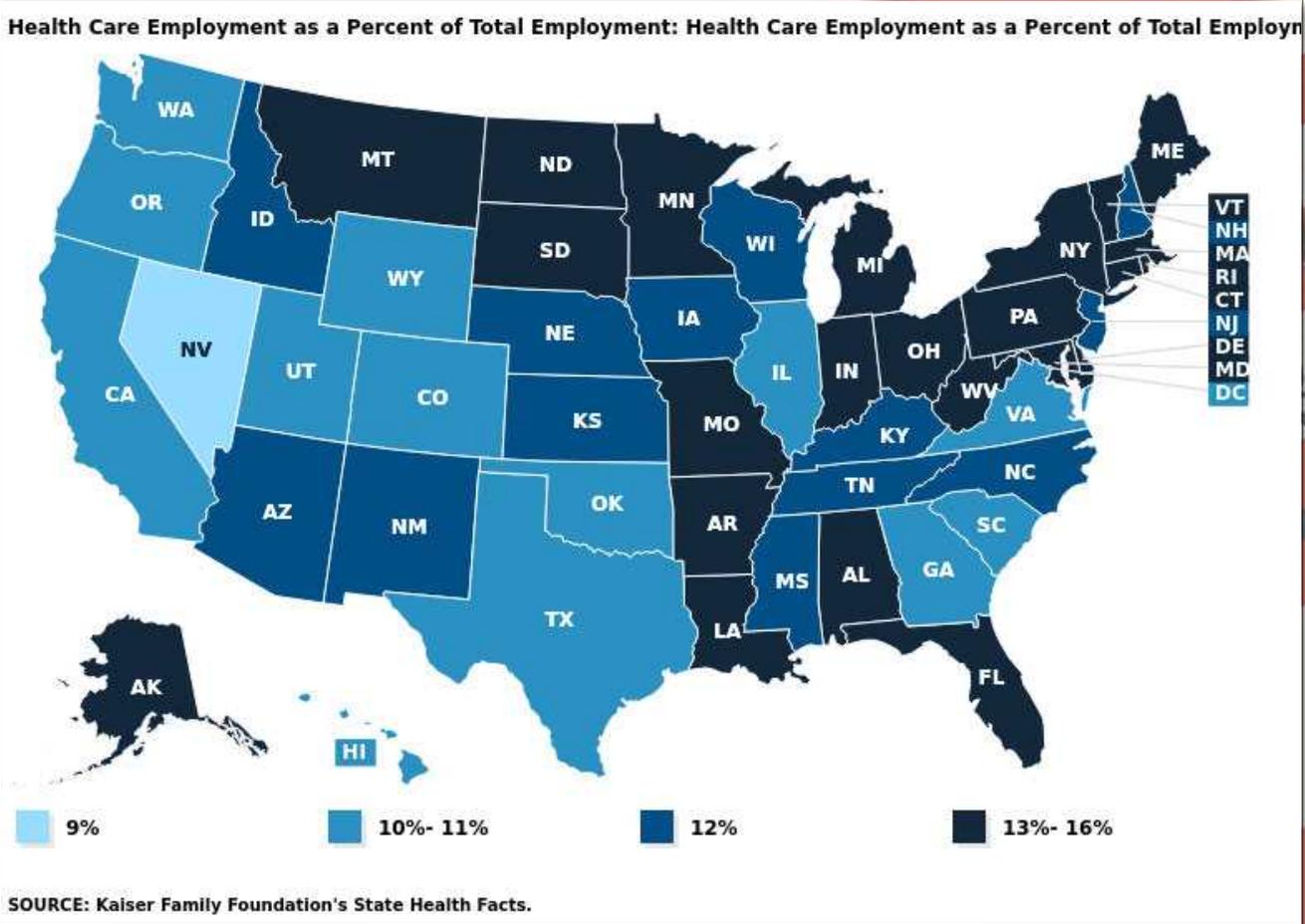
- Home health aides (47 %)
- Personal care aides (39 %)
- Physician assistants (37 %)
- Nurse practitioners (36 %)
- Physical therapist assistants (31%)



United States Healthcare Support Workforce

Employment and annual mean wages for healthcare support occupations, May 2020

Occupation	Employment	Annual mean wage
Home health and personal care aides	3,211,590	\$28,060
Nursing assistants	1,371,050	32,050
Medical assistants	710,200	36,930
Dental assistants	312,140	42,310
Phlebotomists	128,020	37,280
Veterinary assistants and laboratory animal caretakers	98,810	30,980
Healthcare support workers, all other	96,720	41,430
Physical therapist assistants	92,740	59,440
Massage therapists	85,040	47,350
Medical equipment preparers	56,870	41,070
Psychiatric aides	51,550	33,300
Medical transcriptionists	49,530	37,310
Physical therapist aides	45,790	30,110
Orderlies	43,570	31,780
Occupational therapy assistants	42,750	63,420
Pharmacy aides	38,900	32,250
Occupational therapy aides	5,630	34,160



COVID-19 Impact on Healthcare Workforce



BECKER'S HOSPITAL REVIEW

Healthcare workforce is 3.5% smaller one year after its 2020 peak, analysis shows

Kelly Gooch - Wednesday, March 17th, 2021 [Print](#) | [Email](#)
The healthcare workforce declined 3.5 percent between February 2020, before the effects of the COVID-19 pandemic, and February 2021, according to an [analysis](#) released March 17 by nonprofit researchers Altarum.

Based on data from the U.S. Bureau of Labor Statistics, Altarum estimates the U.S. healthcare workforce declined from 16.49 million jobs to 15.92 million jobs during that period.

The analysis found that healthcare employment has continued to fluctuate in January and February. In February, healthcare [added](#) 19,900 jobs, but "revisions to the previous two months took away more than 50,000 jobs from January estimates, so that January figures now represent a one-month drop of about 85,000 healthcare jobs — a very large drop by historical standards," according to the analysis.

Overall, the analysis estimates healthcare employment is down by about 65,000 jobs so far in 2021, compared to the end of 2020, and that employment in hospitals is down 40,000 jobs this year.

Read the full analysis [here](#).

© Copyright ASC COMMUNICATIONS 2021. Interested in [LINKING](#) to or [REPRINTING](#) this content? [View our policies by clicking here](#).

“Our workforce is tired; people are leaving healthcare”



2019-2029  6%
(Faster than 4% average)

HRSA

Health Resources & Services Administration

826,111 EMS Professionals (2014)

THE HEALTH CARE SECTOR OF THE S&P 500 IN ONE ETF
LEARN MORE

McDonald's raises hourly wages for company-owned restaurants

KEY POINTS

- McDonald's is raising the hourly wages for its U.S. company-owned restaurants by an average of 30%.
- The firm's goal is to bring the average wage for its 10,000 workers for these restaurants up to \$15 per hour.
- Based on the current labor market, McDonald's expects that the average wage for employees of its company-owned restaurants will be \$15 per hour by 2024.

Schwab Stock Slices™

Own any stock in the S&P 500* for as little as \$5, commission-free. Even if their share cost more.

McDonald's is the latest company to raise hourly wages

McDonald's is raising the hourly wages for its U.S. company-owned restaurants at the fast-food chain links to hire 10,000 workers for these locations. The broader restaurant industry is facing a labor crunch. Fewer people are returning to the workforce than expected, and operators are trying to attract workers because of a coronavirus recession. The labor market is expected to remain tight in the spring and summer months, which has been recognized by your favorite fast-food chains. For example, see the [McDonald's](#) and [Wendy's](#) announcements.

Workers at McDonald's company-owned locations will see pay raises of an average of 30% over the next several months. Every level employee will be making \$13 to \$17 per hour, and shift managers will make \$13 to \$20 per hour, based on location.

"Together with our franchisees, we face a challenging labor environment, and we're committed to providing a safe and healthy work environment for our employees," said McDonald's U.S. President Joe Erlinger in a message to the U.S. press released by CNBC.

Based on the current labor market, McDonald's expects that the average wage for employees of its company-owned restaurants will be \$15 per hour by 2024.

However, these increases will not directly impact workers who are employed by restaurants owned by McDonald's franchisees. The fast-food giant franchisees 91% of U.S. restaurants.

COAST-TO-COAST CAREER DAY

\$16+/hr - Full Time Positions - Chipotle (Northshore Mall, MA)

Chipotle Mexican Grill 4.5 (1,106 reviews)
Northshore Mall, Northshore, MA 01906
Hiring for various restaurant jobs - 1 day ago

Apply Now

Salary: \$16 - \$17 an hour

Job Type: Full-time

Number of Jobs for this role: 18+

Full Job Description
CULTIVATING A BETTER WORLD

At our award-winning Chipotle® restaurants, we're looking for a typical fast-food experience. Chipotle has always done things differently, both in how we run our restaurants, and in changing the face of fast food, starting with our mission, which is to help people live better. We're looking for people who want to help us do that. We're looking for people who want to help us make better food accessible to everyone.

THE OPPORTUNITY

Follow the link to create a new account on our website. [Chipotle](#) is looking for people who want to help us make better food accessible to everyone.

Warehouse Team Member \$1,000 Sign-On Bonus

Job ID: 20000291 (SARASOTA, FL)



New hire who shows proof of high school graduation earns a \$100 bonus with first day.

Location:
Sarasota

Hourly pay rate: Up to \$18.50, plus \$1,000 sign-on bonus, when you start your Day 1 year by 8/31/2022.

Benefits:

- Bonuses offered for a limited time only
- Bonuses are only applicable to specific job types and shifts; additional terms and conditions may apply
- Bonuses must be earned at the time of the payout
- Awards will occur in conjunction

Immediate openings available now.

Amazon is proud to be an essential business to serve our communities, delivering critical supplies directly to the doorstep of people who need them. And that's what Amazon is doing for you - a safe environment for employees at this time on our COVID-19 FAQ page.

Stay active during your working in this fast-paced warehouse environment. Learn new skills and build your experience by doing a range of different types of work.

- Sort, pack, ship packages on pallets
- Get customer orders ready for delivery
- Use technology like scanners, computers, and handheld printers

Candidates must be 18 years or older with the ability to read and speak English for safety purposes.

Reasons you'll love working here:

Health and safety are a top priority with all of our roles and jobs. We continue to consult with medical and health experts, and take all recommended precautions in our buildings and stores to keep people healthy.

- **Career development:** Many of our entry-level employees advance to supervisory, HR, and other roles. See where your Amazon journey can take you.
- **Gain experience:** You can gain a competitive edge and valuable pay skills when you work for Amazon.
- **Benefits:** Our range of benefits includes health care (during on-site time), employee discounts, 401(k) savings plan, paid time off and travel. Find out which benefits you'll get after you choose your role with us.
- **Flexible hours:** Choose from flexible shifts to create a schedule that works for you.

Amazon is hiring for the following types of roles in your area:

SHIFT LEADERS - It's not just a job to get every order from your customer. You are the first step on the journey from the warehouse. You'll be up on your feet moving and sorting packages between trucks. Each role and full-time opportunities are available with a flexible schedule of up to 40 hours.

Basic qualifications:

- Must be able to understand and adhere to all safety requirements
- High school, GED, or equivalent diploma

Amazon is committed to a diverse and inclusive workplace. Amazon is an equal opportunity employer and does not discriminate on the basis of race, national origin, gender, gender identity, sexual orientation, protected veteran status, disability, age, or other legally protected characteristics. If you have a disability and need a accommodation, such as an assistive device or a different interview format, we are happy to help. Contact us at 888-833-6227 or visit [amazon.jobs](#).

Apply



TOP NEWS



Topics > Paramedic Jobs and Careers

Ambulance services face national paramedic shortage

Counties, universities, and private companies are working together to reach out to high school and college students about the industry and offer training programs

Mar 28, 2019

Kate Snyder
The Blade, Toledo, Ohio

HOWELL, Mich. — Ambulance services in Michigan are working to improve recruitment efforts to hire more paramedics because of a state and nationwide staffing shortage — largely due to high employee turnover and low pay rates.

Counties, universities, and private companies are working together to reach out to high school and college students about the industry and offer training programs to get people interested, the Livingston Daily Press & Argus reported.



NEWS

EMS agencies struggling to fill EMT, paramedic positions

Laura Fitzgerald | Port Huron Times Herald
Published 10:00 p.m. ET May 19, 2021

View Comments



Tri-Hospital staff talk about the job

Several Tri-Hospital EMS employees discuss what they like about working as a paramedic. Brian Wells, Port Huron Times Herald

Tri-Hospital EMS paramedic Torina Fite had a tough decision to make.

She had always planned to become a physician's assistant, but she fell in love with



Would/Should
Someone
Come to EMS?



Are They Not
Coming to
EMS?

EMS Workforce for the 21st Century:
A National Assessment

EMS Workforce
Planning & Development

The Emergency Medical Services
Workforce Agenda for the Future

2020 NATIONAL
EMERGENCY MEDICAL SERVICES
ASSESSMENT

MILITARY TO CIVILIAN EMS PROJECT

Summary of Project Components

EMS Workforce Efforts

- Difficulty Retaining Workers
- Inability to Increase Wages
- Lack of Career Advancement
- Lack of Quantitative Workforce Data
- Poor Management Practices
- Lack of Workforce Health & Safety
- Diversity & Inclusion



Ambulance Industry Employee Turnover Study



**AAA/Newton 360 2021 Ambulance Industry
Employee Turnover Study**

newton 360°

**AMERICAN
AMBULANCE
ASSOCIATION**
REPRESENTING EMS
IN AMERICA

Prepared and authored by the American Ambulance Association, Newton 360,
Doverspike Consulting, and The Center for Organizational Research

June 21, 2021
SECOND DRAFT
CONFIDENTIAL

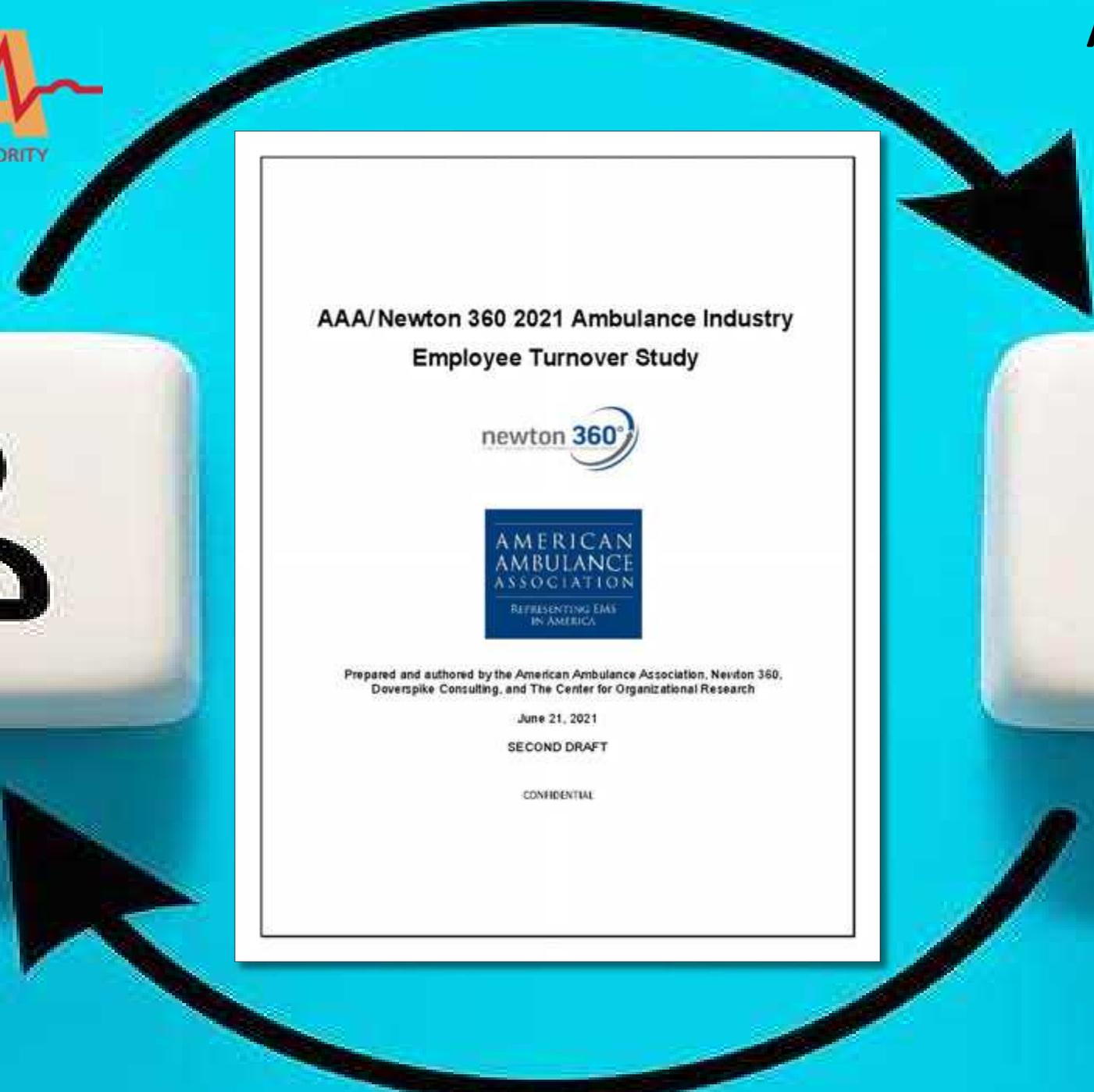


Table ES1. Turnover Rates by Year by Occupational Category (2019 Results Appear in Parentheses Below the 2021 Results)^{2,3}

Occupation	Unweighted Average Turnover			Weighted Average Turnover		
	Overall Turnover ^a	Voluntary Turnover	Involuntary Turnover	Overall Turnover	Voluntary Turnover	Involuntary Turnover
Full-time EMT	24% (30%)	19% (24%)	5% (5%)	24% (28%)	20% (22%)	4% (6%)
Part-time EMT	28% (44%)	24% (30%)	5% (12%)	33% (47%)	28% (29%)	6% (18%)
Full-time Paramedic	26% (22%)	20% (19%)	3% (4%)	15% (19%)	12% (16%)	2% (4%)
Part-time Paramedic	23% (28%)	19% (24%)	3% (5%)	27% (37%)	23% (24%)	3% (13%)
Supervisor	15% (12%)	11% (9%)	3% (3%)	9% (8%)	7% (6%)	2% (2%)
Dispatch	30% (36%)	23% (23%)	6% (11%)	21% (31%)	17% (20%)	4% (11%)





The shortage of EMS field staff in this country seems to have approached critical levels. Workforce shortages has to some degree usurped reimbursement as the number one issue facing EMS today. The Health Resources and Services Administration (HRSA) reports that by 2030, there will be a need for an additional 42,000 EMTs and Paramedics to meet the United States demand for healthcare services.

A comprehensive plan needs to be developed to truly mitigate the issues related to the EMS workforce.

ISSUE STATEMENT

- 
1. Attrition Study
 2. Alternate Transport
 3. EMT & Paramedic Educational Programs
 4. Engage Military Transition Group





Thank you!