

## Emergency Medical Services Workforce Diversified - 2024

### Facesheet

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#### 1. Demographic Information

- a. Demographic Information Name Livingston County EMS
- b. Organizational Unit
- c. Address 1911 Tooley, Howell, MI 48855
- d. Address 2
- e. City Howell State MI Zip 48855
- f. Federal ID Number 38-6005819 Reference No. Unique Entity Id. KKVDAK6JGJ  
96

g. Agency's fiscal year (beginning month and day) January-01

h. Agency Type

- Native American Tribes  Private, Non-Profit  Private, Proprietary
- Public  University

i. Select the appropriate radio button to indicate the agency method of accounting.

- Accrual
- Cash
- Modified Accrual

j. State of Michigan Employee Involvement

If former state of Michigan employees are involved in this project in any of the following capacities, the agency should disclose this in the space provided: a) In the performance of any resulting state agreement; b) Oversight or management of any resulting state agreement; or c) Consulting, conferring, or advising on the RFP response (such as in a role of consultant or lobbyist). If not, the agency may respond with "Not applicable."

Include the name(s) of former employee(s), department and division worked for, active dates of employment, and describe the role they will have with this RFP or any resulting grant agreement.

None.

#### 2. Program / Service Information

- a. Program / Service Information Name Emergency Medical Services Workforce Diversified - 2024
- b. Is implementing agency same as Demographic Information  Yes  No
- c. Implementing Agency Name
- d. Project Start Date Oct-01-2023 End Date Sep-30-2024
- e. Amount of Funds Requested \$348,000.00 Project Cost \$348,000.00

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**3. Certification / Contacts Information**

a. Authorized Official

Name	David Feldpausch				
Title	Administrator				
Mailing Address	1911 Tooley				
City	Howell	State	MI	Zip	48855
Telephone	(517) 546-3669			Fax	
E-mail Address	dfeldpausch@livgov.com				

b. Project Director

Name	Ryan Dennett				
Title	Project Director				
Mailing Address	1911 Tooley, Howell, MI 48855				
City	Howell	State	MI	Zip	48855
Telephone	(517) 375-7459			Fax	
E-mail Address	rdennett@livgov.com				

## Certifications

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### 4. Assurances and Certifications

#### A. Special Certifications

- a.  By checking this box, the individual or officer certifies that individual or officer is authorized to approve this grant application for submission to the Department of Health and Human Services on behalf of the responsible governing board, official or Grantee.
- b.  By checking this box, the individual or officer certifies that the individual or officer is authorized to sign the agreement on behalf of the responsible governing board, official or Grantee.
- c.  By checking this box, the individual or officer certifies that the individual or officer is NOT an Iran-linked business, as defined in MCL 129.312.
- d.  By checking this box, the individual or officer certifies that the individual or officer will abide by MDHHS standard grant agreement terms and conditions if awarded funding. A copy of the boilerplate agreement can be found under the "Show Documents" link of this application.

#### B. State of Michigan Information Technology Information Security Policy

1. By checking the following boxes, the Grantee acknowledges compliance with State of Michigan Information Technology Information Security Policy\* and provides the following assurances:
  - a.  The Grantee Project Director will be notified within 24 hours when its users are terminated or transferred or immediately if after an unfriendly separation.
  - b.  The Grantee Project Director will annually review and certify user accounts to verify the user's access is still required and the user is assigned the appropriate permissions.
  - c.  The Grantee Project Director will remove user's access within 48 hours of notification when users are terminated or transferred, or immediately if after an unfriendly separation.
  - d.  After 120 days of inactivity, when the user attempts to log into their account they will receive a message stating their account has been deactivated, and the user will have to request the account be reinstated.

\*Policy available at [https://www.michigan.gov/documents/dmb/1340\\_193162\\_7.pdf](https://www.michigan.gov/documents/dmb/1340_193162_7.pdf)

**Narrative**

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**5. Program Service Area**

Counties project will serve (check all that apply):

- |   |  |  |
|---|--|--|
| <input type="checkbox"/> Alcona             | <input type="checkbox"/> Alger                 | <input type="checkbox"/> Allegan               |
| <input type="checkbox"/> Alpena             | <input type="checkbox"/> Antrim                | <input type="checkbox"/> Arenac                |
| <input type="checkbox"/> Baraga             | <input type="checkbox"/> Barry                 | <input type="checkbox"/> Bay                   |
| <input type="checkbox"/> Benzie             | <input type="checkbox"/> Berrien               | <input type="checkbox"/> Branch                |
| <input type="checkbox"/> Calhoun            | <input type="checkbox"/> Cass                  | <input type="checkbox"/> Charlevoix            |
| <input type="checkbox"/> Cheboygan          | <input type="checkbox"/> Chippewa              | <input type="checkbox"/> Clare                 |
| <input type="checkbox"/> Clinton            | <input type="checkbox"/> Crawford              | <input type="checkbox"/> Delta                 |
| <input type="checkbox"/> Dickinson          | <input type="checkbox"/> Eaton                 | <input type="checkbox"/> Emmet                 |
| <input checked="" type="checkbox"/> Genesee | <input type="checkbox"/> Gladwin               | <input type="checkbox"/> Gogebic               |
| <input type="checkbox"/> Grand Traverse     | <input type="checkbox"/> Gratiot               | <input type="checkbox"/> Hillsdale             |
| <input type="checkbox"/> Houghton           | <input type="checkbox"/> Huron                 | <input checked="" type="checkbox"/> Ingham     |
| <input type="checkbox"/> Ionia              | <input type="checkbox"/> Iosco                 | <input type="checkbox"/> Iron                  |
| <input type="checkbox"/> Isabella           | <input type="checkbox"/> Jackson               | <input type="checkbox"/> Kalamazoo             |
| <input type="checkbox"/> Kalkaska           | <input type="checkbox"/> Kent                  | <input type="checkbox"/> Keweenaw              |
| <input type="checkbox"/> Lake               | <input type="checkbox"/> Lapeer                | <input type="checkbox"/> Leelanau              |
| <input type="checkbox"/> Lenawee            | <input checked="" type="checkbox"/> Livingston | <input type="checkbox"/> Luce                  |
| <input type="checkbox"/> Mackinac           | <input type="checkbox"/> Macomb                | <input type="checkbox"/> Manistee              |
| <input type="checkbox"/> Marquette          | <input type="checkbox"/> Mason                 | <input type="checkbox"/> Mecosta               |
| <input type="checkbox"/> Menominee          | <input type="checkbox"/> Midland               | <input type="checkbox"/> Missaukee             |
| <input type="checkbox"/> Monroe             | <input type="checkbox"/> Montcalm              | <input type="checkbox"/> Montmorency           |
| <input type="checkbox"/> Muskegon           | <input type="checkbox"/> Newaygo               | <input checked="" type="checkbox"/> Oakland    |
| <input type="checkbox"/> Oceana             | <input type="checkbox"/> Ogemaw                | <input type="checkbox"/> Ontonagon             |
| <input type="checkbox"/> Osceola            | <input type="checkbox"/> Oscoda                | <input type="checkbox"/> Otsego                |
| <input type="checkbox"/> Ottawa             | <input type="checkbox"/> Presque Isle          | <input type="checkbox"/> Roscommon             |
| <input type="checkbox"/> Saginaw            | <input type="checkbox"/> St. Clair             | <input type="checkbox"/> St. Joseph            |
| <input type="checkbox"/> Sanilac            | <input type="checkbox"/> Schoolcraft           | <input checked="" type="checkbox"/> Shiawassee |
| <input type="checkbox"/> Tuscola            | <input type="checkbox"/> Van Buren             | <input checked="" type="checkbox"/> Washtenaw  |
| <input type="checkbox"/> Wayne              | <input type="checkbox"/> Wexford               | <input type="checkbox"/> Out Wayne             |

**6. Program Implementation (Maximum 45 points)**

**A. Demographics of Service Area (10 points) - click "Show Instructions" for full question**

Compared to the surrounding communities (Washtenaw, Ingham, Oakland, and Genesee), Livingston county has seen greater than the state average in population growth. As of the 2020 census, Livingston has a total population of just over 196,000 residents and a growth rate of 1.2%. Nearly 20% of our population is under the age of 18 and 19.8% is 65 years of age or older. Livingston is considered a commuter community with a mean travel time to work is roughly 32 minutes. Our mean household income is nearly \$89,000 and our percentage of those considered

persons in poverty is only 5.2% compared to 8-16% in surrounding counties. Although we know that our immediate residents may not have as many financial barriers compared to Washtenaw, Ingham, or Genesee counties, we want to eliminate as much financial burden as possible to attract providers from surrounding communities to assist in their successful employment as paramedics.

The EMS workforce is facing a shortage of qualified personnel, and many communities are struggling to find enough EMTs and paramedics to staff their ambulances. One way to address this shortage is to get high school students interested in EMS careers early on. We here at Livingston County EMS were able to identify this need over 10 years ago and with the help of Livingston Education Services Agency, we've been able to host several successful high school EMT programs. We have also benefited from the local high school fire academy who are interested in EMS as well. This has helped us create multidisciplinary providers.

Over the last few years, we've been able to not only teach EMT for high school students but we've provided EMT classes for adults in the evening to accommodate those working daytime hours. This course has been ideal for those looking for a career change or are interested in working EMS part-time. We've gained such increased interest from residents in the community and surrounding areas that this year we're holding our first accelerated EMT academy to accommodate those on summer vacation. We've also had fire departments send their firefighters into our programs. Given the success of the varying types of EMT course offerings and interest in pursuing the field further, we've been able to create a partnership with Ascension Genesys to offer paramedic programs here at Livingston County EMS. All of this has given us the ability to develop EMTs that go on to join our paramedic programs. Our hope is to continue using this to help create paramedics for our and other EMS agencies.

**B. Needs of Target Population (10 points) - click "Show Instructions" for full question**

Our target population is EMS providers within the community and the immediate surrounding areas who are interested in obtaining a paramedic education.

Despite the EMS workforce shortage, Livingston County EMS has been able to maintain staffing that has allowed us to continue our focus on our educational offerings that would benefit more than just our agency. With the goal of this grant being able to create paramedics that can help fill voids in the workforce shortage, an early objective would need to advertise and reach those potentially interested EMT providers. We would want to get them registered into one of our programs to make sure they're provided the resources for success.

With our willingness to expand our search across several counties, we want to do our best to eliminate any hesitation from those providers by helping to remove as many potential barriers. There are a number of barriers that prevent people from pursuing EMS education and include the cost of tuition, the need for child care, and the lack of transportation. With this grant, we would be able to help accommodate enrollment barriers that might be financial in nature. Being able to help a student address financial concerns might help in creating an ideal learning environment for the student.

The EMS workforce is not as diverse as the communities it serves. According to the National Registry of Emergency Medical Technicians, only 12% of EMS professionals are people of color. This lack of diversity can lead to cultural misunderstandings and communication barriers, which can impact the quality of care that patients receive. Diversifying the EMS student population will help to ensure that the EMS workforce is representative of the communities it serves. Funding can be used to recruit and train more people of color, women, and people from rural and underserved communities.

There are a number of reasons why the EMS workforce is not as diverse as it should be. One reason is that EMS education can be expensive, which can make it difficult for people from low-income families to afford it. Another reason is that EMS programs are often located in rural areas, which can make it difficult for people from urban areas to access them. Funding for EMS education can help to address some of these challenges.

Targeting all populations and obtaining this funding is essential to ensuring that our communities have the well-trained, diverse EMS workforce they need to save lives. This funding can be used to continue our paramedic

offerings, help remove student barriers to education, and diversify the EMS student population. We hope we can make a real difference in the lives of our communities.

**C. Describe How the Services Provided will Address the Needs of Target Population (5 points) - click "Show Instructions" for full question**

LCEMS offers reasonable and appropriate accommodations for persons with documented disabilities for the didactic, psychomotor, and testing phases of each program, as required by the Americans with Disabilities Act (ADA). Livingston County EMS is committed to the provision of reasonable accommodations which do not compromise the ability of its educational product, including examinations, to evaluate the student's ability to safely and effectively perform the critical tasks and content recall necessary in the provision of EMS care. Accordingly, this standard guides the accommodations that can be reasonably made for students enrolled in our programs. LCEMS also recognizes that each disability is unique to the individual and all decisions regarding reasonable accommodations are on a case-by-case basis.

Those persons requesting accommodations for any portion of the program must submit documented evidence of the student's disability. Appropriate documentation must be submitted by the student and must be received at least 30 days prior to the portion of the program that the accommodation will apply. No person will be granted special accommodation on the written examination if he/she does not meet the minimum standards for performance as determined by analysis of the requirements of the job and as documented by standardized measures of aptitude and achievement.

The types of accommodations which may be requested by persons qualifying for special accommodations on the written examination due to documented learning disability in reading decoding and or reading comprehension are as follows:

1. Livingston County EMS will permit those persons who qualify for special accommodations on written summative examinations, due to a documented learning disability in reading decoding, reading comprehension, and/or written expression, to take the standard format of the examination but receive an extended amount of time in which to complete the examination. Applicants selecting this option will normally receive a time and a half extension.
2. Additional accommodations may be provided as appropriate.

The types of accommodations which may be requested by persons qualifying for special accommodations on the practical examination due to documented learning disability in reading decoding and or reading comprehension are as follows:

1. Because proficiency in a specific set of skills is mandatory to be able to operate in the capacity of an EMT, the student must be able to perform all skills to a level of expectation as determined by the National Registry of EMTs and the State of Michigan. As skill testing for the National Registry of EMTs is timed, no extension beyond that of what the NREMT allows will be granted. As such, each specific step of the skill must be accomplished to prove proficiency and no exclusions are granted.
2. Accommodations may be provided as appropriate if they do not violate expectations as described. This will be determined on a case-by-case basis.

**II. Language**

Livingston County EMS conducts programs in English only and does not provide accommodations for English Language learners or individuals with limited English proficiency as they are not considered disabled under the ADA.

**III. Cultural Barriers**

Livingston County EMS educators and employees are required to provide all educational services in a manner that is consistent with the organization's mission and standards without regard to sex, race, color, national origin, age, religion, height, weight, marital status, handicap/disability or other unlawful criteria. The program and its educators are committed to diversity, equity, and inclusivity and incorporate lessons on cultural competence throughout the educational topics so that inclusive care is a core element of the education provided.

**IV. Transportation Needs**

With regard to addressing transportation needs, Livingston County EMS Education services an area void of any other EMS education options. For those concerned about transportation access, our program offers the opportunity to attend within their residential area and within a reasonable distance from surrounding communities. Our community also has available low-cost transportation services that can provide transport to/from the location during class hours.

**D. Diversity, Equity and Inclusion (5 points) - click "Show Instructions" for full question**

LCEMS offers reasonable and appropriate accommodations for persons with documented disabilities for the didactic, psychomotor, and testing phases of each program, as required by the Americans with Disabilities Act (ADA). LCEMS is committed to the provision of reasonable accommodations which do not compromise the ability of its educational product, including examinations, to evaluate the student's ability to safely and effectively perform the critical tasks and content recall necessary in the provision of EMS care. Accordingly, this standard guides the accommodations that can be reasonably made for students enrolled in our programs. LCEMS also recognizes that each disability is unique to the individual and all decisions regarding accommodations are on a case-by-case basis.

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2. Accommodations may be provided as appropriate if they do not violate expectations as described. This will be determined on a case-by-case basis.

LCEMS educators provide all educational services in a manner that is consistent with the organization's mission and standards without regard to sex, race, color, national origin, age, religion, height, weight, marital status, handicap/disability, or other unlawful criteria. LCEMS will not tolerate unlawful discrimination or harassment by any of its employees, directors, ancillary staff, vendors, contractors, students, patients, visitors, or others doing business with LCEMS.

The policy of LCEMS Education is to lead and be guided by our core values and mission. LCEMS is committed to the protection of the rights of students and to providing an educational environment that is free from harassment and discrimination. If it is believed that an individual has been subjected to discrimination or harassment, or an individual is aware of others being subjected to such conduct, the incident should be promptly reported to the individual EMS educator, program medical director, or program sponsor. A student reporting discrimination or harassment or

assisting in investigations of any kind will not be subject to any form of retaliation and their status in the program will not be affected because they issued the report. In determining whether the alleged conduct constitutes discrimination or harassment, the totality of the circumstances, the nature of the discrimination or harassment, and the context in which the alleged incident occurred will be investigated. LCEMS has the responsibility of investigating and resolving complaints of discrimination and harassment. Once an investigation has been completed, corrective action will be taken, if appropriate. LCEMS may utilize other departments' expertise when investigating any complaints of discrimination or harassment. LCEMS considers discrimination or harassment based on sex, race, color, national origin, age, religion, height, weight, marital status, handicap/disability, or other unlawful criteria to be a major offense that may result in corrective action up to and including dismissal from the program.

**E. Describe How Services will be Delivered (8 points) - click "Show Instructions" for full question**

Students will need to apply and be accepted into the Ascension Genesys Hospital paramedic program for the Livingston County EMS site. Students will be required to fill out the application in its entirety and pay their registration fee. After the fees are paid to Genesys, LCEMS will collect the remainder of the cost. Students that attend the LCEMS paramedic program will need to contact the department director if they plan on having their tuition costs covered through the grant process. LCEMS will then be responsible for applying the grant funds to the students remaining tuition and book fees. LCEMS will keep track of students that utilize the grant funding and monitor their NREMT success. There will be no employment agreement for accepting the grant funds. LCEMS is dedicated to helping provide paramedics across the state and not limiting their employment to us.

**F. Program Success (5 points) - click "Show Instructions" for full question**

LCEMS is committed to the quality of the EMS paramedic programs that are offered. The success of our program will begin with registering paramedic students. These students will need to complete the same registration process that is already required by Ascension Genesys Hospital. The application will need to be filled out, this includes students' demographics, educational background, professional history, background check, health history, physical exam, and immunization record.

Once admitted into the program, our goal is to keep students in good standing in the program. Our hope of removing the financial burden helps students focus on the steps to becoming paramedics. Students will be evaluated during their course on a continual basis. Any student that shows a deficiency in an area shall be notified of their deficiency and be given appropriate time to correct the deficiency. The student will be provided the opportunity to also meet with an educator who must give adequate time to assist the student in the area that is deficient.

Utilizing testing instruments will be analyzed for effectiveness, discrepancy, or typographical errors. These are reformulated or revised annually to ensure effective examination. All test instruments must go through an appropriate validation process approved by Ascension Genesys Hospital.

Students will be able to provide feedback on the instructors. All instructors must undergo an evaluation process no less than once per calendar year to verify the educator's competency and to update Ascension Genesys with any new certifications or continuing education courses. This evaluation process will consist of analyzing student evaluations, and course coordinator/program medical director evaluations. Each educator will receive feedback during the evaluation process. The students must be allowed to anonymously evaluate all aspects of the class. Each program will be evaluated in a final evaluation report, including the results of the student's first-time pass rates and scores on the NREMT National Registry examinations, if applicable. The final report will be placed in the individual program file, This is in place to ensure the quality and effectiveness of our program to coincide with changing competencies.

LCEMS is committed to the student's success in obtaining their paramedic license. Students will be given the opportunity to meet in study sessions following the completion of the program to ensure their comprehension and retention of the information. Students will be given time to meet with instructors as well. These voluntary sessions will be offered until the student passes the NREMT. A detailed log of time, topics, and participation will be kept to



help identify items that might have contributed to the success of the program.

**G. Collaboration Plans (2 points) - click "Show Instructions" for full question**

Livingston County EMS and Ascension Genesys Hospital have an EMS Training Affiliation Agreement. LCEMS is an approved satellite location to teach the paramedic program. This agreement was established back in 2021 following state and CoA approval. This has been a mutually beneficial agreement between the two departments as it's allowed Ascension Genesys to offer programs to more students and has given LCEMS access to clinical sites across the Ascension network.

Attachments:

[ASCENSION Genesys Agreement Completed\\_App\\_With\\_Signatures APPROVAL](#)

**7. Experience and Past Performance (Maximum 10 points)**

**A. Experience in Providing EMS Workforce Services (7 points) - click "Show Instructions" for full question**

We here at LCEMS have no experience in providing EMS Workforce services similar to this. Grants can be a valuable source of funding for a variety of projects, from research to community development. However, applying for and managing grants can be a complex process, and it can be daunting for those who lack experience. We have been awarded other types of grants and have worked on grant-funded projects in the past. With those projects, we have become familiar with the requirements and tasks such as collecting data, writing reports, and managing budgets. LCEMS is fully aware of this project's requirements and is confident in being able to manage this grant-funded project.

We're motivated to help others achieve their goals of becoming paramedics. Teaching paramedic programs is something we successfully started a few years ago with Ascension Genesys Hospital. LCMES is dedicated to the students and we strive to build off our accomplishments.

**B. Describe the Principal Characteristics of the Target Population (3 points) - click "Show Instructions" for full question**

LCEMS has several characteristics they would expect from their target population. One of the principal characteristics of our target population is communication skills. The target population must be able to communicate effectively with patients, their families, other healthcare professionals, and the public. This includes being able to listen carefully, speak clearly and concisely, and ask probing questions. This population will have to be able to communicate effectively in stressful situations.

The target population will have to be able to provide/show compassionate care to patients, even in difficult circumstances. They must be able to put the needs of their patients first and show empathy for their pain and suffering. Doing this starts in the classroom setting and continues on through clinicals and into the field.

Students will have to be able to work effectively with others, both in the classroom setting and with other healthcare professionals. They must be able to build rapport with patients and their families, and they must be able to collaborate with other members of the healthcare team to provide the best possible care. Students will have to demonstrate their ability to think critically and solve problems quickly and efficiently. They must be able to assess a patient's condition, identify the most likely cause of the problem, and develop a plan of care. They must also be able to think on their feet and adapt to changing situations.

It's expected that students will have to pay attention to detail and follow procedures carefully. This is essential to ensuring that patients receive the correct care. Providers may often work alone or in small crews, so they must be able to work independently and make decisions without direct supervision. They must also be able to work effectively as part of a team. They must be able to communicate and coordinate their efforts with other members of the healthcare team to provide the best possible care to patients.

Willingness to learn. The field of emergency medicine is constantly evolving, so EMTs and paramedics must be willing to learn new skills and stay up-to-date on the latest medical advances.

Paramedics must have a thorough understanding of human anatomy, physiology, and pathophysiology. They must also be familiar with a wide range of medical procedures, including airway management, intravenous therapy, and cardiac monitoring. Students will learn to perform a comprehensive patient assessment and identify the most likely cause of a patient's condition. They must also be able to provide advanced life support (ALS) care, including administering medications, performing defibrillation, and inserting IVs. Students will become familiar with using our medical equipment, including cardiac monitors, defibrillators, and IVs.

We know that EMTs who are considering pursuing paramedic education should carefully assess their own skills, knowledge, and personality traits to determine if they are a good fit for this demanding career. We want to sure they are prepared for the challenge ahead and having quality characteristics will benefit them. Continued course evaluations will help identify any deficiencies and allow the student feedback to ensure their successful development.

## 8. Education, Credentials & Qualifications (Maximum 15 points)

### A. Qualifications (15 points) - click "Show Instructions" to see full question

Delivering education for more than 40 years, the program operating at Ascension Genesys is approved by the MDHHS to conduct Paramedic programs. Our approval number is P-02-1046. We are also accredited by the Commission on Accreditation of Allied Health Programs (CAAHEP), program identifier 600564. The EMS Education department follows all rules and regulations surrounding personnel, as established by the MDHHS and CAAHEP

Our personnel consists of highly qualified individuals dedicated to delivering exceptional education. As Program Director, Chris Patrello received a Bachelor's degree from Central Michigan University and is nearing completion of a Master's Degree in Education from Capella University. Chris has been in EMS for 24 years, 17 of which have been in education, quality, or management. He holds a Paramedic license and an Instructor Coordinator license (license number 535737) from the State of Michigan. Chris is an active member of state-level EMS steering committees, local medical control authority committees, and local, state, and national Ascension committees. Chris also serves as a site visitor for CoAEMSP.

Alongside Chris, the two primary educators, Jamie Mosher (license number 1673750) and Marie Wilkinson (license number 608278), also hold Paramedic and Instructor/Coordinator licenses from the State of Michigan. In addition to our primary staff, we have dedicated satellite educators, Saralynn Bush (license number 1751511), Joshua Sutton (license number 1967416) and David Mills (license number 1586507) contribute their expertise to our program's success. Saralynn holds a license as a Registered Nurse (license number 4704349722) and has experience in the ICU at the University of Michigan. Joshua has experience in Quality Improvement for a high-volume EMS agency and Marie has experience in Critical Care and as a Flight Paramedic. David has experience in fire services, tactical training, and HAZMAT. All of the education staff are certified as American Heart Association instructors and/or faculty.

**Retention/Attrition Rates:** Retention to graduation data reported to CoAEMSP was 72.4% (42/58) in 2018; 74% (37/50) in 2019; 49.3% (34/67) in 2020; and 71.3% (57/80) in 2021 which, with the exception of our COVID year, meets the minimum threshold set by our accreditors. Data submitted to MDHHS which has different start and stop points was 66% (37/56) in 2019; and 73% (57/78) in 2020; Retention data for 2021 will be submitted in July 2023.

**Certification Examination Pass Rates** on national certification examinations for each level of licensure are monitored for our graduates. This outcome measures the extent to which our education adequately prepares students for expected competencies. Pass rate data for successful certification reported to CoAEMSP was 73.8% (31/42) in 2018; 77.1% (27/35) in 2019; 66.7% (22/33) in 2020; and 71.4% (40/56) in 2021. With the exception of our COVID year in 2020, we have exceeded the minimum thresholds expected by our accreditors. For the MDHHS, pass rates were 77% in 2019 and 66% in 2020. Data for 2021 will be submitted in July 2023.

**Job Placement Rates** for graduates are tracked to determine the percentage of our graduates who are working in their field, at the level of education completed. This outcome reflects the relevance of education in meeting the demands of the job market. It also demonstrates the effectiveness of the curriculum for successful entry into the

EMS workforce. Data reported to the CoAEMSP showed placement rates of 45.2% in 2018; 70.3% in 2019; 76.5% in 2020; and 45.6% in 2021.

**Employer Satisfaction:** Surveys with employers who have hired our graduates are conducted to measure satisfaction with graduate knowledge, skills and professionalism. Employer surveys show overall positive feedback on program graduates with feedback to enhance training on communication and direction with crew members and the healthcare team

## 9. Staffing and Training (Maximum 10 Points)

### A. Staffing Needs, Training, Outreach and Barrier Reduction (5 points) - click "Show Instructions" for full question

EMS plays a vital role in our communities, providing life-saving care to those in need. However, EMS agencies across the country are facing a number of challenges, including:

**Staffing shortages:** Many EMS agencies are struggling to find enough qualified personnel to staff their ambulances and stations. This is due in part to the high demands of the job, which can be physically and emotionally taxing. It is also due to the relatively low pay and benefits that EMS workers often receive.

**Inadequate training:** EMS training requirements vary from state to state, and many agencies do not provide their employees with the level of training they need to safely and effectively perform their jobs. This can lead to errors and mistakes, which can have serious consequences for patients.

**Lack of outreach:** Many EMS agencies do not do enough to promote their services to the public. This can lead to people not knowing what EMS is or how to access it when they need it.

These challenges are having a number of negative consequences, including:

**Increased response times:** When EMS agencies are short-staffed, it can take longer for ambulances to arrive on the scene. This can have a significant impact on patient outcomes, especially in life-threatening situations.

**Decreased quality of care:** When EMS workers are not properly trained, they may not be able to provide the level of care that patients need. This can lead to complications and even death.

**Reduced public confidence:** When people do not know what EMS is or how to access it, they may be less likely to call for help when they need it. This can put people's lives at risk.

There are a number of things that can be done to address these challenges, including:

**Increasing staffing:** EMS agencies need to do more to recruit and retain qualified personnel. This could include offering higher salaries and benefits, as well as providing more opportunities for advancement.

**Improving training:** EMS agencies need to ensure that their employees receive the level of training they need to safely and effectively perform their jobs. This could include requiring more training hours, providing more hands-on experience, and using more innovative training methods.

**Expanding outreach:** EMS agencies need to do more to promote their services to the public. This could include conducting public education campaigns, partnering with community organizations, and making it easier for people to find information about EMS online.

By taking these steps, EMS agencies can improve staffing, training, and outreach, which will help to ensure that patients receive the quality of care they deserve.

#### **How Increased Staffing, Training, and Outreach Can Help to Increase Enrollment in EMS Classes**

In addition to the benefits for patients, increased staffing, training, and outreach in EMS can also help to increase enrollment in EMS classes. This is because potential students are more likely to be interested in a career in EMS if they know that there are good job prospects and that they will receive the training they need to be successful.

Studies have shown that there is a positive correlation between EMS staffing levels and enrollment in EMS classes. For example, one study found that a 10% increase in EMS staffing levels was associated with a 2% increase in enrollment in EMS classes.

This is likely because potential students are more likely to be interested in a career in EMS if they know that there

are enough jobs available and that they will receive the training they need to be successful. When EMS agencies are short-staffed, it can be difficult for potential students to find jobs, and they may also be concerned about the quality of training they will receive.

In addition, increased outreach can help to increase enrollment in EMS classes by raising awareness of the career opportunities available in EMS. When people are more aware of the need for EMS workers and the rewarding nature of the job, they are more likely to consider a career in EMS.

By increasing staffing, training, and outreach, EMS agencies can create a more attractive career path for potential students. This can lead to increased enrollment in EMS classes, which will help to ensure that there are enough qualified EMS workers to meet the needs of our communities.

In addition to the benefits for patients and potential students, increased staffing, training, and outreach in EMS can also have a number of other benefits for EMS agencies themselves. For example, it can lead to improved morale among employees, increased productivity, and reduced costs.

Overall, there are a number of reasons why EMS agencies should invest in increased staffing, training, and outreach. These investments will not only benefit patients and potential students, but they will also benefit EMS agencies themselves.

**B. Plan to Address Retention/Attrition of Students/Staff (5 points) - click "Show Instructions" for full question**

If for any personal, medical, academic, clinical, or financial reason, the student is unable to continue in their current cohort, LCEMS and Ascension Genesys offer the opportunity for the student to take a temporary leave of absence from the program to handle commitments or hardships as needed. There is a requirement to return within two semesters to encourage the students to return while the information is still fresh. Additionally, all payments made by the student or on their behalf are to be held in the student's account as long as they return within the two semesters. Educators are encouraged to communicate with students to see if other services or assistance may be available for assistance prior to the student taking a leave. Through this grant process, our hope is that financial hardships can be mitigated and our priority is to encourage them to return to the program as soon as possible.

## Work Plan

FOR OFFICE USE ONLY:      Version # \_\_\_\_\_      APP # \_\_\_\_\_

### 10. Work Plan (10 points)

**Objective :**      #1. Within the next twelve months, Livingston County EMS will fill three paramedic courses with 21 students in each course.  
#2. Livingston County EMS will retain a minimum of 80% of students enrolled in each course by the end of the associated eighteen-month course.  
#3. Livingston County EMS will have an attrition rate of less than 5% of students indicating that financial circumstances are the reason for withdrawing from the program.

**Activity :**      #1. To meet the criteria of this objective, staff time will be spent on advertisement and recruitment via social media platforms, email communications, job fairs, recruitment presentations to established EMT programs, and meet-and-greet community events.  
#2. To meet the criteria in this objective, the instructors and staff will offer and be available for tutoring sessions, provide students access to additional supplemental material, and work to identify and mitigate options for resolution to any other barriers students may encounter.  
#3. To meet the criteria in this objective, grant funds will be utilized to support funding the student's tuition cost and staff will be available to assist the student with problem solving and time management solutions to balancing work and course requirements.

**Responsible Staff :**      Ryan Dennett, Saralynn Bush, Josh Sutton

**Date Range :**      10/01/2023 - 09/30/2024

**Expected Outcome :**      Our expected outcome is to have met all of our listed objectives. With this, we hope to have provided an opportunity for EMTs to obtain their paramedic licenses as they begin to seek employment within the state. We anticipate the success of these students will assist in providing relief to the critical shortage and encourage retention within the field.

**Measurement :**      To have successfully enrolled a total of 63 paramedic students over 3 programs. If a student asks for a leave of absence or withdraws from the course, we indicate the reasons behind the request and do our best to assist in keeping them in the program. Student surveys will be utilized to provide valuable feedback to ensure help ensure program's success and identification of any concerns.

**Budget**

FOR OFFICE USE ONLY:		Version # _____		APP # _____			
Line Item	Qty	Rate	Units	UOM	Total	Amount	
<b>DIRECT EXPENSES</b>							
<b>Program Expenses</b>							
1	<b>Salary &amp; Wages</b>						
2	<b>Fringe Benefits</b>						
3	<b>Employee Travel and Training</b>						
4	<b>Supplies &amp; Materials</b>						
	Educational Supplies	0.0000	0.000	0.000		64,500.00	64,500.00
	Notes : Education materials for 63 students which would include program-owned student textbooks.						
5	<b>Subawards – Subrecipient Services</b>						
6	<b>Contractual - Professional Services</b>						
7	<b>Communications</b>						
8	<b>Grantee Rent Costs</b>						
9	<b>Space Costs</b>						
10	<b>Capital Expenditures - Equipment &amp; Other</b>						
11	<b>Client Assistance - Rent</b>						
12	<b>Client Assistance - All Other</b>						
13	<b>Other Expense</b>						

Budget Detail (10 points) for Emergency Medical Services Workforce Diversified - 2024  
 Agency: Livingston County EMS  
 Application: Emergency Medical Services Workforce Diversified - 2024

6/30/2023

	Line Item	Qty	Rate	Units	UOM	Total	Amount
	Training/Conference Notes : Paramedic tuition and technology fee for 63 students.	0.0000	0.000	0.000		283,500.00	283,500.00
<b>Total Program Expenses</b>						348,000.00	348,000.00
<b>TOTAL DIRECT EXPENSES</b>						348,000.00	348,000.00
<b>INDIRECT EXPENSES</b>							
<b>Indirect Costs</b>							
1	<b>Indirect Costs</b>						
2	<b>Cost Allocation Plan</b>						
<b>Total Indirect Costs</b>						0.00	0.00
<b>TOTAL INDIRECT EXPENSES</b>						0.00	0.00
<b>TOTAL EXPENDITURES</b>						<b>348,000.00</b>	<b>348,000.00</b>

Budget Summary for Emergency Medical Services Workforce Diversified - 2024  
 Agency: Livingston County EMS  
 Application: Emergency Medical Services Workforce Diversified - 2024

6/30/2023

	Category	Total	Amount	Narrative
<b>DIRECT EXPENSES</b>				
<b>Program Expenses</b>				
1	Salary & Wages	0.00	0.00	
2	Fringe Benefits	0.00	0.00	
3	Employee Travel and Training	0.00	0.00	
4	Supplies & Materials	64,500.00	64,500.00	Educational supplies include Livingston County EMS-owned textbooks and other associated course textbooks.
5	Subawards – Subrecipient Services	0.00	0.00	
6	Contractual - Professional Services	0.00	0.00	
7	Communications	0.00	0.00	
8	Grantee Rent Costs	0.00	0.00	
9	Space Costs	0.00	0.00	
10	Capital Expenditures - Equipment & Other	0.00	0.00	
11	Client Assistance - Rent	0.00	0.00	
12	Client Assistance - All Other	0.00	0.00	
13	Other Expense	283,500.00	283,500.00	Tuition cost is calculated by multiplying the number of students expected to enroll in the program (63) by the cost of the tuition (\$4,500.00).
<b>Total Program Expenses</b>		348,000.00	348,000.00	
<b>TOTAL DIRECT EXPENSES</b>		348,000.00	348,000.00	
<b>INDIRECT EXPENSES</b>				
<b>Indirect Costs</b>				



Budget Summary for Emergency Medical Services Workforce Diversified - 2024  
 Agency: Livingston County EMS  
 Application: Emergency Medical Services Workforce Diversified - 2024

6/30/2023

	Category	Total	Amount	Narrative
1	Indirect Costs	0.00	0.00	
2	Cost Allocation Plan	0.00	0.00	
<b>Total Indirect Costs</b>		0.00	0.00	
<b>TOTAL INDIRECT EXPENSES</b>		0.00	0.00	
<b>TOTAL EXPENDITURES</b>		<b>348,000.00</b>	<b>348,000.00</b>	

**Source of Funds**

	Category	Total	Amount	Cash	Inkind	Narrative
1	<b>Source of Funds</b>					
	MDHHS State Agreement	348,000.00	348,000.00	0.00	0.00	
	Fees and Collections - 1st and 2nd Party	0.00	0.00	0.00	0.00	
	Fees and Collections - 3rd Party	0.00	0.00	0.00	0.00	
	Local	0.00	0.00	0.00	0.00	
	Non-MDHHS State Agreements	0.00	0.00	0.00	0.00	
	Federal	0.00	0.00	0.00	0.00	
	Other	0.00	0.00	0.00	0.00	
	In-Kind	0.00	0.00	0.00	0.00	
	Federal Cost Based Reimbursement	0.00	0.00	0.00	0.00	
	<b>Total Source of Funds</b>	348,000.00	348,000.00	0.00	0.00	
	<b>Totals</b>	348,000.00	348,000.00	0.00	0.00	



**Miscellaneous**

FOR OFFICE USE ONLY:      Version # _____      APP # _____
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**14. Supporting Documents**

Attachment Title	Attachment

## Attachments Index

FOR OFFICE USE ONLY:	Version # _____	APP # _____
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#	Section	Title	File Name
1	Narrative	ASCENSION Genesys Agreement	<a href="#">ASCENSION Genesys Agreement.pdf</a>
2	Narrative	Completed_App_With_Signatures APPROVAL	<a href="#">Completed_App_With_Signatures APPROVAL.pdf</a>



Michigan Department of Health and Human Services  
 Bureau of EMS, Trauma and Preparedness  
 Division of EMS and Trauma  
 P.O. Box 30207  
 Lansing, MI 48909-0207  
 www.michigan.gov/ems  
 517-335-8150 (Phone)

<b>EMAIL application and all supporting documents to:</b>  <b>MDHHS-EMSED@michigan.gov</b>	<b>MDHHS-BETP USE ONLY</b> Date Received by Regional Coordinator: <u>6/15/21</u> Date Amendments Requested: <u>6/16/2021</u> Amendments Received: <u>7/7/2021</u> Date to MDHHS: <u>7/12/2021</u> <u>7/12/2021</u> Date Interim Review Notice to Sponsor: _____ Recommend Approval: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No  Regional Coordinator Signature: <i>Allison Filitti</i>
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**APPROVED EMS EDUCATION PROGRAM SPONSOR  
 APPLICATION FOR A SATELLITE LOCATION**

**This original notification must be received by the department at least 60 days prior to the start of the course.** Failure to complete and submit this form as prescribed may result in the education program sponsor approval revocation. If changes are made to a previously approved course, this form must be submitted as soon as changes are known.

1.

Education Program Sponsor Ascension Genesys Hospital			
Address 1000 Health Park Blvd			
City Grand Blanc	State MI	Zip 48439	County Genesee
Sponsor Contact Person Name: <b>Chris Patrello</b>	Title Manager- EMS Educa	Telephone Number 810-606-5131	
Program Sponsor Approval #: P-02-1046	Approval Valid Through: August 2022		

2.

Level of course to be offered:

<input type="checkbox"/> MFR/EMR	<input type="checkbox"/> EMT Matriculation
<input type="checkbox"/> EMT	<input type="checkbox"/> EMT Refresher
<input type="checkbox"/> Specialist/AEMT	<input type="checkbox"/> Specialist/AEMT Refresher
<input checked="" type="checkbox"/> Paramedic	<input type="checkbox"/> Paramedic Refresher
<input type="checkbox"/> Instructor/Coordinator	<input type="checkbox"/> Instructor/Coordinator Refresher

3.

Dates of Course:	
Start <u>8/2/2021</u>	Ending <u>12/23/2022</u>
Meeting Days: S M T W Th F S	Class Hours: <u>9am - 2 pm</u>



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 517-335-8150 (Phone)

4.

Specific Course Location Livingston County EMS (Building, Room Number) \_\_\_\_\_  
 Address 1911 Tooley Road  
Howell, MI 48855

5. **Satellite Course at New Location:**

**a. IDENTIFY ANY AND ALL CHANGES RELATED TO THIS SATELLITE LOCATION THAT ARE DIFFERENT THAN THE ORIGINAL CRITERIA FROM THE INITIAL PROGRAM SPONSOR APPLICATION:**

(e.g., change of program director, physician director, additional faculty, additional clinical contracts, etc.)

**b. Attach required documentation:**

1. Dates satellite location to be active.
2. Sponsor representative at satellite location.
3. Satellite lead instructor (IC) and credentials if different than primary site lead instructor.
4. Satellite location physician director. Include credentials if different the primary site physician director.
5. Provide action plan that documents how sponsor will provide oversight to satellite location to ensure state requirements are met.
6. Provide written agreement between sponsor and satellite site identifying responsibilities of each.
7. Provide written plan to promote communication and evaluate progress among sponsor representative, satellite location representative, and satellite program director.
8. Provide documentation to ensure curricula, exams, evaluation tools, policies and procedures used must be consistent among all sponsor locations.
9. Provide equipment inventory and A/V resource list. If program is running concurrently with primary site program, must have enough equipment for both sites.
10. Ensure students have written contact information for contacting sponsor representative during course and after course completion.
11. Provide documentation that sponsor has approved all IC's, subject matter experts, and qualified instructors. Attach documentation if different from primary site.
12. Identify clinical sites to be used by satellite program and provide copies of contracts if different from sponsor's primary clinical sites.
13. Document provisions for satellite program students to have access to resources equivalent to those at the primary site, including library, assessment, tutoring and financial aid.
14. Identify location where program records will be kept during course and where they will be kept after course completion.
15. Provide documentation that Sponsor is providing financial support for the satellite program.
16. Documentation that the satellite program has a representative on the sponsor's advisory committee.
17. Adhere to all other primary site responsibilities.

**c. ATTACH COURSE SCHEDULE (UTILIZE THE ATTACHED FORMAT).**



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6. **REQUIRED SIGNATURES**

**Program Director:**

I affirm my commitment to serve as Program Director and to comply with all MDHHS-BETP requirements for education program Program Directors.

Program Course Coordinator Name	Title	Telephone Number
Christopher Patrello	Manager EMS	810-606-5131
Signature - Program Course Coordinator	Date	Email:
	6/2/21	christopher.patrello@...

**Program Sponsor Representative:**

I affirm that all information submitted with this form is true and that the Program Sponsor continues to comply with all requirements upon which the program sponsor approval was based. The Sponsor assumes full responsibility for this course and will provide necessary oversight of the course.

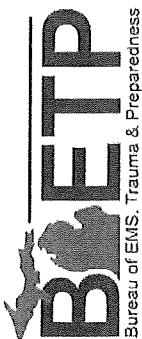
Printed Name of Authorized Program Sponsor's Representative	Title	Telephone Number
Ron Green	Program Sponso	810-606-5857
Signature - Authorized Program Sponsor's Representative	Date	Email:
	6/2/2021	ron.green@ascension... .09

**Physician Director :**

I affirm that all information submitted with this form is true and that the Program continues to comply with all requirements upon which the program sponsor approval was based. I assure responsibility for medical direction of this course and will provide necessary oversight of the course.

Printed Name of Physician Director	Title	Telephone Number
Austin Burgess MD, FACEP	PMD: EMS Education	810-606-7769
Signature - Physician Director (Please indicate M.D. or D.O.)	Date	Email:
	6/14/21	aburgess@usacs.co...

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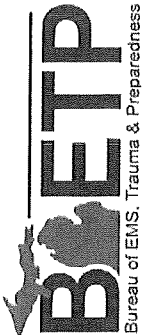
## COURSE SCHEDULE

**Program Sponsor:** \_\_\_\_\_ **Course Level:** \_\_\_\_\_ **# Clinical Hours:** \_\_\_\_\_  
**Course Coordinator:** \_\_\_\_\_ **Course Location:** \_\_\_\_\_ **Hospital:** \_\_\_\_\_  
**Pre-Hospital:** \_\_\_\_\_

Attach course schedule(s) to application. Schedule must include topics and hours required in MDHHS-BETP Education Program Requirements.

Lesson Number	Date & Time	Didactic Hours	Practical Hours	Topic	Instructor(s)
	Please	See	Attached	Schedule	





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# COURSE SCHEDULE

Program Sponsor: \_\_\_\_\_ # Clinical Hours: \_\_\_\_\_

Course Level: \_\_\_\_\_ Course Location: \_\_\_\_\_ Hospital: \_\_\_\_\_

Pre-Hospital: \_\_\_\_\_

Attach course schedule(s) to application. Schedule must include topics and hours required in MDHHS-BETP Education Program Requirements.

Lesson Number	Date & Time	Didactic Hours	Practical Hours	Topic	Instructor(s)