



Empowering the EMS Profession



ADVOCACY

2023
ANNUAL REPORT



CONNECTION



EDUCATION



From the President

Susan Bailey, MSEM, NRP

As NAEMT president, it's my great privilege to lead an organization that represents some of the most honorable, dedicated professionals I have ever known.

NAEMT members come from around the country and the world. They work for big agencies and small ones, in all delivery models, and in all types of emergency medical services jobs. In talking with our members, what I hear time and time again is that our profession is under significant stress. Workforce shortages and the need for more funding is straining our EMS agencies and personnel. In the field, we're called on to help extremely complex patients in difficult environments – and we're being asked to do this with increasing frequency.

Yet despite these challenges, when I talk with our members, I hear determination, and ideas for how to make positive changes. I'm left feeling inspired by our members, and optimistic about our future. That dedication and determination to advancing EMS for our practitioners and our patients drives the work of NAEMT.

2023 Impact

Looking back on 2023, our work centered around three areas: advocating for more resources for EMS agencies and practitioners; educational excellence to prepare our workforce to face the many challenges we encounter on the job; and building connections. Connections between EMS professionals help to sustain and support EMS practitioners in overcoming obstacles, thrive in their professional lives and find ways to work together to strengthen EMS for all.

ADVOCACY

We kept up the pressure on Congress with our advocacy for reforming EMS reimbursement and increasing funding for EMS agencies. Our advocacy focused on moving away from a transportation-only payment scheme to one that recognizes the patient care we provide.

We published two reports: *EMS in Critical Condition, a National Survey on EMS Economics and Operations*, and a national survey on the status of mobile integrated healthcare and community paramedicine (MIH-CP) programs. We shared these with Congress and federal agencies to let them know there's an urgent need to pay EMS for providing services other than transport to an emergency department and other approved facilities.

In Congress, support for treatment in place (TIP) and transport to alternate destinations (TAD) legislation is building. In November, the EMS Reimbursement for On-scene Care and Support (EMS ROCS) Act was introduced, which would pay EMS for ambulance responses even if transport isn't provided. We're making progress, but we still have a ways to go. With your help, we'll get there.

We also continued to push for more funding for the SIREN Act grants for rural EMS agencies to help them purchase equipment and supplies, hire and retain personnel, and provide education and training. In December, the Senate voted to reauthorize the grants for five additional years.

EDUCATION

NAEMT is known worldwide for our commitment to excellence in EMS education, and that reputation is growing. In 2023, nearly 170,000 students were trained with our courses – an all-time high.

We published the Prehospital Trauma Life Support (PHTLS) 10th Edition, the world-leading education course for prehospital trauma care, and Geriatric Education for EMS (GEMS) 3rd Edition, which gives EMS

practitioners the insights and understanding to care for the growing number of older adults. As well, Mental Health Resilience Officer (MHRO) was made available as a classroom course. MHRO is helping our EMS agencies build the mental health resilience of their personnel.

We also offered members over a dozen opportunities for free CE with our webinars, presented by top experts in their fields. Topics ranged from difficult airways to thoracic trauma to EMS disaster response. Some webinars had nearly 1,000 attendees and all received great reviews.

CONNECTION

To face the challenges we deal with in our jobs and as a profession, we need each other. That's why NAEMT is determined to provide avenues for EMS practitioners to make connections that help them feel a part of a bigger EMS family, and that will strengthen our profession moving forward.

We are always seeking ways for our members to get involved with our association. We held member listening sessions in February, annual events such as the General Membership Meeting and Member Reception, and hosted EMS On The Hill Day, where we come together as one EMS voice to advocate on Capitol Hill. I encourage members to consider applying for open spots as membership and advocacy coordinators, which are two other great ways to get more involved with the association.

In 2023, we were also thrilled to graduate the first class from the EMS Lighthouse Leadership Program, which provides mentoring for a new generation of EMS leaders. All of those who participated have shared that the friendships and professional bonds formed during the program have been deeply meaningful as they move forward in their careers.

To all of our members, thank you for all you do for your communities. Thank you for all you do for NAEMT. It's our honor to represent and serve you. Your support means everything.

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2023 LEADERSHIP

The NAEMT Board of Directors is made up of volunteers elected by our members to lead the association in carrying out its mission. Board members generously give their time and expertise to set NAEMT priorities and contribute to NAEMT initiatives and projects.



Officers

Susan Bailey
President

Christopher Way
President-Elect

Robert Luckritz
Treasurer

Troy Tuke
Secretary

Bruce Evans
*Immediate
Past-President*

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Region I Director

Rommie Duckworth
Region I Director

Juan Cardona
Region II Director

Melissa McNally
Region II Director

Dave Edgar
Region III Director

Shannon Watson
Region III Director

Karen Larsen
Region IV Director

Timothy Dienst
Region IV Director

Maria
Beermann-Foat
At-Large Director

Matt Zavadsky
At-Large Director

Douglas Kupas, MD
Medical Director

Committees and Councils

NAEMT's 19 committees and councils make important contributions to the work of the association. They volunteer their time to provide expert guidance on NAEMT projects and initiatives, assist with NAEMT governance and administration, and develop our highly regarded education curriculum. NAEMT recognizes and appreciates their contributions.

ADVOCACY

Christopher Way, *Chair*

AFFILIATE ADVISORY COUNCIL

Tim Dienst, *Chair*

ADVANCED MEDICAL LIFE SUPPORT

Cory Richter, *Chair*

CANDIDACY AND ELECTIONS

Dennis Wilham, *Chair*

EDUCATION

Rick Ellis, *Chair*

EMS DISASTER PREPAREDNESS

David Blevins, *Chair*

EMS ECONOMICS

Matt Zavadsky, *Chair*

EMS LIGHTHOUSE LEADERSHIP

Dave Edgar, *Chair*

EMS WORKFORCE

Garrett Hedeon, *Chair*

EMERGENCY PEDIATRIC CARE

Jon Willoughby, *Chair*

EXECUTIVE

Susan Bailey, *Chair*

FINANCE

Rob Luckritz, *Chair*

MEMBERSHIP

Melissa McNally, *Chair*

MILITARY RELATIONS COUNCIL

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PREHOSPITAL TRAUMA

Joanne Piccininni, *Chair*

REGIONAL ASIAN EDUCATION

Dr. Pauline Convocar, *Chair*

REGIONAL EUROPEAN EDUCATION

Armin Reisinger, *Chair*

REGIONAL LATIN AMERICAN EDUCATION

Elkin Fuentes, *Chair*

REGIONAL MIDEAST EDUCATION

Ahed Najjar, *Chair*



Thank You NAEMT Advocacy and Membership Coordinators

Advocacy coordinators are NAEMT members who are appointed to lead NAEMT advocacy efforts in their state. They conduct outreach, encourage participation in national EMS advocacy, and build relationships with elected officials in their state. Advocacy coordinators are an important part of NAEMT advocacy, and we are grateful for their efforts.

NAEMT's strength is our members, and our membership coordinators are appointed to build and support member outreach, recruitment and retention in their states. NAEMT appreciates these dedicated NAEMT members who serve as ambassadors for NAEMT at state and local events, and make sure their colleagues know about the benefits of joining NAEMT.



MEMBERSHIP



From Anchor Point, Alaska, to Wonewoc, Wisconsin, and Zuni, Virginia – our members live and work in towns and cities across all 50 states and in 158 countries.

NAEMT members work in all types of delivery models, and for agencies in rural, suburban and urban areas.

We bring a diversity of experiences and outlooks, but a shared commitment to serving our communities, providing excellence in patient care, and making EMS the best it can be.

Supporting our members who give so much to their patients is at the core of NAEMT's mission. Thank you for all you do for EMS and for your community. And thank you for your membership in NAEMT.



107,873

Total # of
NAEMT Members

16,181

Full NAEMT Members

98

Agency Members

2.56%

Increase in Full Members
from 2022



“

I became an NAEMT member later in my career. As I grew clinically, I wanted to grow professionally as well. NAEMT provides me with a means of networking, helps EMS professionals to get involved with EMS advocacy, and provides pathways for clinicians to become instructors of NAEMT courses. We as EMS professionals should surround ourselves with like-minded individuals and develop pathways for success. NAEMT provides these means through committees, educational offerings, and networking opportunities. NAEMT also offers advocacy opportunities not only on a national level through EMS On The Hill Day, but also by empowering its members to cultivate grassroot efforts within their home states.

*William Tatum
Manager, Emergency Services
Communications, Prisma Health EMS
Seneca, South Carolina*



“

I think belonging to a professional organization is so important. It helps us stay current on issues that are going on either in legislation or education. It can also help with the advancement of one's career, and connects you with others in your field. I love how many people I have met in various states, and I love learning about what the different states are doing. We can pick the phone up or email and ask one another questions. There are also the amazing benefits that NAEMT offers, like attending the NAEMT Annual Meeting and the EMS Expo member discount!

*JenaLu Simpson
Paramedic, Oklahoma*



“

We have to link arms when it comes to the future of EMS. I'm always interested in joining things that can bring us together, and NAEMT does that. We can accomplish any goal if we put our minds together.

*Lillian Bonsignore
Chief (Ret.), FDNY Bureau of EMS*



Member Listening Sessions

In February 2023, NAEMT Board members held a series of listening sessions with members in each of our four regions. Members offered their thoughts and opinions on a variety of topics in EMS. Hearing directly from members helps shape association priorities and lets us know how we can better serve you. Thank you to all who participated!

Exclusive Programs for Members

NAEMT is proud to offer several programs exclusively for NAEMT members. These programs support NAEMT members in their EMS career development through education, scholarships and mentoring opportunities.



Free CE – Webinar Series



Scholarships



Mentoring Opportunities

Free Members-Only CE: NAEMT Webinars

NAEMT's popular webinars received excellent reviews from attendees. NAEMT members attending the live webinars earned free CE while learning from top experts in their fields. Webinars covered compelling topics in clinical care and EMS operations, and were filled with actionable information for EMS professionals of all experience levels.

- EMS in Critical Condition: Analysis of National Survey on EMS Economics and Operations
- How to Navigate CMS Compliance for Medicaid Supplemental Payment Programs
- Winning Formulas for Stroke Assessment and Treatment
- What EMS Needs to Know About Cybersecurity Readiness and Response
- Prehospital Trauma Response: Evidence-Based Guidelines
- How to Prepare Your Critical EMS Comms for Disaster Response and Recovery

- Extreme Weather Impacts on EMS Practitioners and Patient Care
- Lessons on Medicare Ground Ambulance Data Collection and Reporting
- Preparing for EMS Disaster Response
- Managing Difficult Airways
- Research and Reporting on Violence Against EMS Practitioners
- Thoracic Trauma: Recognizing and Treating Tension Pneumothorax

WEBINARS FOR NAEMT EDUCATORS

In 2023, we also held two webinars designed for NAEMT educators.

- Keys to Success: Coordinating an Effective Course
- NAEMT Affiliate Faculty Best Practices

The webinars taught best practices for creating a successful student and instructor experience, and developing and supporting new instructors and training centers. Webinar recordings are available in the NAEMT member portal.

“

You know a session is good and productive when you don't want it to end!

“

Fantastic webinar, very well structured and easy to participate.

“

Appreciated the very practical information presented by knowledgeable caregivers with a sense of humor.

Supporting NAEMT Members Through Scholarships

NAEMT offers members a variety of scholarship opportunities to help them overcome financial barriers, further their EMS education and advance their careers.

2023 RECIPIENTS

EMT TO PARAMEDIC (UP TO \$5,000)

Amanda Nikolaidis, Pompton Lakes, NJ
Kevin Johnson, Greenville, SC
Barbara Jackson-Haney, Conway, AR

ADVANCED EMS EDUCATION FOR PARAMEDICS (UP TO \$2,000)

Vernon Carroll, Leesville, SC
John Dabbs, Bristol, TN
Robert Steeps, Roger, AR
Katelynn Roesler, New London, MN
Eric Hall, Flushing, MI

NAEMT-COLUMBIA SOUTHERN UNIVERSITY SCHOLARSHIP

Annette Redelman, Westport, IN



\$25,000

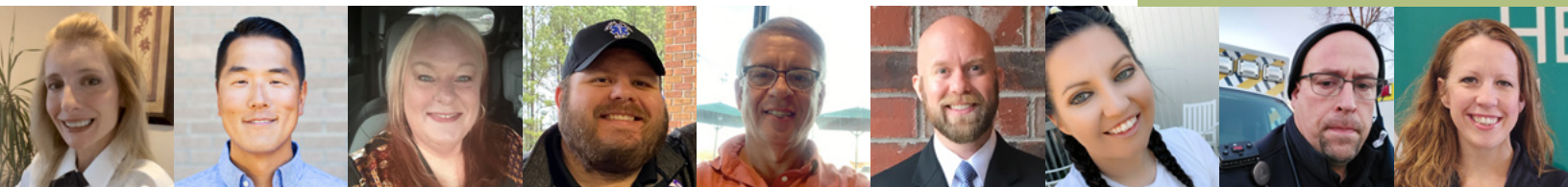
NAEMT EMS Scholarships

\$5,000

NAEMT Foundation Scholarships

\$16,200

NAEMT-CSU Scholarship
(estimated value)



EMS Lighthouse Leadership Program Graduates First Class

NAEMT members shared in surveys that they valued more opportunities for mentoring to help them grow in their careers and as leaders. In 2023, NAEMT was proud to graduate the first class of the NAEMT EMS Lighthouse Leadership Program.

Mentors provided structured guidance and support to their mentees to help them set goals, take steps toward achieving them, and build confidence. The mentees thrived during the 18-month program. One started a community paramedicine program, another launched a free cancer screening event for first responders, while a third initiated a statewide EMS violence prevention initiative.

Graduates of the mentoring program and the EMS leaders who served as their mentors celebrated those accomplishments and more during a graduation ceremony, held during the NAEMT Annual Meeting in New Orleans.

Inspiration for the EMS Lighthouse Leadership Program came from the late EMS visionary, James O. Page. In 2022, then NAEMT President Bruce Evans brought together a group of EMS leaders who set out to bring to Page's dream to life. The program officially launched in 2022.



“

We as a group decided this is just the beginning. I treasure the friendships that I have made as part of the program and look forward to continuing to collaborate with them and watching what we accomplish.

*Casey Smith
Paramedic*

“

The class of 2023 and their mentors will always have a special bond. We as mentors ended up learning just as much as the mentees.

*David Edgar
Chair, EMS Lighthouse
Leadership Committee*

NAEMT Member Benefits

NAEMT provides its members access to dozens of benefits to help them advance their EMS education and training, purchase uniforms and gear, and enjoy their lives.

The programs, products, services and discounts comprising NAEMT member benefit choices fall into three broad categories: education and training, professional products and services, and everyday benefits.

Members can learn about NAEMT's benefits in the online NAEMT member portal, *NAEMT News*, *NAEMT Pulse*, and in the Member Mondays email.



NAEMT NEWS

Full NAEMT members receive our newsletter each quarter. This publication highlights the work of our association, interviews with members, and hot topics in EMS.



NAEMT RADIO PODCAST

In 2023, NAEMT launched a new podcast series, *NAEMT Radio*. Host Rob Lawrence and invited guests provide expert perspectives and lively discussions about our profession's most urgent and interesting issues. Recent topics have included highlights from NAEMT surveys, legislative initiatives, EMS cybersecurity, treating sepsis, and leadership and professionalism within EMS.

EDUCATION & TRAINING

- Free CE webinars
- \$125 discount on EMS World Expo registrations
- 20% discount on Instructor Resources from Jones & Bartlett Learning Public Safety Group
- 15% discount on Recert online CE modules
- Up to \$15 education vouchers for NAEMT classroom provider courses
- \$100 off specialty Paramedic certification exams through International Board of Specialty Certification (IBSC)
- 30% discount on STEM! Recognition course from Apex Innovations
- Minimum \$120 savings on processing fees for U.S. student loan repayment through The Student Loan Help Group
- 25% discount on 1.5 hour online First Responder Support & Resilience training offered by Jones & Bartlett Learning
- Opportunities for NAEMT education scholarships
- 15% tuition discount on Columbia Southern University online courses
- Exclusive scholarship opportunities at Columbia Southern University
- \$20 discount on Certified Tactical Responder (TR-C) exam through the International Board of Specialty Certification (IBSC)
- 15% discount on Simulation and Training Aids from Techline Technologies
- 30% off eACLS CE course from JBL
- 30% discount on Emergency Care and Safety Institute (ECSI) resources from Jones & Bartlett Learning Public Safety Group
- Up to 20% discount on Institution subscriptions from ReelDX, an online library of real patient video cases
- 30% off Health Care Provider CPR course from JBL
- 25% discount on Rescue D: Meeting the Needs of Patients with Disabilities, 4-hour online simulations-based course

PROFESSIONAL PRODUCTS & SERVICES

- Free subscription to *NAEMT News*, the association's full color quarterly print publication
- Free subscription to *NAEMT Pulse*, the association's monthly online newsletter
- 20% discount on all 5.11 merchandise, and up to 40% discount on select merchandise
- More than 50% discount on a *Prehospital Emergency Care Journal* subscription
- Free access to NAEMT Amazon Business Prime account and exclusive benefits
- 15% discount on all *Journal of Special Operations Medicine* publications
- 10% discount on premiums for professional liability insurance through CM&F Group
- Up to 30% discount on apparel and gear from Flying Cross
- 10% discount on Tac-Med gear from Techline Technologies
- NPPGov Group Purchasing Organization membership, including exclusive discounts for NAEMT members
- 20% discount on point-of-care medical resources from your mobile device through Skyscape
- 10% discount on Budget Outfitter merchandise



RAFFLES

NAEMT raffles off gift cards and other products and merchandise throughout the year, during EMS Week, National Preparedness Month, and the Christmas holiday season. NAEMT members don't need to do anything to win – except be a full member! We randomly select membership numbers and notify winners via email.

EVERYDAY BENEFITS

- \$10,000 in accidental death and dismemberment insurance
- Free gifts to members for renewing early and online
- Up to 75% off over 93,000 products at ODP Business Solutions (formerly Office Depot)
- Up to 30% discount on rental cars from Hertz and free #1 Hertz Club Gold membership
- Up to 20% off the best available rate at Wyndham hotels
- Up to 25% off Avis or Budget car rentals
- Average of 26% off hotel rates through HotelEngine
- Free perks and discounts on family-themed entertainment and travel through Entertainment Benefits Group
- Exclusive savings on car rentals, lodging, cruises, guided tours, and entertainment through the Travel Savings Center
- Discounts and specials on Dell computers, electronics and accessories
- Up to 30% off the everyday public web price of Lenovo home and office technology products
- Up to 50% on UPS shipments
- Exclusive member-pricing on healthPERX EMS Wellness and Support Program
- 20% discount on telemedicine through MDLive
- 25% off Yoga for First Responders online class platform
- Up to 25% off MSRP on select GE appliances
- Group rates and optional plan features for MetLife dental program
- Access to affordable vision care packages with VSP individual vision plans
- Special group pricing on insurance from top-rated carriers on auto, home, renters, pet, travel and home warranty insurance through Member Options



I've been an NAEMT member for several years, and I like the many benefits that NAEMT offers. Plus, as an EMS provider, I appreciate the education programs that you can enroll in to enhance your knowledge, obtain CEUs, or become an instructor.

Kirk Gitt
*EMS Chaplain, EMT/Instructor,
Mental Health Resilience Officer*



AGENCY BENEFITS

We also offer a package of benefits to EMS agencies that choose NAEMT agency membership. In addition to the discounts and special pricing, each agency membership includes 10 individual memberships with full benefits. Additional members may be added at group pricing.

- Exclusive group rates for EMS Wellness Support Program through healthPERX
- Free Recert team-level dashboard reporting
- Up to 55% savings on FedEx shipping through our partnership with Savvik
- 10% off Page, Wolfberg & Wirth products
- More than 10% discounts on ZOLL Powerheart 5G AED, Semi Auto with ICPR, Dual language
- 20% discount on simulation and training aids, and 10% discount below MSRP for Tac-Med gear from Techline Technologies
- NPPGov GPO Membership with exclusive discounts

ADVOCACY



Advocating on behalf of the EMS workforce is core to NAEMT's mission. NAEMT advocates for laws that help ensure EMS practitioners have the training, equipment, and support needed to provide excellence in patient care and maintain their mental and physical well-being. Through advocacy, NAEMT also works to make sure that EMS is involved in the development of federal policies, plans and programs that impact our workforce and our communities.

EMS On The Hill Day Returns to Capitol Hill

EMS practitioners from 39 states and the District of Columbia participated in 217 meetings with members of Congress and their staff during EMS On The Hill Day on March 30. The event was a welcome return to Capitol Hill after two years of virtual meetings due to the COVID-19 pandemic. EMS advocates made great headway on generating support for important bills and EMS issues.

5,600

Emails sent to elected officials using NAEMT's Online Legislative Service



NAEMT National Advocacy Awards

During a reception after our meetings on Capitol Hill, we honored the winners of the National EMS Advocate of the Year Awards: State Sen. Sue Prentiss of New Hampshire, Michael Pollock of New York, and Steven Kroll of New York. Rep. Debbie Dingell (D-MI) was announced as NAEMT Legislator of the Year.



Reauthorization of Rural EMS Grants

A big advocacy priority in 2023 was securing reauthorization of the Supporting and Improving Rural EMS Needs (SIREN) Act. SIREN is a grant program for EMS agencies in rural areas to help with training, educating and recruiting staff, and purchasing equipment and supplies.

SIREN was funded to \$10.5 million in fiscal year 2023. NAEMT is advocating for a reauthorization of the grants from 2024 to 2028 at a higher funding level. Since the program's launch in 2018, nearly 100 communities have used the grants to elevate the level of service provided to their residents.

The grants "have not only addressed our immediate equipment needs, but have also propelled us toward becoming a vital hub for training in our region," said Kelly Russ, chief of Putnam County EMS in Indiana, a grant recipient.

In December, the Senate unanimously passed the SIREN Reauthorization Act, which would extend funding for five additional years.



Building Support for TIP and TAD Reimbursement

During the pandemic, communities applauded EMS providing treatment in place (TIP) and transport to alternate destinations (TAD). EMS actions prevented hospitals from becoming overwhelmed with patients who could be cared for at home. The Centers for Medicare and Medicaid Services (CMS) recognized this, and temporarily authorized reimbursement for TIP and TAD reimbursement for ground ambulance services.

But this authorization ended when the COVID-19 public health emergency was declared over. In 2023, NAEMT, in collaboration with other national EMS organizations, advocated for legislation to make the payment reforms permanent.

Reimbursing EMS for the care provided, rather than its transportation function only, gives EMS the flexibility to navigate patients to the right care, at the right time, and in the right setting. This is best for patients and communities. It will also enable EMS agencies to better compensate EMS practitioners for the true value of the services they provide.

Support for TIP and TAD is building in Congress. In November, Sen. Peter Welch (D-VT), Sen. Bernie Sanders (I-VT) and Rep. Becca Balint (D-VT) introduced the EMS Reimbursement for On-scene Care and Support (ROCS) Act. EMS ROCS directs Medicare to reimburse EMS for ambulance responses, even if transportation isn't provided.



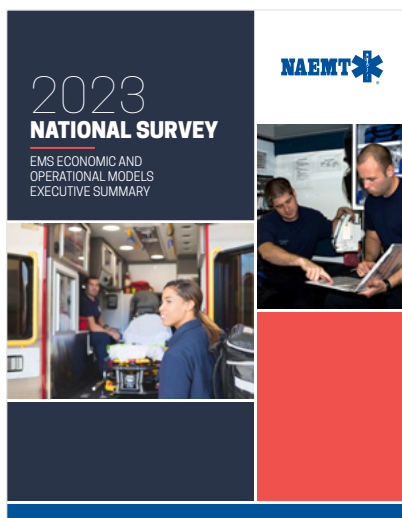
Save the EMS Workforce

Also in 2023, NAEMT urged lawmakers to support the hiring, training and retention of paramedics and EMTs through other measures. NAEMT advocated for:

- An expansion of the Hospital Preparedness Program, authorized by the Pandemic and All Hazards Preparedness Act, to include \$50 million to fund an EMS Preparedness and Response Workforce Shortage Program.
- Inclusion of EMS in existing federal grants that support apprenticeship programs.
- Support for the EMS Counts Act of 2023, which divides the Bureau of Labor Statistics (BLS) category “firefighter” into four sub-categories: firefighter, firefighter-EMT, firefighter-paramedic, and firefighter-all other. These changes would address the chronic miscounting of EMS personnel by allowing firefighters to identify themselves as cross-trained EMS practitioners. The bill was introduced in the House and the Senate.
- Hold congressional hearings on the EMS workforce crisis.



Publications: Supporting Reimbursement Reform in EMS



2023 NATIONAL SURVEY ON EMS ECONOMICS AND OPERATIONS

To raise awareness about EMS funding and cost challenges, NAEMT conducted a national survey asking EMS agencies how their operations have changed from 2019 to 2022. The survey found EMS agencies faced widespread difficulties recruiting and retaining paramedics and EMTs, and rising costs for equipment, supplies and wages. The financial pressures have led to longer response times, alternative responses to low acuity calls, and moving from dual paramedic to single paramedic units. The report was shared with NAEMT members, Congress, state elected officials, and federal and state agencies.



2023 NATIONAL SURVEY ON MIH-CP PROGRAMS

NAEMT surveyed over 400 EMS agencies with community paramedicine and mobile integrated health programs in 42 states on the current status of their programs. The survey asked about funding, regulatory barriers, and workforce staffing challenges. The results painted a picture of why so many MIH-CP programs have difficulty sustaining themselves over the long-term. The survey was shared with Congress and other stakeholders to advocate for reimbursing EMS for patient care rather than solely for transportation, and for legislation that enables EMS to continue to deliver non-traditional services.



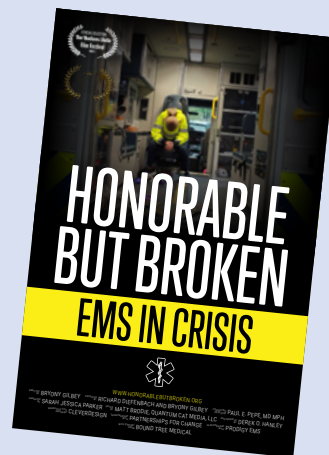
MAKING AN ECONOMIC CASE FOR TIP AND TAD REIMBURSEMENT

NAEMT developed a briefing document to explain the benefits of treatment in place (TIP) and transport to alternate destinations (TAD) to members of Congress and other decision-makers. The document estimates TIP and TAD could save Medicare up to \$1.95 billion annually by avoiding unnecessary emergency department visits.



Screening “Honorable But Broken”

In November, NAEMT hosted a screening of the “Honorable But Broken: EMS in Crisis” documentary on Capitol Hill. Several NAEMT board members appeared in the film, and NAEMT donated \$10,000 to promoting it. The documentary was created by a former 60 Minutes producer whose daughter is a paramedic. Sarah Jessica Parker narrated. The film reveals how inadequate funding is straining EMS agencies and putting pressure on EMS personnel. The film is available for local screenings to raise awareness about the need for EMS support.



The NAEMT EMS Political Action Committee (PAC) received \$12,810 in voluntary contributions in 2023, bringing the total to \$61,140 at year end.

The NAEMT EMS PAC strengthens our advocacy through support for elected representatives who share the goals of the EMS community. Pooling individual contributions into a PAC fund gives a united voice to paramedics and EMTs across the nation, creating a stronger impact than individual political contributions. Contributions are voluntary, and may be accepted from any U.S. citizen.



Workforce Development Resources Library

To help EMS agencies identify innovative strategies for tackling the workforce crisis, NAEMT created a digital library of recruitment and retention resources. Thank you to the EMS Workforce Committee for spearheading this important project, and to the EMS agencies, associations and organizations that shared their resources to help the EMS community.

Positions, Letters and Comments

Through position statements, letters to Congressional committees and comments on pending legislation or rules, NAEMT shared the EMS perspective on other urgent issues impacting our profession, our patients and our communities.

Position Statements



EMS AGENCY CYBERSECURITY

NAEMT recommended EMS agencies adopt “cyber readiness plans” to protect operations and patient data from cyberattacks. The position statement asks federal, state, and local governments to provide funding for EMS to build cyber-secure infrastructure.

CREDENTIALING MILITARY MEDICS BY MEDICAL DIRECTOR

NAEMT called on the U.S. Department of Defense to implement a program to ensure all military prehospital clinical providers are credentialed through their medical director. Prehospital clinical providers include active duty and civilian medics, corpsmen, EMTs, and paramedics. NAEMSP endorsed this statement in 2024.

ADVANCED EDUCATION FOR EMS PRACTITIONERS

NAEMT believes in advanced education for EMS practitioners to support the evolving role of EMS and provide additional career opportunities for EMS personnel. Advanced education should focus on expanding the knowledge and skills of EMTs and paramedics to support their ability to fully provide emergent, urgent and preventive patient care in the out-of-hospital environment with commensurate compensation.



ADEQUATE MEDICAID REIMBURSEMENT FOR EMS

State Medicaid programs have historically reimbursed EMS at levels below the cost of service delivery. NAEMT called for adequate EMS Medicaid reimbursement to ensure continued viability. The statement noted that Medicaid underfunding results in a cost-shift to other payers for EMS services, such as local taxpayers, patients, and commercial insurers.



MAKE EMS AN EMERGENCY SUPPORT FUNCTION WITHIN THE NATIONAL RESPONSE FRAMEWORK

The Federal Emergency Management Agency (FEMA) should establish an Emergency Support Function specifically for EMS within its National Response Framework, which guides FEMA's response to disasters and emergencies. EMS is currently included with Public Health and Medical Services. By establishing a stand-alone function for EMS, the federal government acknowledges EMS as a separate critical task in disaster response.

STANDARDIZE THE ROLE OF EMS WITH DHS FUSION CENTERS

NAEMT believes that the level and quality of participation by EMS in Department of Homeland Security Fusion Centers should be standardized across the national network. This ensures that fusion centers have consistent access to information and intelligence collected by EMS. Fusion centers should work with EMS agencies through an agency-appointed threat liaison officer trained in suspicious activity reporting.

Letters

In a letter to the Senate Subcommittee on Labor, Health and Human Services, Education and Related Agencies, NAEMT asked for \$28 million in funding for the EMS for Children (EMSC) program in fiscal year 2024.



NAEMT, the American Ambulance Association (AAA), and the National Rural Health Association (NRHA) requested \$50 million in appropriations in fiscal year 2024 to the Assistant Secretary for Preparedness and Response (ASPR) to fund EMS workforce training and retention grants. The letter was sent to the U.S. House and Senate Appropriations Committee.



Bigger, heavier commercial trucks pose dangers for responders and motorists and should not be allowed, NAEMT told the House Transportation and Infrastructure Committee and the Senate Commerce, Science and Transportation Committee in a letter opposing H.R. 3372 and H.R. 2948.



NAEMT coordinated letters signed by 13 national EMS organizations to House and Senate leaders urging passage of the EMS Counts Act to correct the longstanding undercounting of EMS practitioners in federal labor statistics.



In a letter to the Ground Ambulance Payment Billing Advisory Committee, NAEMT recommended that the committee ask Congress to require commercial insurers to adequately reimburse ambulance services to eliminate the need for balance billing, and that interfacility transfers be regulated differently than 911 ambulance services, which operate under a different financial model.

Comments



NAEMT submitted comment on the decision by the Centers for Medicare and Medicaid Services (CMS) to terminate the Emergency Triage, Treat and Transport (ET3) Model two years before the scheduled end date. NAEMT expressed “profound disappointment” in the decision to end ET3 on Dec. 31, 2023. The Model “clearly demonstrated savings to the government as well as improved patient care,” NAEMT stated. Not only did participants invest substantial time and resources to implement the model, the average net savings to Medicare per intervention was \$550.

NAEMT joined with AAA and the International Association of Fire Chiefs (IAFC) to ask the Secretary of the Department of Veterans Affairs to delay implementation of a final rule changing the rates the VA pays for ambulance services, and a meeting with the Secretary and his staff to discuss how the VA and EMS can work together during the delay to help ensure that veterans can continue to receive ambulance services.

NAEMT is committed to collaborating with other organizations to help build a broad base of support for initiatives that benefit EMS practitioners and patients.

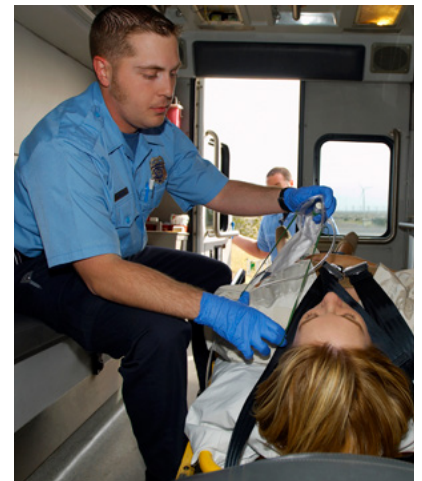


NATIONAL EMS WEEK

NAEMT partners with the American College of Emergency Physicians (ACEP) on the nationwide recognition of EMS Week, held May 21-27, 2023. The theme, "Where Emergency Care Begins," highlighted EMS practitioners' role in safeguarding the health, safety, and well-being of our communities.

GUIDANCE DOCUMENT ON MINIMUM STAFFING STANDARDS

NAEMT is leading a joint initiative to develop recommendations on staffing EMS personnel for 911 medical calls and scheduled interfacility transports. The work group received International Academies of Emergency Dispatch (IAED) Institutional Review Board (IRB) approval to study six years of EMS response volume from 38 public safety answering points (PSAPs) between 2018 and 2023. The analysis will use call type and patient acuity trends to predict future ambulance staffing needs. The work group includes representatives from IAED, the American Ambulance Association (AAA), International Association of Fire Fighters (IAFF), International Association of Fire Chiefs (IAFC), National Association of EMS Physicians (NAEMSP), National Registry of EMTs (NREMT), and the National Association of State EMS Officials (NASEMSO).



SUPPORTING THE WORK OF OTHER ORGANIZATIONS

NAEMT supported the work of several organizations through financial contributions and by raising awareness through articles and emails to our members. In 2023, we provided support to the Prehospital Care Research Forum (PCRF) and the 2023 State EMS Association Networking Meeting. NAEMT also provided support to the National EMS Memorial Service and Weekend of Honor, held in Arlington, Virginia. Several NAEMT Board members attended the service.

NAEMT Foundation Update

The NAEMT Foundation is a 501(c)3 nonprofit organization that works to strengthen and build the future of EMS. In 2023, the foundation supported HOSA - Future Health Professionals International Leadership Conference, and awarded five scholarships to individuals interested in pursuing a career in EMS.





Affiliation is a formal relationship between NAEMT and an EMS membership association to help further our shared purpose and goals. Affiliated associations are represented on NAEMT's Affiliate Advisory Council to provide advice and guidance to the NAEMT Board.

In 2023, the council held three virtual town hall meetings. In May, the NAEMT board held a listening session with council members. The council's in-person meeting and luncheon was held in September at the NAEMT Annual Meeting in New Orleans.

AFFILIATED ASSOCIATIONS

Alabama EMS Association
 Arkansas EMT Association
 Association of EMTs India
 Association of Texas EMS Professionals
 Connecticut Association of Paramedics and EMTs
 Delaware State EMS Association
 EMS Association of Colorado
 Florida Association of EMTs and Paramedics
 Florida EMS Association
 Georgia EMS Association
 Idaho Fire Chiefs Association
 Illinois EMT Association
 Indiana EMS Association
 Iowa EMS Association
 Kansas EMS Association
 Kansas EMT Association
 Louisiana Association of Nationally Registered EMTs
 Michigan Association of EMTs
 Minnesota Ambulance Association
 Mississippi EMT Association
 Missouri EMS Association
 National EMS Management Association
 Navajo Nation EMS
 Nebraska EMS Association

New Hampshire Association of EMTs
 New Mexico EMT Association
 New York State Volunteer Ambulance & Rescue Association
 North Dakota EMS Association
 Ohio Association of EMS
 Ohio EMS Chiefs Association
 Oklahoma EMT Association
 Oregon EMS Association
 Paramedic Association of Canada
 Pennsylvania Emergency Health Services Council
 Professional Ambulance Association of Wisconsin
 Professional Emergency Responders Society of Illinois
 Savvik Buying Group
 South Carolina EMS Association
 South Dakota EMS Association
 Tennessee EMS Education Association
 Tennessee Ambulance Service Association
 Utah Association of EMTs
 Vermont Ambulance Association
 Virginia Association of EMS Practitioners
 Wisconsin EMS Association
 Wyoming EMS Association

CORPORATE PARTNERS

NAEMT's Corporate Partners help us serve our members and achieve our goals by providing financial and other forms of support to the association. We are grateful for their contributions to our association and the EMS profession.

PRESTIGE

FirstNet®, Built with AT&T

ELITE

EMS World

PREMIER

Columbia Southern University
Public Consulting Group
ZOLL Medical/ZOLL Data Systems

DIAMOND

Medline EMS

PLATINUM

Amazon Business
Jones and Bartlett Learning
Public Safety Group
Journal of Special Operations Medicine
Laurel Road
McKesson Medical-Surgical
Rev Group, Inc.
Stryker

GOLD

Demers-Braun-Crestline-Medix

SILVER

American College of Emergency Physicians (ACEP)
National Registry of Emergency Medical Technicians (NREMT)
Ninth Brain
NPPGov
OnStar
Page, Wolfberg & Wirth

BRONZE

American Red Cross
EMSPRO
General Devices
KlipWeb LLC
Skedco
University of Pittsburgh School of Nursing

ANNUAL

5.11 Inc.
Bound Tree-Sarnova
Coalition Against Bigger Trucks
Handtevy Pediatric Emergency Standards, Inc.
Logis Solutions
Lowe's
MorTan, Inc./The Morgan Lens
National EMS Museum Foundation
North American Rescue
Pulsara
SAM Medical
Solutions Group
Technimount EMS
The Student Loan Help Group
TrueClot by Luna
Velico Medical



Corporate Engagement Council

The EMS Corporate Engagement Council brings together businesses that supply the EMS industry with products and services with those who provide EMS care to discuss ways to advance the EMS profession.

Amazon Business
American Red Cross
Ascend Learning
AT&T Corp.
Bound Tree Medical

Genentech
Medline Industries
Public Consulting Group
REV Group
Velico Medical

NAEMT ANNUAL MEETING



General Membership Meeting and Awards Presentation

New Orleans with its rich cultural and musical heritage was the site of the 2023 NAEMT Annual Meeting and Awards Presentation. Held in conjunction with EMS World Expo, the event brings together NAEMT members to celebrate outstanding achievements in EMS, hear updates on association initiatives and connect with old friends and new ones. Afterwards, NAEMT members and guests were invited to meet and mingle at the NAEMT Member Reception.



International Reception

The International Reception welcomed NAEMT members and faculty for an evening of networking, sharing ideas, and enjoying the company of EMS colleagues from around the globe.

World Trauma Symposium

Nearly 400 EMS professionals participated in the 2023 World Trauma Symposium, which was offered both live and live-streamed. The 12th annual event featured riveting presentations by nationally and internationally recognized experts in civilian and military prehospital care and trauma response.

Affiliate Advisory Council Meeting and Luncheon

Over 60 representatives from state EMS associations, federal partners, national EMS associations, the NAEMT Board and NAEMT advocacy coordinators gathered for panel discussions and briefings on the issues facing EMS.

Faculty Meeting and Awards Presentation

Nearly 220 NAEMT instructors attended the NAEMT Faculty Meeting and Awards Presentation to hear updates on new and revised NAEMT curricula, recognize the recipients of the Education Service Awards, and enjoy each other's company at a post-awards ceremony reception.



Rocco V. Morando Lifetime Achievement Award

Debra Cason received NAEMT's most prestigious award, the Rocco V. Morando Lifetime Achievement Award, for her lifetime commitment to excellence and outstanding leadership in EMS.

Cason has been a key figure in the development of EMS educational infrastructure, including national accreditation for paramedic programs and national education standards. Cason chaired the Committee on Accreditation of Educational Programs for the EMS Professions, is past president of the National Association of EMS Educators (NAEMSE), and the past chair of the National Registry of EMTs (NREMT).

Cason is retired from her position as program director and associate professor of Emergency Medicine Education at the University of Texas Southwestern Medical Center in Dallas where she worked for more than 38 years. She is a paramedic and registered nurse. The award is sponsored by NREMT.

2023 Awards

National EMS Awards of Excellence

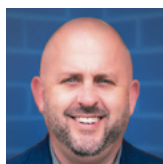
The National EMS Awards of Excellence recognize outstanding contributions to emergency medical care that have made a difference for patients and communities.



Richard "Ricky" Battle,
Paramedic, Hawthorne,
California
*NAEMT/Velico Paramedic
of the Year*



Wayne Chan, EMT,
Monroe Volunteer
Ambulance, Monroe,
New York
*NAEMT/Demers-Braun-
Crestline-Medix EMT of
the Year*



Eric Bauer, MBA,
FP-C, CCP-C, C-NPT,
Paramedic, Bowling
Green, Kentucky
*NAEMT/Jones & Bartlett
Learning Public Safety
Group EMS Educator of
the Year*



SSG Sean Clerkin,
Paramedic, Manassas,
Virginia
*NAEMT/North American
Rescue Military Medic of
the Year*



Matthew Letizia, DO,
FACOEP, Elizabeth,
New Jersey
*NAEMT/Bound Tree-
Sarnova EMS Medical
Director of the Year*



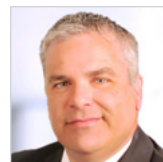
Jennifer Anders, MD,
Baltimore, Maryland
*NAEMT-AAP/Handtevy
Pediatric Emergency
Standards, Inc. Pediatric
EMS Award*



Plum Emergency Medical Services,
Pittsburgh, Pennsylvania
NAEMT-ACEP/Technimount EMS Safety in EMS



Salem Volunteer Rescue Squad,
Salem, Virginia
Digitech Volunteer EMS Service of the Year



Jamie Gray, BS, AAS,
NRP, TP-C
*EMS World/Dynarex EMS
Caring Award*



Sheldon Community Ambulance Team,
Sheldon, Iowa
*EMS World/FirstNet®, Built with AT&T
Wellness and Resilience Award*



Sachse Fire-Rescue, Sachse, Texas
*Dick Ferneau Career EMS Service of the
Year, Sponsored by Ferno*

Presidential Leadership Awards

NAEMT Presidential Leadership Awards recognize dedicated individuals for their outstanding contributions to EMS and our association.



Dr. Douglas Kupas, NAEMT medical director, for providing insightful clinical perspectives to the board, serving as medical editor for AMLS 4th Edition textbook and for the EMS Safety 3rd Edition, and taking a special interest in the safety of EMS practitioners.



Joanne Piccininni, chair of the Prehospital Trauma Committee. Piccininni is affiliate faculty for most NAEMT courses, NAEMT education coordinator for New Jersey, and led the development of the 10th Edition PHTLS Refresher and PHTLS for First Responders.



Col. (Ret.) Warren Dorlac, MD, FACS, USAF, PHTLS medical director, for his extraordinary contributions to the PHTLS program and NAEMT education worldwide. Dorlac serves as NAEMT's liaison to the Committee on TCCC and has helped NAEMT's training centers and faculty in Ukraine.

World Trauma Symposium Awards



Stuart Glover, a paramedic in New Zealand and former British Army operational team medic during combat tours in Iraq and Afghanistan, delivered the Scott B. Frame Memorial Lecture.



Dr. Sergiy Nesterenko, an orthopedic surgeon, received the Scott B. Frame Service Award for outstanding leadership and dedication to translating essential prehospital medical training courses and advocating for resources to support Ukraine's military personnel.



Dr. Alberto Adduci, NAEMT national education coordinator for Italy and chair of NAEMT Education Italia, received the Dr. Norman E. McSwain Jr. Leadership Award for a lifetime of contributions to improving trauma care in Italy.

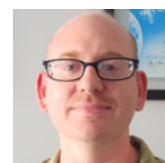
NAEMT Education Service Awards

NAEMT Education Service Awards honor educators for outstanding service in support of NAEMT education.

Sean Davenport, NAEMT affiliate faculty and Education Committee member, for establishing six new training centers in Kentucky and presenting an NAEMT webinar on course coordinator best practices.



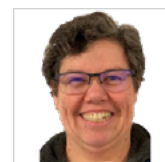
Tech. Sgt. Zachary Gandy, NAEMT affiliate faculty for TCCC, for monitoring new training centers and instructor candidates at U.S. military bases in Mississippi, Germany and the United Kingdom, and at a military training center in Ghana.



Lucas Henkel, an NAEMT instructor, NAEMT affiliate faculty for PHTLS and AMLS, and a member of the Regional Latin American Education Committee from Argentina. He coordinated 12 courses, taught nine, led two mass training programs and reviewed Spanish translations for NAEMT's Community Paramedicine courses.



Kelly Kohler, an NAEMT instructor for AMLS, PHTLS, PTEP, AHDR, GEMS, and EMS Safety, for serving as a member of the AMLS Committee and a course author for the 4th Edition of AMLS and GEMS 3rd Edition.



Michal Madeyski, a member of the Regional European Education Committee and NATO Training Center Group, for helping to drive NAEMT's expansion in Poland. Madeyski launched 12 training centers in Poland and has led the Polish translations of NAEMT courses.



NAEMT EDUCATION



169,492

Students who took
NAEMT courses in 2023

15,663

of NAEMT courses taught

18,855

of approved NAEMT instructors

2,371

of NAEMT approved NAEMT
training centers worldwide

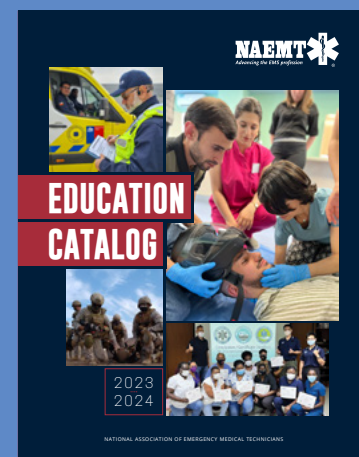
Strong Growth Across the U.S. and Internationally

NAEMT education programs experienced strong growth in 2023. The number of students taking NAEMT courses reached nearly 170,000 – a new record. This was up from the previous record of 148,809 set in 2022.



About NAEMT Education

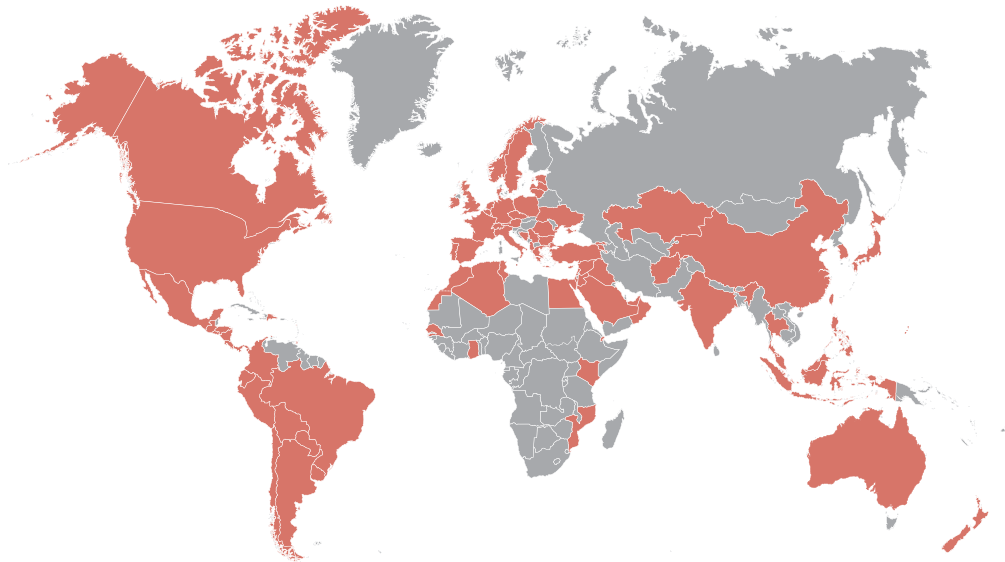
The mission of NAEMT education is to improve patient care through high-quality, cost-effective, evidence-based education that strengthens and enhances the knowledge and skills of EMS practitioners. NAEMT education emphasizes critical thinking skills to obtain the best outcomes for patients.



2023-2024 Education Catalog

The 2023-2024 Education Catalog includes descriptions of all NAEMT courses, and how educators and organizations can become part of the NAEMT global network.

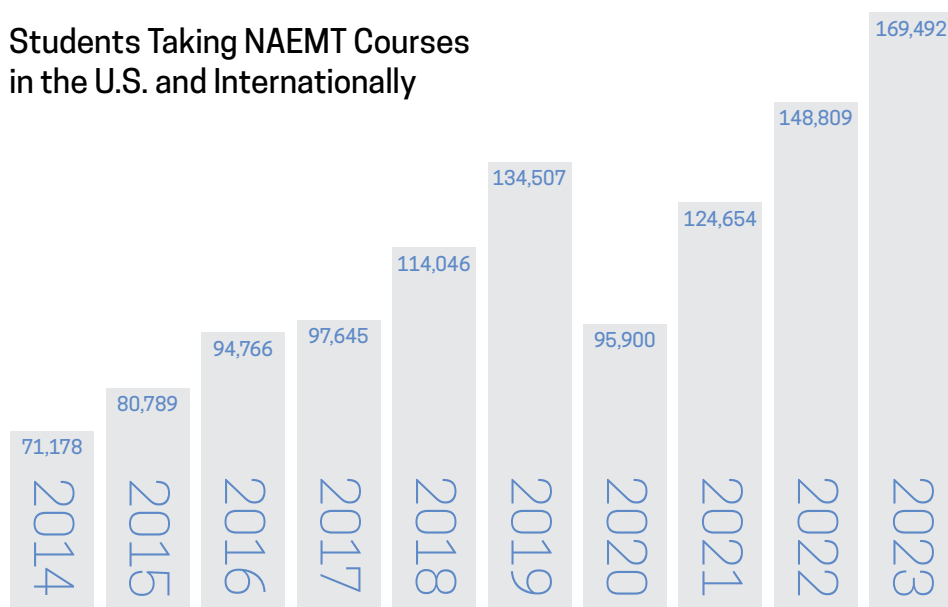




The success of NAEMT education is thanks to the many individuals who contribute to creating the best curriculum and learning experience for students, and who help to make sure NAEMT education is offered throughout the U.S. and the world.

Our sincere gratitude goes to the members of the NAEMT Education Committee, NAEMT Education Program Committees (PHT, AMLS and EPC), and Regional Education Committees (European, Latin American, Asian, and Mideast). Also, thank you to those who lend their expertise as medical directors, course authors, contributors, and reviewers. We are also grateful to our affiliate faculty and state, regional and national education coordinators who raise awareness about NAEMT education and prepare new NAEMT training centers and faculty.

Students Taking NAEMT Courses in the U.S. and Internationally

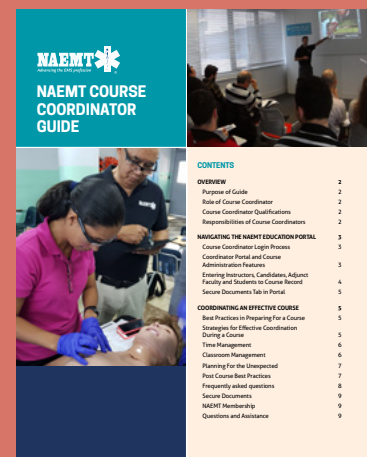


NAEMT was thrilled to welcome training centers in three new countries – Andorra, Armenia, and Bosnia and Herzegovina – into the NAEMT education family.

NAEMT translates course materials into 13 languages. In addition to English, some NAEMT courses are available in Arabic, Dutch, French, German, Greek, Italian, Japanese, Korean, Portuguese, Spanish, Swedish, Simplified and Traditional Chinese, and Ukrainian.

91

Countries where NAEMT courses are taught



NAEMT Course Coordinator Guide

NAEMT published a Course Coordinator Guide to help new and current course coordinators organize, prepare, coordinate and conduct NAEMT courses. The guide includes navigating the NAEMT Education Portal, best practices for preparing for courses, classroom management tips, and FAQs.



New in 2023

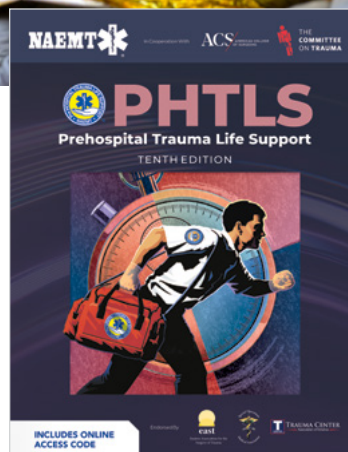
NAEMT and our teams of experts devote hundreds of hours to developing content and field-testing each course. Existing courses are regularly reviewed and updated, while new courses are developed to meet the evolving needs of EMS practitioners, military personnel, and other healthcare and public safety professionals.



PREHOSPITAL TRAUMA LIFE SUPPORT (PHTLS) 10TH EDITION

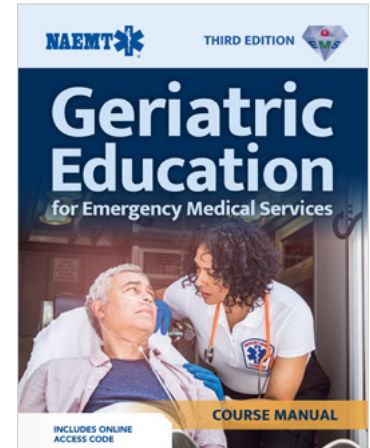
NAEMT's Prehospital Trauma Life Support (PHTLS) is recognized around the world as the leading continuing education program for prehospital emergency trauma care. PHTLS teaches EMS practitioners to master critical techniques for saving the lives of multisystem trauma patients. NAEMT recruited leading subject matter experts from around the world for the review and revision, including Dr. Andrew Pollak, PHTLS medical editor. Pollak is chief clinical officer of the University of Maryland School of Medicine and medical director of the Baltimore County Fire Department.

The PHTLS 10th Edition is developed by NAEMT in cooperation with the American College of Surgeons Committee on Trauma (ACS COT). The new textbook features an inspiring forward from Dr. Eileen Bulger, immediate past chair of ACS COT, who



reminds us of Dr. Norman McSwain's words: "Trauma care begins when the first emergency medical technician or first responder arrives on the scene, not when the patient arrives at the hospital." The late Dr. McSwain was a trauma surgeon from New Orleans and the founder of PHTLS.

Also available is the PHTLS 10th Edition hybrid course – 8 hours of interactive online education and 8 hours in the classroom, and a 10th Edition PHTLS 8-hour refresher course.



GERIATRIC EDUCATION FOR EMS (GEMS) 3RD EDITION

Geriatric Education for EMS (GEMS) teaches EMS practitioners to assess and manage older adult patients with acute medical disorders, trauma, or exacerbations of common chronic diseases, such as diabetes, heart disease, arthritis, and depression or anxiety. The GEMS 3rd Edition includes new lessons, case studies, patient simulations, and a new course manual.

NEW COURSE: EMS SAFETY OFFICER (ESO)

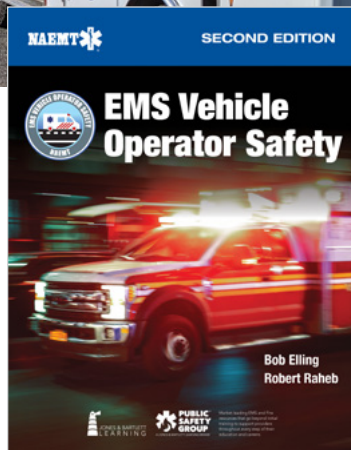
NAEMT's new online course, EMS Safety Officer (ESO), draws from research on all aspects of safety, including injury prevention, fatigue, scene safety, and vehicle safety. This 5-hour, online course prepares EMS practitioners to become their agency's EMS safety officer.





EMS VEHICLE OPERATOR SAFETY (EVOS) 2ND EDITION

EMS Vehicle Operator Safety 2nd Edition includes all new or revised lessons, new course activities, and reflects the latest evidence on ground ambulance crashes, vehicle operations, transport safety knowledge, distracted drivers, and use of lights and sirens. The update includes a new instructor toolkit and course manual, published in English.



UPDATED VIRTUAL REFRESHER SERIES INSTRUCTOR MANUAL

The Virtual Refresher Series offers a 30-hour paramedic curriculum, 25-hour advanced EMT curriculum and 20-hour EMT curriculum that can be used to fulfill NREMT's national recertification requirements in a flexible format. The Virtual Refresher series draws from the most updated editions of NAEMT's evidence-based courses, including PHTLS, Emergency Pediatric Care, EMS Safety, GEMS and Advanced Medical Life Support (AMLS).

NEW COURSE ADDED TO COMMUNITY PARAMEDICINE SERIES

An additional course, Respiratory Disorders, was added to the Community Paramedicine Series.



There are now six courses in the series. The courses prepare practitioners to provide community paramedic services in their communities.

MENTAL HEALTH RESILIENCE OFFICER (MHRO) AVAILABLE AS A CLASSROOM COURSE

Mental Health Resilience Officer now offers an 8-hour instructor toolkit for classroom courses, in addition to the previously published online format. The new instructor toolkit enhances the online content with rich student discussion topics. MHRO assists EMS agencies in supporting the mental health resilience of personnel.



WORK UNDERWAY IN 2023

NAEMT authors and subject matter experts made progress on several curriculum development projects:

- **Advanced Medical Life Support (AMLS) 4th Edition:** An AMLS 4th Edition Instructor Update was held as a preconference workshop at EMS World Expo in Las Vegas in September 2023. When published in 2024, the AMLS 4th Edition will include a new course manual and textbook with a new chapter on women's health emergencies, more conditions to consider in differential criteria, and best practices in leading AMLS patient simulations.
- **All Hazards Disaster Response (AHDR) 2nd Edition:** Featuring realistic scenarios and patient simulations, ADHR 2nd Edition was introduced as a preconference workshop at EMS World Expo.
- **PHTLS 10th Edition Military Version:** NAEMT is collaborating with members of the Committee on TCCC to develop the PHTLS 10th Edition Military version. Publication in English is expected at the end of 2024. Work is also underway on PHTLS for First Responders 10th Edition.



Trauma Education

PREHOSPITAL TRAUMA LIFE SUPPORT (PHTLS)

Courses: 6,915 Students: 73,281

Prehospital Trauma Life Support (PHTLS) is the world's leading continuing education program for prehospital emergency trauma care. The mission of PHTLS is to promote excellence in trauma patient management, improve the quality of trauma care and decrease mortality. PHTLS is developed by NAEMT in cooperation with the American College of Surgeons Committee on Trauma (ACS COT). The program emphasizes treating the complex needs of multi-system trauma patients. PHTLS promotes critical thinking as the foundation for providing quality care. NAEMT also offers a PHTLS Refresher course and PHTLS for First Responders.

ALL HAZARDS DISASTER RESPONSE (AHDR)

Courses: 206 Students: 1,823

All Hazards Disaster Response (AHDR) teaches EMS practitioners how to respond to many types of disaster scenarios, including natural disasters and infrastructure failings, fires and radiological events, pandemics, active shooter incidents, and other mass casualty events. AHDR educates participants on how to analyze potential threats in their area, assess available resources, and create a medical response plan that saves lives.



TACTICAL COMBAT CASUALTY CARE (TCCC)

Courses: 1,847 Students: 23,895

Tactical Combat Casualty Care (TCCC) is created by the U.S. Department of Defense (DoD) Defense Health Agency's Joint Trauma System (DHA-JTS) based on the TCCC guidelines developed by the Committee on TCCC (CoTCCC) to teach evidence-based, life-saving techniques and strategies for providing the best trauma care on the battlefield. NAEMT conducts TCCC courses as specified by the TCCC guidelines and curriculum. TCCC, as offered by NAEMT, is the only TCCC course endorsed by the American College of Surgeons.

TACTICAL EMERGENCY CASUALTY CARE (TECC)

Courses: 1,425 Students: 15,545

Tactical Emergency Casualty Care (TECC) covers the tactical situations civilian EMS practitioners are most likely to encounter. NAEMT's TECC course meets the guidelines established by the Committee for Tactical Emergency Casualty Care (C-TECC) and the National Tactical Emergency Medical Support Competency Domains (TEMS). Designed to decrease preventable deaths in tactical situations, such as terrorist attacks, hostage scenarios and active shooter events, TECC applies lessons learned in battle to mass casualty scenarios in civilian environments. NAEMT also offers a TECC Refresher and TECC for Law Enforcement Officers (TECC-LEO) for police and non-EMS first responders.



Medical Education

ADVANCED MEDICAL LIFE SUPPORT (AMLS)

Courses: 1,973 Students: 20,141

Advanced Medical Life Support (AMLS) is the gold standard of education for emergency medical assessment and treatment. Endorsed by the National Association of EMS Physicians (NAEMSP), AMLS emphasizes the use of the AMLS Assessment Pathway, a systematic tool for assessing and managing common medical conditions with urgent accuracy. The course emphasizes the use of scene size-up, patient history, interactive group discussion on potential treatment strategies, and physical exam to systematically rule out and consider possibilities and probabilities in treating medical crises.

EMERGENCY PEDIATRIC CARE (EPC)

Courses: 737 Students: 6,819

Emergency Pediatric Care (EPC) focuses on critical pediatric physiology, illnesses, injuries and interventions to help EMS practitioners provide the best treatment for sick and injured children in the field. The course stresses critical thinking skills to help practitioners make the best decisions for their young patients. Topics covered include the pathophysiology of the most common critical pediatric emergencies and application of the Pediatric Assessment Triangle (PAT), a tool to help EMS practitioners rapidly and accurately assess pediatric patients.



GERIATRIC EDUCATION FOR EMS (GEMS)

Courses: 433 Students: 3,895

Geriatric Education for EMS (GEMS) provides EMS practitioners at all levels with the skills and knowledge to address the unique medical, social, environmental and communications challenges of older adults. The course teaches the GEMS Diamond (geriatric, environmental, medical, and social assessments) to help practitioners formulate a holistic diagnostic and treatment approach.

PSYCHOLOGICAL TRAUMA IN EMS PATIENTS (PTEP)

Courses: 140 Students: 1,071

Through Psychological Trauma in EMS Patients (PTEP), EMS practitioners learn to help alleviate patients' fear, stress and pain, the hidden wounds that can result from a medical emergency. PTEP educates EMS practitioners about the

biological underpinnings of psychological trauma, the short and long-term impact on the brain and body, and warning signs that a patient is experiencing extreme psychological distress. During scenario-based interactive sessions, EMS practitioners explore strategies and techniques to alleviate patients' distress and help patients cope with what they're experiencing to ward off lingering effects.

COMMUNITY PARAMEDICINE SERIES

Courses: 46 Students: 178

NAEMT's Community Paramedicine course series focuses on the knowledge and skills that paramedics need to succeed as community paramedics. As paramedics are increasingly depended upon to provide preventive as well as emergent and urgent care, these courses are outstanding education for all paramedics. The series is also designed to prepare paramedics to take the IBSC Community Paramedic Certification (CP-C) exam.



Operations and Safety Education

EMS SAFETY

Courses: 280 Students: 2,220

EMS Safety teaches students how to protect themselves and their patients while on the job. The course promotes a culture of safety and helps reduce the number of on-the-job fatalities and injuries. EMS Safety is the only national, comprehensive safety course for EMS practitioners. Its interactive format features real-life case studies and compelling discussions on current safety issues, and provides participants with a forum to share their own experiences. Course activities help build participants' risk assessment and decision-making skills.

EMS VEHICLE OPERATOR SAFETY (EVOS)

Courses: 910 Students: 8,874

With a focus on creating a culture of safe driving, EMS Vehicle Operator Safety (EVOS) draws on the most current research about specific behaviors and other hazards that lead to crashes. EVOS features case studies and analyses of both common and catastrophic collisions to challenge EMS practitioners to reconsider their preconceptions about safe vehicle operations. Instructors can easily incorporate local laws, rules and policies into the curriculum.



EMS SAFETY OFFICER (ESO)

Courses: 3 Students: 158

EMS Safety Officer (ESO) is a 5-hour online course that prepares EMS personnel to serve as their agency's EMS safety officer. EMS safety officers put safety at the heart of EMS operations. The course teaches participants to not only assess safety in facilities, vehicles, and emergency scenes, but to also use best practices for preventing infections and maximizing patient and personal safety.

PRINCIPLES OF ETHICS AND PERSONAL LEADERSHIP (PEPL)

Courses: 43 Students: 445

Principles of Ethics and Personal Leadership (PEPL) provides EMS and mobile healthcare practitioners with the skills and knowledge to effectively interact with patients and families,

other medical personnel, co-workers, supervisors and the community at large. Through course presentations, dialogue, and learning activities, including written and video case studies, students explore the importance of ethics and personal leadership, identify their leadership roles in civic life as individuals, family members, professionals and members of the community, and practice the skills important to the exercise of personal, ethical leadership.

MENTAL HEALTH RESILIENCE OFFICER (MHRO)

Courses: 56 Students: 813

Mental Health Resilience Officer (MHRO) prepares EMS personnel to serve as their agency's mental health resilience officer. MHRO's engage with peers to develop an understanding of mental health issues and resilience; identify peers who are experiencing mental health stressors and crises; navigate peers in need to services for help; and support a culture of mental health resilience and emotional wellness. MHRO can be offered as a 6-hour online course or an 8-hour classroom course.



Virtual Education

VIRTUAL REFRESHERS FOR PARAMEDICS, AEMTS AND EMTS

Courses: 102 Students: 421

The Virtual Refresher series provides EMS training officers and educators with concise courses that meet NREMT's national recertification requirements. The series includes three refresher courses: paramedic (30 hours), AEMT (25 hours), and EMT (20 hours). The refresher courses are designed to be taught virtually, using online platforms such as GoToMeeting, Zoom, Webex, Skype, or other virtual instructor-led training (VILT) platforms.

RECERT

Recert offers over 200 online learning modules covering a wide range of topics in EMS, including trauma, stroke, shock, infection control/PPE, pediatrics, safety, psychiatric and behavioral emergencies, pharmacology and special patient populations. NAEMT's evidence-based education content is used extensively in Recert learning modules. NAEMT partners with Jones & Bartlett Learning Public Safety Group on Recert.



Bystander Education

FIRST ON THE SCENE (FOTS)

Courses: 385 Students: 5,310

First on the Scene (FOTS), developed by NAEMT and the International Association of Fire Chiefs (IAFC), provides instructors with a toolkit to teach the general public basic emergency response to life-threatening emergencies until EMS arrives. The course covers hands-only CPR and how to use an AED, administering naloxone and epinephrine auto-injectors, stopping life-threatening bleeding, penetrating chest trauma, moving patients to safety and positioning injured patients.



NAEMT Instructor Preparation Course

The NAEMT Instructor Preparation Course is a prerequisite for any EMS instructor who wishes to teach NAEMT courses. In 2023, 3,672 instructor candidates took the course, which is offered online in English and Spanish, and as a classroom course in other languages.

Financial Statements

STATEMENTS OF FINANCIAL POSITION *For the Years Ended December 31, 2023 and 2022*

		2023	2022
ASSETS			
	Cash	\$ 450,861	\$ 442,065
CURRENT ASSETS	Accounts receivable, less allowance for uncollectible amounts of \$6,000 in 2023 and 2022	319,944	294,995
	Prepaid expenses	52,510	33,461
	Total current assets	\$ 823,315	\$ 770,521
OTHER ASSETS	Property, furniture and equipment, at cost, net	\$ 272,449	\$ 287,110
	Investments	4,524,872	3,736,734
	Utility deposits	545	545
	Total other assets	\$ 4,797,866	\$ 4,024,389
Total Assets		\$ 5,621,181	\$ 4,794,910
LIABILITIES AND NET ASSETS			
	Accounts payable	\$ 27,086	\$ 75,520
CURRENT LIABILITIES	Accrued liabilities	28,389	21,839
	Unearned membership dues	274,388	268,656
	Unearned corporate sponsorships	178,648	130,224
	Tenant deposits	-	1,100
	Total current liabilities	\$ 508,511	\$ 497,339
NET ASSETS	Without donor restrictions	5,112,670	4,297,571
Total Liabilities and Net Assets		\$ 5,621,181	\$ 4,794,910

STATEMENTS OF ACTIVITIES *For the Years Ended December 31, 2023 and 2022*

		2023	2022
SUPPORT AND REVENUES			
	Educational programs, commissions and royalties	\$ 2,839,516	\$ 2,399,417
	Membership dues	522,458	508,422
	Conferences	109,540	130,235
	Corporate Sponsors	383,696	411,513
	Grants	15,000	80,000
	Miscellaneous	-	6,500
	Net assets released from restrictions	-	-
Total Support and Revenues		\$ 3,870,210	\$ 3,536,087
EXPENSES			
	Educational programs	\$ 118,203	\$ 109,206
PROGRAM SERVICES	Conferences	196,701	176,287
	Publications	101,301	80,282
	Awards	1,602	647
	Contributions	19,299	17,000
	Organizational dues	24,700	16,700
	Administrative and general	2,471,495	2,259,113
SUPPORTING SERVICES	Membership maintenance and promotion	604,239	483,452
Total Expenses		\$ 3,537,540	\$ 3,142,687
Change in Net Assets From Operations		\$ 332,670	\$ 393,400
Investment Return, Net		482,429	(423,135)
Change in Net Assets		\$ 815,099	\$ (29,735)
Net Assets at Beginning of Year		4,297,571	4,327,306
Net Assets at End of Year		\$ 5,112,670	\$ 4,297,571

Our Mission, Values and Vision

The mission of the National Association of Emergency Medical Technicians (NAEMT) is to represent and serve emergency medical technicians (EMTs), advanced EMTs, paramedics, and specialty paramedics, and support personnel through advocacy, education, and research.



OUR VALUES

We believe that:

- EMS is a distinct and essential service to the public and a fundamental component of our nation's healthcare and emergency response systems. Local, state, and federal government authorities as well as commercial insurers must share the responsibility for adequately funding EMS.
- EMS is uniquely positioned to support our nation's healthcare and emergency response systems by providing high quality emergent, urgent, and preventive patient care delivered by qualified EMS practitioners trained to assess, treat, and navigate patients to the right care, in the right place, at the right time.
- All communities have the right to determine the EMS delivery model(s) that best meets their needs and resources.
- The EMS workforce deserve a safe, healthy, and respectful work environment, and should receive appropriate compensation for the lifesaving healthcare they provide to their patients and their critical role in responding to disasters, public health crises, and mass casualty incidents.
- The EMS workforce should reflect the demographics of the communities in which it serves. National and state EMS associations have a responsibility to promote diversity, equity and inclusion within the EMS profession.
- The EMS industry has a responsibility to develop future industry leaders through professional development and mentorship opportunities.
- Collaboration within the EMS industry and within the larger healthcare community is essential to addressing the key challenges in delivering high-quality EMS.
- The provision of EMS should be based on the latest evidence and best practices.
- EMS must be supported by education and certification systems that produce well-trained, resilient professionals qualified to provide the patient care demanded of their positions.
- Emergency medical technicians (EMTs), advanced EMTs, paramedics, and specialty paramedics should be represented by a professional association committed to advancing their profession, representing their professional interests and serving their professional and educational needs, irrespective of the workplace setting they choose to use their education, training and certification.

We shall conduct all NAEMT business with integrity and transparency, and adhere to the ethical standards of our profession.

OUR VISION

NAEMT will focus its efforts and resources in support of these values by actively:

- Advocating for appropriate funding for all EMS agencies and personnel from all delivery models and workplace settings.
- Educating government and healthcare leaders on the value of EMS to our nation's healthcare and emergency response systems.
- Advocating for and supporting the health, safety, well-being and resilience of the EMS workforce.
- Promoting diversity, equity and inclusion within the EMS workforce and encouraging and supporting EMS recruitment from underrepresented communities.
- Advocating for education and certification systems that support well-trained and qualified EMTs, Advanced EMTs and paramedics.
- Developing and disseminating high quality, evidence-based education that strengthens and enhances the knowledge, skills, and resilience of the EMS workforce, and EMTs, advanced EMTs, paramedics and specialty paramedics working in other settings.
- Providing professional development and mentorship opportunities to EMS personnel interested in serving in EMS leadership positions.
- Communicating the professional opportunities and career pathways available to certified or licensed emergency medical technicians (EMTs), advanced EMTs, paramedics, and specialty paramedics.

ABOUT NAEMT

Formed in 1975 and over 90,000 members strong, the National Association of Emergency Medical Technicians (NAEMT) is the only national association representing the professional interests of all emergency and mobile healthcare practitioners, including emergency medical technicians, advanced emergency medical technicians, emergency medical responders, paramedics, advanced practice paramedics, critical care paramedics, flight paramedics, community paramedics, and mobile integrated healthcare practitioners. NAEMT members work in all sectors of EMS, including government agencies, fire departments, hospital-based ambulance services, private companies, industrial and special operations settings, and in the military.

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