



## **2025 Board Election: Candidate Q&A**

**Candidate Name:** Jonathan P. Carolla, BSc, NRP, FPC, NCEE

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**1. How would you describe your leadership style, and how has it shaped your work in EMS?**

- I would describe my leadership style as leading by example, with a strong focus on education and advocacy. As an Education Coordinator, I believe that the best way to raise the bar in EMS is to be present with my team. Teaching, mentoring, and working side by side with the crews throughout the day. Whether it's helping treat a patient, running an orientation, leading a simulation, or reviewing protocols, I try to model the professionalism and accountability I expect from others.
- Clear communication is a cornerstone of my approach. I take the time to explain the reasoning behind educational initiatives, policy updates, or clinical expectations so providers understand the "why," not just the "what." That clarity builds trust and helps create buy-in, which is essential when you're asking people to embrace new standards or methods.
- I also see mentorship as part of my responsibility. Guiding new providers, supporting colleagues, and advocating for their growth is something I take seriously. My goal is to provide encouragement and resources while giving people the room to develop their own judgment and confidence.
- Beyond the classroom or field, I am a strong advocate for high-quality EMS education and for the profession as a whole. Having been a part of multiple local, state, and national work groups, I work to align training with national standards, emerging best practices, and the ultimate goal of improving patient care. By fostering professionalism, supporting continuous learning, and advocating for EMS at a broader level, I aim to create a culture where providers are confident, competent, and proud of the care they deliver.

**2. In what ways do you advocate for EMS? What strategies would you recommend for NAEMT to strengthen its advocacy efforts and gain recognition for EMS as an essential service?**

- I advocate for EMS by consistently supporting the need for higher, more standardized education requirements, especially at the paramedic level. I believe that raising educational standards is one of the most effective ways to strengthen the profession, improve provider competency, ensure high-quality patient care, and work to improve reimbursement rates. This belief has shaped my work as I've contributed to revisions of EMS education standards and instructor curriculum at both the state and local levels, helping to align training with the evolving needs of our field.
- My advocacy also extends to active involvement in committees at the local, state, and national level, where I work to influence decisions that impact EMS education and practice. As a member of the National Association of EMS Educators, I serve on the Education Committee to help advance national standards and curriculum. In addition,

through my work with the Society for Simulation in Healthcare, I collaborate with other educators to expand access to simulation-based training, which I see as critical to preparing providers for real-world challenges.

- I also believe in leading by example. As an EMS educator, I try to demonstrate professionalism, mentorship, and a “planting the seed” mentality, recognizing that the future of EMS depends on how we guide and support today’s providers.
- For NAEMT, I recommend strategies that highlight EMS as an essential service by expanding partnerships with educational and healthcare organizations, amplifying provider voices at the legislative level, and continuing to push for standardized education that reflects the complexity of modern EMS practice. This includes collaborating with peer organizations such as NAEMSE, NAEMSP, NASEMSO, NEMSMA, I-CAPP, and the American College of Paramedics to create a unified front. A more aligned message and shared advocacy goals would strengthen our ability to lobby for meaningful change. I also believe NAEMT should take a stance on the reform of NEMSEC, supporting the American College of Paramedics’ efforts in that space. Finally, I see great value in providing lawmakers with educational sessions that explain what EMS is, what it does, and how it fits into the healthcare system. Eliminating those knowledge gaps is essential if EMS is to be recognized and funded as the essential service it truly is.

**3. How can NAEMT better support and develop the EMS workforce, particularly newer generations? How would you convey the value of membership to both current and future members?**

- I believe NAEMT can better support and develop the EMS workforce by looking at innovative staffing structures that reflect the diverse and evolving needs of the communities we serve. This includes exploring specialty care paramedic roles such as tactical, community care, critical care, wilderness, and flight, as well as tiered response models and EMT/AEMT ambulances supported by paramedic chase units. These approaches would not only create more sustainable staffing solutions but also provide providers with clearly defined pathways for growth and specialization within the profession.
- Another key area is education. NAEMT can work with organizations such as NAEMSE, CoAEMSP, NASEMSO, and CAAHEP to strengthen accreditation processes for all EMS provider levels. By ensuring that every level of EMS education is nationally accredited with both program and instructor requirements, we set a higher standard for initial education and raise the credibility of our profession. This helps guarantee that new providers enter the workforce better prepared, while also ensuring consistency and quality across programs nationwide.
- When it comes to conveying the value of NAEMT membership, I would emphasize the role NAEMT plays in advocacy, professional development, and shaping the future of EMS. Current members should be reminded that their voice carries more weight when joined with others through NAEMT. For newer generations, I would highlight the opportunities for mentorship, continuing education, and professional networking that membership provides. Framing NAEMT not just as a professional association but as a movement to elevate EMS makes the value clear: membership is about improving your own career while contributing to the growth and recognition of EMS as an essential part of healthcare.

**4. What is a pressing issue currently facing EMS and how could NAEMT help address it?**

- One of the most pressing issues currently facing EMS is a dual crisis of staffing and education. On one hand, agencies across the country are struggling to fill shifts and ensure adequate coverage for their communities, special events, and even day-to-day operations. On the other, EMS education standards and reimbursement models have not kept pace with the complexity of modern EMS. Reimbursement rates are often tied to outdated perceptions of the field, and many outside stakeholders still view EMS through the lens of the “ambulance drivers” of decades past. In reality, EMS today plays a wide range of roles: 911 response, non-emergent transport, behavioral health, community paramedicine, tactical and wilderness care, education, critical care, and flight medicine.
- NAEMT can help address these challenges by promoting innovative staffing models that better fit today’s EMS environment. Partnering with agencies already piloting approaches such as tiered response or specialty paramedic tracks and working alongside other professional organizations would give providers sustainable career paths while helping agencies meet coverage needs.
- On the education side, NAEMT can continue to push for strong, standardized requirements at all provider levels: EMR, EMT, AEMT, paramedic, and specialty care. Education is the foundation of everything we do in EMS, and developing national standards in collaboration with other organizations would elevate provider preparation while strengthening our case for fair reimbursement.
- Finally, NAEMT can play a critical role in education and communication beyond our profession. Hosting information sessions for lawmakers and the public about what EMS is and the scope of what we do would help close the knowledge gap that continues to limit recognition. Ultimately, these issues can only be solved through communication, education, and collaboration. A unified voice is the only way EMS will progress forward.