



Workforce  
Development Board  
Contra Costa County

# Community Fact Sheet



## EMT to Paramedic Apprenticeship Pathway

This program builds on the success of the EMT 4 Equity (E4E) project in creating a successful infrastructure and network of relationships to help Emergency Medical Technicians (EMTs) have an effective pathway to a paramedic apprenticeship, garnering more opportunities and wages.

### What are the specifics of the program?

The program builds the career from EMT to paramedic with participants choosing whether to engage in an apprenticeship with an ambulance, a fire department, or a healthcare provider, all while continuing to earn a paycheck. As EMTs work towards becoming paramedics, those who choose to work with a healthcare provider have the added options of pursuing other career tracts in Allied Health such as Nursing and Behavioral and Mental Health.

The program's goal is to ensure 50 participants secure high-wage jobs and career advancement opportunities and attain a professional license that provides long-term job security and is recognized anywhere in the country. The program features two separate entry points including those seeking to become a licensed EMT and those already licensed as an EMT.

### Why is the program important?

EMTs provide basic life support, while paramedics have more training and are licensed to provide advanced life support and more advanced procedures. The only way to become a licensed paramedic is to first become a licensed EMT. Hospitals are transitioning their service model to providing more care where the patients are located, as opposed to always bringing them to their facilities. This dynamic will create an overwhelming need for paramedics, and no true plan exists to ensure supply meets demand. Additionally, the program seeks to recruit people of color from underserved communities which addresses equity and inclusion, while making sure public safety is a high priority.

With EMT wages starting at more than \$23 an hour, and paramedics earning as much as \$60 an hour, this project will go a long way towards stabilizing households and families. Because of the industry-recognized credentials earned, participants also achieve long-term job security and upward mobility and advancement.

### Who are the community partners for the program?

The Workforce Board of Contra Costa County is the project lead, apprenticeship sponsor and intermediary. The American Medical Response (AMR), the Bay Area Health Workforce Partnership, Richmond Community Foundation, Rubicon and SparkPoint handle recruiting and wrap-around support services. Contra Costa Community College provides training. The Contra Costa Economic Partnership provides program management and direction similar to the EMT 4 Equity project which resulted in 19 people of color, including 11 women, securing jobs as EMTs with AMR.

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