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None

Date Based Pricing:

None

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2023 CAASE Award Submission

CAASE Awards Submission

Submission Category:

Community Impact Program (open to any community-based program)

Innovation in EMS

Employee Programs

Submission Title:

EMS Career Pathways Apprenticeship Program

Contact Name:

Jeremey Shumaker

Organization:

American Medical Response

Email:**Preferred**

jshumaker@gmr.net

Address:**Organization**

879 Marlborough Ave

Riverside California 92507

United States

Phone:**Work Phone**

8053126433

Number of Annual Service Requests:**Number of Ambulances:**

0

Business Type (check all that apply):

Privately Held Corporation

Project Participants (Names, Job Titles & Email Addresses of individuals involved in the project):

American Medical Response, Crafton Hills College, California Department of Apprenticeship Standards.

Situational Analysis (Background of Project):

For many years, the ability for EMS providers to staff Paramedics has been challenging. Providers have, for years, implemented short term solutions aimed at solving their staffing shortages. These include things like shift incentives, hiring and relocation bonuses and more. There has been however, a lack of any sustainable long term solution to this shortage of Paramedics. The paramedic staffing challenges were exacerbated by COVID-19 pandemic which had a dramatic and lasting impact on the EMS system in California. Specifically, the industry has experienced what many believe to be the most significant paramedic staffing shortage in decades, impacting both public and private providers. American Medical Response (AMR) takes pride in presenting innovative initiatives that set us apart from other ambulance providers. The EMS Career Pathways Apprenticeship Program, approved by the Department of Labor and currently awaiting final approval by the California Department of Apprenticeship Standards, showcases our unwavering commitment to fostering talent and shaping the future of emergency medical services (EMS).

Project Goals:

Develop and gain approval for a Paramedic Apprenticeship program with both the Federal Department of Labor and the California Department of Apprenticeship Standards. As the exclusive employer for this groundbreaking program, AMR aims to revolutionize the way we train and develop our workforce, ultimately raising the bar for excellence in the industry and ensuring that AMR will be uniquely positioned to provide workforce sustainability to the communities we serve. The EMS Career Pathways Apprenticeship Program offers a unique and comprehensive approach to professional growth and development for aspiring EMS practitioners. By combining rigorous classroom instruction, hands-on learning, and mentorship from seasoned professionals, this program equips apprentices with the skills, knowledge, and practical expertise necessary to excel in their roles. As apprentices progress through the program, they gain a deep understanding of emergency medicine, patient care, ambulance operations, and critical decision-making—elements that are fundamental to providing top-quality medical services in high-pressure situations. Key Differentiators: Unparalleled Learning Experience: The EMS Career Pathways Apprenticeship Program transcends traditional training methods, offering apprentices an immersive learning experience that prepares them to thrive in dynamic EMS environments. Our curriculum, designed in collaboration with industry experts, combines theoretical foundations with real-world scenarios, ensuring apprentices develop the necessary skills to adapt and excel in diverse emergency situations. Industry-Leading Mentorship: AMR recognizes that mentorship plays a pivotal role in professional development. Through our apprenticeship program, we connect apprentices with experienced EMS practitioners who provide guidance, support, and firsthand knowledge. This invaluable mentorship fosters a culture of continuous learning, allowing apprentices to refine their skills and gain insights from seasoned professionals who understand the intricacies of the ambulance industry. Pathway to Success: The EMS Career Pathways Apprenticeship Program acts as the foundation for individuals seeking long-term careers in emergency medical services. By offering a clear career progression plan and opportunities for advancement within AMR, we empower apprentices to build rewarding careers with us. With our commitment to investing in our



workforce, apprentices have the potential to grow into leadership roles, driving innovation and shaping the future of the industry.

Planning & Implementation (describe process from the planning phase, including research, through implementation phase. Include the overall length of your project in weeks/months):

The project theoretically began in 2019 after a meeting with healthcare leaders from throughout California as part of the California Community Colleges Chancellor's Health Workforce Initiative. At this meeting we were asked to discuss potential long term solutions for healthcare staffing shortages. Many other healthcare jobs already have registered apprentice programs however, there are no registered apprenticeship programs for non public safety Paramedics. The only current apprenticeship program that exists is offered through Cal/Jac, a JPA of Cal Fire, the California Professional Firefighters and others. Discussion began about how to implement a program that would benefit the more than 76% of Paramedics who work for private companies in California. We began by drafting training standards that were based on Title 22 and national registry standards. This process was time consuming and included work by representatives from AMR, Crafton Hills College, representatives from The California Community College Consortium, the Federal Department of Labor, the California Department of Apprenticeship Standards and others. Next, we worked on the framework of the apprenticeship program itself. In order to differentiate ourselves from the existing public safety program, we included EMT training at the beginning of the program, then paramedic training, then flight medic training as the culmination of the full program. These standards were submitted to the Federal Department of Labor and ultimately received approval as a federally registered apprenticeship program in October 2022. (2023-CA-116095 EMS Pathways Apprenticeship Program). Once we received approval from the Department of Labor, we submitted the standards to the California Department of Apprenticeship Standards. While the approval from DAS is still pending as of the writing of this application, we expect to receive approval in the next 60 days.

Results (Did you achieve your goals? How did you measure results?):

We have achieved our goal of establishing an approved apprenticeship program and have begun the process of registering apprentices in the Federal Program. Once the final approval comes through for the State program, we will be able to back date the start date for all of the apprentices already registered.

Impact (What impact has this project had on your service? Information can be given as narrative. However, if possible, please provide qualitative and quantitative information.):

This program will have a significant impact of EMS staffing throughout the state of California and beyond. This process has also brought a great deal of attention to the current Paramedic staffing situation in California from Workforce Development Boards throughout California.

Budget (Did you have a budget? Budget numbers can be provided as a percentage of overall operating or departmental budget.):

There was no budget for this program.

Supporting Documents #1:

EMT STANDARDS 10.18.2246 copy SD Signed.pdf

Supporting Documents #2:

Letter of Registration.pdf

Supporting Documents #3:

Registration_Certificate_3753463-2023-CA-116095.pdf

Supporting Documents #4:

Supporting Documents #5:

Supporting Documents #6:

Comments:

AMR's EMS Career Pathways Apprenticeship Program exemplifies our dedication to excellence, innovation, and investing in the next generation of EMS professionals. By spearheading this transformative initiative, we differentiate ourselves from other ambulance providers and solidify our position as an industry leader. We invite you to join us in embracing this cutting-edge program, leveraging its benefits to enhance patient care, and elevating the standard of ambulance services. Together, we can redefine what it means to be a leader in emergency medical services.

CAASE Awards Submission Fee:

CAASE Awards Submission - \$500.00

General Section



Registered Apprenticeship Standards

Local Apprenticeship Standards

EMS Pathways Apprenticeship Program

Occupations: To all Applicable Occupations within the Standard

O*NET-SOC Codes: *See Appendix A*

RAPIDS Codes: *See Appendix A*

Developed in Cooperation with the U.S.
Department of Labor
Office of Apprenticeship

Approved by the
U.S. Department of Labor
Office of Apprenticeship

Registered By: Douglas Howell

Signature: _____

Title: State Director, CA, Region 6

Office of Apprenticeship

Registration Number: **2023-CA-116095**

☐ Check here if these are revised standards



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SECTION I – STANDARDS OF APPRENTICESHIP 29 CFR § 29.5

- A. **Responsibilities of the sponsor:** *EMS Pathways Apprenticeship Program* must conduct, operate, and administer this program in accordance with all applicable provisions of Title 29 Code of Federal Regulations (CFR) part 29, subpart A and part 30, and all relevant guidance issued by the Office of Apprenticeship (OA). The sponsor must fully comply with the requirements and responsibilities listed below and with the requirements outlined in the document “Requirements for Apprenticeship Sponsors Reference Guide.”
- Sponsors shall:**
- Ensure adequate and safe equipment and facilities for training and supervision and provide safety training for apprentices on-the-job and in related instruction.
 - Ensure there are qualified training personnel and adequate supervision on the job.
 - Ensure that all apprentices are under written apprenticeship agreements incorporating, directly or by reference, these Standards and the document “Requirements for Apprenticeship Sponsors,” and that meets the requirements of 29 CFR § 29.7. Form ETA 671 may be used for this purpose and is available upon logging into RAPIDS.
 - Register all apprenticeship Standards with the U.S. Department of Labor, including local variations, if applicable.
 - Submit apprenticeship agreements within 45 days of enrollment of apprentices.
 - Arrange for periodic evaluation of apprentices’ progress in skills and technical knowledge, and maintain appropriate progress records.
 - Notify the U.S. Department of Labor within 45 days of all suspensions for any reason, reinstatements, extensions, transfers, completions and cancellations with explanation of causes. Notification may be made in RAPIDS or using the contact information in Section K.
 - Provide each apprentice with a copy of these Standards, Requirements for Apprenticeship Sponsors Reference Guide, Appendix A, and any applicable written rules and policies, and require apprentices to sign an acknowledgment of their receipt. If the sponsor alters these Standards or any Appendices to reflect changes it has made to the apprenticeship program, the sponsor will obtain approval of all modifications from the Registration Agency, then provide apprentices a copy of the updated Standards and Appendices and obtain another acknowledgment of their receipt from each apprentice.
 - Adhere to Federal, State, and Local Law Requirements -- The Office of



Apprenticeship's registration of the apprenticeship program described in these Standards of Apprenticeship on either a nationwide basis (under the National Program Standards of Apprenticeship) or within a particular State, and the registration of individual apprentices under the same program, does not exempt the program sponsor, and/or any employer(s) participating in the program, and/or the individual apprentices registered under the program from abiding by any applicable Federal, State, and local laws or regulations relevant to the occupation covered by these Standards, including those pertaining to occupational licensing requirements and minimum wage and hour requirements.

The program's Standards of Apprenticeship must also conform in all respects with any such applicable Federal, State, and local laws and regulations. Any failure by the program to satisfy this requirement may result in the initiation of deregistration proceedings for reasonable cause by the Office of Apprenticeship under 29 CFR § 29.8.

B. Minimum Qualifications - 29 CFR § 29.5(b)(10)

An apprentice must be at least 18 years of age, except where a higher age is required by law, and must be employed to learn an apprenticeable occupation.

There is an educational requirement of: A high school diploma or equivalent
Other Qualifications: Must show proof of a clear criminal background check.
A valid driver's license is required.

Additional minimum qualifications listed in Appendix A, Section 6, for each occupation.

C. Apprenticeship Approach and Term - 29 CFR § 29.5(b)(2)

The apprenticeship program(s) will select an apprenticeship training approach. The approach is notated in Appendix A, APPRENTICESHIP APPROACH.

D. Work Process Schedule and Related Instruction Outline - 29 CFR § 29.5(b)(4)

Every apprentice is required to participate in related instruction in technical subjects related to the occupation. Apprentices *will not* be paid for hours spent attending related instruction classes. The Work Process Schedule and Related Instruction Outline are outlined in Appendix A.

E. Credit for Previous Experience - 29 CFR § 29.5(b)(12)

Apprentice applicants seeking credit for previous experience gained outside the apprenticeship program must furnish such transcripts, records, affidavits, etc. that may be appropriate to substantiate the claim. *EMS Pathways Apprenticeship Program* will evaluate the request for credit and make a determination during the apprentice's probationary period.

F. Probationary Period - 29 CFR § 29.5(b)(8) and (20)

Every applicant selected for apprenticeship will serve a probationary period which may not exceed 25 percent of the length of the program or 1 year whichever is shorter. The probationary period is notated in Appendix A, PROBATIONARY PERIOD.

G. Ratio of Apprentices to Journeyworkers - 29 CFR § 29.5(b)(7)

Every apprenticeship program is required to provide an apprenticeship ratio of apprentices to journeyworkers for adequate supervision. The ratio is notated in Appendix A, RATIO OF APPRENTICES TO JOURNEYWORKERS.

H. Apprentice Wage Schedule - 29 CFR § 29.5(b)(5)

Apprentices must be paid a progressively increasing schedule of wages based on either a



percentage or a dollar amount of the current hourly journeyworker wage rate. The progressive wage schedule is notated in Appendix A, APPRENTICE WAGE SCHEDULE.

I. Equal Employment Opportunity and Affirmative Action

1. Equal Opportunity Pledge - 29 CFR §§ 29.5(b)(21) and 30.3(c)(1)

EMS Pathways Apprenticeship Program will not discriminate against apprenticeship applicants or apprentices based on race, color, religion, national origin, sex (including pregnancy, gender identity, and sexual orientation), sexual orientation, genetic information, or because they are an individual with a disability or a person 40-years old or older.

EMS Pathways Apprenticeship Program will take affirmative action to provide equal opportunity in apprenticeship and will operate the apprenticeship program as required under Title 29 of the Code of Federal Regulations, part 30.

2. Affirmative Action Program - 29 CFR §§ 29.5(b)(21), 30.4-30.9

EMS Pathways Apprenticeship Program acknowledges that it will adopt an affirmative action plan in accordance with 29 CFR §§ 30.4-30.9 (required for sponsors with five or more registered apprentices by two years from the date of the sponsor's registration or by two years from the date of registration of the program's fifth (5th) apprentice). Information and technical assistance materials relating to the creation and maintenance of an affirmative action plan will be made available on the Office of Apprenticeship's website.

3. Selection Procedures - 29 CFR § 30.10

Every sponsor will adopt selection procedures for their apprenticeship programs, consistent with the requirements set forth in 29 CFR § 30.10(b). The selection procedures for each occupation for which the sponsor intends to train apprentices are notated in Appendix A, SELECTION PROCEDURES.

II. Complaint Procedures - 29 CFR §§ 29.5(b)(22), 29.7(k), 29.12, and 29 CFR § 30.14

If an applicant or an apprentice believes an issue exists that adversely affects the apprentice's participation in the apprenticeship program or violates the provisions of the apprenticeship agreement or Standards, the applicant or apprentice may seek relief. Nothing in these complaint procedures precludes an apprentice from pursuing any other remedy authorized under another Federal, State, or local law. Below are the methods by which apprentices may send a complaint:

- 1. Complaints regarding discrimination.** Complaints must contain the complainant's name, address, telephone number, and signature, the identity of the respondent, and a short description of the actions believed to be discriminatory, including the time and place. Generally, a complaint must be filed within **300** days of the alleged discrimination. Complaints of discrimination should be directed to the following contact:

U.S. Department of Labor, Office of Apprenticeship

200 Constitution Ave. NW, Washington, DC 20210

Telephone Number: (202) 693-2796

Email Address: ApprenticeshipEEOcomplaints@dol.gov

Point of Contact: Director, Division of Registered Apprenticeship and Policy

Attn: Apprenticeship EEO Complaints

You may also be able to file complaints directly with the EEOC, or State fair employment practices agency.



- 2. Other General Complaints.** The sponsor will hear and attempt to resolve the matter locally if written notification from the apprentice is received within *15* days of the alleged violation(s). The sponsor will make such rulings as it deems necessary in each individual case within *30* days of receiving the written notification:

Name: Jeremey Shumaker
Address: 879 Marlborough Ave, Riverside, CA
Telephone Number: 805-312-6433
Email Address: jshumaker@gmr.net

Any complaint described above that cannot be resolved by the program sponsor to the satisfaction of all parties may be submitted to the Registration Agency provided below in Section K.

K. Registration Agency General Contact Information 29 CFR § 29.5(b)(17)

The Registration Agency is the United States Department of Labor's Office of Apprenticeship. General inquiries, notifications and requests for technical assistance may be submitted to the Registration Agency using the contact information below:

Name: Abi Allen
Address: 550 West C Street. Suite 980
San Diego, California, 92101
Telephone Number: 619-313-0642
Email Address: allen.abigail.l@dol.gov

L. Reciprocity of Apprenticeship Programs 29 CFR § 29.13(b)(7)

States must accord reciprocal approval for Federal purposes to apprentices, apprenticeship programs and standards that are registered in other States by the Office of Apprenticeship or a Registration Agency if such reciprocity is requested by the apprenticeship program sponsor.

Program sponsors seeking reciprocal approval must meet the wage and hour provisions and apprentice ratio standards of the reciprocal State.

SECTION II - APPENDICES AND ATTACHMENTS

- ☒ **Appendix A** – *Work Process Schedule, Related Instruction Outline, Apprentice Wage Schedule, Ratio of Apprentices to Journeyworkers, Type of Occupation, Term of Apprenticeship, Selection Procedures, and Probationary Period*
- ☒ **Appendix B** – *ETA 671 - Apprenticeship Agreement and Application for Certification of Completion of Apprenticeship (To be completed after registration)*
- ☐ **Appendix C** – *Affirmative Action Plan (Required within two years of registration unless otherwise exempt per 29 CFR §30.4(d))*
- ☐ **Appendix D** – *Employer Acceptance Agreement (For programs with multiple-employers only)*



SECTION III - VETERANS' EDUCATIONAL ASSISTANCE AS MANDATED BY PUBLIC LAW 116-134 (134 STAT. 276)

Pursuant to section 2(b)(1) of the Support for Veterans in Effective Apprenticeships Act of 2019 (Pub. L. 116-134, 134 Stat. 276), by signing these program Standards, the program sponsor official whose name is subscribed below assures and acknowledges to the U.S. Department of Labor's Office of Apprenticeship the following regarding certain G.I. Bill and other VA-administered educational assistance referenced below (and described in greater detail at the VA's website at: <https://www.va.gov/education/eligibility>) for which current apprentices and/or apprenticeship program candidates may be eligible:

- (1) The program sponsor is aware of the availability of educational assistance for a veteran or other eligible individual under chapters 30 through 36 of title 38, United States Code, for use in connection with a registered apprenticeship program;
- (2) The program sponsor will make a good faith effort to obtain approval for educational assistance described in paragraph (1) above for, at a minimum, each program location that employs or recruits an veteran or other eligible individual for educational assistance under chapters 30 through 36 of title 38, United States Code; and
- (3) The program sponsor will not deny the application of a qualified candidate who is a veteran or other individual eligible for educational assistance described in paragraph (1) above for the purpose of avoiding making a good faith effort to obtain approval as described in paragraph (2) above.

NOTE: The aforementioned requirements of Public Law 116-134 shall apply to "any program applying to become a registered apprenticeship program on or after the date that is 180 days after the date of enactment of this Act" (i.e., September 22, 2020). Accordingly, apprenticeship programs that were registered by a Registration Agency before September 22, 2020, are not subject to these requirements.



SECTION IV - SIGNATURES

OFFICIAL ADOPTION OF APPRENTICESHIP STANDARDS

The undersigned sponsor hereby subscribes to the provisions of the foregoing Apprenticeship Standards formulated and registered by *EMS Pathways Apprenticeship Program* , on this 19th day of October, 2022

The signatories acknowledge that they have read and understand the document titled "Requirements for Apprenticeship Sponsors Reference Guide" and that the provisions of that document are incorporated into this agreement by reference unless otherwise noted.

Signature of Sponsor (designee)

Jeremey Shumaker

Printed Name

Signature of Sponsor (designee)

Printed Name



Appendix A

WORK PROCESS SCHEDULE

AND

RELATED INSTRUCTION OUTLINE



Appendix A

WORK PROCESS SCHEDULE VEHICLE SERVICE TECHICIAN

O*NET-SOC CODE: 53-3011.00 RAPIDS CODE: 0724

This schedule is attached to and a part of these Standards for the above identified occupation.

1. APPRENTICESHIP APPROACH

Time-Based

2. TERM OF APPRENTICESHIP

The term of the apprenticeship is 1 years with an OJL attainment of 2000 supplemented by the minimum required 552 hours of related instruction.

3. RATIO OF APPRENTICES TO JOURNEYWORKERS

The apprentice to journeyworker ratio is: 1 Apprentice to 1 Journeyworker.

4. APPRENTICE WAGE SCHEDULE

Apprentices shall be paid a progressively increasing schedule of wages based on either a percentage or a dollar amount of the current hourly journeyworker wage rate, which is: \$19.00.

Name: **AMBULANCE ATTENDANT**

Period	% of Journeyworker wage	Duration (Hours)	Wage (Hourly)	Description
1st	83.33%	1000	\$16.50	
2nd	91.67%	1000	\$18.25	
End Wage	100%	2000 Hours	\$19.00	



5. PROBATIONARY PERIOD

Every applicant selected for apprenticeship will serve a probationary period of 500 hours .

6. SELECTION PROCEDURES

The selection procedures for this occupation are listed below: The Sponsor will follow standard company procedures for filling an open position from outside the company.

Once a list of qualified applicants is received, the sponsor will interview each candidate and forward its recommendations to Human Resources.

The Human Resources Manager and the Department Manager will make the final selection based upon the occupational requirements and the needs of the company



Work Process Schedule

VEHICLE SERVICE TECHNICIAN	
Job Description: Drive ambulance or assist ambulance driver in transporting sick, injured, or convalescent persons. Assist in lifting patients.	
RAPIDS Code: 0724	O*NET-SOC Code: 53-3011.00
Estimated Program Length: 2000 hours	
Apprenticeship Type: <input type="checkbox"/> Competency-Based <input checked="" type="checkbox"/> Time-Based <input type="checkbox"/> Hybrid	

On-the-Job Learning Outline

Approximate Hours	
A. Clean vehicles or vehicle components. <ul style="list-style-type: none">Clean and wash rigs, ambulances, or equipmentRemove and replace soiled linens or equipment to maintain sanitary conditions.	320
B. Drive passenger vehicles. <ul style="list-style-type: none">Drive ambulances or assist ambulance drivers in transporting sick, injured, or convalescent persons.	300
C. Notify others of emergencies, problems, or hazards. <ul style="list-style-type: none">Report facts concerning accidents or emergencies to hospital personnel or law enforcement officials.	100
D. Stock medical or patient care supplies.	200
E. Maintain vehicles in good working condition. <ul style="list-style-type: none">Perform minor maintenance on emergency medical services vehicles, such as ambulances.	320
F. Maintain professional knowledge or certifications. <ul style="list-style-type: none">Earn and maintain appropriate certifications.	200



Office of Apprenticeship
U.S. Department of Labor

G. Hold patients to ensure proper positioning or safety.	560
Total Hours	2000

Related Core Subjects

Provider	
Name: Crafton Hills College	
Address: 11711 Sand Canyon Road, Yucaipa, CA 92399	
Email: dword@craftonhills.edu	Phone Number: 909-794-2161
Suggested Related Instruction Hours: 552	

Course Title	Contact Hours
Emergency Medical Technician	288
Preventing Disease Transmission for Emergency Medical Technician	24
Basic Life Support for Emergency Medical Technician-EMT	24
Hazardous Materials First Responder Awareness for Emergency Medical Technician-I/EMT-Basic	24
Customer Service and Professionalism for the Emergency Services Worker	24
Introduction - Patient Care Documentation	24
Electronic Patient Care Reporting - Field	96
Pharmacology for the EMT	48
Total	552

For the EMT-basic and advanced training portion of this apprenticeship, all LEAs will be approved by the local EMS agency (LEMSA) where the training program is located in accordance with Title 22.

Eligibility for approval include accredited universities and colleges including junior and community colleges, school districts, and private post-secondary schools as approved by the State of California, Department of Consumer Affairs, Bureau of Private Postsecondary and Vocational Education.

As required by Title 22, under Article 2. General Provisions (100075) the EMT course shall consist of not less than one hundred seventy (170) hours. These training hours shall be divided into:

- (1) A minimum of one hundred forty-six (146) hours of didactic instruction and skills laboratory; and
- (2) A minimum of twenty-four (24) hours of supervised clinical experience. The clinical experience shall include a minimum of ten (10) documented patient contacts wherein a patient assessment and other EMT skills are performed and evaluated. High fidelity simulation, when available, may replace up to six (6) hours of supervised clinical experience and may replace up to three (3) documented patient contacts.

It is understood that the LEAs have flexibility in the construction of the curriculum as long as the content aligns with the Required Course Content as outlined in California Code of Regulations/Title 22. Emergency Medical Technician Article 2. Required Course Work and is sufficiently broad in scope and breadth required to prepare the apprentice for the EMT scope of practice.



Appendix A

WORK PROCESS SCHEDULE

AND

RELATED INSTRUCTION OUTLINE



Appendix A
WORK PROCESS SCHEDULE
EMERGENCY MEDICAL TECHNICIAN
O*NET-SOC CODE: 29-2042.00 RAPIDS CODE: 0730

This schedule is attached to and a part of these Standards for the above identified occupation.

1. APPRENTICESHIP APPROACH

Time-Based

2. TERM OF APPRENTICESHIP

The term of the apprenticeship is 2 years with an OJL attainment of 4000 supplemented by the minimum required 1848 hours of related instruction.

3. RATIO OF APPRENTICES TO JOURNEYWORKERS

The apprentice to journeyworker ratio is: 1 Apprentice to 1 Journeyworker.

4. APPRENTICE WAGE SCHEDULE

Apprentices shall be paid a progressively increasing schedule of wages based on either a percentage or a dollar amount of the current hourly journeyworker wage rate, which is: \$25.00.

Name: **EMERGENCY MEDICAL TECHNICIAN**

Period	% of Journeyworker wage	Duration (Hours)	Wage (Hourly)	Description
1st	76%	2000	\$19.00	
2nd	88%	2000	\$22.00	
End Wage	100%	4000 Hours	\$25.00	



5. PROBATIONARY PERIOD

Every applicant selected for apprenticeship will serve a probationary period of 1000 hours .

6. ADDITIONAL QUALIFICATIONS AND SELECTION PROCEDURES

- The applicant must provide a copy of his or her current State EMT certification.
- The applicant must include a copy of a current CPR card.
- All applicants must complete the Criminal Background Check.
- Upon acceptance into the program students are required to complete a 10-panel Drug Test
- Be physically, mentally and emotionally capable of performing the essential duties of an EMT.

The selection procedures for this occupation are listed below: The Sponsor will follow standard company procedures for filling an open position from outside the company.

Once a list of qualified applicants is received, the sponsor will interview each candidate and forward its recommendations to Human Resources.

The Human Resources Manager and the Department Manager will make the final selection based upon the occupational requirements and the needs of the company



Work Process Schedule

EMERGENCY MEDICAL TECHNICIAN	
Job Description: Assess injuries and illnesses and administer basic emergency medical care. May transport injured or sick persons to medical facilities.	
RAPIDS Code: 0730	O*NET-SOC Code: 29-2042.00
Estimated Program Length: 4000 hours	
Apprenticeship Type: <input type="checkbox"/> Competency-Based <input checked="" type="checkbox"/> Time-Based <input type="checkbox"/> Hybrid	

On-the-Job Learning Outline

Approximate Hours	
Operate emergency vehicle	1500
Conduct unit / equipment inventory and maintenance	400
Perform mapping and navigation	200
Perform scene management	300
Perform patient assessments	300
Perform airway / respiratory management	100
Perform spinal immobilization / splinting	100
Perform other basic life support skills	200
Administer medications	100
Perform CPR / cardiac arrest resuscitation	100
Operate gurney / stair chair	400
Perform radio communications	100
Create patient care reports	200
Total Hours	4000

Related Core Subjects

Provider	
Name: Crafton Hills College	
Address: 11711 Sand Canyon Road, Yucaipa, CA 92399	
Email: dword@craftonhills.edu	Phone Number: 909-794-2161
Suggested Related Instruction Hours: 1848	

Course Title	Contact Hours
Cardiology for the Paramedic	216
Pharmacology for the EMT-Paramedic	144
Emergency Medical Services Theory for the Paramedic	384
Skills Development for Paramedics	144
Clinical Internship for the Paramedic	168
Field Externship for the Paramedic	600
Essentials of Human Anatomy and Physiology	192
Total	1848

For paramedic training, the National Registry of EMTs (NREMT) requires successful completion of an accredited program as an eligibility requirement for National EMS Certification at the paramedic level. Therefore, all LEAs will be accredited by CAAHEP (Committee on Accreditation of Allied Health Education Programs).

As required by Title 22 and outlined in Article 3. Program Requirements for Paramedic Training Programs (100159) required course hours shall consist of not less than one thousand and ninety (1090) hours. These training hours shall be divided into:

- (1) A minimum of four-hundred and fifty (450) hours of didactic instruction and skills laboratories.
- (2) The hospital clinical training shall consist of no less than one-hundred and sixty (160) hours and the field internship shall consist of no less than four hundred and eighty (480) hours.

It is understood that each CAAHEP- accredited LEA will have flexibility in the construction of the curriculum and be guided by the National EMS Education Standards to provide course work of sufficient scope and breadth appropriate to paramedic scope of practice in the following areas:

- Anatomy and Physiology
- Medical Terminology
- Pathophysiology
- Life Span Development
- Public Health
- Pharmacology
- Airway Management,
- Assessment
- Medicine
- Shock and Resuscitation
- Trauma
- Special Patient Populations
- EMS Operations



Appendix A

WORK PROCESS SCHEDULE

AND

RELATED INSTRUCTION OUTLINE



Appendix A

WORK PROCESS SCHEDULE PARAMEDIC

O*NET-SOC CODE: 29-2043.00 RAPIDS CODE: 0543

This schedule is attached to and a part of these Standards for the above identified occupation.

1. APPRENTICESHIP APPROACH

Time-Based

2. TERM OF APPRENTICESHIP

The term of the apprenticeship is 2 years with an OJL attainment of 4000 supplemented by the minimum required 937 hours of related instruction.

3. RATIO OF APPRENTICES TO JOURNEYWORKERS

The apprentice to journeyworker ratio is: 1 Apprentice to 1 Journeyworker.

4. APPRENTICE WAGE SCHEDULE

Apprentices shall be paid a progressively increasing schedule of wages based on either a percentage or a dollar amount of the current hourly journeyworker wage rate, which is: \$30.00.

Name: **PARAMEDIC**

Period	% of Journeyworker wage	Duration (Hours)	Wage (Hourly)	Description
1st	83.33%	1000	\$25.00	
2nd	87.5%	1000	\$26.25	
3rd	91.67%	1000	\$27.50	
4th	95.83%	1000	\$28.75	
End Wage	100%	4000 Hours	\$30.00	



5. PROBATIONARY PERIOD

Every applicant selected for apprenticeship will serve a probationary period of 1000 hours .

6. SELECTION PROCEDURES

- The applicant must provide a copy of his or her current State Paramedic License.
- The applicant must include a copy of a current CPR card.
- All applicants must complete the Criminal Background Check.
- Upon acceptance into the program students are required to complete a 10-panel Drug Test
- Be physically, mentally and emotionally capable of performing the essential duties of a Paramedic.

The selection procedures for this occupation are listed below: The Sponsor will follow standard company procedures for filling an open position from outside the company.

Once a list of qualified applicants is received, the sponsor will interview each candidate and forward its recommendations to Human Resources.

The Human Resources Manager and the Department Manager will make the final selection based upon the occupational requirements and the needs of the company



Work Process Schedule

PARAMEDIC	
Job Description: Administer basic or advanced emergency medical care and assess injuries and illnesses. May administer medication intravenously, use equipment such as EKGs, or administer advanced life support to sick or injured individuals.	
RAPIDS Code: 0543	O*NET-SOC Code: 29-2043.00
Estimated Program Length: 4000 hours	
Apprenticeship Type: <input type="checkbox"/> Competency-Based <input checked="" type="checkbox"/> Time-Based <input type="checkbox"/> Hybrid	

On-the-Job Learning Outline

	Approximate Hours
Operate emergency vehicle	500
Conduct unit / equipment inventory and maintenance	250
Perform mapping and navigation	200
Perform scene management	250
Perform patient assessments	400
Perform spinal immobilization / splinting	100
Treat traumatic injuries	100
Perform airway / respiratory management	100
Perform EKG interpretation	100
Administer cardiovascular emergency care	300
Administer neurological emergency care	200
Perform other advanced life support skills	200
Administer medications	300
Performs CPR / cardiac arrest resuscitation	100
Operate gurney / stair chair	200
Perform radio communications	200
Create patient care reports	500
Total Hours	4000

Related Core Subjects

Provider	
Name: REACH Air Medical Services	
Address: 8880 Cal Center Dr. Suite 125, Sacramento CA 95826	
Email: info@reachair.com	Phone Number: 916-921-4000
Suggested Related Instruction Hours: 937	

Course Title	Contact Hours
RMH General Academy	24
RMH Clinical Academy	32
NEO training via Cornerstone LMS	60
Third Rider	36
Crew Member I and Crew Member II Training	672
Crew Chief (75 Flights)	113
Total	937

The United States Department of Labor

Office of Apprenticeship

Certificate of Registration of Apprenticeship Program

EMS Pathways Apprenticeship Program (AMR)

Riverside, CA

See program standards for occupations

*Registered as part of the National Apprenticeship System
in accordance with the basic standards of apprenticeship
established by the Secretary of Labor*

October 18, 2022

Date

2023-CA-116095

Registration No.



Administrator, Office of Apprenticeship