



National EMS Recruitment and Training

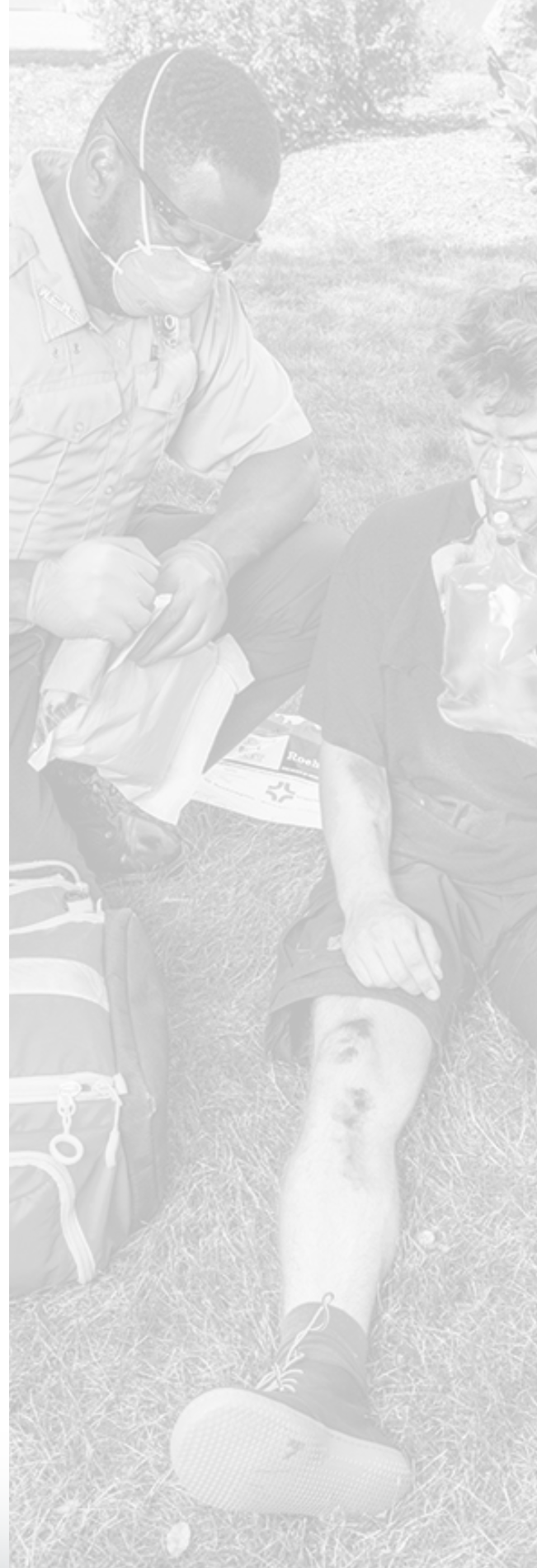
2025 SURVEY RESULTS

INTRODUCTION

An Assessment of EMS Recruitment Strategies, Training Models, and Staffing Needs

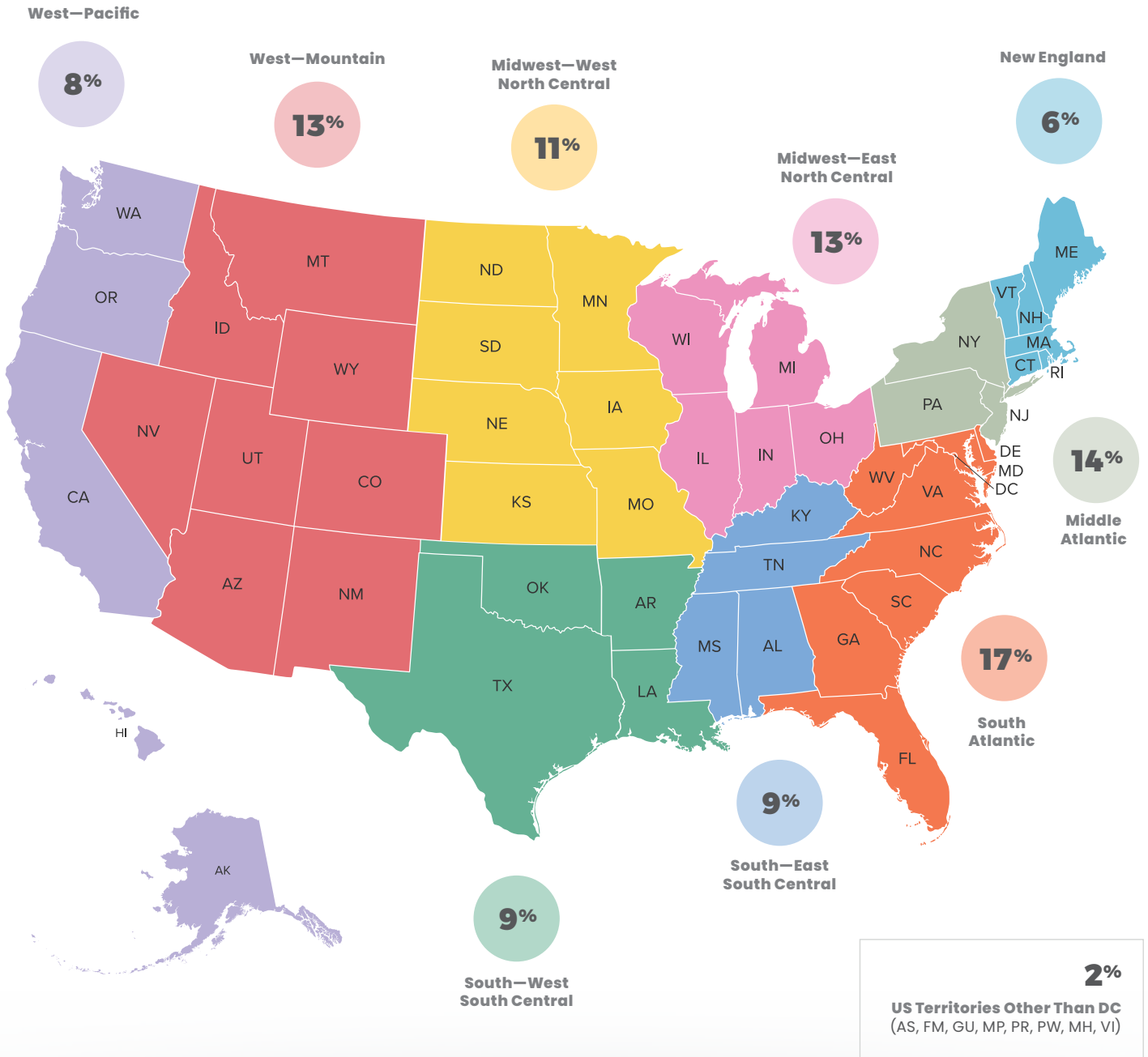
In 2025, the Public Safety Group surveyed EMS instructors and program directors to get a clearer picture of the challenges shaping EMS recruitment today. Many told us they're facing significant difficulties bringing new professionals into the field, prompting us to take a closer look at the reasons behind these struggles.

This snapshot of EMS recruitment and training trends can be used as a foundation for evaluating your current approach and identifying areas for improvement. By applying what stands out for your agency, you can shape a workforce that's prepared, supported, and ready to grow to serve your community.



Who We Surveyed

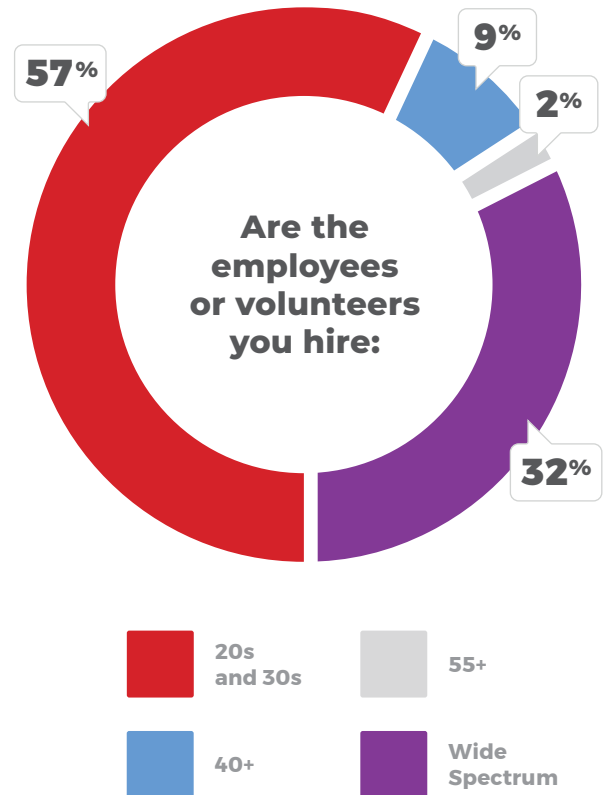
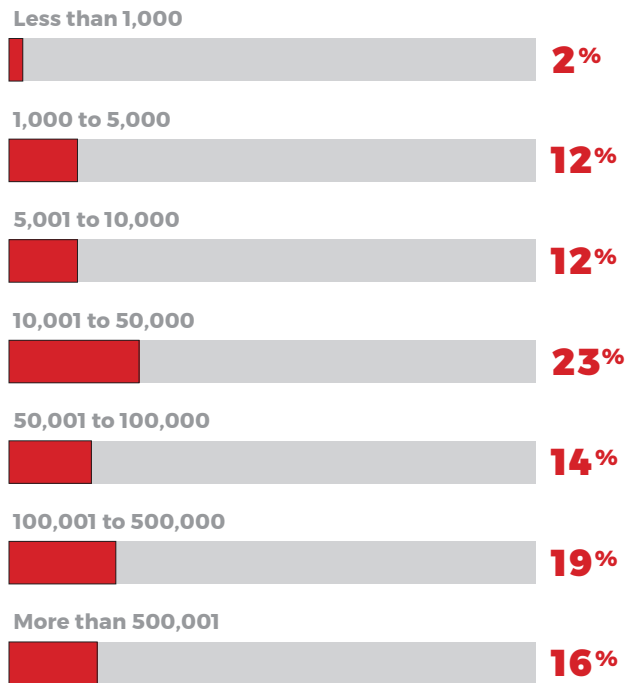
We surveyed 483 EMS instructors and program directors. Respondents came from every US region, with the highest percentage of respondents from the South-Atlantic region, and the lowest percentage from US territories other than D.C.



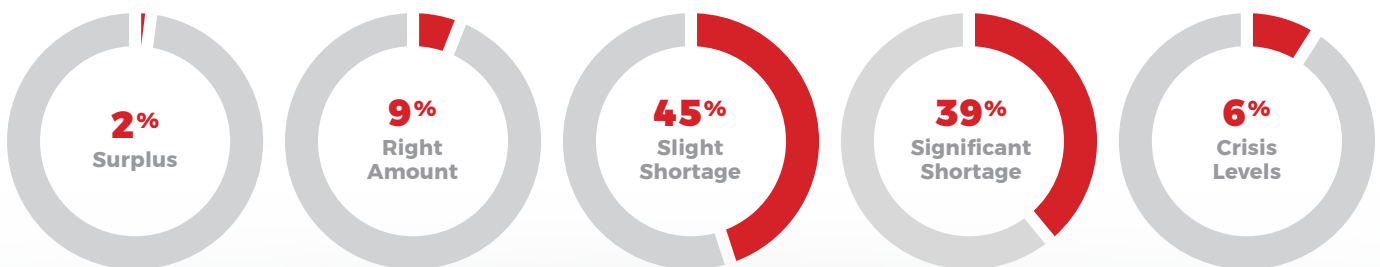
What Respondents' EMS Agencies Look Like Across the United States

Respondents represented EMS agencies that serve communities of all sizes, ranging from rural areas to major cities.

What is the population size of the area you service?



How would you describe the size of your EMS workforce in reference to the population you serve?



How EMS Training and Recruitment are Funded

Responses to questions about funding revealed a wide mix of financial sources. While some agencies receive state or federal support for EMS training and recruitment, many rely on other sources to keep these efforts going, including private donations.



78%
Reported Their Agency
Pays for Training



56%
Reported Their Agency
Pays for Certification
and Licensure

Does your agency receive funding for training and recruitment?

STATE FUNDING

Training



Recruiting



FEDERAL FUNDING

Training



Recruiting



OTHER TYPES OF FUNDING

Training

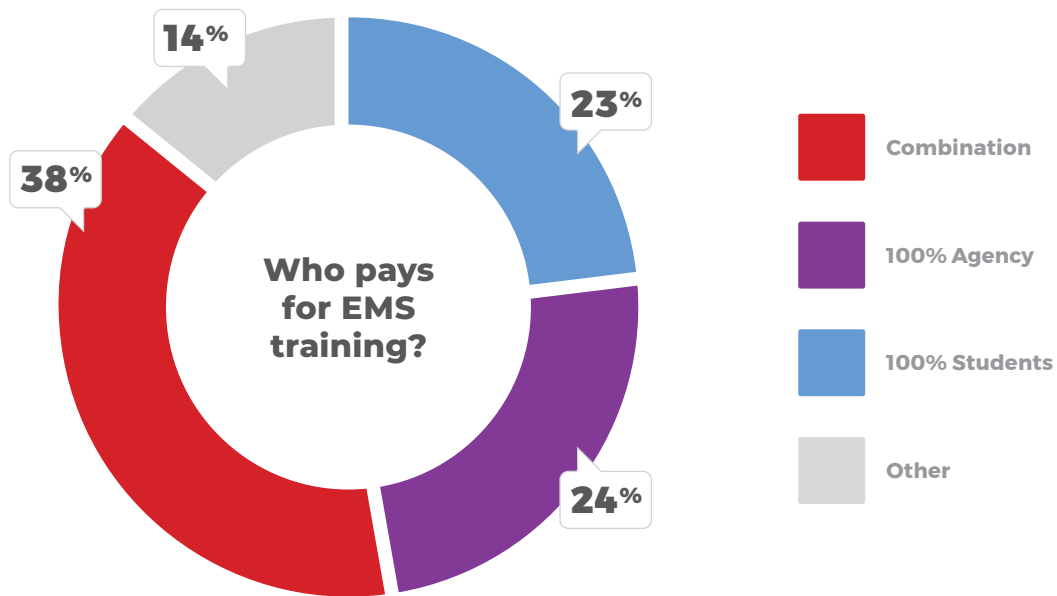


Recruiting

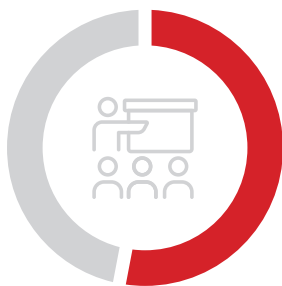


Variations in EMS Training Formats

EMS training varies widely across the country. Agencies take different approaches to covering training costs; some place the responsibility on students, others cover it themselves, and many use a mix of the two. Delivery formats were also split, with agencies offering a roughly even mix of in-person and hybrid training.



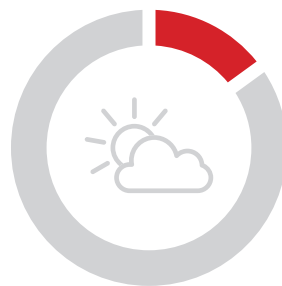
Is your agency's training:



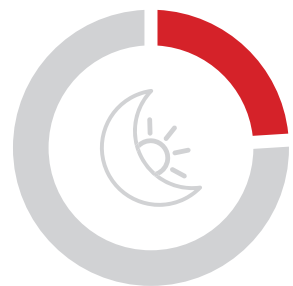
53%
100% In-Person Training



52%
Hybrid Training



15%
Full Day Training

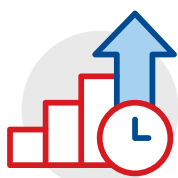


24%
Partial Day or Night Training

Employee Benefits and Long-Term Career Development Opportunities

The EMS instructors and program managers we surveyed shared a range of benefits their agencies offer, covering things like health care, flexible scheduling, mental health support, and opportunities for growth. Responses show a mix of strong foundational benefits paired with efforts to support employees throughout their careers.

Agencies Offer:



84%
Extra Shifts
or Overtime



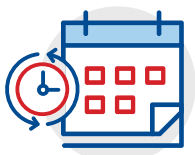
78%
Health Care
Benefits



69%
Mental Health
Benefits



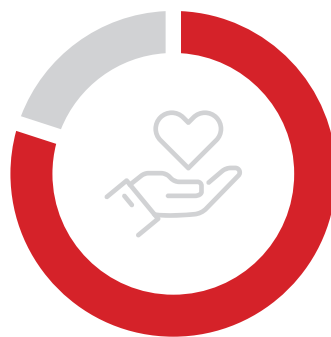
63%
Career
Advancement



55%
Flexible
Schedules



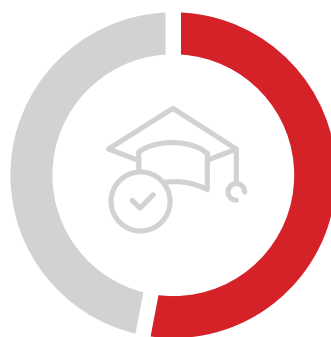
52%
Employee
Mentorship



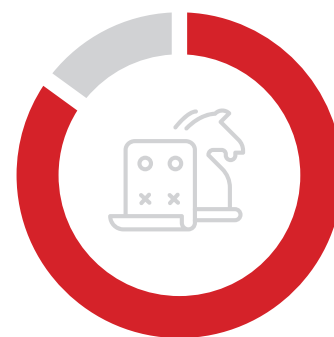
80%
Reported Employees
Are Passionate About
Their Work



33%
Reported Using
Volunteer Employees To
Fill Employment Gaps



53%
Reported Their
Employees Are
Lifelong Learners



85%
Reported Their
Agency Has a
Mission Statement

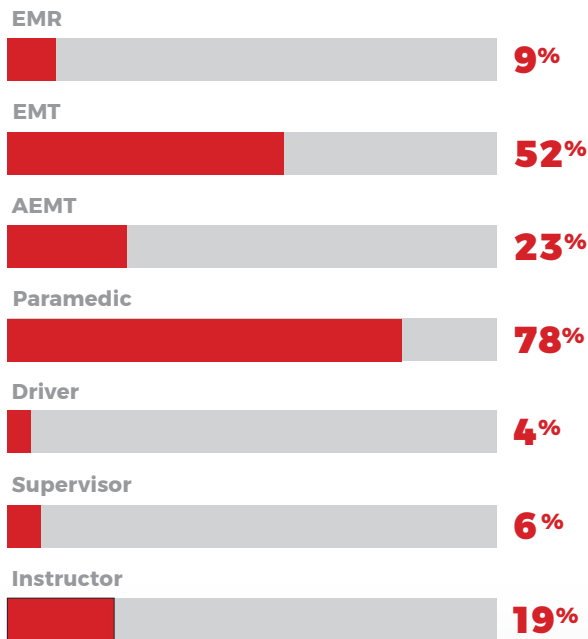
Common Recruiting and Retention Obstacles

Most respondents said they were struggling to recruit EMS professionals, and the challenges spanned nearly every role; from paramedics and EMTs to AEMTs and instructors. Many pointed to a lack of qualified candidates and uncompetitive pay as major obstacles, while others highlighted barriers tied to the time and cost of training.



85%
Reported Trouble Recruiting EMS Professionals

Which positions do you have the most trouble recruiting for?



If you have trouble recruiting, what are the primary reasons?



67%
Lack of Qualified Candidates



61%
Competitive Pay



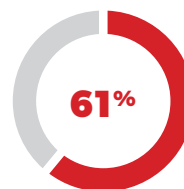
21%
Student Training Expenses



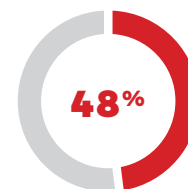
27%
Hours Required for Training



20%
Hours Required for Work



Report a Diverse Candidate Pool In Age



Report a Diverse Candidate Pool In Race and Ethnicity



Report a Diverse Candidate Pool In Gender

Common Recruiting and Retention Obstacles

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If you have trouble retaining good EMS practitioners, what are the primary reasons?



70%
Compensation
and Benefits
Too Low



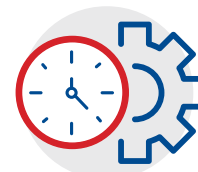
59%
Work/Life
Balance
Problems



38%
Not Enough
Advancement
Opportunities



26%
Job Isn't What They
Thought It Would Be



21%
Hours Not
a Good Fit



20%
Agency Culture
Not a Good Fit



9%
Work Is Too
Difficult

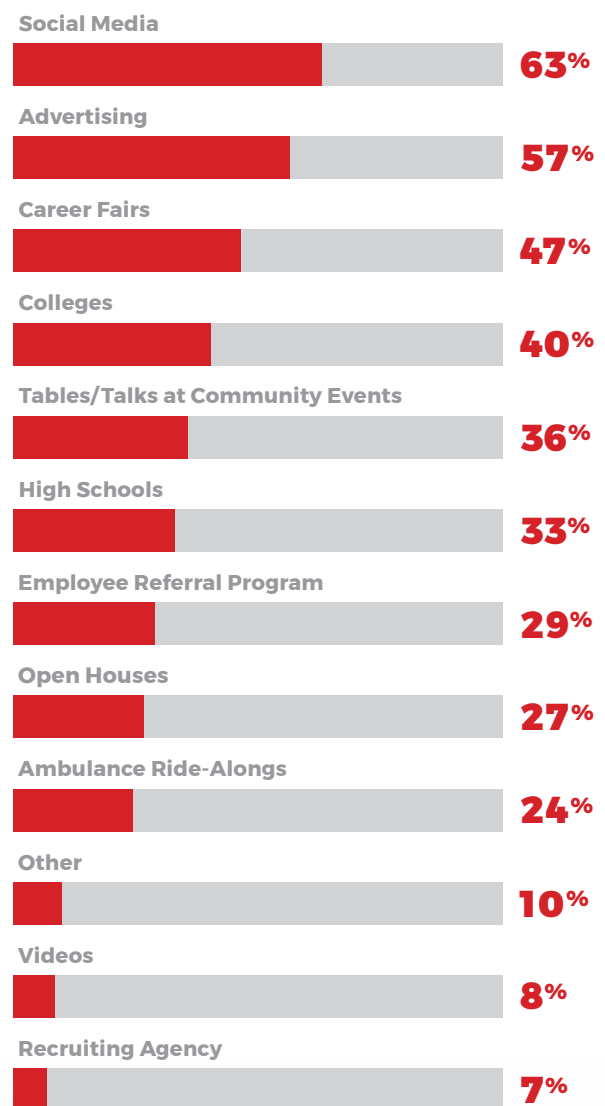
Recruiting Strategies Used Across EMS Agencies

Respondents reported using a wide range of strategies their agencies use to recruit EMS professionals. Many focused on outreach in schools and colleges, and nearly all emphasized the ongoing importance of word of mouth, although relatively few have formal referral programs in place.



92%
Report Word of Mouth is
an Important Part of Their
Success in Recruiting

What strategies do you use to recruit employees?





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