



St. Paul EMS Academy Overview & Proposed GFR Cadet Program





Inver Hills Community College EMS Academy

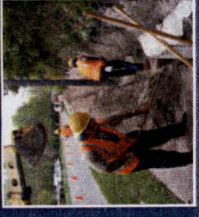
Launched July 2012

- Began to increase diversity among the EMS student pool
 - Prior to program IHCC graduated less than 1 person of color per class



Program Aims

- Stop cycle of poverty through education and increased job opportunities
- Diversify pool of EMTs for areas hospitals and private ambulances
- Introduce non-traditional careers to diverse communities
- Inspire civic engagement, mentorship and volunteerism among youth



Program Components

- Pre-EMS Training by School board
- EMT Curriculum (10-14 weeks)
 - Tuition/Books provided by College
- Paid \$7.50/hr. –City Summer Youth Job Program
- On-the-Job Training through a College sponsored non-emergency BLS Ambulance unit
- CPR Instructor



Program Success

- Held 7 academies to date
 - Wide Diversity:
 - 54% Women
 - 42% Black
 - 15% Hispanic
 - 11% Asian
 - 70% of graduates found employment with multiple employers



Partners/Resources

Inver Hills Community College

Instruction services, in-kind equipment donations and oversight of two donated ambulances and renovation of closed fire station

St. Paul Public Schools

Recruitment and instruction for pre-course remediation

Human Rights and Equal Economic Opportunity

Administrative support and recruitment efforts

Community Action Partnership of Ramsey and Washington Counties

Assist with recruitment and screening of applicants and a social worker for support of candidates

St. Paul Parks and Recreation

Provides wages to summer EMS Academies through the Youth Job Corps

St. Paul Fire Dept.

Physical and operational resources, licensing of ambulance, billing agent

Regions Hospital

Medical oversight and use of non-emergency ambulance services of the program



GFR Cadet Program Proposal

Program Aims/Goals

- Increase the number and diversity of hiring pool candidates, with focus on local communities
- Establish community service and career connections within non-traditional cultures
- Provide bridge from Loftten program to being competitive in the job market



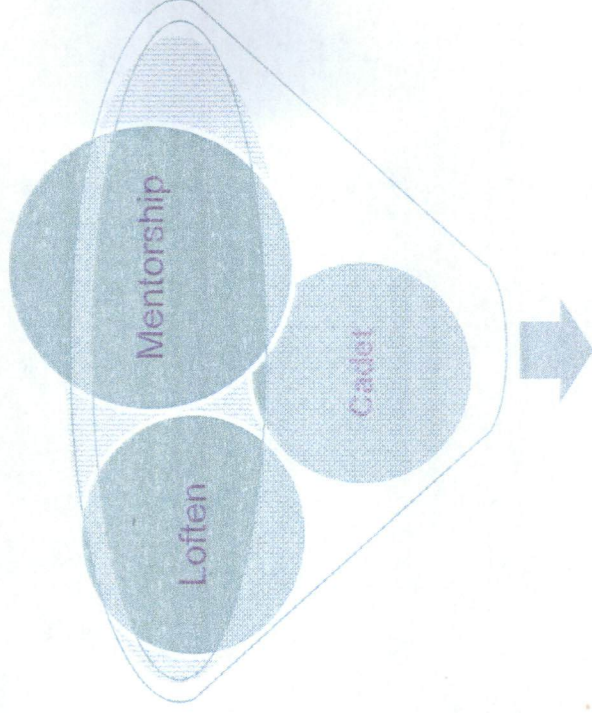
Program Components

- Mentorship Program
- Recruitment and Selection process
- Service as volunteer Cadet and Adult Leader of GFR Explorer Post/Loften Student Club
- Sponsorship and Scholarships if available for EMT and Fire Academy
- Cadets who meet job requirements and screening process will earn interview in GFR hiring process

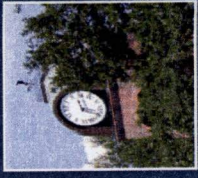


- GFR Mentors guide and counsel larger group, some who will be selected as Cadets
- Bridge for Loftten Students into Cadet Program
- Cadets have opportunity for service, education and involvement

Goal: Increase Pool



GFR Interview



Partners/Resources

Gainesville Fire Rescue Recruitment, selection and oversight of Cadets and overall program management.

Human Resources Application, Screening, Background and Monitoring of program.

Office of Equal Opportunity Plan approval, support recruitment measures and goal alignment.

Professional Magnets Academy at Lofton High School : Fire and EMS Academy. Sponsor Bridge Program ,screen/refer students and graduates to apply for Cadet Program

Santa Fe College Support Lofton EMS/Fire Magnet, courses for credit, and admission assistance into EMT program.

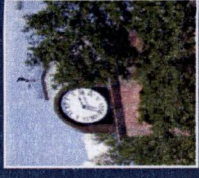
Florida Fire College Liaison and awareness of Cadet program and selection for firefighter training.

Learning for Life Explorer Program umbrella of activities and post structure, Cadets will be assigned as adult leaders.



Timeline

July, 2014	Mentorship Program Began
January, 2105	Recruitment & Selection Finalized
January–June 2015	Cadet Pilot Program



Summary

- GFR is positioned to implement a training/mentoring program to
 - Increase the number and diversity of hiring pool candidates, with focus on local communities
 - Establish community service and career connections within non-traditional cultures
- Our program is different than the one in St. Paul, but can work for an agency our size.