Rethinking the Orientation of EMS Personnel
Thank you
• 27 Years EMS experience
• Licensed attorney specializing in Human Resources, employment & labor law, employee benefits, and corporate compliance matters.
• HR & Operational Consultant to the American Ambulance Association (AAA)
• Professional in Human Resources (PHR) Certification & SHRM-CP
• Former employee of USDOL
• Site Reviewer for Commission on the Accreditation of Ambulance Services (CAAS)
• Still an active call Fire Fighter/EMT in my hometown.
Disclaimer

The information contained in this presentation is educational and intended for informational purposes only. It does not constitute legal advice, nor does an attorney-client relationship exist.

If you are in need of legal advice, you should seek the help of an independent, trained and licensed attorney in your jurisdiction.
On this Day in History!
Current Challenges
How Many Have a Formal Orientation Program?
How Long?
How Much?
Why Do We Do Orientation?
Job Satisfaction
Organizational Commitment
Decreased Turnover
Higher Performance
Decreased Employee Stress
14 Major Life Events

- Accident
- Major Illness
- Family Member Death
- Divorce

- Start or Lose a Job
- New Romance
- Robbery or Assault
- Move
Critical Costs, Time, Expectations
MAKE A GOOD FIRST IMPRESSION
Think About Your Last Orientation Program.....

What Impression Did You Leave?
There's a way to do it better - find it.

Thomas A. Edison
The views and opinions expressed during this presentation are solely those of the presenter and not necessarily shared by those in clinical services...
15-20%
Solutions?

“Employee orientation programs ought to be less about the company and more about the employee”

Efficient & Cost Effective

COMPLIANCE

- Form I9
- Form W4
- Benefits Enrollment
#1 Complaint from Orientees….
- Overwhelming
- Boring
- Sink Or Swim

Employee Orientation: Keeping New Employees on Board,
Dr. Judith Brown, Sr. Compliance Specialist (1/2017)
Attention Span

2008  12 seconds
2015  8 seconds

70% of what a person learns is forgotten within 24 hours

Latest Approach to Employee Training,
Wall Street Journal, March 12, 2016
How Do Adults Learn?

Auditory: 30-40%

Visual: 10%

Kinesthetic: 90%
One brick at a time....
Suggested Delivery Models

- Micro-Learning Sessions
- Social Learning Sessions
- Video Learning
- Gamification
Other Thoughts
Help is available
Scott Moore

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