

# EMS Corps

## Creating A Career Pathway to Health and Public Safety

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**Executive Director, EMS Corps**



# Emergency Medical Services Corps

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- EMS Corps is a program that transforms the lives of young men of color and prepare them for careers in health and public safety.
- **Mission:** To increase the number of underrepresented Emergency Medical Technicians through leadership development, mentorship, and job training.



# EMS Corps Program Model

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- Life Coaching: A Cognitive Behavioral Change Model
- Mentorship
- Intensive Case Management
- Health and Wellness
- Physical Training
- EMT Training
- Professional Development
- Monthly Stipend



# EMS Corps Community Service

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# EMS Corps Community Service

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# EMS Corps Program Outcomes

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14 Cohorts completed with 216 graduates

- Over 150 employed
- 33 in post-secondary school
- 2 joined military
- 1 Military Police
- 1 Military Medic
- 3 working as police officers
- 12 working for the Fire Department
- 3 in Medical School
- 1 graduated from Howard University School of Medicine



# Employment Partners

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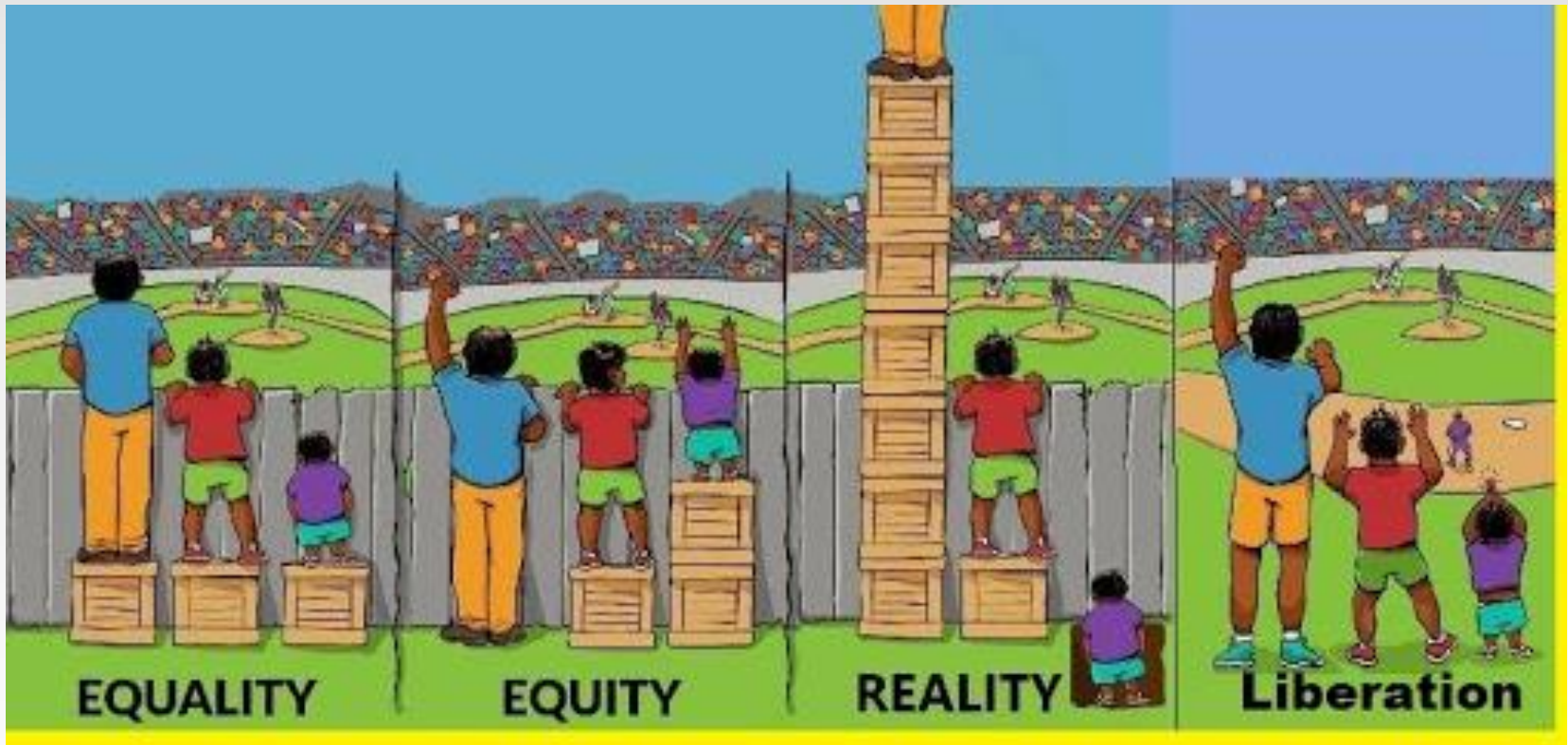
- Paramedics Plus
- Royal Ambulance
- Pro Transport
- Falck Ambulance
- Falcon Ambulance
- West-Med Ambulance
- AMR Ambulance
- Cherry Hill Detox Center
- Alameda County Health Coach Program
- Highland Hospital Complex Care Center





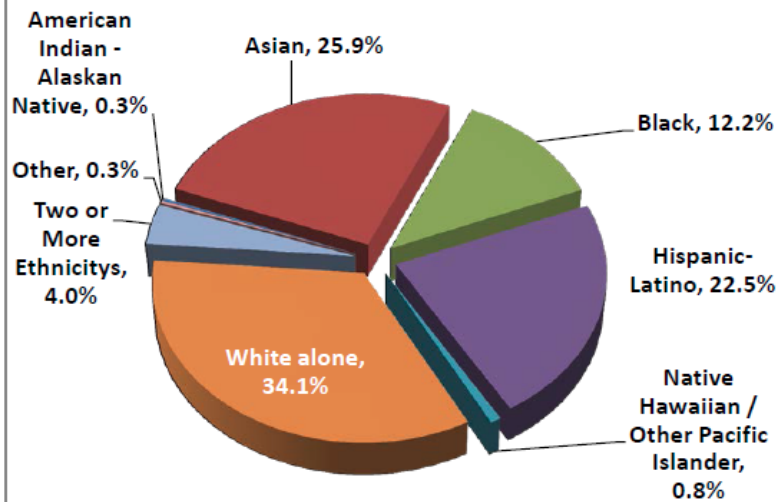
# The “Why”

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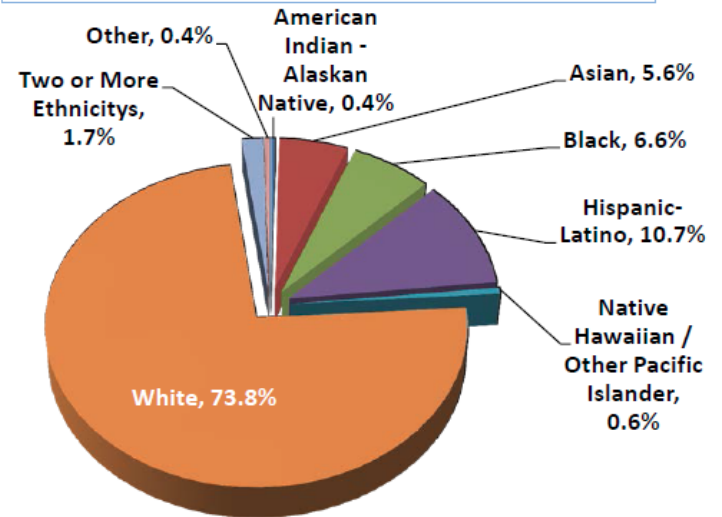




**Alameda County Ethnicity % (2010)**



**Alameda County Paramedic Ethnicity %**



# San Mateo County

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## Need:

60% of SMC residents are people of color

64% of SMC's 911 technicians & paramedics are White

## Impact:

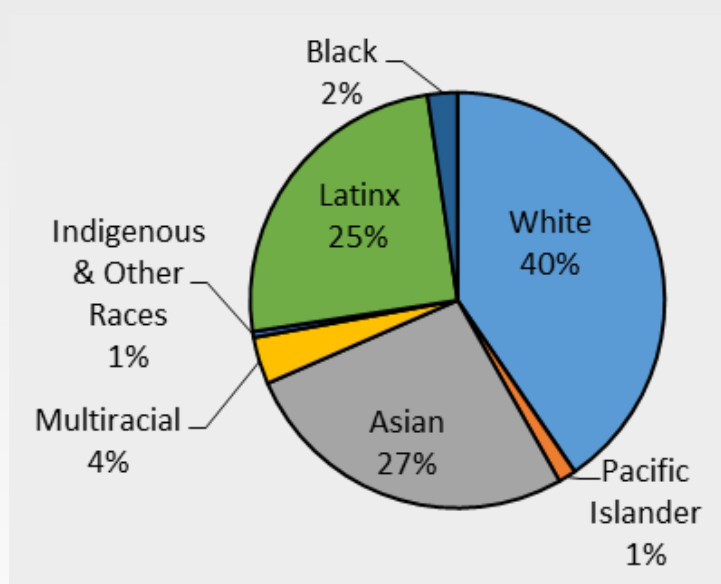
11 SMC residents trained

100% graduation rate



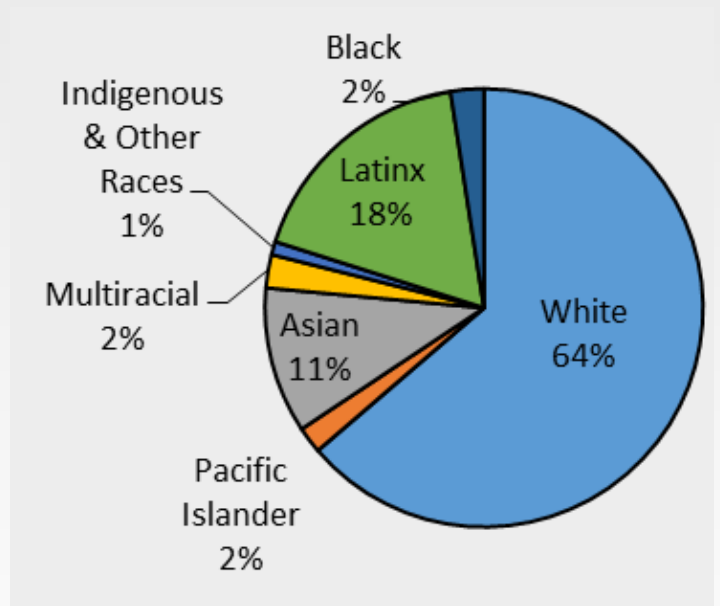
# Graph

60% of San Mateo County's residents are people of color



San Mateo County Residents  
by Race and Ethnicity

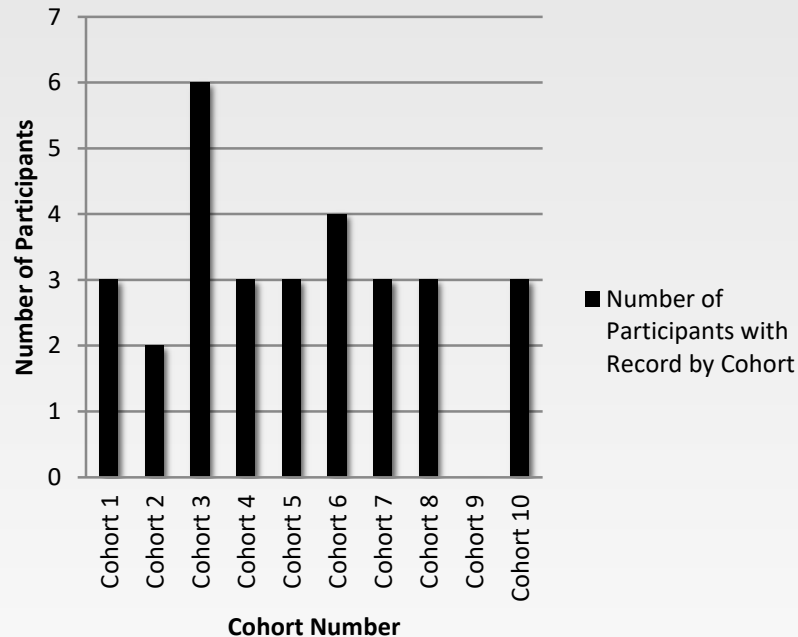
36% of SMC's 911 technicians & paramedics are people of color



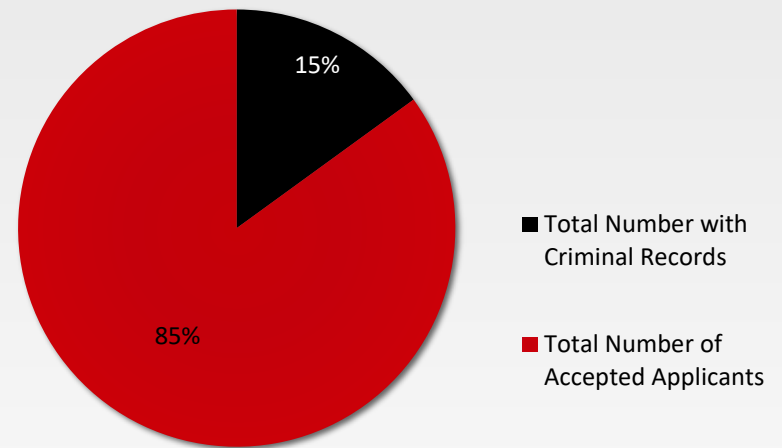
San Mateo County 911 EMTs,  
Paramedics, and Vehicle  
Technicians

# What the Data Captures

## Number of Participants with Record by Cohort



## Percentage of Participants with Criminal Records



# What the Data Does “**NOT**” Capture

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- About **40%** of EMS Corps applicants have a criminal background.
  - Because these 40% do not need legal assistance to get certified, their data is not captured in the 15%.
- **For Example:** In Cohort 11, after receiving Live Scan results, 2 participants had a criminal record, but their charges will not prohibit them from being certified by the EMS Authority.
- **Conclusion:** Although we have worked extensively with over 30 participants to have their charges reclassified, many participants will still experience barriers to employment.



# Example: Senate Bill 1378

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Board of Supervisor Keith Carson

Senator Hancock

East Bay Community Law Center

National Employment Law Project

EMS Director

Enforcement and Investigations

EMS Corps graduate D. Harris





# EMS Corps Featured in Publications



**A Healthcare  
Employer Guide  
to Hiring People  
with Arrest and  
Conviction  
Records**



## Inclusive, Local Hiring

.....  
Building the Pipeline  
to a Healthy Community  
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The Hospitals Aligned for Healthy Communities toolkit series

