EMS Corps
Creating A Career Pathway to Health and Public Safety

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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

- 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 Program Outcomes

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

- 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”
San Mateo County

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

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

San Mateo County Residents by Race and Ethnicity

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

- Total Number with Criminal Records
- Total Number of Accepted Applicants

Cohort 1
Cohort 2
Cohort 3
Cohort 4
Cohort 5
Cohort 6
Cohort 7
Cohort 8
Cohort 9
Cohort 10

Number of Participants

Number of Participants with Record by Cohort

15%
85%
What the Data Does “NOT” Capture

○ 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

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

The Hospitals Aligned for Healthy Communities toolkit series