Top 8 EMS Challenges in North Dakota

* Lack of adequate members/staff – 38.8%
* Member/staff burnout – 23.5%
* Member/staff nearing retirement – 23.5%
* Adequate reimbursement for transports – 22.4%
* Motivating staff to attend training sessions – 18.8%
* Long distance transports – 17.7%
* Too many inactive members/staff – 15.3%
* No recruitment and retention strategies – 15.3%

*Challenges ranked lower on the survey than anticipated:*

* Poorly compensated members/staff – 12.9%
* Obtaining quality EMS instruction for initial EMS education courses – 5.9%
* Poor mentorship of new members/staff – 3.5%
* Lack of training resources – 2.4%
* Negative culture from within our service – 2.4%
* Lack of an appropriately trained and capable leader – 0%
* Poor leadership and management of the EMS service – 0%

Highest Requested Resources Needed to Sustain EMS

* Ability to maximize transport reimbursement – 18.8%
* Developing a realistic sustainable plan for the future – 16.5%
* Developing recruitment and retention strategies to address personnel shortages – 15.3%
* Continuing education that is delivered close to home – 15.3%
* How to engage the community and view EMS as an essential service – 11.8%
* Statewide and web-based access for prospective or new personnel – 10.6%
* Improving medical director involvement – 10.6%
* Training or guidebook to successfully implement a quality assurance program – 10.6%
* Conflict resolution training for dealing with difficult people – 10.6%