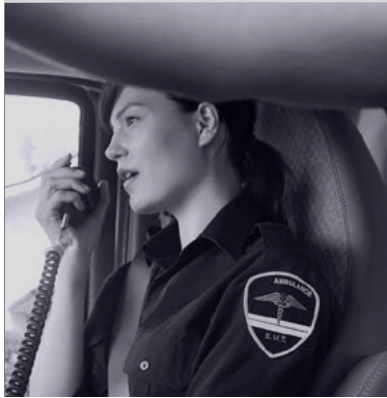


2024

ANNUAL REPORT



**National Registry of
Emergency Medical Technicians®**
THE NATION'S EMS CERTIFICATION™



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Welcome to
**THE NATIONAL
REGISTRY**

Welcome to the National Registry



A Letter from

Bill Seifarth

Chief Executive Officer & Executive Director

Dear Board of Directors and Staff,

As we reflect on 2024, it is clear this was a defining year for the National Registry of Emergency Medical Technicians (National Registry). We made significant progress on multiple strategic priorities, continued to modernize our systems and processes, and marked a major milestone with the successful launch of the new Advanced Life Support (ALS) certification examinations on July 1. This achievement represents the culmination of years of work and collaboration across the organization.

The launch of the Advanced Emergency Medical Technician (AEMT) and Paramedic examinations was a proud moment for the National Registry. Every team played an important role in delivering this initiative on time and with excellence. It marked the official retirement of the legacy psychomotor examinations and ushered in a new era of more relevant and streamlined certification practices.

We also advanced our Strengthening the Core initiative with a near-complete transition away from our legacy customer relationship management (CRM) platform to a modernized solution. The redesigned recertification application and progress on the certification application reflect our commitment to reducing technical debt and improving the user experience. More than 7,000 development hours were dedicated to this work in 2024, setting us up for a smoother recertification season and more efficient operations moving forward.

We also launched Registry Insider, our official podcast and vodcast. This communications platform

has helped us share timely updates, amplify the voices of subject matter experts, and provide insights into the people, programs, and priorities shaping Emergency Medical Services (EMS). It has proven to be a valuable tool in building trust, transparency, and engagement across the EMS community.

The National EMS Continued Competence Agenda for the Future: A Systems Approach (Agenda) is on track for final stakeholder review in 2025. The agenda represents a collaborative effort among more than 18 national EMS organizations and will help shape the future of recertification by emphasizing a shared responsibility for competence in EMS.

We also welcomed new Chief Information Officer (CIO) Ed Toner, whose leadership is making an impact in transparency and accountability. His addition strengthens our ability to deliver on our goals for 2025 and beyond.

Finally, we took steps to evaluate potential international markets, completing due diligence on five countries as we consider opportunities for global growth.

We continued to break records in examination volumes and worked to deepen relationships with key partners including CoAEMSP, NAEMT, NAEMSE, and NASEMSO*. Our marketing and communications efforts also expanded, helping us better understand and engage with those we serve.

Thank you for your continued support, and belief in our mission. Together, we have made 2024 a year of momentum, achievement, and transformation.

Onward and upward,

A handwritten signature in black ink that reads "Bill Seifarth". The signature is fluid and cursive, with a prominent "B" and "S".

Bill Seifarth, MS, NRP, ICE-CCP

Chief Executive Officer & Executive Director

Welcome to the National Registry



A Letter from

Mike McEvoy Board Chair

To Our Stakeholders and Staff,

On behalf of the Board of Directors, I'm proud to reflect on a year of meaningful progress for the National Registry. The work accomplished in 2024 strengthened our core mission and laid the foundation for continued impact in 2025 and beyond.

A standout achievement was the successful launch of the new AEMT and Paramedic certification examinations on July 1. This major transition moved the profession forward by retiring legacy psychomotor examinations and replacing them with modern, evidence-based assessments that better reflect the actual competencies needed in the field. The Board applauds the focus and discipline that made this milestone possible.

Building on this progress, 2025 will bring another critical advancement: the launch of revised Emergency Medical Responder (EMR) and Emergency Medical Technician (EMT) certification examinations. These updated Replace with: Basic Life Support (BLS) examinations will complete the multi-year transformation of the entire certification suite. The National Registry's deliberate and rigorous approach to examination modernization ensures our credentialing system remains relevant, valid, and trusted by EMS Clinicians, educators, and regulators.

The organization also advanced key infrastructure that supports the profession's future. A redesigned National Registry website is now under development. This effort is not simply cosmetic. It


is a user-focused transformation that will improve navigation, accessibility, and digital services across all audiences. The Board looks forward to seeing this new platform come to life in 2025.

This year also marked a period of strong strategic thinking across the organization. Staff-led engagement campaigns and the Board's strategic planning session both produced forward-looking ideas and perspectives that will guide our path ahead. The Board was especially encouraged by early conversations around international engagement and will continue to explore opportunities that align with our purpose, vision, and mission.

As the number of certification Candidates climbs to record levels, the Board extends its deep appreciation to the staff and leadership of the National Registry. Your resilience, professionalism, and commitment are the driving force behind everything achieved this year.

The Board remains committed to stewarding this vital work with clarity, care, and purpose.

With gratitude,


Mike McEvoy, PhD, NRP, RN, CCRN
Board Chair



Changing the Game:
**A Texas Teacher's
Mission to
Revolutionize EMS
Education**

Critical Connections

Changing the Game



“A strong program requires a strong educational foundation. Dedicated and passionate instructors, along with supportive ancillary staff, are essential because everyone plays a vital role in this process.”

When Samantha Grimsley was named the 2024 Texas EMS Educator of the Year, her first thought was simple: They must have made a mistake. “I thought they had the wrong person,” she admits. But to the people who know her best—her colleagues and students—it was obvious why she was chosen. She doesn’t just teach EMS. She reimagines how it’s done.

As the Program Director at Weatherford College in Texas, Grimsley has built a reputation for setting high expectations, offering demanding hands-on training, and fostering a deep sense of community. Her path from Paramedic to award-winning educator is proof that great teachers don’t just prepare students for a job—they prepare them for a life-changing profession.

From the Field to the Classroom

In 2006, fresh out of high school, Grimsley stepped into her first EMS class. What started as a career path quickly turned into a calling. She became an EMT, then a Paramedic, and eventually a field instructor. She’s been the rookie terrified on her first call. She’s been the experienced medic making split-second decisions. And now, she’s the educator ensuring her students are ready for both.

“I’ve dabbled in just about every area of medicine you possibly could,” she says. “That helps me answer their questions and point them in the right direction—whether they want to work on ambulances, go into flight medicine, or do hospital care.”

EMS is tough. Grimsley can’t sugarcoat things as mistakes have real consequences. A missed symptom, a delayed decision, or a moment of hesitation can mean everything. From day one, she makes sure her students feel that responsibility.

Her approach is simple: If they can handle the pressure in training, they’ll be ready when the real moment comes.

A New Approach to EMS Education

A lecture can only teach so much. A PowerPoint presentation won’t teach a student’s hands to stop shaking when they have to start an IV in the back of a moving ambulance. That’s why Grimsley’s students don’t just sit in a classroom. They’re in hospitals, firehouses, and ambulance shifts, treating real patients under real pressures.

For every question a student asks, she doesn’t just give an answer—she gives them a scenario, a real-world case that forces them to think. “I don’t want them just passing an examination,” she says. “I want them stepping into their first call with confidence.”

The program at Weatherford College isn’t about checking boxes to pass a test. It’s about creating EMS professionals who can walk into their first shift knowing they belong there. “We’re not just training EMTs and Paramedics, we’re building a family,” she says. From the first day, she emphasizes teamwork, problem-solving, and pushing past the bare minimum. “Once you walk through this door, we take care of one another.”

Known as the “mom” of the program, she keeps her

Critical Connections

Changing the Game (continued)

door open—whether it's to talk through an academic struggle, a personal challenge, or the weight of their first tough call. She answers emails at midnight, takes phone calls from graduates on their first shifts, and makes sure no one in her program feels alone.

Grimsley's work also doesn't end when the class bell rings. She regularly brings together EMS



Program Directors from across North Texas, sharing ideas and tackling industry-wide challenges like recruitment and retention.

"I try to shake them up a little," Grimsley shares. "I call it the fear factor because I want them to understand—this job isn't all rainbows and sunshine. One day, someone might hand you their baby who isn't breathing, and in that moment, it's all on you."

Pushing for High Standards

EMS isn't a profession where "good enough" is an option. Grimsley is a fierce advocate of the National Registry and emphasizes the importance of maintaining national certification. She knows certification isn't just a formality—it's a safeguard for both providers and the public.

"It's not just about passing a test," she says. "The National Registry sets the bar for what's expected in this field. It ensures EMS providers are ready for the job and can protect the public."

Beyond that, she believes national certification makes the profession stronger. It creates consistency across EMS programs, allowing providers to move between states or agencies

without gaps in training. High standards don't just help individuals, they push the whole field forward.

As an item writer for the National Registry, she plays a direct role in shaping those standards, helping to craft examination questions that reflect the real challenges EMTs and Paramedics will face in the field.

A Lasting Legacy

For Grimsley, nothing beats graduation day. Watching her students walk across the stage, she doesn't just see future EMTs and Paramedics. She sees people ready to handle the toughest days of someone's life.

"Seeing how far they've come and knowing the difference they'll make—that's why I do this," she says.

But her influence doesn't stop there. Many of her former students return as instructors or preceptors, training the next wave of EMS professionals. Some check in with career updates, seeking advice as they move forward. Others run into her on calls, now experienced Paramedics guiding fresh recruits—just like she once did.

She knows EMS education is about more than skills. It's about building a mindset—one that values teamwork, adaptability, and the drive to be better every day. EMS is unpredictable. It changes constantly. That mindset is what keeps it strong.

As the field faces staffing challenges and evolving demands, educators like Grimsley are essential. She's not just training students for a job. She's preparing them for a career where every second counts, and every call is a chance to change a life.

EMS needs professionals who push limits, demand better, and refuse to settle. Grimsley isn't just answering that call, she's making sure the next generation is ready to do the same.



About the
NATIONAL REGISTRY

About the National Registry



As the EMS Certification Organization

On January 5, 2024, the National Registry proudly unveiled new purpose, vision, and mission statements to guide our next 50 years of service to the EMS profession. Informed by feedback from stakeholders, Board members, and staff, these updates reflect our enduring values while embracing the future. Our new purpose affirms our role as the EMS certification organization, ensuring EMS Clinicians have the knowledge and skills for competent practice. Our vision looks ahead to a safer, healthier world where patients are cared for by certified EMS Clinicians. Our mission underscores our support for the profession through partnerships, research, and lifelong assessment. These statements reaffirm our commitment to excellence and collaboration in supporting Clinicians, agencies, and the patients they serve.

We are excited about the journey ahead and look forward to working alongside our partners to advance the EMS profession.

As the EMS Certification Organization



Our Purpose

We ensure that all EMS Clinicians have the knowledge and skills required for competent practice.



Our Vision

A safer and healthier world where all patients receive care from certified EMS Clinicians.



Our Mission

To support the EMS profession through partnerships, research, and lifelong assessment of clinical competence.



About the

National Registry (continued)



The National Registry Board of Directors



Mike McEvoy
PhD, NRP, RN, CCRN,
Board Chair



Kevin E. Mackey
MD, FACEP
Immediate Past Board Chair



W. Scott Gilmore
MD, FACEP, EMT-P
Chair-Elect



Kim D. McKenna
PhD, MEd, BSN, NRP
Executive Committee Member At-Large



Paul R. Patrick
MEd
Treasurer



Sahaj Khalsa
BS, NRP



Owen T. Traynor
MD



Sylvia Owusu-Ansah
MD, MPH, FAAP



Jeff Pepperney
BA



Michael Johnson
MS, NRP



Min Chen
PhD



Jeffrey M. Elder
MD, FAAEM, FACEP, FAEMS



Braxton Morrison
MS, NRP, TP-C



James Davis
EdD, RN, EMT-P



Kenneth Williams
MD, FACEP, FAEMS



Bryan Nelson
MBA, NRP



Maia Dorsett
MD, PhD, FAEMS, FACEP



Adam Heinz
MBA, NRP, AEMD



Steve McCoy
BS, EMT-P



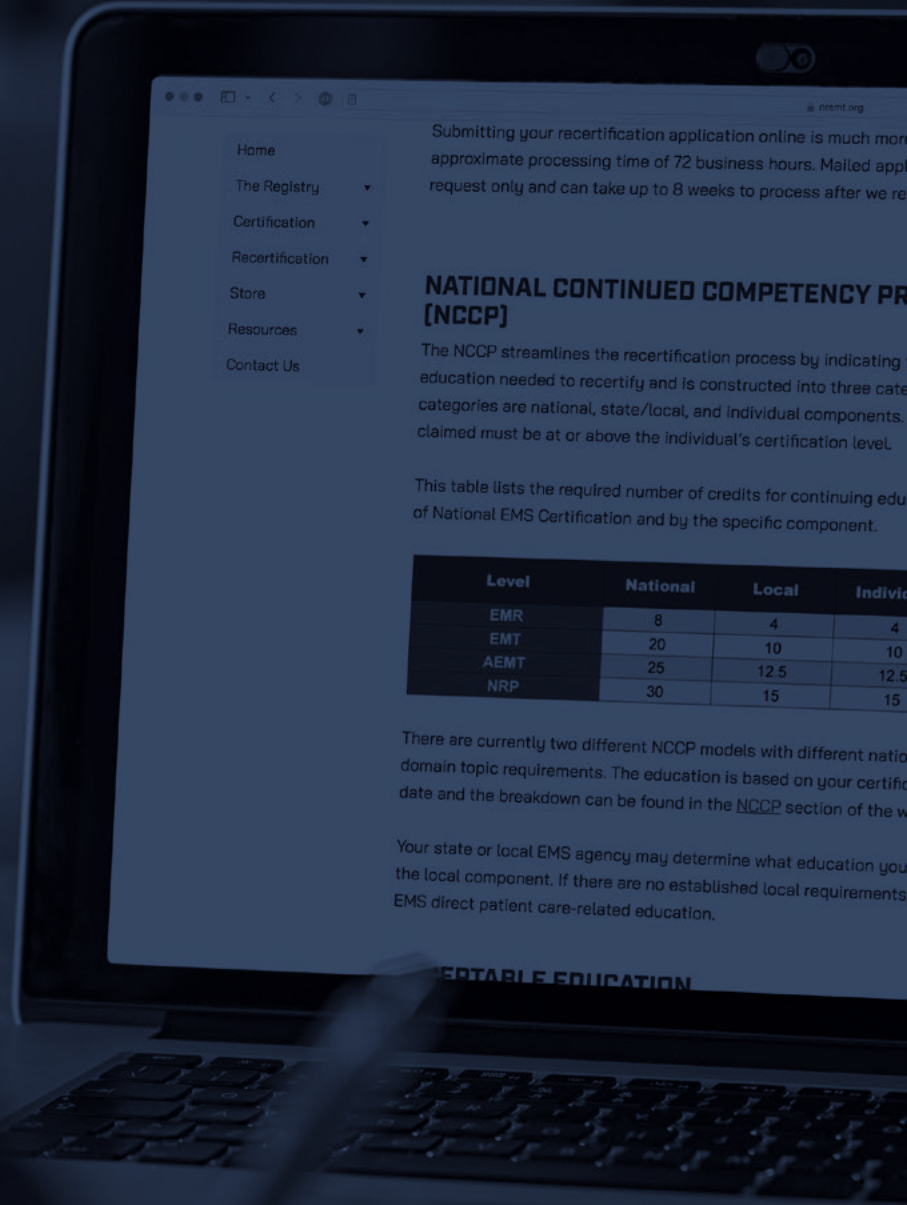
Kraig Kinney
JD, EMT-P, PI



Leaugeay Barnes
EdD, MS, NRP, NCEE



Jane Ball
DrPH, RN



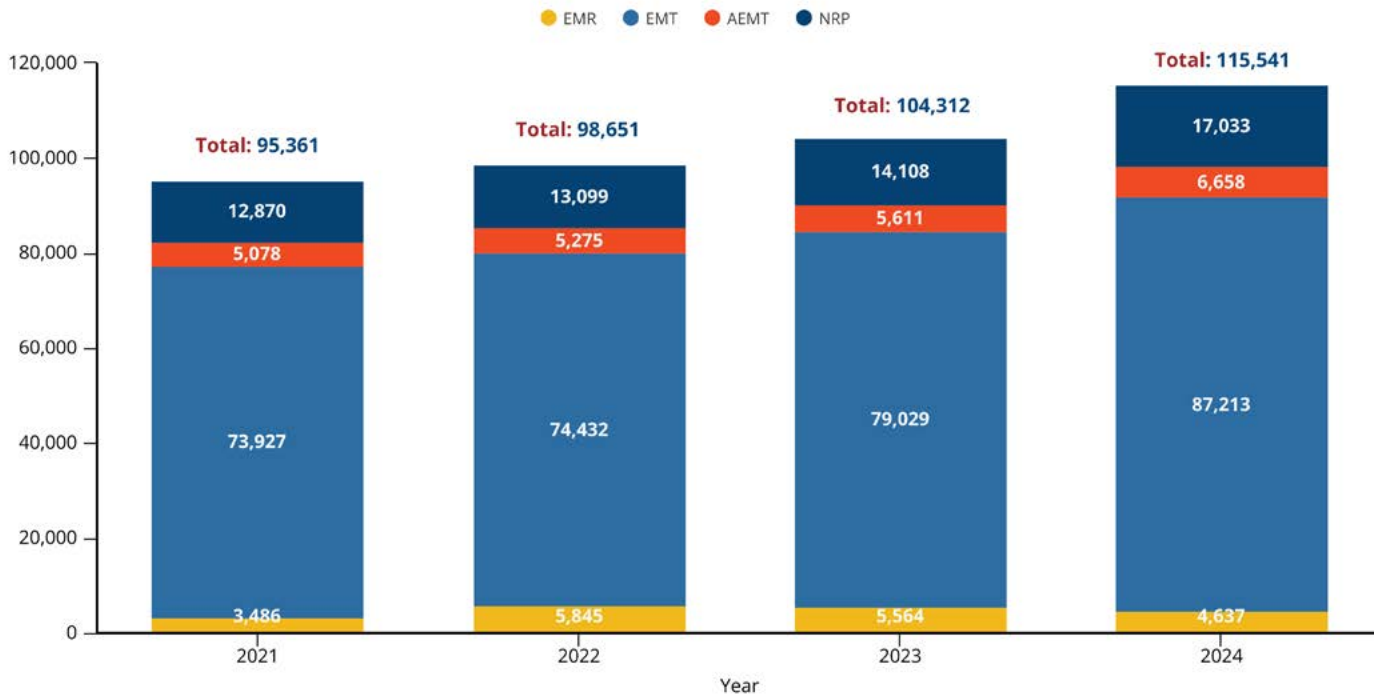
National Registry Competency Validation

Competency Validation



The National Registry transitioned to new AEMT and Paramedic Certification Examinations on July 1, 2024. The new process simplified certification and aligned with industry standards. Additionally, the National Registry continues its work on the BLS practice analysis to ensure that certification examinations accurately reflect the essential competencies required for Clinicians in the field.

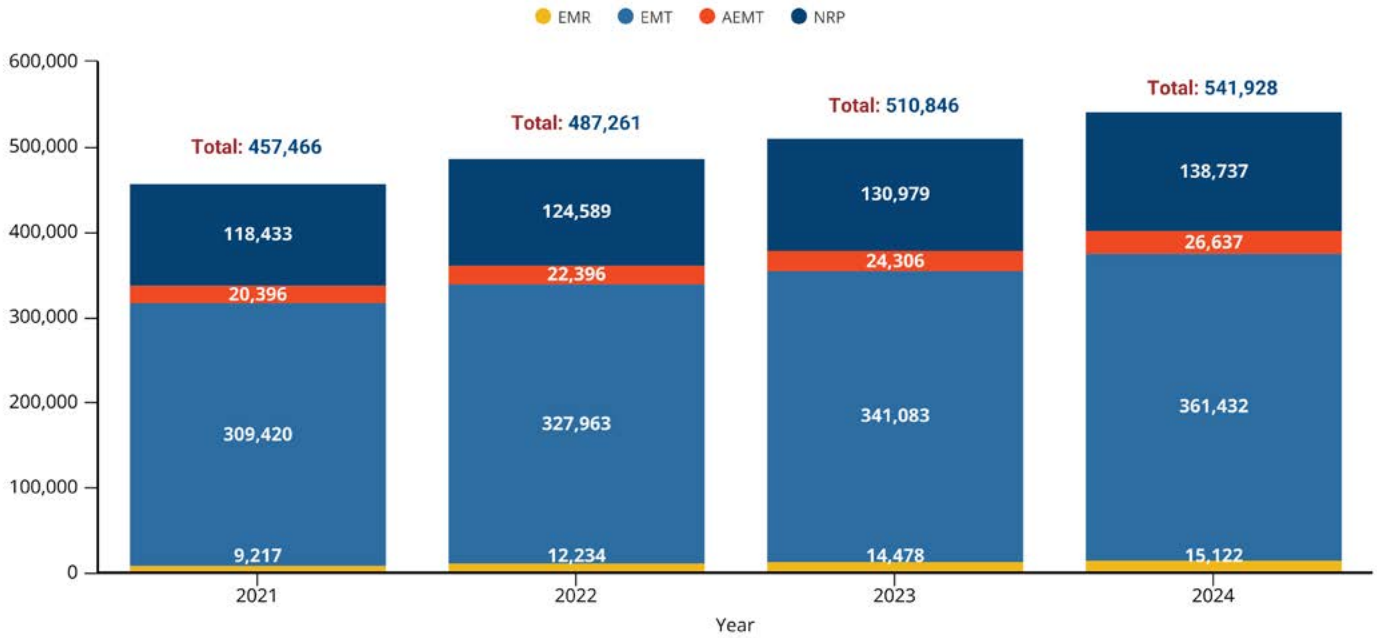
First Time Certified



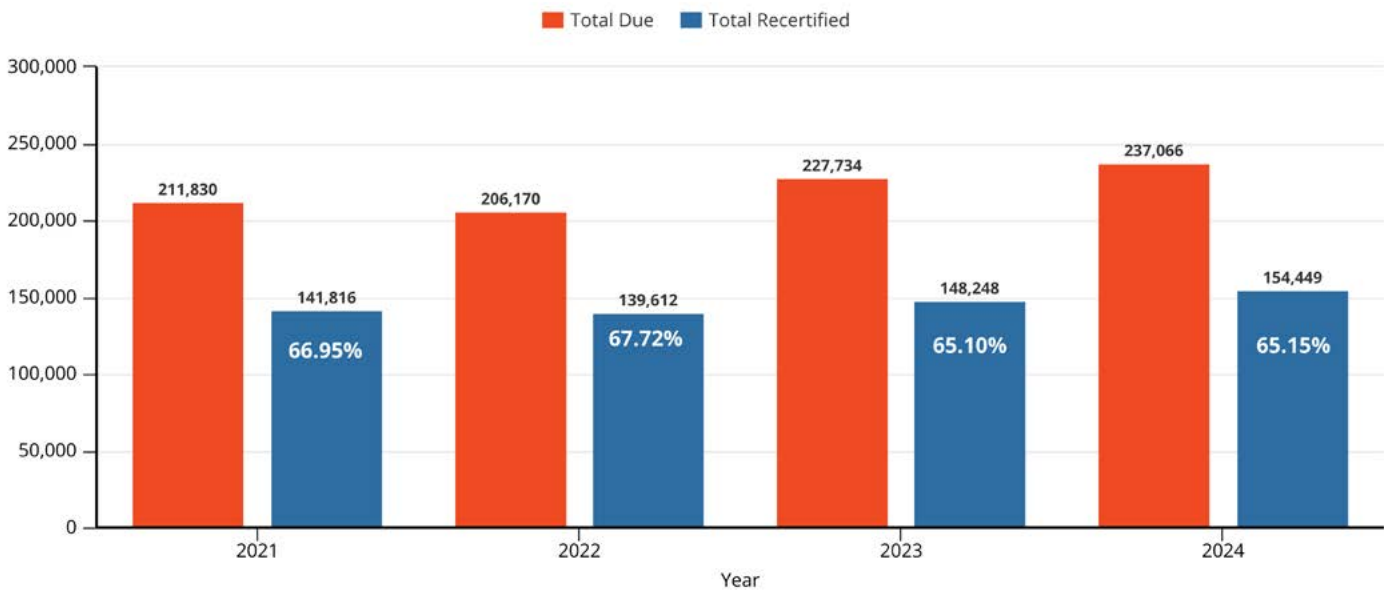
Competency Validation (continued)



Total Certified by Year and Level



Total Due vs. Total Recertified for Cycle Year Overall





**REGISTRY
INSIDER**
with Bill Seifarth

Registry Insider
**A New Voice
for EMS Gains
National Traction**

Registry Insider

A New Voice for EMS

REGISTRY INSIDER

with Bill Seifarth



In 2024, the National Registry launched *Registry Insider*, a weekly vodcast and podcast series that quickly became a cornerstone of its digital outreach strategy. Hosted by National Registry CEO & Executive Director Bill Seifarth, the series offers in-depth discussions on EMS certification, policy updates, and industry trends, featuring a diverse lineup of guests including Board members, subject matter experts, and EMS leaders.

The debut of *Registry Insider* significantly amplified the National Registry's presence on TikTok. By repurposing engaging clips from the vodcast, the National Registry attracted a younger audience, fostering increased interaction and awareness among aspiring EMS Clinicians. This strategic use of TikTok not only broadened the organization's reach but also positioned it as a forward-thinking entity within the EMS community.

Beyond TikTok, *Registry Insider* expanded its accessibility by launching audio-only versions on major platforms such as Spotify, Apple Podcasts, and Buzzsprout. This move catered to the on-the-go nature of EMS Clinicians, allowing them to stay informed during commutes or downtime. The podcast's availability across these platforms contributed to its



growing popularity and solidified its role as a vital resource for EMS-related information.

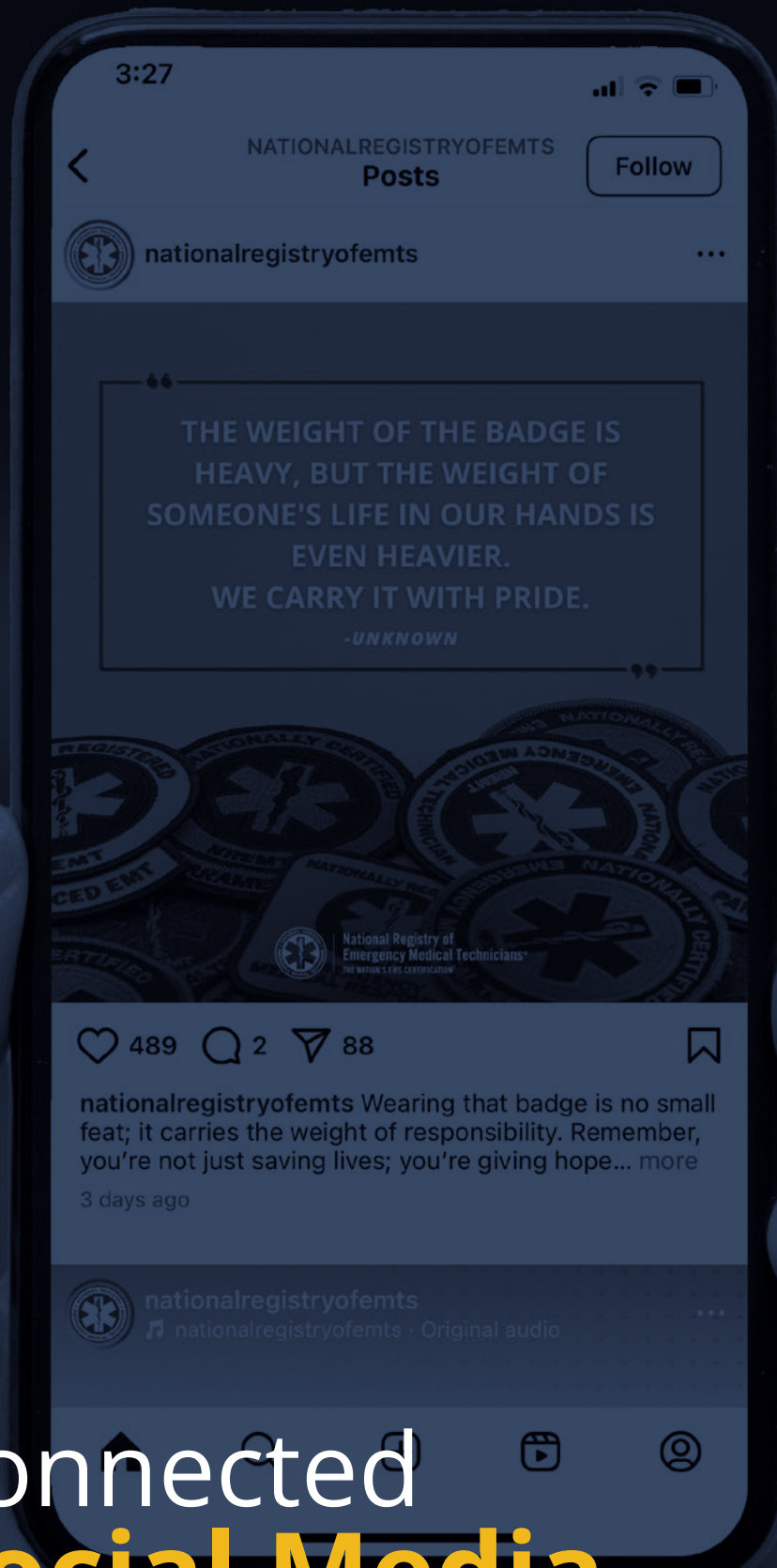
Reflecting on the podcast's impact, Seifarth remarked, "Our goal with *Registry Insider* was to create a platform that brings clarity and connection to the EMS community. The response has been overwhelmingly positive, and we're excited to continue these important conversations."

Notable episodes include discussion with EMS Compact Executive Director Donnie Woodyard, providing insights into interstate licensure, and



explorations of the examination development life cycle with Examinations Content Manager Dr. Paul Rosenberger, offering transparency into the National Registry's certification processes.

Through *Registry Insider*, the National Registry has successfully enhanced its communication channels, engaged a broader audience, and reinforced its commitment to transparency and education within the EMS profession.

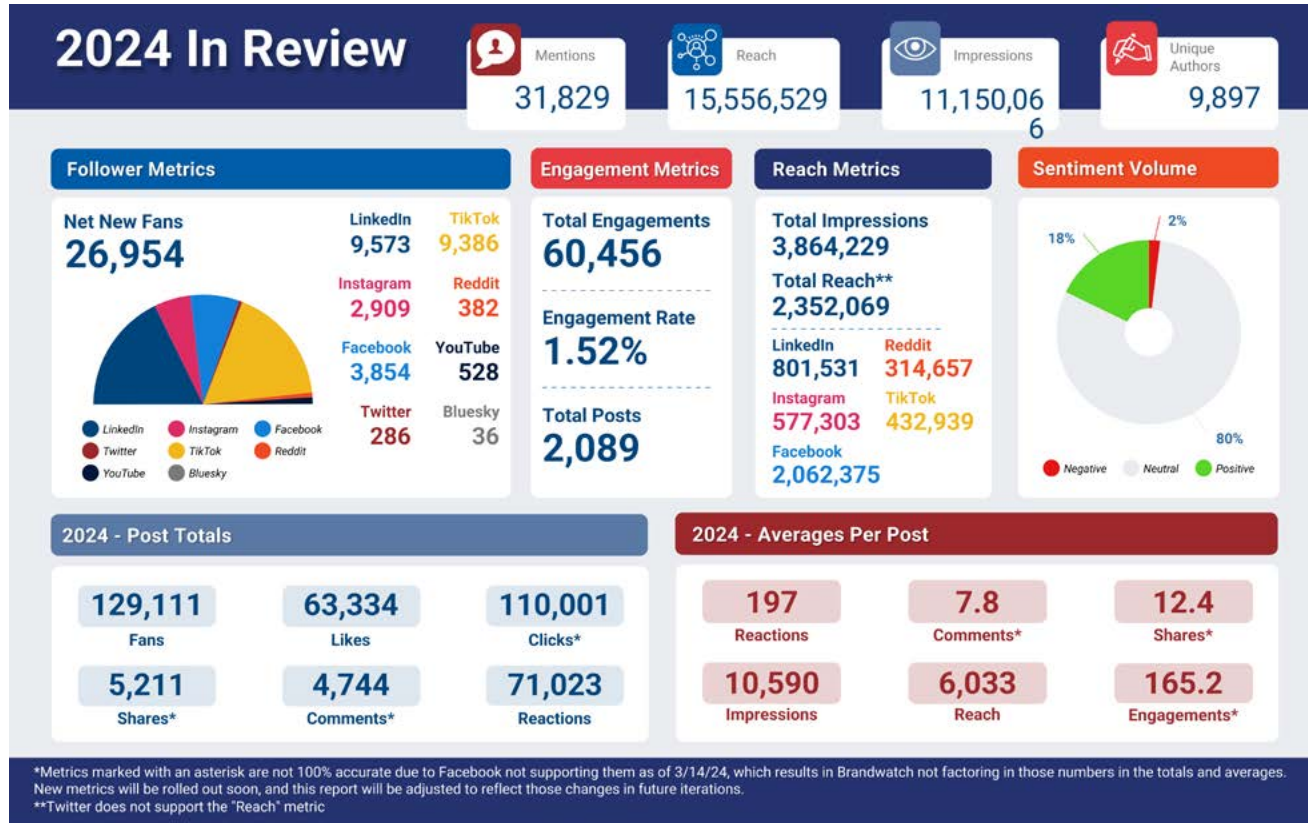


Stay Connected Our Social Media Presence

Stay Connected

Our Social Media Presence

In 2024, our social media channels served as vital tools for outreach, education, and engagement with the public and our stakeholders. By sharing this data, we provide a transparent view of how our communications support the organization's mission and connect with our community.



Top Posts of the Year



November 28, 2024
TikTok

73,456 Impressions

6,547 Reactions



July 30, 2024
Instagram Reels

39,651 Impressions

1,327 Reactions



February 3, 2024
Instagram

11.04% Engagement

11 Comments



October 18, 2024
Facebook

259 Comments

2,608 Clicks

Stay Connected

Our Social Media Presence

Expanding Our Social Media Presence

Get Connected

Stay connected with the National Registry community. Follow us on social media for key announcements, industry insights, and behind-the-scenes stories. Whether you follow us on all our platforms or just your favorite, don't miss out on exciting updates and new features—join the conversation today!





Research Highlights
**Elevating EMS
Through Evidence**

Elevating EMS Through Evidence

This past year, the National Registry's Research Team advanced our mission through groundbreaking studies, national collaboration, and strong engagement with both the public and professional communities.



Highlight: NAEMSP 40th Anniversary Conference

At the 2024 National Association of EMS Physicians (NAEMSP) Annual Meeting in Austin, Texas, the team delivered seven presentations. These included research on EMS Clinician turnover, organizational culture, Paramedic education, and national airway management trends. Each presentation reflected our continued leadership in shaping the future of EMS through data-driven, evidence-based, and impactful research.



Highlight: Naloxone Study Published in JAMA Network Open

In collaboration with The Ohio State University, the National Registry co-authored the first national study analyzing naloxone use by laypersons. The study found a 43.5 percent increase in naloxone administration by untrained bystanders between 2020 and 2022. While this marks clear progress, only 3.4 percent of patients received naloxone from a bystander before EMS arrival. These findings highlight the need for expanded public education, better access to naloxone, and continued efforts to remove barriers to its use.



Engagement Through Storytelling and Social Media

Beyond academic research publications and conference presentations, the Research Team contributed significantly to the National Registry's digital outreach. Through regular social media engagement, the team helped translate complex findings into accessible messages for a broad audience. The Research Team was also pivotal in helping to grow the National Registry's TikTok presence after the channel launched in December 2023, helping to shape engaging, research-informed content that resonates with the EMS workforce and younger viewers.



Progress on the LIFE Study

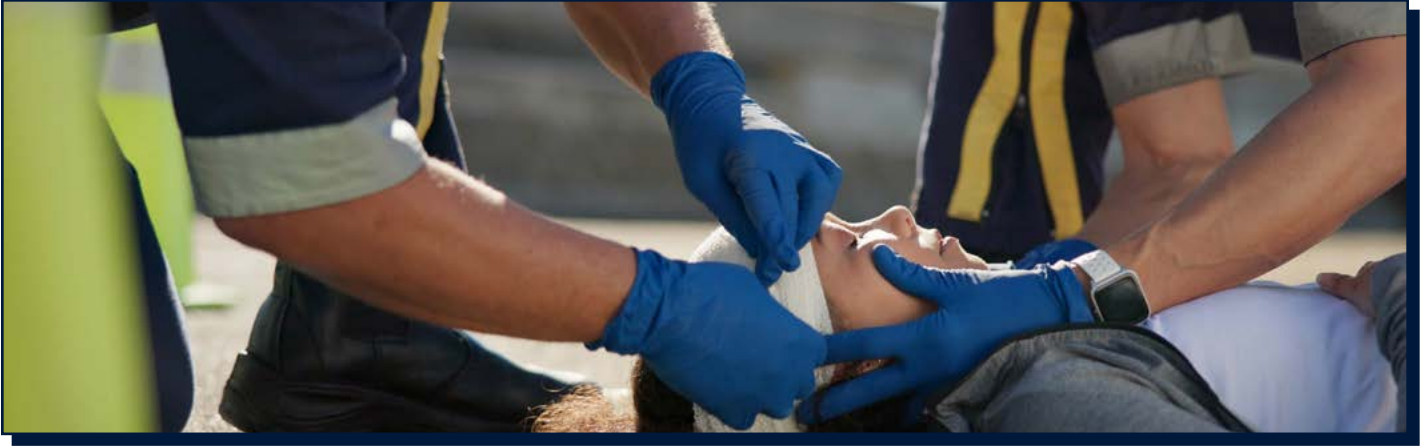
The team also made important progress on the Longitudinal Inquiry into Fire and EMS Health (LIFE) Study. This multi-phase initiative is designed to better understand the long-term occupational health risks faced by EMS Clinicians and firefighters. The Research Team has been instrumental in laying the foundation for this effort, including study design, infrastructure planning, and early stakeholder engagement. Preliminary work is already underway, and applications for additional funding have been initiated to support the next phases of the study.

These accomplishments reflect the Research Team's growing impact across clinical research, workforce development, public health, and outreach. Their work continues to inform the profession, guide decision-making, and support a healthier and more sustainable future for EMS.



Elevating Standards
**Launch of the New
ALS Examinations**

New ALS Examinations



In 2024, the National Registry reached a major milestone with the successful launch of the newly modernized ALS examinations. Representing years of research, collaboration, and validation, the new ALS examinations improve the way the National Registry measures the knowledge and readiness of Paramedics and AEMTs entering the profession.

The new examination structure is grounded in evidence-based practice, incorporating modern test design, expanded content domains, and updated delivery methods. With this transformation, the National Registry advances its mission to uphold the highest standards in patient care, clinical reasoning, and decision-making.



“These are more than just new paramedic and AEMT examinations. The redesigned examinations cover the foundational, operational, and clinical constructs, and add the critical skill of clinical judgment. This is a reflection of where EMS roles and duties are headed as we evolve further into

the healthcare continuum of care,” said Dr. Paul Rosenberger, examinations content manager. “We worked with industry experts across the country to make sure these examinations are aligned with current practice and capable of supporting the future of prehospital care.”

Dr. Nadine LeBarron McBride, director of psychometrics and data analytics, emphasized the examination’s impact on candidates: “Our goal was to create examinations that accurately reflects the demands Paramedics and AEMTs face daily while providing a fair and accessible process. We believe these updated examinations will better prepare Clinicians to deliver quality care from day one.”

Stakeholder engagement was a critical part of the process, including many EMS subject-matter expert Clinicians, Educators, and others. Their input shaped key elements of the examination process and ensured they reflect real-world needs and expectations.

The launch of the new ALS examinations marks a momentous step forward, positioning the National Registry to support Clinicians and the public they serve for years to come.



ENZO PLATTANO
PARAMEDIC

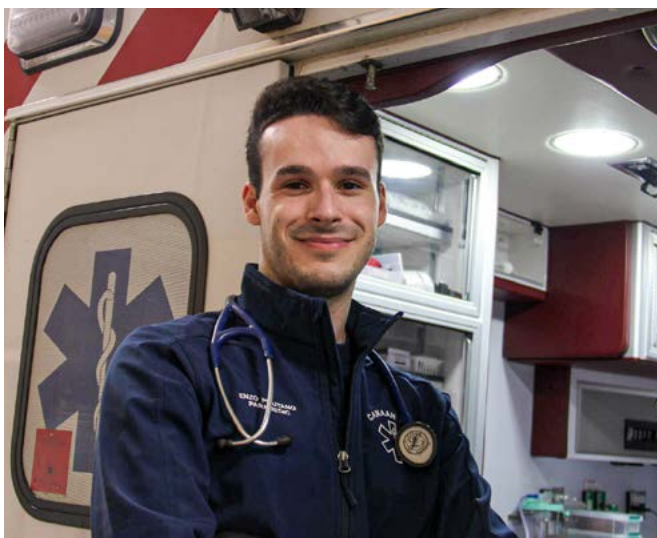
CANAAN EMS

CANAAN
AMBULANCE

The Front Lines of Supporting EMS Clinician Mental Health

Critical Connections

The Front Lines



EMS Clinicians are often hailed as heroes, delivering life-saving care in the most challenging and unpredictable circumstances. Yet, the demands of the job come with a heavy toll. Enzo Plaitano, a licensed Paramedic and third-year PhD candidate in the Center for Technology and Behavioral Health (CTBH) at Dartmouth College, is on a mission to address the unique and difficult challenges faced by EMS Clinicians. Through innovative research and lived experience, Enzo is working to create tools and strategies that support the mental health and well-being of his peers.

For Enzo, this mission is deeply personal. “I routinely experience how this tough profession impacts our stress and mental health, but I also recognize how extremely rewarding it is to play a part in people’s individual life-changing moments,” he says. “However, I’ve seen the stress of this job contribute to serious mental health and substance use ramifications in my coworkers which can really affect their entire lives.” These experiences inspired Enzo to pursue his line of research aimed at understanding and eventually improving coping strategies and health risk behaviors in EMS Clinicians.

Enzo and his mentors at Dartmouth College were recently awarded a prestigious National Research

Fellowship Award (1F31DA062393-01) from the National Institute on Drug Abuse (NIDA), one of the key institutes at the National Institutes of Health (NIH). This NIH fellowship provides Enzo with expanded access to an interdisciplinary team of experts at the National Registry and the National Center for PTSD to support his structured research training. It also gives Enzo the opportunity to lead his own study.

With funding from the NIH, Enzo’s research focuses on understanding the relationships between stress, emotion-regulation, and health risk behaviors in the daily lives of EMS Clinicians. In collaboration with researchers at the National Registry, Enzo’s longitudinal study recruited 110 full-time EMS Clinicians from across the country. Over the course of an entire month, participants completed brief surveys five times per day to understand relationships between real-time changes in stress, emotion-regulation, and health-risk behaviors. This cutting-edge approach, known as ecological momentary assessments, offered a unique window into the challenges faced by EMS professionals.

Dr. Ashish Panchal, research and fellowship director at the National Registry, is a mentor on Enzo’s study and NIH-funded Research Fellowship Training Award. Dr. Panchal emphasizes the importance of this research for the entire EMS community. “Enzo’s work is groundbreaking,” says Dr. Panchal. “By examining how changes in stress and emotion-regulation impact health-risk behaviors before, during, and after an EMS shift, we can use this data to develop future tools that provide real-time support and promote healthier coping strategies for EMS Clinicians in this high-stress career.”

Enzo’s ultimate goal is to design a data-informed digital health application tailored to EMS Clinicians. This app would offer real-time resources to help

manage stress as it occurs, improving emotion-regulation and reducing health risk behaviors. “Stress is inevitable in our high-risk profession,” Enzo explains. “My overall goal is to give EMS Clinicians tools to navigate those moments and improve their ability to cope effectively.”



This work builds on Enzo’s decade-long experience in EMS, currently as a nationally registered Paramedic, and his passion for advancing the overall health of his peers. This EMS journey began at the age of 16 when he was encouraged to complete a local EMT course during high school. Enzo still runs calls as a Paramedic and believes that his time out in the field with his coworkers is integral to his research efforts. “I have this unique opportunity, which allows me to bring valuable insights back to my research and contribute to finding effective solutions.”

Enzo’s long-term career goal is to continue this line of research as an NIH-funded investigator at a large, academic institution. He plans to continue learning how different risk factors impact EMS Clinicians across time and in real-life environments, then using these findings to develop and test robust digital health interventions in this population. The National Registry’s collaboration ensures that these findings

will reach the broader EMS community, and make a lasting and national impact on the entire EMS profession.

Enzo’s story is a powerful reminder of the dedication and innovation within the EMS profession. By combining his personal EMS experience with cutting-edge research and training, he is helping to pave the way for a healthier and more resilient EMS workforce. “There are many challenges in EMS that we cannot change, but this research will allow us to better understand how variation in stress may impact health risk behaviors, and if improving emotion regulation through a future digital health app might reduce risky behaviors.” Through our initiatives supporting Enzo’s research, education, and training, EMS Clinicians can look forward to a future where their mental health and well-being are prioritized, enabling them to continue their life-saving work with confidence and support.





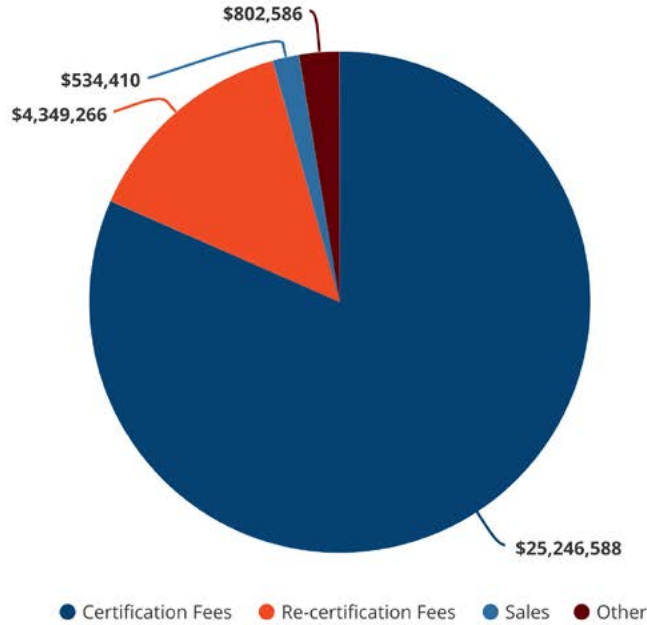
2024 Financials

The National

Registry

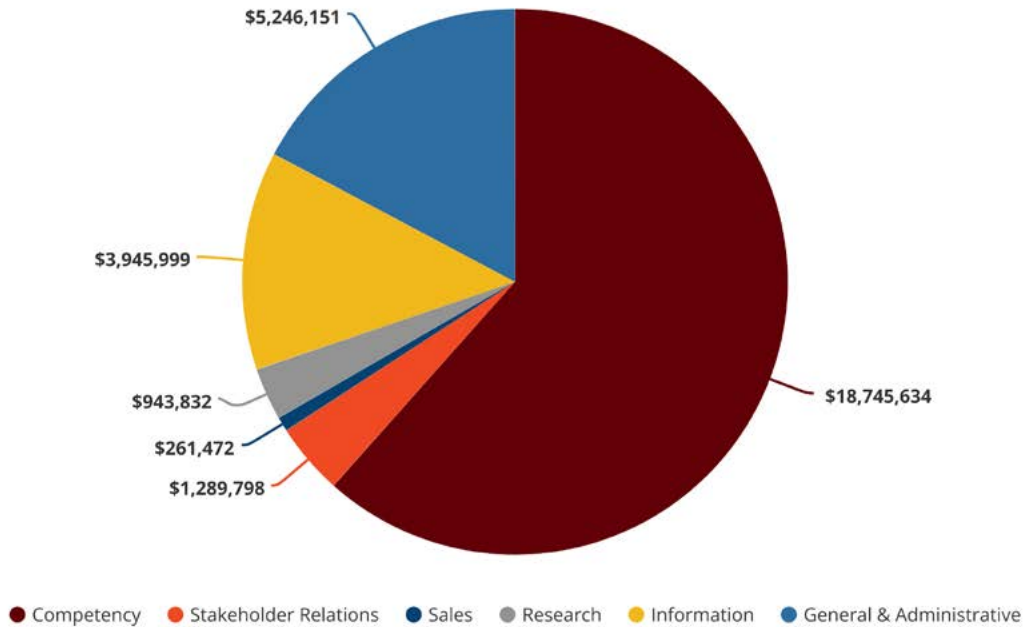
National Registry 2024 Revenue

Revenue: Total: \$30,932,850



National Registry 2024 Expenses

Expenses: Total: \$30,432,886





**THANK
YOU!**

