

Backgrounder

MAHCP's Paramedic Retention and Recruitment Solutions:

- 1) Create more direct-entry PCP education seats, ensuring they are accessible for rural students. Include targeted bursaries for direct-entry PCP students, as offered in [Saskatchewan](#), [New Brunswick](#) and [Nova Scotia](#).
- 2) Create a subsidized “earn as you learn” education pathway for Emergency Medical Responders to become PCPs, with paid education and bursaries to cover costs, as the [Association of Manitoba Municipalities](#), MAHCP and paramedics have called for. British Columbia has added 2,000 staff in the last four years using a similar model.
- 3) Post all vacant Primary Care Paramedic (PCP) positions.
- 4) Create retention and recruitment incentives for hard-to-fill positions.
- 5) Cover travel, accommodation and create incentives for paramedics to pick up shifts in hard-to-fill stations, similar to the model for federal firefighters.
- 6) Create a mentorship premium for paramedics working on ambulance with an EMR, in recognition of the added responsibility.