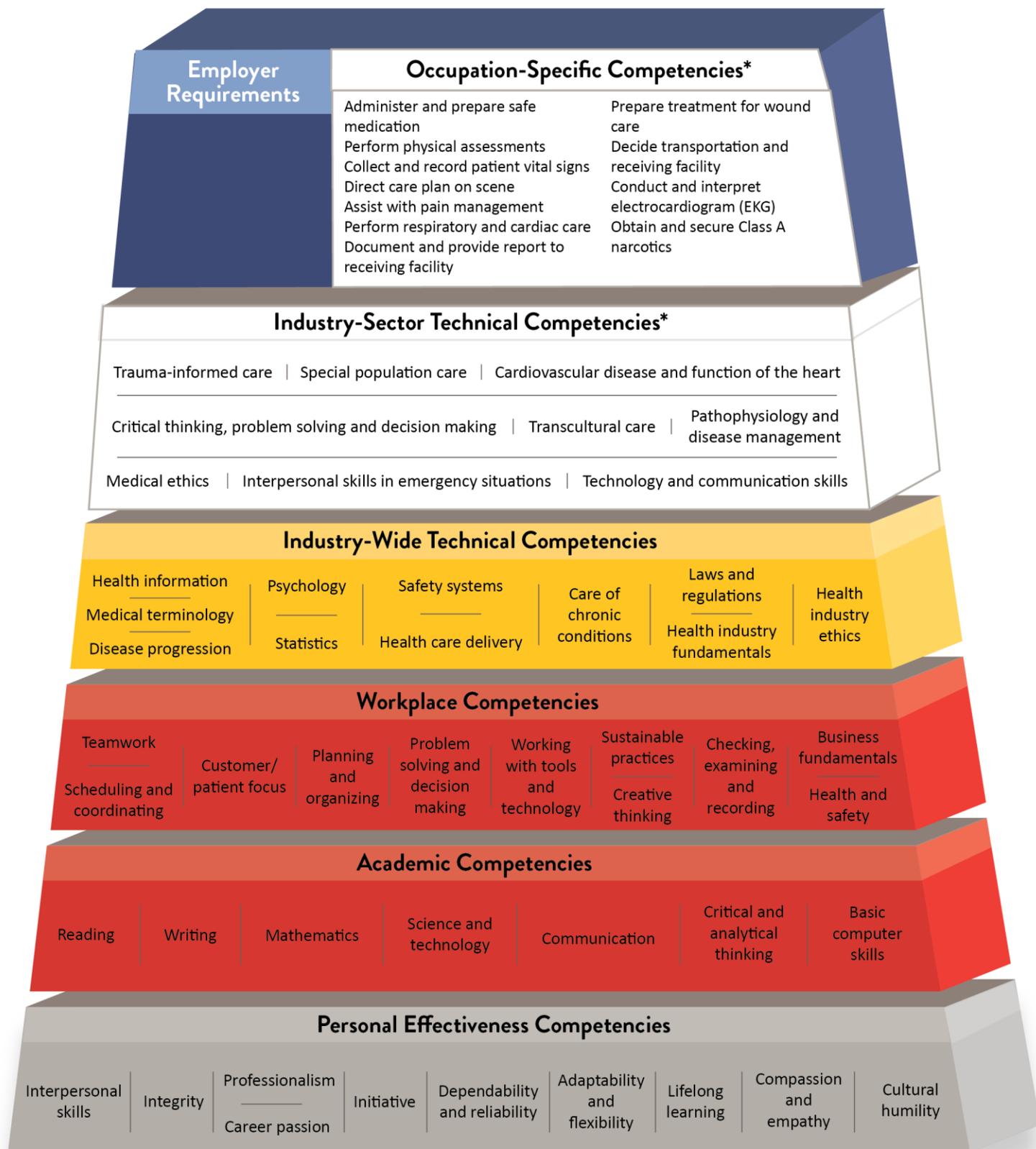


Minnesota Dual-Training Pipeline

Competency Model for Health Care Services

Occupation: Emergency Medical Technician to Paramedic Pathway

Dual trainee must be a currently certified emergency medical technician to participate in pathway



Based on: Fundamentals of Health Care Competency Model, Employment and Training Administration, United States Department of Labor, February 2025. For more detailed information about competency model creation and sources, visit dli.mn.gov/business/workforce/health-care-services.



Competency Model for Emergency Medical Technician to Paramedic Pathway

Emergency Medical Technician to Paramedic Pathway – Paramedics are advanced providers of emergency medical care and are highly educated in topics such as anatomy and physiology, cardiology, medications and medical procedures. They build on their education and learn more skills such as administering medications, starting intravenous lines, providing advanced airway management for patients, and learning to resuscitate and support patients with significant problems such as heart attacks and traumas.

*Pipeline recommends the Industry-Sector Technical Competencies as formal training opportunities (provided through related instruction) and the Occupation-Specific Competencies as on-the-job (OJT) training opportunities.

Industry-Sector Technical Competencies

Related Instruction for dual training means the organized and systematic form of education resulting in the enhancement of skills and competencies related to the dual trainee's current or intended occupation.

- **Trauma-informed care** – Knowledge about how trauma impacts the physical, mental, behavioral, social, and spiritual areas for the patient and how to align care with the unique circumstances of the patient.
- **Special population care** – Knowledge of care of abuse victims, pediatric and geriatric patients. Identify events of pregnancy, delivery, and complications.
- **Cardiovascular disease and function of the heart** – Knowledge of the concepts and skills for assessing and managing the out-of-hospital cardiac patient.
- **Critical thinking, problem solving and decision making** – Ability to gather data and information, synthesize the data and produce urgent and appropriate care for patient in the pre-hospital setting.
- **Transcultural care** – Understand outreach to persons and populations that are underserved by traditional care systems. Awareness of different cultures and how they interact with one another.

- **Pathophysiology and disease management** – Understand chronic conditions commonly encountered in a primary care and public health setting.
- **Medical ethics** – Understand principles of medical ethics and how they apply in professional standards.
- **Interpersonal skills in emergency situations** – Able to be approachable with interpersonal skills that encourage individuals to feel comfortable during high stress emergency situations.
- **Technology and communication skills** – Ability to observe, record and report to physician the patient's condition or injury, the treatment provided and reactions to drugs or treatment.

Occupation-Specific Competencies

On-the-Job Training is hands-on instruction completed at work to learn the core competencies necessary to succeed in an occupation. Common types of OJT include job shadowing, mentorship, cohort-based training, assignment-based project evaluation and discussion-based training.

- **Administer and prepare safe medication** – Understand techniques needed to diagnose and treat human injuries, diseases, and emergencies. This includes symptoms, treatment, drug properties and interactions and preventive health care measures.
- **Perform physical assessments** – Understand life support patient assessment concepts, skills, and prioritization to perform lifesaving interventions.
- **Collect and record patient vital signs** – Able to accurately take and record vital patient information.
- **Direct care plan on scene** – Understand pre-hospital treatment and stabilization for serious illness and injuries.
- **Assist with pain management** – Ability to identify, measure, interpret and effectively treat pain which often is the chief complaint that has resulted in a call for assistance.
- **Perform respiratory and cardiac care** – Understand how to formulate and manage a comprehensive treatment plan for an airway/respiratory or cardiovascular/heart emergency.
- **Document and provide report to receiving facility** – Ability to provide an accurate, comprehensive permanent record of pre-hospital care provided, medical condition and patient history.
- **Prepare treatment for wound care** – Able to demonstrate proficiency in simple primary wound closure.

- **Decide transportation and receiving facility** – Ability to select the best mode of transportation and receiving facility for a patient with a time-critical diagnosis.
- **Conduct and interpret electrocardiogram (EKG)** – Understands EKG application and acquisition and the purpose of cardiac monitoring.
- **Obtain and secure Class A narcotics** – Understand controlled substances that have no currently accepted medical use and high potential for abuse. Know how to secure these items if found.

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