



# A new level of CARE for your community

Premergency's Community Paramedic Training Program

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# PREMERGENCY

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COMMUNITY

■ To be part of a **community** is to collaborate and support each other. To take care of family, friends, and neighbours so that everyone has access to the same opportunities and an appropriate level of care to ensure the well-being and quality of life of those who need us more.

We raise **awareness** for everyone to be conscious of our communities' efforts and its members' lives and needs. To understand what we do, what can be done, and how to improve alongside our communities.

Building **relationships** is building value. It's about old stories that need a new beginning. Patients and paramedics building value together towards better patient care, preparedness, and long-term care innovation.

To build upon the **experience** we have gained over the years and use it to keep learning and provide long-term care solutions that support families and communities across Ontario.



AWARENESS



RELATIONSHIPS

Premergency's **CARE** for the empowerment of paramedics and communities' well-being led us to develop a comprehensive Community Paramedic online training program in cooperation with health partners and industry experts.

It is a program that leverages the paramedic's experience and prepares them to support long-term care initiatives, deliver optimal patient care, and build valuable relationships within their communities.

Our commitment is to keep learning and improve our services, always to empower people to help people.

Dean DiMonte  
CEO/Founder  
Premergency Inc.



EXPERIENCE

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## Learn. Empower. Connect

**Premergency** is a specialized EdTech organization aiming to empower professionals through innovative elearning experiences and leading training programs.

Our focus is on growth and empowerment by giving organizations and users an easy-to-use and efficient learning environment and solutions that make a difference and optimize results.



## Experience Learning Innovation

Whether online or offline, our solutions provide a unique learning experience.

From ALEN -our Learning Management System- to specialized training programs to on-site training with engaging learning methods our solutions work around your needs to empower your workforce.

Think innovation, efficiency, and human connection.

## Preparedness. Safety. Sustainability.

Our Emergency Response and Preparedness training division. Plan & Prepare helps you create sustainable strategies to keep your team, family, and friends safe and prepared to respond to emergencies.

Visit [premergency.com](http://premergency.com) for more information.



## Community Paramedic Training Program

Premergency's Community Paramedic Practitioner is an online training program designed to prepare paramedics with the knowledge and skills required to become Community Paramedics and offer support to their communities and long-term care programs across Ontario.

### Our Purpose

To prepare paramedics by developing evidence-based training fostering Critical Thinking skills, research, and leading practices; empowering them to support their communities with long-term care strategies in collaboration with health partners.



## Learning Goals

The program's overarching goals contemplate four key areas for fulfilling key module-specific objectives and the optimal development of the Community Paramedic.



**Understand** what Community Paramedic means to the healthcare system and its importance to the community and patient well-being and its relation to social accountability.



**Identify** patient and community's needs, as well as improvements in the quality of life and prevention initiatives to mitigate risks and ensure optimal palliative care.



**Develop** key skills; including critical reflection and self-reflection as a foundation for Critical Thinking development and an appreciation for community paramedicine research, incorporating it into their practice.



**Evaluate** the basic and instrumental activities of daily living, its risks within community environments, and opportunities for improvement of the patient's quality of life, as well as evaluate and manage the progress and effectiveness of palliative care and treatments.

## Expected Learning Outcomes

Upon successful completion of the program, the Community Paramedic will be able to:

- 1. Identify** the community's health needs concerning chronic illness and aging at home and be part of its health assessment.
- 2. Build and increase community awareness** of health prevention and promotion.
- 3. Describe and contrast** the types of healthcare delivery in the community, including aspects of social accountability, which may include:
  - To determine the need for community resources
  - Identify social determinants and cultural variables affecting patients
- 4. Describe, access, and understand** the spectrum and structure of **community-based care** resources and rehabilitation services available for seniors, and develop a network of resources for patients.
- 5. Summarize** the structure of **continuing care** and provide community referrals.
- 6. Work collaboratively** with interdisciplinary team members to develop and implement care plans.
- 7. Communicate, coordinate, and collaborate** to implement key components of appropriate care, transfer, or discharge plan using interdisciplinary team resources.
- 8. Discuss the care and treatment** of geriatric patients within the community.
- 9. Describe** the monitoring, management, and treatment of the **palliative care patient**.
- 10. Identify the relevance of evidence and research.**

## Community Paramedic Training Program Course Outline



The Community Paramedic training program is designed to engage participants in active learning to build knowledge and understanding of the practice of Community Paramedicine.

It leverages the adult's learner preference for self-directed learning through a Problem-based Learning (PBL) approach. Course participants will be able to apply their newly acquired knowledge within their scope of practice, whether it be Primary Care Paramedic (PCP), PCP with enhanced skills, or Advanced Care Paramedic (ACP), to real patient cases.

Participants will gain knowledge of community paramedicine and hone their critical reflection and critical self-reflection skills, which better equips them to meet the challenges they will encounter on their journey across the continuum from technician to clinician to practitioner.

Ultimately, Premergency's Community Paramedic Training Program prepares paramedics with the knowledge and skills required to apply their scope of practice in a new environment.

# Community Paramedic Training Program

## Course Outline



### CP01 - Introduction and Foundational Knowledge

Participants are introduced to Problem-based learning and foundational community paramedic information such as community referrals, social determinants of health, and collaborating with health partners.



### CP02 – Course Didactic, Learning and Resource Library

This module includes didactic training modules on typical chronic diseases encountered in community care, palliative care, and the three D's: Dementia, Delirium, and Depression.



### CP03 – First Contact, Care Planning, and Communications

Participants begin to explore care planning and working collaboratively with allied agencies and care partners. They will conduct their first visit with their three patients, perform goal setting, and create care plans.

# Community Paramedic Course Outline



## CP04 – Chronic Disease Pathophysiology

Participants will review the pathophysiology of chronic disease as they relate specifically to their three patients and their comorbidities.



## CP05 – Assessments, Lab Work, and Point of Care Testing

Modules 1 and 3 identified possible assessments that are used in community paramedicine. Module 5 investigates the one specifically used for each patient, applying them, and discussing the possible results and how they affect treatment plans.



## CP06 – Chronic Disease Management

Participants will explore the differences between a paramedic's usual acute care and the chronic care provided in a community paramedic environment, including ways to better self manage chronic disease and potential complications.

## Community Paramedic Training Program Course Outline



### CP07 - Pharmacology

The pharmacology module explores the pharmaceutical changes that commonly occur with aging and the importance of collaborative medication reviews.

Part two of this module reviews the pharmacological management regimes for each patient and the pharmacokinetics and pharmacodynamics of the medications, including interactions with other drugs and novel treatments.

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### CP08 – Mental Health and Health Education

The first discussion in module 8 explores how health education and promotion can assist with both the physical and mental health of patients in the community.

The second discussion investigates how chronic disease in the elderly has a direct effect on mental health by discussing the physiology, pathophysiology, mitigation of acute and chronic dementia, delirium and depression, other conditions, and how chronic disease and medications can exacerbate their mental health.

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### CP09 – Palliative Care and Community Paramedic/Patient Relationships

The final module finds that one of the three patients becomes palliative. The first discussion explores the care the participant would give working collaboratively with a palliative care team, pharmacology of pain relief and associated patient/family education, and support.

The second discussion provides participants with the opportunity to self-reflect on ethical issues related to palliative care and personal reflections on paramedic-patient relationships.

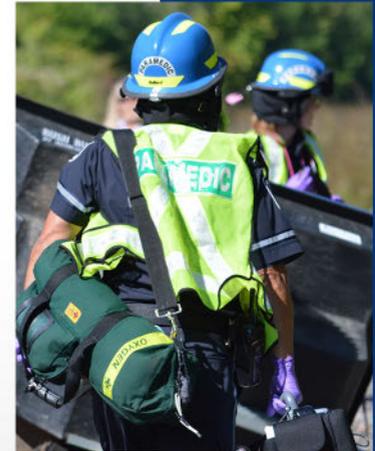
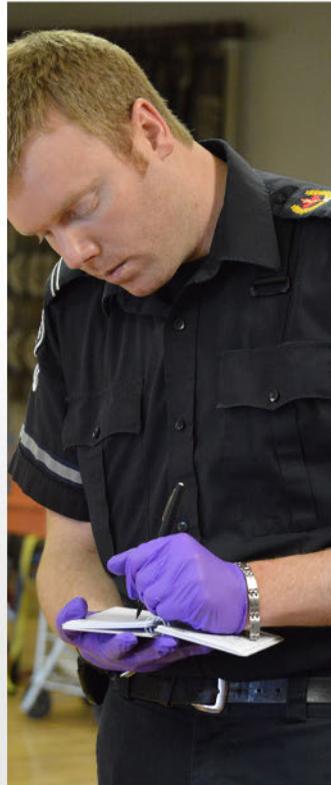
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## Community Paramedic Training Program Course Outline



### CP10 - Evaluation

To truly be a self-directed learner, the learner must also evaluate their own learning. Participants self-evaluate their learning by completing a 500-1000 word reflective paper on how they contributed to the program learning, what they learned about community paramedicine, and what they learned about themselves. Participants are also required to complete a summative final exam consisting of 50 scenario-type questions.





## Course Structure & Time Commitment

Premergency's Community Paramedic Training Program has a unique approach that uses a blended system -Case-Based and Problem Based Learning (PBL)- augmented by didactic presentation resources.

PBL is primarily self-directed/group learning where patient case scenarios are independently researched, and knowledge is applied to the cases through dialogue with peers, fully facilitated by a skilled instructor and content expert.

It is within this dialogue where critical thinking and critical reflection occurs, and where the learning begins. The methodology immerses the student in the learning process. It helps the student develop the skills to make decisions under uncertain conditions, a skill required to become a practitioner - a clinician vs. a technician.



## Course Structure & Time Commitment

The Community Paramedic Training Program is not Primary Care Paramedic (PCP)/Advanced Care Paramedic (ACP) specific. The training does not teach new skills. It is designed for new Community Paramedics, regardless of their level of practice, to apply their current scope or new scope gained through complementary programs within problem-based learning.

The program is equivalent to a single-semester, 45-hour course requiring an average of 80 - 100 hours to work through all the material\*\*. As the foundation of PBL is collaborative dialogue and group work, it is recommended that all participants of each cohort work at the same pace to receive the full benefit of the learning.

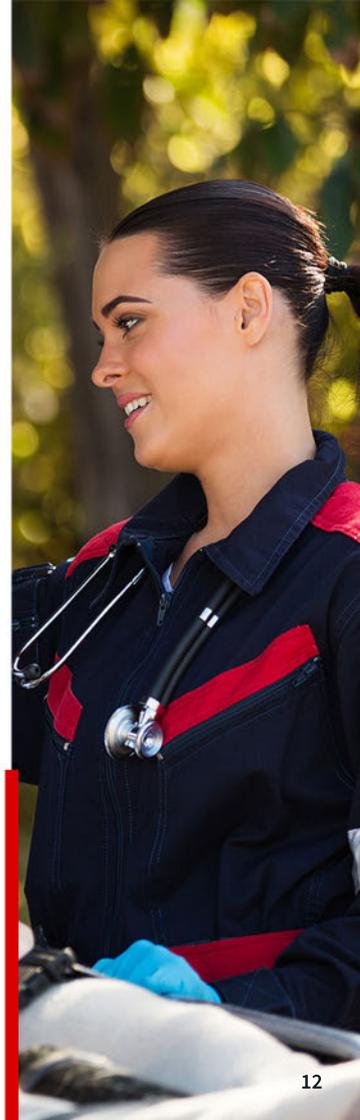
The length of time to complete the program is determined by the Paramedic Service or cohort. There is some flexibility within each cohort, but you may not receive the full benefit of the learning if you get too far behind. The same can be said by moving too quickly.

If you or your organization has specific needs regarding timelines, please ensure this is communicated so that Premergency can group you with those with similar needs and provide the best learning experience possible. Each cohort may have 5-10 participants from one or more Paramedic Service.

The program is structured into 9 Modules, starting with introductions and foundational activities, then chronologically progressing through the care of a small Community Paramedic caseload.

Problem/Case-Based Learning activities are used, and all aspects of each patient's illness and care can be explored, ending with a summative activity and evaluation.

\*\*The Community Paramedic Training Program is didactic only. Clinical placements, if required, are the responsibility of the host paramedic service. Clinical placement competencies and guidance can be provided and included in the MOU upon request. Placements can also be arranged with other host paramedic services.



## Admission Policies

The goal of Premergency's Community Paramedic Training Program is to prepare the paramedic to utilize their traditional skill set while practicing in a non-traditional environment, therefore:

- All participants must be graduates of a recognized Paramedic Program.
- Participants must perform the duties of their role physically and mentally as a Community Paramedic, according to their required scope of practice and their role within public safety and health in their community.

The program uses evidence-based adult educational principles to assist the paramedic in developing critical thinking skills, including critical reflection and critical self-reflection, appreciating current research, incorporating it into their practice, and promoting further research. Therefore, all participants must successfully complete all Program Modules and Summative Evaluations to receive a Completion Certificate.

Clinical Placements may be required and are at the discretion of the host paramedic service.



## Additional Details



### Class Size

As Premergency's Community Paramedic Training Program is predominately online, the class size is unlimited.

Each cohort is limited to 5-10 participants

Clinical placements are at the discretion of the host paramedic service and are limited only by preceptors' availability.



### Student Representation

All course participants are asked to complete an anonymous course evaluation survey upon completion of the course.

The information gathered from the survey is used to continually improve and update our approach to the program's mission, design and management of the program, and any other relevant matters to the student.



### Student Support

Student progress is monitored by the course facilitators on an ongoing basis. Facilitators are directly involved in course activities through participating in discussions, asking probing questions, redirecting conversations, and providing encouragement.

Premergency's Community Paramedic Training Program is primarily geared towards industry partners and their employees. If required, all academic support is conducted in cooperation with the host paramedic service representative and may include tutoring or other accommodations.

Participants who may not be sponsored by a host paramedic service can receive academic support addressing social, financial, and personal needs, through dialogue with the facilitator of the program and/or the principles of Premergency Inc.

Confidentiality in relation to counselling and support will be maintained in all circumstances.

## Program History

Premergency's Community Paramedic Training Program was first offered in 2015 as part of a study commissioned by the Canadian Safety and Security Program, Defence Research and Development Canada.

The program was designed in cooperation with the initial participating paramedic services -County of Renfrew Paramedic Services and Hastings Quinte Paramedic Services- and stakeholders, and continues to be revised and updated according to the needs of the existing and new participating paramedic services.

The original program was 200 hours long, including clinical placements within the participating paramedic services. The current Community Paramedic Training Program is an updated version of the 100-hour didactic portion, using current adult educational principles.



## Paramedic services that have participated to date



## Comments from our Participants

The comments below are excerpts from participants' reflection-on-learning final assignments and are unsolicited (used with permission).



"The more effort I put into my work, the more I learned... I enjoyed doing research, having discussions with my group, and joining in a debate over certain topics... I discussed with my peers and engaged in professional dialogue."



"This program was a great opportunity for professional development as it required a multidisciplinary approach to find a solution to a problem or to determine an appropriate care plan for individual patients. I believe that this experience has better prepared me to face the challenges of working as a community paramedic."



"I was surprised to see the depth to which Community Paramedics practice, how well the self-directed learning worked for all of us, how well the online forums aided in the continuation of the learning process, and how well the PBL and self-directed learning worked for me."



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