The Covid-19 pandemic has brought several challenges to the healthcare systems in the U.P., especially in the field of EMS. Our area has struggled, and it is a common goal among healthcare workers to improve EMS care, employment, and sustainability. Some ways we can enhance the recruitment, retention, and overall success of EMS personnel and agencies is to consider payment with benefits, local business interaction, and the abundance of natural resources . These few things could help to change the U.P. EMS system and shortage.

 Creating a competitive advantage is something that could attract many EMS personnel to the Upper Peninsula. In a field of stressful working conditions, making sure that your employees are receiving good pay that is competitive to the cost of living as well as fitting for the profession, is important. Offering benefits in their contracts would also improve the attraction to agencies in the U.P.. As the employee continues working, increasing the benefits the longer that they work within the agency, shows the employee that their work is important. Benefits such as dental and health insurance, 401K retirement fund, and vacation times.

 Another thing that will recruit personnel is playing off of the Upper Peninsula’s natural beauty and resources. Many people have different hobbies and interests that would fit well into our beautiful home. Hiking, kayaking, swimming, hunting, fishing, snowmobiling, and many other activities are prevalent in the U.P. and would potentially draw in workers. When people live and work in an area that they love and enjoy, they’re more likely to stay in that area. This would be a great thing for these EMS personnel, as it is not only an attraction, but an outlet to relieve stress as well, and can improve the overall success for the agencies.

 One of the easiest things to do to recruit and retain employees is to work with the local businesses. There is no denying that we live in smaller areas, and we should support local businesses, as well as trying to promote EMS agencies. Offering support to locals businesses when it comes to events, or attending their location in general, allows good relationships as EMS in your local community. This will give you an advantage when it comes to discounts and benefits, as well as asking for possible promotion from the business. The mutual need for support and employees from the community will create a great way to promote and recruit people.

 The Upper Peninsula is always in need of more EMS personnel, especially with the pandemic. Finding the resources and attractions to capture the attention of these people has been deemed a challenge. Coming up with solutions to recruit, retain, and improve success of EMS personnel can be achieved by considering and applying thought to payment and benefits, local business interactions, and natural resources of the U.P.. Our beautiful, unique area, and the people in it deserve the best care they can possibly receive.