



Ryan Brothers Ambulance Career Path Opportunities for Professional Growth and Advancement

Since 1962, Ryan Brothers Ambulance employees have provided quality patient care. This is a direct reflection of our well-trained employees and our commitment to continually improving the knowledge and skills of our staff.

Ryan Brothers has two career paths employees can participate in 1) Internal leadership opportunities and 2) External licensure advancement.

An employee's individual career path encompasses their desire to grow, a plan and the experience he or she will need to make progress on the journey. A career path gives the employee a sense of direction, a way to assess career progress, and career goals and milestones.

How to Develop a Career Path

You can develop a career path by taking a look at your desired job/roles within Ryan Brothers Ambulance. Then, chart a course, with the help of your POD Manager.

Recognize that obtaining the job you desire may require lateral moves, license certifications and leadership roles along the way, that all contribute to achieving your goal.

Attaining your desired goal may require that you develop skills, pursue employee development opportunities, and obtain a variety of experiences as you progress along your career path at Ryan Brothers Ambulance.

Coaching from your POD Manager and mentoring assistance from a more experienced employee, can be valuable resources.



External Career Path

Course	Requirements	Estimated Time Commitment	RBA Provides	Comment
EMT-Basic Sponsorship	Scholarship		Case by Case	
AEMT Sponsorship	6 months @ RBA, Full Time	1 year	Tuition, books, schedule accommodations	Classes Spring and Fall, Ask your POD Manager
Paramedic Sponsorship	9 months @ RBA, Full Time	2 years	Tuition, books, schedule accommodations	Announced in May, Submit letter of interest
CCP	2 years as EMT-P, Full Time	1 year	Tuition, books, schedule accommodations	Announce in Jan/Feb for a May Start. Submit letter of interest.
Community Paramedic	6 months @RBA, EMT Paramedic	2 years	Tuition, books, schedule accommodations	Ongoing classes, Ask your POD Manager

Licensure Sponsorships

We recognize that this training is a significant responsibility and time commitment for employees striving to obtain additional training and licensure. Ryan Brothers Ambulance has developed a sponsored education program for individuals to obtain their next licensure level and continue employment with us.

Ryan Brothers Ambulance encourages its employees to pursue their next skill level certification by offering sponsorships that cover course tuition, books, and testing fees. In addition, scheduling accommodation will be made to facilitate class attendance. A commitment to continuing rotational employment with Ryan Brothers Ambulance is required. Students are responsible to refund tuition if either the class or employment requirements are not fulfilled. There is a formal application process; please contact your POD Manager for more information.

Community Paramedic (CP)

The Community Paramedic program requires an EMT-Paramedic license.

Education requirements are 112 hours didactic and 196 hours of clinical time for a total of 308 hours. Ryan Brothers Ambulance sponsorship includes tuition, books and scheduling accommodations. The employee must make a two-year commitment to Ryan Brothers to be sponsored. Students are responsible to refund tuition if either the class or employment requirements are not fulfilled.



Internal Career Path

Leadership Role	Requirements
Preceptor	Licensed for two years at skill level you oversee. Role model for RBA, good standing in Performance Metrics.
Field Trainer	A thorough knowledge of RBA standards, protocols, policies and guidelines and the ability to demonstrate these skills to others, all trainings current and good standing in Performance Metrics
QA Committee	A thorough knowledge of RBA standards, protocols, standards of care, ability to transfer and demonstrate knowledge to others, detail orientated, organized, excellent written and oral communication, all trainings current and good standing in Performance Metrics
Building Maintenance	General construction knowledge, hand and power tool knowledge, physically able to perform repairs and tasks, organized and meets deadlines
Fleet Maintenance	Vehicle maintenance knowledge and repair skills physically able to perform repairs and tasks, organized and meets deadlines
Station Coordinator	Demonstrates leadership and organizational skills no other major committee role (ALS, Fleet, Building) Good standing in Performance Metrics.
Manager	Must be at RBA for a minimum of 6 months. Role model. Demonstrates leadership, organizational skills, excellent written and oral communication, people engagement skills, delegation, accountability no other major committee role and good standing in Performance Metrics.
CEVO Instructor	Role models exceptional driving behaviors
Driving QA	Role model exceptional driving behaviors
After Hours Dispatch	Interest in Dispatch, complete training
Fort Station Eligible	One year at RBA
Fort Medical Command	Demonstrates critical thinking skills

Leadership Opportunities

Leadership roles within Ryan Brothers Ambulance provide rotational staff the opportunity to use their expertise and skills for the betterment of the entire RBA community. Leadership opportunities are announced with an email message to all staff that explains the responsibilities, compensation and requirements for each position. Interested individuals are asked to submit a letter of intent with a letter of recommendation from the POD Manager. All letters are reviewed by management and/or the appropriate committee. Full position descriptions are available by request with your POD Manager.



What are examples of a Career Path at Ryan Brothers Ambulance?

Kelly started at Ryan Brothers Ambulance on 10/13/2015 as an EMT-Basic. In June 2016, she applied for a Ryan Brothers Paramedic Sponsorship slot. Kelly was provided this sponsorship and will begin her program Fall 2016.

"I did my EMT classes in D.C. then I moved up to Madison and RB has been my first and only EMS job. Before this I worked in foodservice and have a bachelor's degree in Nutrition. I found EMS kind of an accident (no one in my family is remotely involved in EMS). A friend of mine had just started working as an EMT and thought that I would really love the change of pace since I was getting bored with restaurant work. Then I fell in love with EMS and have really been enjoying learning more and more about the field while working for RB. I'm really looking forward to expanding my knowledge and being able to help patients more." Kelly Cloudsdale

Amber Christian started at Ryan Brothers Ambulance in June 2011 as an EMT- Intermediate.

In October of 2012, Amber submitted application/ letter of interest for a crew chief/ station chief role and was promoted.

In May 2012, Amber submitted an application and letter of interest to ask to be one of the employees sponsored to attend the Paramedic program through MATC. This included class tuition fees and textbooks. Ryan Brothers Ambulance accommodated my schedule by moving me to 24 hour shifts Friday/ Sunday. This allows me to get in all my hours and get a paycheck while attending school.

In April 2013, Amber submitted a letter of interest for the Supply Team, she was one of two people hired for this additional responsibility.

In May 2015, submitted a letter of interest to be sponsored to attend the online Community Paramedic Program through Hennepin Technical College. Ryan Brothers Ambulance paid for the tuition and books. My schedule was accommodated to allow me to attend the once a week class. Ryan Brother Ambulance compensates employees in clinicals for up to 10 hours a week of paid overtime.

In December 2015, Amber submitted a letter of interest for Ryan Brothers Ambulance to sponsor her in the Critical Care Paramedic class through UW. Ryan Brothers Ambulance pays tuition, books and accommodates schedule changes to enable her to get in her hours.

In April 2016, Amber submitted a letter of interest for the new Station coordinator position for Sun Prairie. Amber was promoted to this role.

In August 2016, Amber submitted a letter of interest for the QA Committee. She was interviewed for this opening. Amber was hired as a QA Committee member. In order for her to accept this role and meet the necessary time commitment of this committee, she did have to relinquish her other responsibilities.



Amber's Career Path Timeline

Hired at RBA	Paramedic Program Sponsorship	Crew Chief	Supply Team	Community Paramedic Program Sponsorship	Critical Care Paramedic Sponsorship	Station Coordinator for Sun Prairie Station	QA Committee Member
June 2011	May 2012	October 2012	April 2013	May 2015	December 2015	April 2016	August 2016



Identify your career path goals by contacting your POD Manager today!

