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Primary Care Paramedic Selection Process Statistical Report October 2011

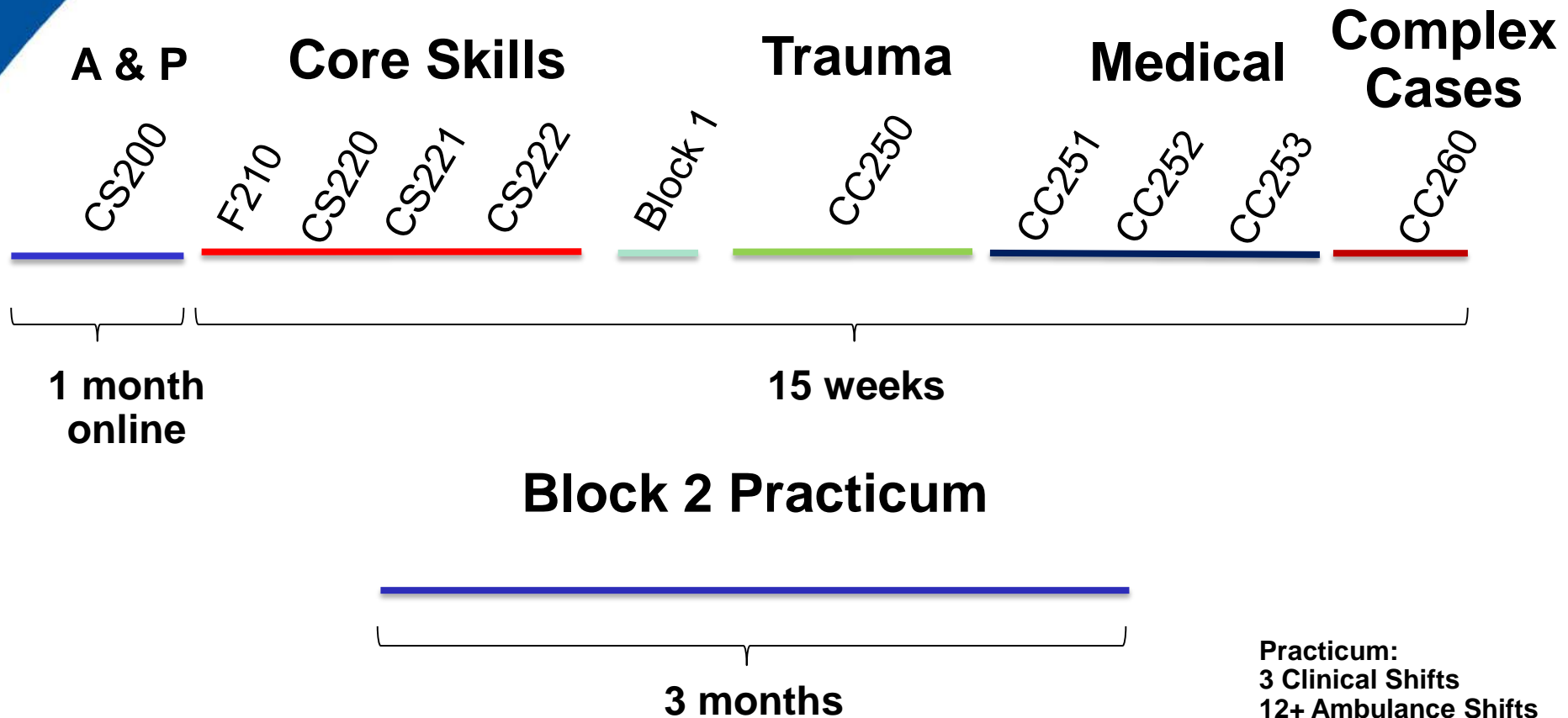


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PCP Program 8 months





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2010: Rolling Enrolment

**First
come, first
served**

Always
filled seats





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2010: Rolling Enrolment

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Always
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Big waitlist



So what?



2010: Rolling Enrolment

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Big waitlist

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Many not
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Academic
exits and
student
withdrawals



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Academic
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**Big
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Highly
desirable
candidates
moved on





Hmm...this is a conundrum!



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Solution?



A SELECTION PROCESS

THE SELECTION PROCESS

The background image shows three police officers in white uniforms and dark trousers performing a medical examination on a person lying on their back on a white cloth on the ground. One officer is wearing blue gloves and appears to be checking the person's pulse or vital signs. Another officer is looking on, and a third is partially visible on the right. A red and black medical bag is open next to the person. The scene is outdoors on a paved area, with a residential street and houses in the background under a clear sky.

Cognitive abilities exam	20%
Medical knowledge exam (EMR)	20%
Behavioural interview	60%

3 possible bonus points

THE HYPOTHESES

A background image showing several police officers in white uniforms and dark pants. They are gathered around a person lying on the ground, possibly providing first aid or preparing to transport them. The scene is outdoors on a paved surface, with residential houses and trees in the background. The image is slightly faded to allow the text to be prominent.

1. There will be an improvement in selected student outcomes versus unselected student outcomes; and,

2. These positive outcomes will validate the selection tools we have chosen.



Figure 1.1

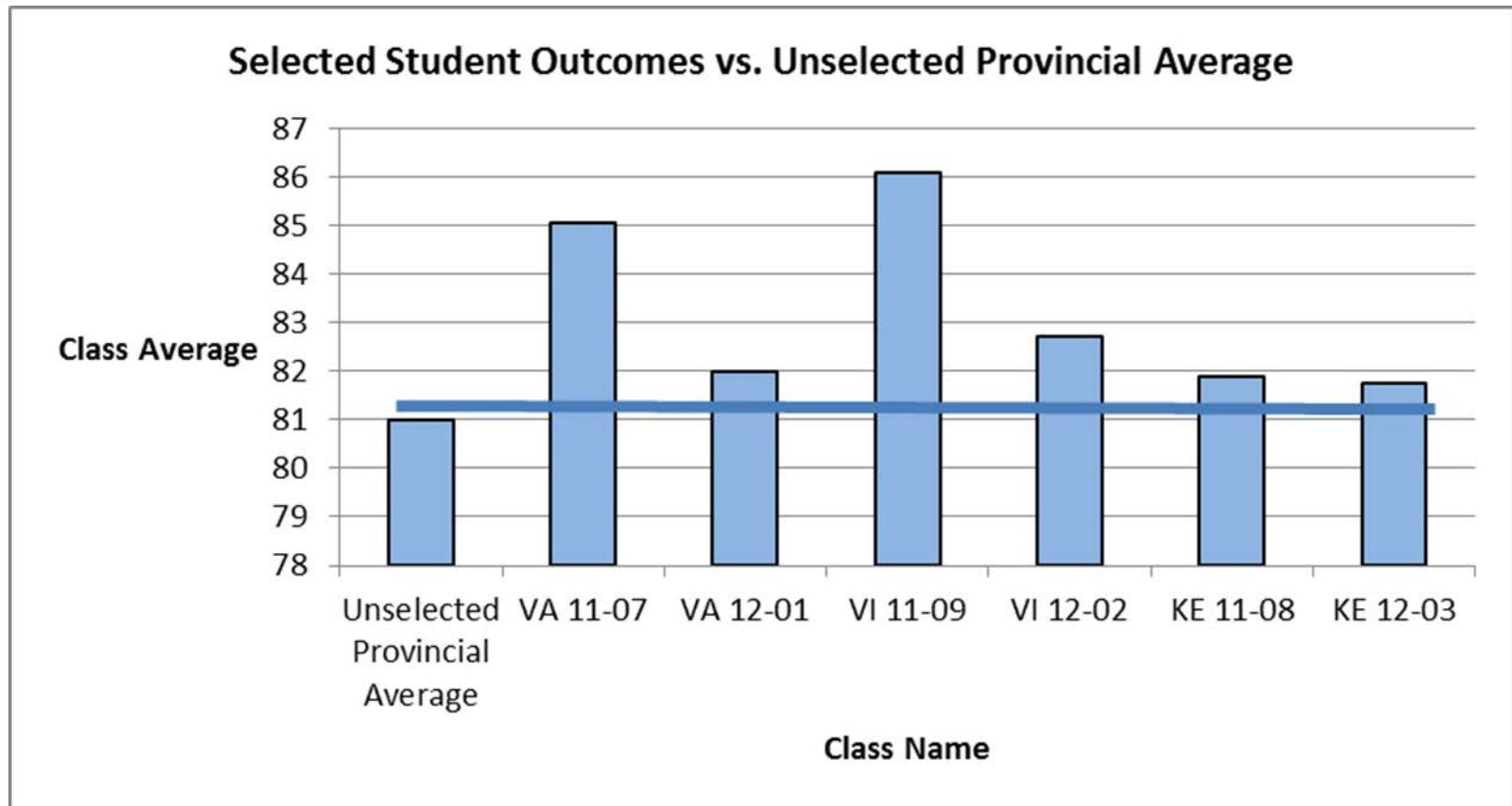




Figure 1.2

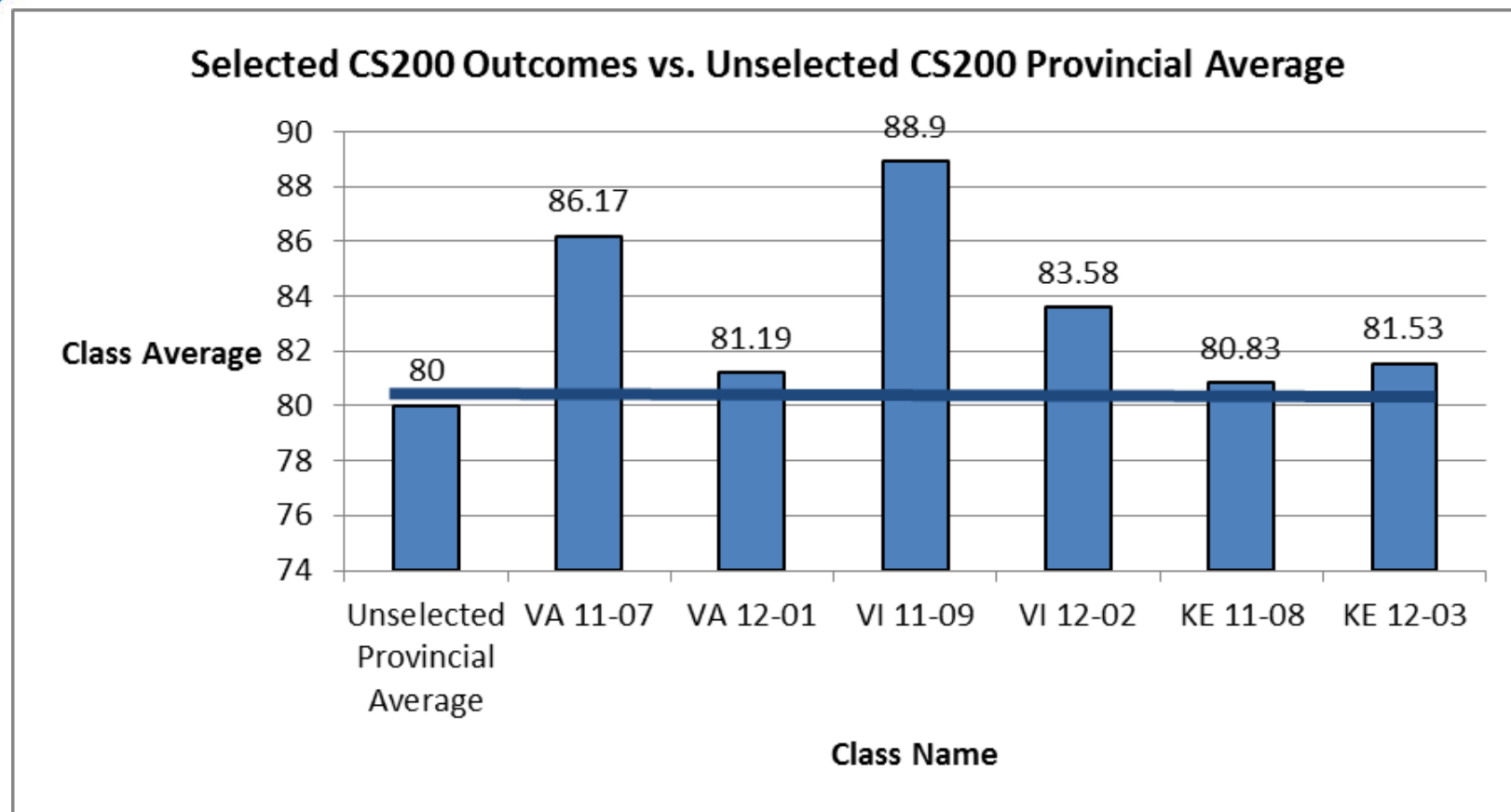




Figure 1.3

Overall Scores by Campus

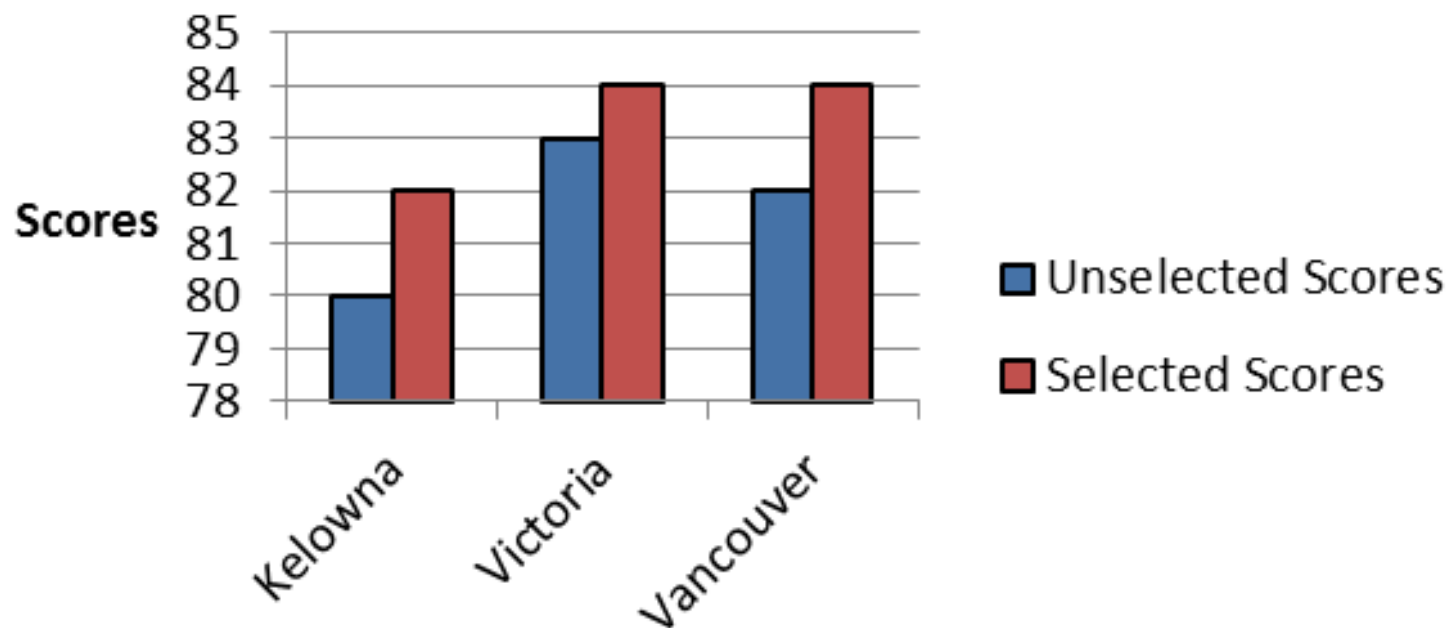
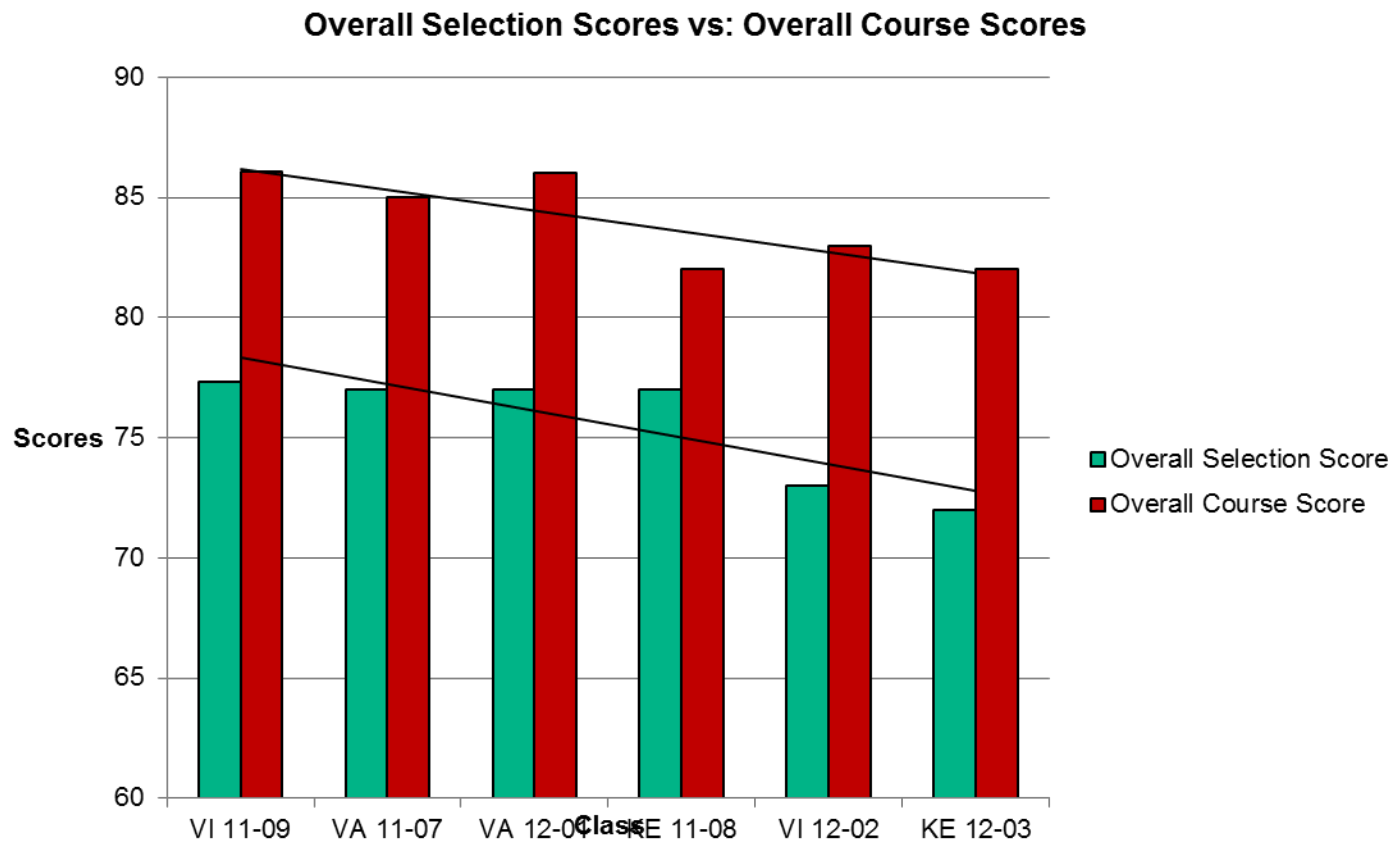


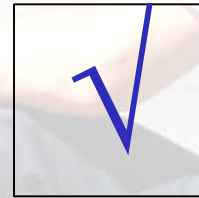


Figure 1.4

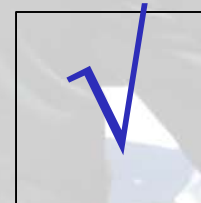


THE HYPOTHESES

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LESSONS LEARNED & NEXT STEPS

LESSONS LEARNED

- Cognitive abilities exam
 - does not appear useful on its own
- Medical knowledge exam
 - does not appear useful on its own
- Behavioural interview
 - strong positive correlation; however, not as strong as **all 3 tools combined.**



NEXT STEPS & RECOMMENDATIONS

- Ongoing measurements of quantitative outcomes
 - Initiate review of student and faculty satisfaction
- Explore demographics of high flyers
 - Target this market niche
- Explore areas of weakness in low flyers
 - Focus our student services and academic support
- Increase marketing efforts
 - To ensure large enough body of candidates to create the kind of success we are looking for

References

Turner , T. (2010) Selection interviewer training guide.
T.S. Turner Consulting Inc.

Turner, T. (2005) Behavioural interviewing guide. Trafford
Publications, Victoria B.C.

