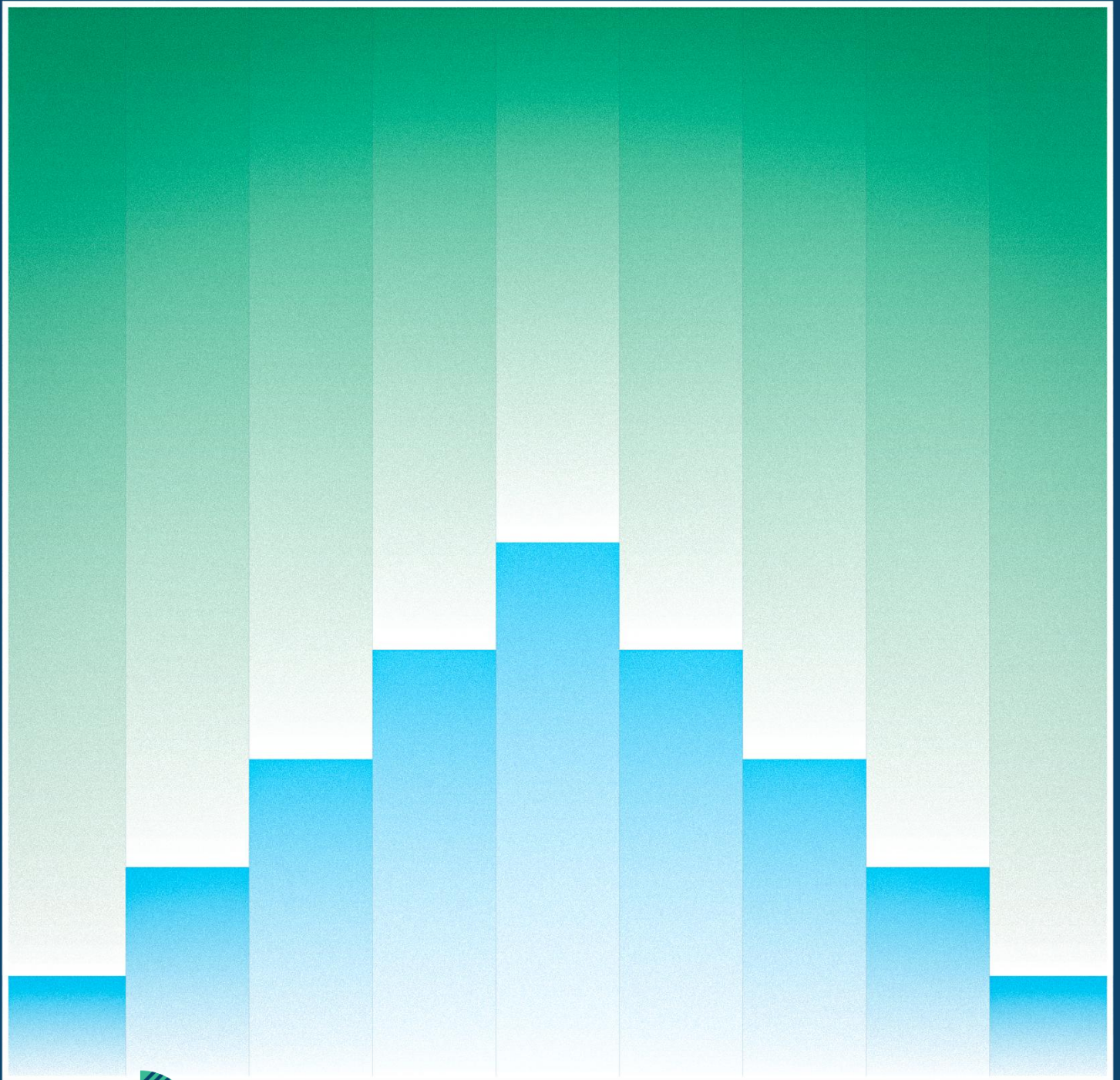


INDIANA EMERGENCY MEDICAL SERVICES WORKFORCE

2025 DATA REPORT



BOWEN CENTER
FOR HEALTH WORKFORCE RESEARCH AND POLICY



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SCHOOL OF MEDICINE

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EXECUTIVE SUMMARY

Indiana's emergency medical services (EMS) professionals are essential for public safety as first responders to emergencies. This report summarizes supplemented data collected from Indiana EMS Professionals starting in September 2023. This supplemental data can be useful for understanding the characteristics of the EMS workforce and inform workforce planning.

Overall, 12,501 unique individuals renewed their EMS credentials in 2023, 13,341 renewed in 2024, and 11,665 renewed in 2025. Of these total credentialed professionals, 1,116 (8.9%) in 2023, 6,615 (49.6%) in 2024, and 5,006 (42.9%) in 2025 were identified as actively providing EMS care in Indiana.

Demographics

- Roughly one-third of EMS professionals were under the age of 35 across all renewal years (2023: 38.0%, 2024: 32.1%, 2025: 35.3%)
- More than 90% of EMS professionals identified as White and not Hispanic or Latino in each renewal year.

Education

- More than 90% of EMS professionals in each year reported completing their qualifying education in Indiana.
- Around one-third of these same professionals reported having completed some college as their highest education (2023: 34.2%; 2024: 32.6%; 2025: 32.2%)

Employment

- Just under half of EMS professionals in each year reported maintaining their NREMT.
- More than 40% identified their primary job function as a Firefighter (2023: 40.5%; 2024: 47.4%; 2025: 43.6%).
- A notable percentage of EMS professionals reported a desire to increase their hours in EMS (2023: 11.1%; 2024: 10.6%; 2025: 11.0%).
- While more than 70% of EMS professionals reporting working for 1 organization in each renewal year, just over 20% reporting working for 2 – 3 organizations.

Services

- Most EMS professionals reporting 911 EMS response being the focus of their primary employment (2023: 78.7%; 2024: 79.9%; 2025: 76.9%).
- Between 45% and 52% of EMS professionals reporting providing care at the level of an emergency medical technician (EMT).

Capacity

- In all years, more than 40% of EMS professionals report working more than 48 hours per week at their primary employment.
- Between 69.2% and 72.2% of EMS professionals reported responding to 1 – 10 calls on average at their primary employment.

Geographic Distribution

- Indiana EMS professionals had a greater likelihood to provide coverage to metropolitan counties such as Lake (2023:103; 2024: 432; 2025: 346) and Marion Counties (2023: 139; 2024: 1,373; 2025: 552).



Introduction

Indiana's health professionals who provide emergency medical services (EMS) are essential to public safety, as they are the first to respond to emergencies and connect people in need to medical care. Being able to understand the characteristics of the workforce is important for both workforce planning and tracking. This report provides the first annual summary of Indiana's EMS professionals.

This report has been drafted by the Bowen Center for Health Workforce Research and Policy at Indiana University School of Medicine and provides an overview of the demographic, educational, and professional characteristics of Indiana's EMS workforce.

Methodology

Data Collection

Supplemental questions which asked Indiana EMS professionals about demographics, education and training, and professionals characteristics were developed under the guidance of the Indiana Department of Homeland Security (IDHS) EMS commission. This survey can be found on the [IU Indianapolis ScholarWorks](#) repository. Supplemental data were collected using REDCap™ and extracted on September 25th of 2024 and 2025.

License and certification renewal data were downloaded from the Indiana Public Safety Personnel Portal (also known as the Acadis system) and included the EMS professionals' unique person ID, full name, license status, license type, issue date and expiration. It should be noted that individuals can hold more than one EMS certification.

Supplemental survey data were then merged to licensure data using unique ID (which professionals were asked to verify in the supplemental survey). Where necessary, data were re-coded for the purposes of reporting. Age was calculated for survey respondents using the date in which the survey was completed and date of birth.

Limitations

There are limitations to consider with this report. First, the information presented in this report is largely self-reported and can introduce the potential for some level of response bias. Additionally, all percentages are rounded to the nearest one decimal. The results from this rounding can produce percentages that may not equal to exactly 100%.

2025 EMS Workforce Data Report

This report provides a snapshot of Indiana’s EMS workforce. Care should be taken when using the data in this report to inform workforce-related policies and initiatives. For more information on this report, contact the Bowen Center at bowenctr@iu.edu.



SECTION I: TOTAL RENEWALS

License Status

Table 1 below provides a summary of EMS license renewal status by renewal year. In the 2023 and 2024 renewal years, roughly 30,000 licenses were renewed. However, 15,880 licenses were renewed in 2025. Nearly all credentials were renewed in an active status.

Table 1. EMS license renewal status by renewal year

| | 2023 or earlier | | 2024 | | 2025 | |
|-------------------------|-----------------|------|---------------|------|---------------|------|
| | N | % | N | % | N | % |
| Total | 30,867 | | 30,345 | | 15,880 | |
| Active | 22,393 | 72.5 | 29,540 | 97.4 | 15,425 | 97.1 |
| Probation | 20 | 0.1 | 19 | 0.1 | 29 | 0.2 |
| Inactive | 241 | 0.8 | 138 | 0.5 | 51 | 0.3 |
| Other Inactive Statuses | 8,213 | 26.6 | 648 | 2.0 | 375 | 2.4 |

Employment Status

The reported employment status of Indiana EMS professionals is provided in Table 2 by renewal year. Most professionals reported most of their active working hours are spent in EMS (58.4% in 2023, 63.0% in 2024, and 60.6% in 2025). Beyond this, around 20% reporting working in EMS some of the working hours.

Table 2. reported employment status

| | 2023 | | 2024 | | 2025 | |
|--|--------------|------|--------------|------|--------------|------|
| | N | % | N | % | N | % |
| Total | 1,244 | | 7,158 | | 5,479 | |
| Actively working in EMS most of working hours | 726 | 58.4 | 4,510 | 63.0 | 3,319 | 60.6 |
| Actively working in EMS some of working hours | 230 | 18.5 | 1,446 | 20.2 | 1,115 | 20.4 |
| Actively working in a position not requiring EMS certification/license | 78 | 6.3 | 182 | 2.5 | 138 | 2.5 |
| Working in EMS only as a volunteer | 177 | 14.2 | 841 | 11.7 | 717 | 13.1 |
| Unemployed, seeking working in EMS | 14 | 1.1 | 46 | 0.6 | 49 | 0.9 |
| Unemployed, not seeking work in EMS | 8 | 0.6 | 43 | 0.6 | 42 | 0.8 |
| Retired | 11 | 0.9 | 90 | 1.3 | 99 | 1.8 |



Actively Practicing EMS Professionals

Figure 1.1 below provides a summary of the results for each step used in identifying Indiana EMS professionals who are actively practicing. These steps focused on the unique count of EMS professionals that renewed their credentials each year. A total of 12,501 individuals renewed their credentials in 2023, 13,314 in 2024, and 11,665 in 2025.

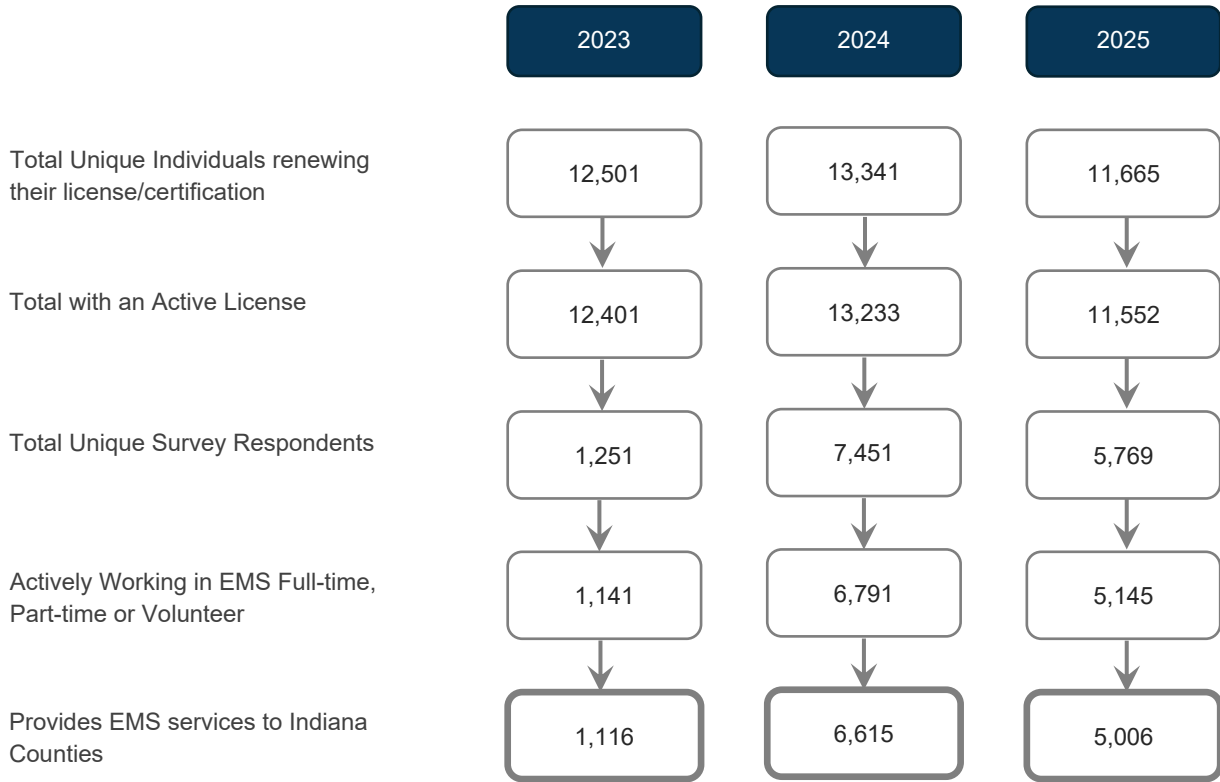


Figure 1.1 Identification of unique EMS professionals actively practicing in Indiana

SECTION II: TOTAL ACTIVELY PRACTICING EMS PROFESSIONALS

Demographics

Roughly a third of Indiana EMS professionals who renewed their credentials were under the age of 35 (2023: 38.0%, 2024: 32.1%, 2025: 35.3%), while just over half were between 35 and 54 (2023: 53.7%, 2024: 54.6%, 2025: 52.4%). The EMS workforce was consistently over 90% White and not Hispanic or Latino. Additional details are provided in Table 2.1 below.

Table 2.1 Demographic characteristics of Indiana EMS professionals by renewal year

| | 2023 | | 2024 | | 2025 | |
|----------------------------------|--------------|------|--------------|------|--------------|------|
| | N | % | N | % | N | % |
| Total | 1,116 | | 6,615 | | 5,006 | |
| Age Category | | | | | | |
| Under 35 | 424 | 38.0 | 2,122 | 32.1 | 1,768 | 35.3 |
| 35 – 44 | 327 | 29.3 | 1,974 | 29.8 | 1,421 | 28.4 |
| 45 – 54 | 272 | 24.4 | 1,642 | 24.8 | 1,202 | 24.0 |
| 55 – 64 | 83 | 7.4 | 739 | 11.2 | 520 | 10.4 |
| 65 and older | 10 | 0.9 | 138 | 2.1 | 95 | 1.9 |
| Race | | | | | | |
| White | 1,048 | 93.9 | 6,100 | 92.2 | 4,684 | 93.6 |
| American Indian or Alaska Native | 1 | 0.1 | 31 | 0.5 | 18 | 0.4 |
| Native Hawaiian/Pacific Islander | 2 | 0.2 | 7 | 0.1 | 2 | 0.04 |
| Black or African American | 24 | 2.2 | 233 | 3.5 | 122 | 2.4 |
| Asian | 5 | 0.5 | 27 | 0.4 | 16 | 0.3 |
| Some other race | 13 | 1.2 | 113 | 1.7 | 78 | 1.6 |
| Multiracial | 22 | 2.1 | 104 | 1.6 | 86 | 1.7 |
| Ethnicity | | | | | | |
| Hispanic or Latino | 42 | 3.8 | 201 | 3.0 | 149 | 3.0 |
| Not Hispanic or Latino | 1,074 | 96.2 | 6,414 | 97.0 | 4,857 | 97.0 |

Education

As Table 2.2 shows, most of Indiana’s EMS professionals completed their qualifying education in Indiana, while fewer than 6% reported obtaining it elsewhere.

Around one-third of Indiana EMS professionals in each renewal year reported their highest education as having completed some college (34.2% in 2023, 32.6% in 2024, and 32.2% in 2025). Additionally, most commonly the highest education was also reported to have been completed in a fire department. More information on reported highest education is available in table 2.3.



Just over half of Indiana EMS professionals in 2023 (51.9%), 2024 (56.7%), and 2025 (54.6%) reported no intention to pursue further education. Among those planning to pursue additional education, the most common path was in an EMS or health care-related field (18.6% - 20.9% across 2023 - 2025). Table 2.4 provides more details on education plans.

Table 2.2 Reported location where Indiana EMS professionals completed qualifying education

| | 2023 | | 2024 | | 2025 | |
|-----------------------------------|--------------|------|--------------|------|--------------|------|
| | N | % | N | % | N | % |
| Total | 1,116 | | 6,615 | | 5,006 | |
| Qualifying Education State | | | | | | |
| Indiana | 1,048 | 93.9 | 6,231 | 94.2 | 4,742 | 94.7 |
| Michigan | 3 | 0.3 | 21 | 0.3 | 17 | 0.3 |
| Illinois | 13 | 1.2 | 55 | 0.8 | 44 | 0.9 |
| Kentucky | 16 | 1.4 | 83 | 1.3 | 51 | 1.0 |
| Ohio | 11 | 1.0 | 77 | 1.2 | 33 | 0.6 |
| Another state (not listed) | 23 | 2.1 | 129 | 2.0 | 93 | 1.9 |
| National online education program | 2 | 0.2 | 19 | 0.3 | 27 | 0.5 |

Table 2.3 Reported information for highest education of Indiana EMS professionals

| | 2023 | | 2024 | | 2025 | |
|---|--------------|------|--------------|------|--------------|------|
| | N | % | N | % | N | % |
| Total | 1,116 | | 6,615 | | 5,006 | |
| Highest Education | | | | | | |
| Did not complete high school | 5 | 0.5 | 12 | 0.2 | 16 | 0.3 |
| High school diploma/GED | 285 | 25.5 | 1,578 | 23.9 | 1,352 | 27.0 |
| Some college, no degree | 382 | 34.2 | 2,154 | 32.6 | 1,611 | 32.2 |
| Associate degree | 200 | 17.9 | 1,271 | 19.2 | 955 | 19.1 |
| Bachelor's degree | 200 | 17.9 | 1,268 | 19.2 | 836 | 16.7 |
| Master's degree | 25 | 2.2 | 214 | 3.2 | 145 | 2.9 |
| Doctorate degree | 2 | 0.2 | 24 | 0.4 | 4 | 0.1 |
| Not Reported | 17 | 1.5 | 94 | 1.4 | 87 | 1.7 |
| Highest Education Program | | | | | | |
| EMS Organization | 298 | 26.7 | 1,526 | 23.1 | 1,281 | 25.6 |
| Fire Department | 321 | 28.8 | 2,416 | 36.5 | 1,559 | 31.1 |
| Hospital Program | 253 | 22.7 | 1,175 | 17.8 | 881 | 17.6 |
| Vocational Program | 38 | 3.4 | 208 | 3.1 | 188 | 3.8 |
| Community College, College, or University | 183 | 16.4 | 1,160 | 17.5 | 930 | 18.6 |
| High School Vocation Program | 14 | 1.3 | 72 | 1.1 | 99 | 2.0 |
| Virtual Program via National EMS Company | 3 | 0.3 | 27 | 0.4 | 39 | 0.8 |
| Military | 6 | 0.5 | 31 | 0.5 | 29 | 0.6 |



Table 2.4 Reported education plans of Indiana EMS professionals

| | 2023 | | 2024 | | 2025 | |
|---|--------------|------|--------------|------|--------------|------|
| | N | % | N | % | N | % |
| Total | 1,116 | | 6,615 | | 5,006 | |
| Education Plans | | | | | | |
| No intention to pursue further education | 576 | 51.6 | 3,757 | 56.8 | 2,729 | 54.6 |
| Pursue an EMS-related certification | 211 | 18.9 | 1,184 | 17.9 | 928 | 18.5 |
| Pursue education in an EMS or health care-related field | 236 | 21.2 | 1,224 | 18.5 | 994 | 19.9 |
| Pursue education in a non-EMS/non-health care-related field | 93 | 8.3 | 450 | 6.8 | 355 | 7.1 |

Professional Characteristics

As Table 2.5 illustrates, the percentage of Indiana EMS professionals maintaining NREMT was split across all three years, with slightly more than half reporting they would not maintain their NREMT (51.3% - 52.6%). Firefighters consistently represented the largest group of respondents (40.3% - 47.7%), followed closely by EMTs (39.3 – 43.2%). Additionally, most respondents served as field providers (56.0% - 76.6%).

Table 2.5 Professional characteristics of Indiana EMS professionals

| | 2023 | | 2024 | | 2025 | |
|------------------------------|--------------|------|--------------|------|--------------|------|
| | N | % | N | % | N | % |
| Total | 1,116 | | 6,615 | | 5,006 | |
| Maintain NREMT | | | | | | |
| Yes | 547 | 49.0 | 3,126 | 47.3 | 2,387 | 47.7 |
| No | 569 | 51.0 | 3,489 | 52.7 | 2,619 | 52.3 |
| Primary Job Function* | | | | | | |
| EMR | 125 | 11.2 | 661 | 10.0 | 564 | 11.3 |
| EMT | 438 | 39.3 | 2,748 | 41.5 | 2,153 | 43.0 |
| AEMT | 24 | 2.2 | 203 | 3.1 | 149 | 3.0 |
| Paramedic | 292 | 26.2 | 1,460 | 22.1 | 1,116 | 22.3 |
| Lifeguard | 0 | 0.0 | 2 | 0.03 | 4 | 0.1 |
| School safety officer | 2 | 0.2 | 11 | 0.2 | 6 | 0.1 |
| Firefighter | 452 | 40.5 | 3,136 | 47.4 | 2,181 | 43.6 |
| Police officer | 26 | 2.3 | 136 | 2.1 | 108 | 2.2 |
| Public safety officer | 8 | 0.7 | 51 | 0.8 | 32 | 0.6 |
| Air medical services | 17 | 1.5 | 59 | 0.9 | 62 | 1.2 |
| Other | 81 | 7.3 | 404 | 6.1 | 260 | 5.2 |
| EMS Roles* | | | | | | |
| Field provider | 855 | 76.6 | 3,703 | 56.0 | 2,791 | 55.8 |
| Field supervisor | 108 | 9.7 | 563 | 8.5 | 436 | 8.7 |
| Administration | 66 | 5.9 | 338 | 5.1 | 276 | 5.5 |
| Medical director | 2 | 0.2 | 5 | 0.1 | 5 | 0.1 |
| Trainer | 112 | 10.0 | 578 | 8.7 | 479 | 9.6 |
| Preceptor | 156 | 14.0 | 683 | 10.3 | 564 | 11.3 |
| Dispatch | 23 | 2.1 | 104 | 1.6 | 81 | 1.6 |

*EMS Professionals were able to select more than one job function or EMS role.

Employment Characteristics

Indiana EMS professionals reported no plans to change their employment, reporting this across all years (75%). Between 10% and 11% reported plans to increase hours. Additionally, more than 70% reported working at one organization. Some respondents reported working at two to three organizations, including 23.9% in 2023, 21.3% in 2024, and 22.7% in 2025. Table 2.6 provides additional details on employment plans and workplace counts.

Table 2.6 Employment plans of Indiana EMS professionals

| | 2023 | | 2024 | | 2025 | |
|----------------------------|--------------|------|--------------|------|--------------|------|
| | N | % | N | % | N | % |
| Total | 1,116 | | 6,615 | | 5,006 | |
| Employment Plans | | | | | | |
| No planned change | 847 | 75.9 | 5,102 | 77.1 | 3,773 | 75.4 |
| Increase hours | 124 | 11.1 | 702 | 10.6 | 551 | 11.0 |
| Decrease hours | 22 | 2.0 | 96 | 1.5 | 86 | 1.7 |
| Seek non-EMS job | 28 | 2.5 | 101 | 1.5 | 88 | 1.8 |
| Retire | 20 | 1.8 | 170 | 2.6 | 116 | 2.3 |
| Unknown | 75 | 6.7 | 444 | 6.7 | 392 | 7.8 |
| Total Organizations | | | | | | |
| 1 organization | 834 | 74.7 | 4,775 | 72.2 | 3,519 | 70.3 |
| 2 – 3 organizations | 256 | 22.9 | 1,410 | 21.3 | 1,137 | 22.7 |
| More than 3 organizations | 13 | 1.2 | 74 | 1.1 | 55 | 1.1 |
| None | 13 | 1.2 | 356 | 5.4 | 295 | 5.9 |

Services

Indiana EMS professionals report 911 EMS response services as the primary focus of their employment (76.9% - 79.9%). More than 45% reported providing care at an EMT level, with more than 20% reported paramedic level care.

Table 2.7 Services provided by Indiana EMS professionals at primary employment

| | 2023 | | 2024 | | 2025 | |
|---|--------------|------|--------------|------|--------------|------|
| | N | % | N | % | N | % |
| Total | 1,116 | | 6,615 | | 5,006 | |
| Primary Employment Focus | | | | | | |
| 911 EMS response | 878 | 78.7 | 5,285 | 79.9 | 3,848 | 76.9 |
| Interfacility transport | 88 | 7.9 | 383 | 5.8 | 316 | 6.3 |
| Hospital or clinical setting | 41 | 3.7 | 216 | 3.3 | 181 | 3.6 |
| EMS administration | 19 | 1.7 | 98 | 1.5 | 73 | 1.5 |
| EMS education | 18 | 1.6 | 64 | 1.0 | 60 | 1.2 |
| Specialty EMS services | 40 | 3.6 | 101 | 1.5 | 74 | 1.5 |
| Not applicable | 32 | 2.9 | 468 | 7.1 | 454 | 9.1 |
| Level of Care Provided at Primary Employment | | | | | | |
| EMR | 145 | 13.0 | 679 | 10.3 | 588 | 11.8 |
| EMT | 509 | 45.6 | 3,417 | 51.7 | 2,580 | 51.5 |
| AEMT | 25 | 2.2 | 242 | 3.7 | 161 | 3.2 |
| Paramedic | 327 | 29.3 | 1,657 | 25.1 | 1,232 | 24.6 |
| Not applicable | 18 | 1.6 | 342 | 5.2 | 277 | 5.5 |
| Non-respondent | 92 | 8.2 | 278 | 4.2 | 168 | 3.4 |



Capacity and Shift Characteristics

Many Indiana EMS professionals consistently worked more than 48 hours per week at their primary place of employment (40.9% - 42.4%). The second largest group worked 41 – 48 hours per week (21.1% - 23.5%). EMS professionals also reported spending between 60% and 80% of their employment time providing EMS services in 2024 (28.0%) and 2025 (27.7%), while 24.7% reported providing EMS services 80% - 100% of their employment time in 2023. Finally, most respondents indicated taking 1 – 10 calls at their place/role of primary employment in each year (69.2% - 72.2%). Table 2.8 provides additional information.

As shown in Table 2.9, more than half of Indiana EMS professionals reported working 12 – 24-hour shifts (2023: 52.0%, 2024: 57.0%, 2025: 52.0%). A notable percentage worked shifts shorter than 12 hours (26.6% - 35.4% across the renewal years). As for the downtime between shifts, the highest percentage across all years reported having 48 hours between shifts (29.4% - 35.0). Just over a third reported their longest consecutive shift was 24 hours (2023: 35.4%, 2024: 35.8%, 2025: 33.8%).

Table 2.8 Reported capacity at primary employment

| | 2023 | | 2024 | | 2025 | |
|---|--------------|------|--------------|------|--------------|------|
| | N | % | N | % | N | % |
| Total | 1,116 | | 6,615 | | 5,006 | |
| Hours per Week at Primary Employment | | | | | | |
| 0 hours per week | 6 | 0.5 | 66 | 1.0 | 49 | 1.0 |
| 1 – 8 hours per week | 121 | 10.9 | 521 | 7.9 | 416 | 8.3 |
| 9 – 16 hours per week | 38 | 3.4 | 204 | 3.1 | 169 | 3.4 |
| 17 – 24 hours per week | 36 | 3.2 | 195 | 3.0 | 151 | 3.0 |
| 25 – 32 hours per week | 10 | 0.9 | 95 | 1.4 | 70 | 1.4 |
| 33 – 40 hours per week | 166 | 14.9 | 948 | 14.3 | 774 | 15.5 |
| 41 – 48 hours per week | 250 | 22.4 | 1,562 | 23.6 | 1,059 | 21.2 |
| More than 48 hours per week | 463 | 41.5 | 2,790 | 42.2 | 2,101 | 42.0 |
| Not applicable | 26 | 2.3 | 234 | 3.5 | 217 | 4.3 |
| Percent of Time Providing EMS Services at Primary Employment | | | | | | |
| 20% or less | 251 | 22.5 | 1,571 | 23.8 | 1,118 | 22.3 |
| 30% - 50% | 230 | 20.6 | 1,397 | 21.1 | 1,017 | 20.3 |
| 60% - 80% | 267 | 23.9 | 1,840 | 27.8 | 1,378 | 27.5 |
| 90% - 100% | 278 | 24.9 | 1,444 | 21.8 | 1,147 | 22.9 |
| Not applicable | 22 | 2.0 | 363 | 5.5 | 346 | 6.9 |
| Not reported | 68 | 6.1 | 0 | 0.0 | 0 | 0.0 |
| Total Calls at Primary Employment | | | | | | |
| 0 calls | 63 | 5.7 | 224 | 3.4 | 158 | 3.2 |
| 1 – 10 calls | 806 | 72.2 | 4,576 | 69.2 | 3,523 | 70.4 |
| 11 – 19 calls | 70 | 6.3 | 413 | 6.2 | 215 | 4.3 |
| 20 or more calls | 9 | 0.8 | 46 | 0.7 | 21 | 0.4 |
| Not applicable | 70 | 6.3 | 1,085 | 16.4 | 921 | 18.4 |
| Not reported | 98 | 8.8 | 271 | 4.1 | 168 | 3.4 |



Table 2.9 Reported shift characteristics at primary employment

| | 2023 | | 2024 | | 2025 | |
|----------------------------------|--------------|------|--------------|------|--------------|------|
| | N | % | N | % | N | % |
| Total | 1,116 | | 6,615 | | 4,977 | |
| Shift Duration | | | | | | |
| 12 hours or less | 392 | 35.1 | 1,763 | 26.7 | 1,467 | 29.3 |
| 12 – 24 hours | 580 | 52.0 | 3,771 | 57.0 | 2,604 | 52.0 |
| Longer than 24 hours | 14 | 1.3 | 78 | 1.2 | 79 | 1.6 |
| Not applicable | 52 | 4.7 | 1,003 | 15.2 | 856 | 17.1 |
| Not reported | 78 | 7.0 | 0 | 0.0 | 0 | 0.0 |
| Average Downtime | | | | | | |
| 12 hours | 285 | 25.5 | 1,244 | 18.8 | 1,036 | 20.7 |
| 24 hours | 183 | 16.4 | 1,179 | 17.8 | 930 | 18.6 |
| 36 hours | 23 | 2.1 | 115 | 1.7 | 97 | 1.9 |
| 48 hours | 358 | 32.1 | 2,307 | 34.9 | 1,462 | 29.2 |
| 60 hours | 10 | 0.9 | 23 | 0.4 | 25 | 0.5 |
| 72 or more hours | 71 | 6.4 | 265 | 4.0 | 218 | 4.4 |
| Not applicable | 92 | 8.2 | 1,482 | 22.4 | 1,238 | 24.7 |
| Not reported | 94 | 8.4 | 0 | 0.0 | 0 | 0.0 |
| Longest Consecutive Shift | | | | | | |
| 12 hours | 305 | 27.3 | 1,245 | 18.8 | 1,040 | 20.8 |
| 24 hours | 395 | 35.4 | 2,368 | 35.8 | 1,690 | 33.8 |
| 36 hours | 42 | 3.8 | 285 | 4.3 | 203 | 4.1 |
| 48 hours | 156 | 14.0 | 1,009 | 15.3 | 678 | 13.5 |
| 60 hours | 10 | 0.9 | 41 | 0.6 | 39 | 0.8 |
| 72 or more hours | 21 | 1.9 | 188 | 2.8 | 150 | 3.0 |
| Not applicable | 81 | 7.3 | 1,241 | 18.8 | 1,050 | 21.0 |
| Not reported | 106 | 9.5 | 238 | 3.6 | 156 | 3.1 |



SECTION III: GEOGRAPHIC DISTRIBUTION

The largest number of professionals reported covering metropolitan counties, such as Lake (103 in 2023; 432 in 2024; and 346 in 2025) and Marion Counties (139 in 2023; 1,373 in 2024; and 552 in 2025).

Non-metropolitan counties such as Ohio (12 in 2023; 28 in 2024; and 17 in 2025) and Switzerland (14 in 2023; 33 in 2024; and 16 in 2025) were covered by less than 50 EMS professionals in each year. More information is provided in Table 3.1.

Additionally, the geographic distribution of EMS workforce coverage can be seen in Maps 3.1 – 3.3.

Table 3.1 Total EMS Professionals providing coverage to each Indiana county

| County | Urban/Rural Status | 2023 | 2024 | 2025 |
|-------------|--------------------|------|------|------|
| Adams | Non-metro | 11 | 63 | 53 |
| Allen | Metro | 42 | 397 | 275 |
| Bartholomew | Metro | 30 | 130 | 99 |
| Benton | Metro | 7 | 36 | 26 |
| Blackford | Non-metro | 12 | 43 | 32 |
| Boone | Metro | 21 | 68 | 84 |
| Brown | Metro | 14 | 66 | 45 |
| Carroll | Metro | 16 | 67 | 51 |
| Cass | Non-metro | 18 | 84 | 58 |
| Clark | Metro | 17 | 130 | 91 |
| Clay | Metro | 12 | 60 | 53 |
| Clinton | Non-metro | 16 | 68 | 63 |
| Crawford | Non-metro | 9 | 53 | 32 |
| Daviess | Non-metro | 12 | 46 | 45 |
| Dearborn | Metro | 11 | 73 | 51 |
| Decatur | Non-metro | 15 | 62 | 49 |
| DeKalb | Non-metro | 22 | 90 | 82 |
| Delaware | Metro | 17 | 134 | 107 |
| Dubois | Non-metro | 15 | 108 | 113 |
| Elkhart | Metro | 50 | 207 | 199 |
| Fayette | Non-metro | 14 | 55 | 33 |
| Floyd | Metro | 11 | 126 | 78 |
| Fountain | Non-metro | 11 | 46 | 32 |
| Franklin | Metro | 8 | 41 | 35 |
| Fulton | Non-metro | 12 | 46 | 52 |
| Gibson | Non-metro | 21 | 70 | 50 |
| Grant | Non-metro | 14 | 100 | 113 |
| Greene | Non-metro | 16 | 65 | 51 |
| Hamilton | Metro | 42 | 353 | 269 |
| Hancock | Metro | 25 | 137 | 105 |
| Harrison | Metro | 13 | 68 | 43 |
| Hendricks | Metro | 80 | 177 | 164 |



Table 3.1 Total EMS Professionals providing coverage to each Indiana county

| County | Urban/Rural Status | 2023 | 2024 | 2025 |
|-------------|--------------------|------|-------|------|
| Henry | Non-metro | 14 | 76 | 80 |
| Howard | Metro | 21 | 115 | 106 |
| Huntington | Non-metro | 21 | 85 | 65 |
| Jackson | Non-metro | 13 | 61 | 52 |
| Jasper | Metro | 18 | 67 | 45 |
| Jay | Non-metro | 12 | 52 | 47 |
| Jefferson | Non-metro | 10 | 49 | 41 |
| Jennings | Non-metro | 12 | 45 | 35 |
| Johnson | Metro | 34 | 238 | 177 |
| Knox | Non-metro | 20 | 77 | 65 |
| Kosciusko | Non-metro | 28 | 123 | 101 |
| LaGrange | Non-metro | 21 | 57 | 48 |
| Lake | Metro | 103 | 432 | 346 |
| LaPorte | Metro | 36 | 153 | 137 |
| Lawrence | Non-metro | 28 | 101 | 71 |
| Madison | Metro | 21 | 163 | 142 |
| Marion | Metro | 139 | 1,373 | 552 |
| Marshall | Non-metro | 26 | 66 | 80 |
| Martin | Non-metro | 12 | 41 | 14 |
| Miami | Non-metro | 14 | 72 | 47 |
| Monroe | Metro | 36 | 209 | 148 |
| Montgomery | Non-metro | 21 | 118 | 78 |
| Morgan | Metro | 24 | 130 | 101 |
| Newton | Metro | 16 | 47 | 35 |
| Noble | Non-metro | 18 | 80 | 70 |
| Ohio | Metro | 12 | 28 | 17 |
| Orange | Non-metro | 14 | 67 | 35 |
| Owen | Metro | 11 | 51 | 33 |
| Parke | Non-metro | 8 | 59 | 54 |
| Perry | Non-metro | 6 | 49 | 41 |
| Pike | Non-metro | 18 | 38 | 32 |
| Porter | Metro | 52 | 223 | 166 |
| Posey | Metro | 10 | 74 | 47 |
| Pulaski | Non-metro | 9 | 36 | 36 |
| Putnam | Non-metro | 16 | 75 | 44 |
| Randolph | Non-metro | 14 | 58 | 39 |
| Ripley | Non-metro | 14 | 61 | 58 |
| Rush | Non-metro | 11 | 47 | 29 |
| St. Joseph | Metro | 51 | 287 | 250 |
| Scott | Non-metro | 10 | 40 | 22 |
| Shelby | Metro | 19 | 76 | 54 |
| Spencer | Non-metro | 14 | 99 | 51 |
| Starke | Non-metro | 14 | 51 | 31 |
| Steuben | Non-metro | 18 | 62 | 46 |
| Sullivan | Metro | 11 | 50 | 37 |
| Switzerland | Non-metro | 14 | 33 | 16 |
| Tippecanoe | Metro | 52 | 148 | 196 |
| Tipton | Metro | 15 | 52 | 34 |
| Union | Non-metro | 11 | 37 | 21 |
| Vanderburgh | Metro | 52 | 209 | 150 |



2025 EMS Workforce Data Report

Table 3.1 Total EMS Professionals providing coverage to each Indiana county

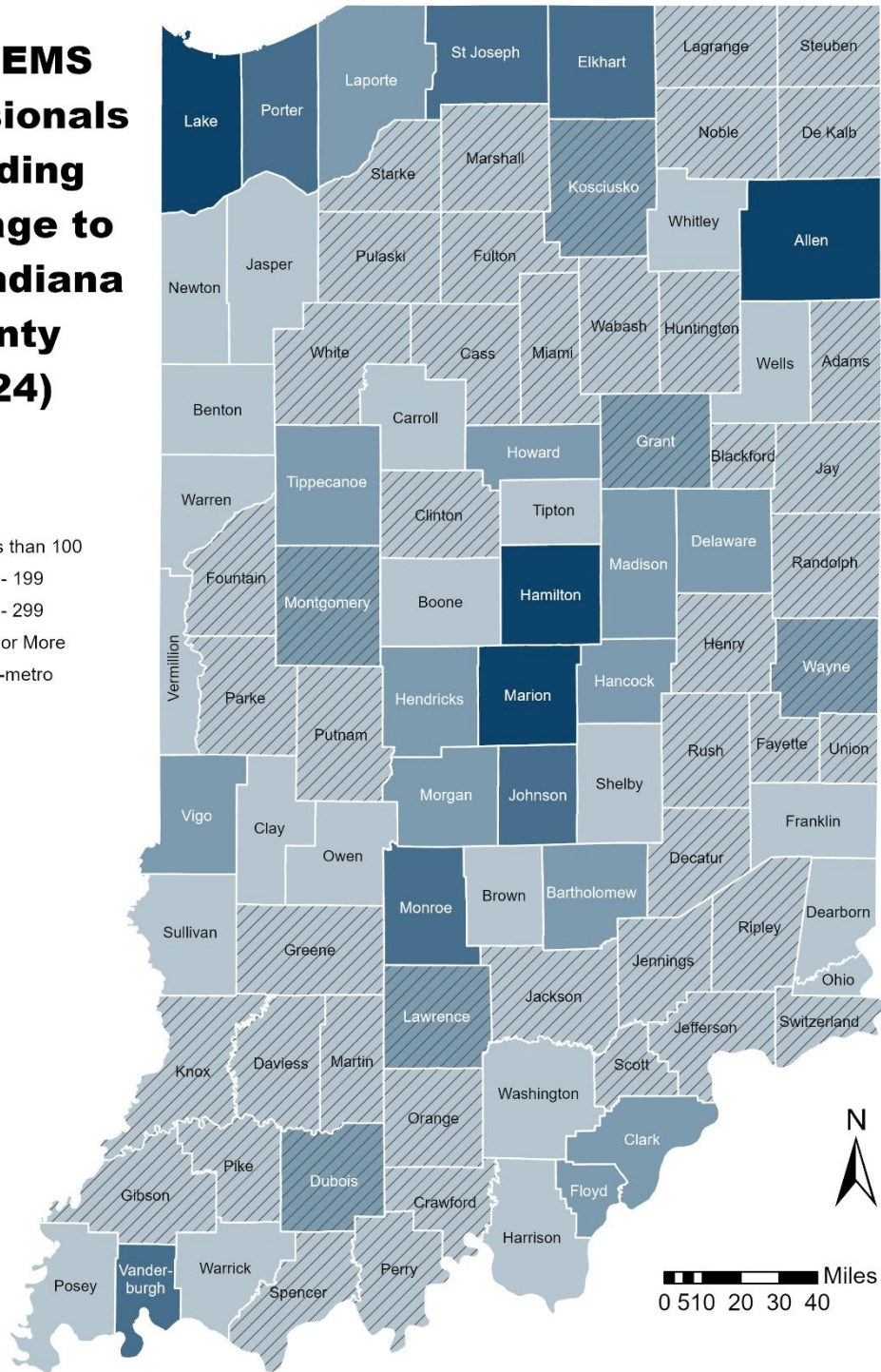
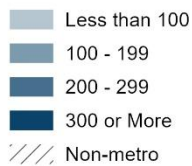
| County | Urban/Rural Status | 2023 | 2024 | 2025 |
|------------|--------------------|------|------|------|
| Vermillion | Metro | 10 | 54 | 53 |
| Vigo | Metro | 49 | 139 | 115 |
| Wabash | Non-metro | 17 | 93 | 67 |
| Warren | Metro | 6 | 38 | 24 |
| Warrick | Metro | 24 | 96 | 69 |
| Washington | Metro | 10 | 52 | 32 |
| Wayne | Non-metro | 28 | 100 | 80 |
| Wells | Metro | 11 | 51 | 40 |
| White | Non-metro | 20 | 73 | 44 |
| Whitley | Metro | 17 | 70 | 76 |

Notes: Urban rural status was sourced from the U.S. Department of Agriculture; counties are designated based on their population size and their percent of urbanization and adjacency to a metro area.



Map 2

Total EMS Professionals Providing Coverage to Each Indiana County (2024)



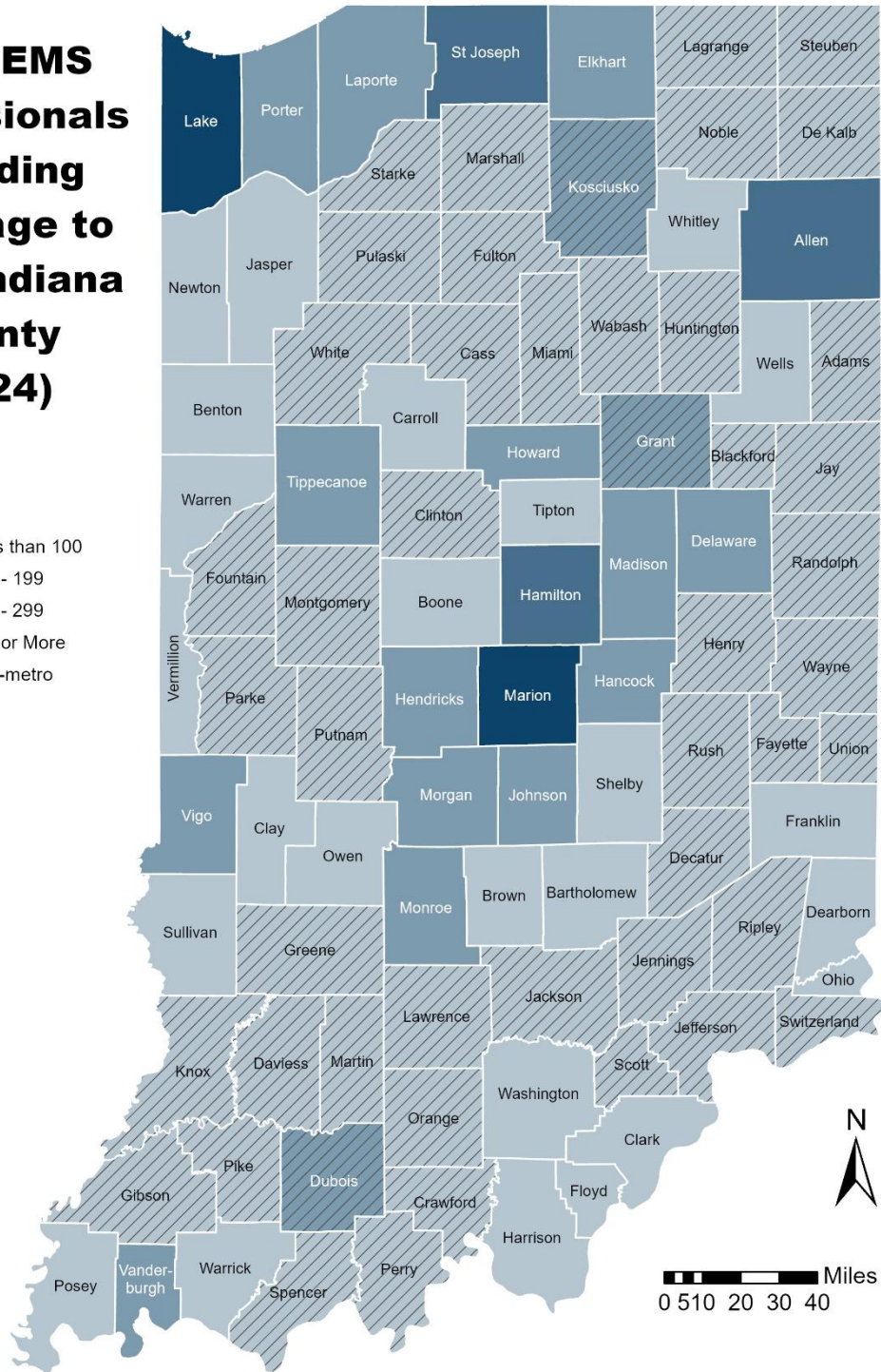
Source: Indiana EMS Professionals Certification Renewal Survey; U.S. Department of Agriculture
 Notes: County designations were based on their population size and their percent of urbanization and adjacency to a metro area.



Map 3

Total EMS Professionals Providing Coverage to Each Indiana County (2024)

- Less than 100
- 100 - 199
- 200 - 299
- 300 or More
- Non-metro



Source: Indiana EMS Professionals Certification Renewal Survey; U.S. Department of Agriculture
 Notes: County designations were based on their population size and their percent of urbanization and adjacency to a metro area.



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