



Student Transition to Employment

STEP

STEP PROCESS COMPONENTS

- ▶ Annual Fall Intake
- ▶ On-Line Application
- ▶ Virtual Town Hall Information Session
- ▶ Written Entrance Evaluation
- ▶ In-Person Interviews
- ▶ Candidate Selection
- ▶ Placement Orientation Sessions
- ▶ Documentation Submission
- ▶ Preceptorship
- ▶ Skills Testing
- ▶ Departmental Observational Shifts
- ▶ Service Orientation and Education Opportunities
- ▶ Physical Testing (or successful OPPAT certificate)
- ▶ Conditional Job Offer Reference Check
- ▶ OSCE Certification
- ▶ Orientation to CSPS
- ▶ Coach Shifts

REQUIREMENTS FOR EMPLOYMENT

To be considered eligible for employment with CSPS, STEP students must attend all mandatory orientation sessions and all departmental observational shifts.

Students must successfully complete their preceptorship and receive positive references from their preceptors.

Students must provide all recruitment documentation by the outlined submission dates.

Students must possess a valid F Ontario Drivers License (less than 6 demerit points in the last year, not convicted of Stunt Driving, had license revoked or suspended or criminal conviction), and current BLS CPR certification following HSF guidelines. Students must provide a valid Vulnerable Sector Check, uncertified Driver's Abstract, up to date Immunization record and supporting serology and be free from all communicable diseases.



The goal of the program is to attract highly qualified and motivated students to CSPS for placement and ultimately to be eligible for employment.

We aim to support student success and familiarization with CSPS and support their integration into the Paramedic industry.

STEP will equip the student with the skills and knowledge necessary to thrive as a capable and competitive applicant in the Paramedic industry.



APPLICATION

Colleges will be provided with an online application link.

Applications **MUST** be submitted by the end of day specified in the application. *Late applications will NOT be accepted.*

All applications are reviewed and scored based on CSPS standards. These standards are based on education, previous work experience, volunteerism, additional related courses (including formal education) and a dedication to the Paramedic industry.

STEP CONSIDERATIONS

All students will be ranked and accepted for placement based on success through the intake process and number of available preceptors.

Accepted students may be matched with an appropriate preceptor. Students will rotate preceptors after 300 and 400 hours.

Feedback will be provided from preceptors and other faculty throughout the student's preceptorship.

STEP is considered an abbreviated recruitment process as students could be awarded a conditional job offer at completion of the program.