



County of Simcoe
Paramedic Services
1110 Highway 26,
Midhurst, Ontario
L9X 1N6

Main Line: (705) 726-9300
Toll Free: 1-866-893-9300
simcoe.ca

Student Transition to Employment (STEP) What to Expect

Phase 1: *Selection Process*

1. Application

Application requirements and link will be shared with colleges prior to the start of the application period. All paramedic students interested in potential employment with County of Simcoe Paramedic Services, and who are eligible to complete their preceptorship before Spring 2027, must submit an application. This application applies to the **Fall/Winter student intake for the 2026–2027 preceptorship** and represents the **only opportunity to apply for the year**.

- During the application period, we will host a Town Hall for all Paramedic programs and eligible students to attend to better understand STEP process, the benefits to precepting with and working for CSPA and to have the opportunity to ask questions.

2. Assessment

Students will be assessed for their preceptorship readiness and suitability for potential employment with CSPA via a written examination and in-person interviews.

- The written examination consists of graded multiple-choice, matching or fill in the blank questions
- The questions are drawn from grade 11 and 12 science, advanced first aid and topics covered in the first semester of the didactic learning portion of the Paramedic program
- To be considered for the interview phase, candidates must obtain a mark of 70% or higher
- Students must complete a Code of Conduct at commencement of the examination
- Successful candidates will be provided with a documentation package which will include a vulnerable Sector Check and Immunization Records that must be completed and submitted prior to participation in Phase 2

Phase 2: *Service orientation*

The mandatory orientation dates will cover a variety of topics to ensure students are prepared to begin preceptorship. Students will be introduced to the County of Simcoe core values, student and preceptor expectations, equipment specific to CSPA and other topics to support them throughout their preceptorship.

Students will be matched and introduced to their preceptors and integrated into the daily routine and professional practice of Paramedicine.



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Phase 3: *Ongoing preceptorship and educational opportunities*

During their preceptorship, students will continue to develop clinical expertise, gain hands-on experience in diverse patient care situations, and begin transitioning toward independent practice under the guidance of their preceptors.

Students may have the opportunity to:

- Participate in interdepartmental shifts with the Community Paramedicine Program and the Logistics Support Department
- Rotate among different preceptors for enhanced observation and mentorship
- Engage in additional educational programming offered by County of Simcoe Paramedic Services

Phase 4: *Transition to practice*

Candidates who have successfully completed all educational requirements, submitted required recruitment documentation, and received positive evaluations and references from their preceptors **may be awarded** a conditional employment opportunity with County of Simcoe Paramedic Services.