

**Appendix 1.** Demographic and EMS-related employment characteristics of the study sample (n=13,218) and National Registry recertification population from 2018-2019 (n=73,329).

Characteristic	Study Sample from 2019-2020 Recertification Population n (%)	2018-2019 Recertification Population n (%)
Age, median (IQR)	36 (29-47)	36 (29-45)
Age category (years)		
<30	3,591 (27)	19,749 (27)
30-39	4,100 (31)	25,140 (34)
40-49	2,972 (22)	17,354 (24)
≥50	2,555 (19)	11,086 (15)
Missing	0	0
Sex		
Female	3,682 (28)	17,894 (25)
Male	9,508 (72)	55,017 (75)
Missing or not reported	28	418
Race/ethnicity		
Non-Hispanic White	11,354 (87)	60,013 (84)
Other*	1,650 (13)	11,174 (16)
Missing or not reported	214	2,142
Education Level		
High school/GED	1698 (13)	13,833 (18)
Some college	4,149 (31)	25,069 (34)
Associates degree	2,999 (23)	15,669 (21)
Bachelor's degree	3,446 (26)	16,250 (22)
Graduate degree	925 (7)	3,400 (5)
Missing	1	8
EMS certification level		
BLS	5,532 (42)	36,986 (51)
ALS	7,686 (58)	36,343 (49)
Missing	0	
EMS experience (years)		
<3	4,211 (32)	21,129 (28)
3-7	4,132 (31)	22,547 (31)
≥8	4,851 (38)	29,470 (42)
Missing	24	183
Employment status		
Part-time (<40 hours/week)	9,599 (73)	56,577 (78)
Full-time (≥40 hours/week)	3,513 (27)	16,103 (22)
Missing or not reported	106	649
Community size of main EMS agency		

Rural	1,583 (12)	7,925 (11)
Urban	11,435 (88)	62,682 (89)
Missing or not reported	200	2,722
Agency type of main EMS agency		
Fire	5,102 (39)	35,448 (48)
Third service (municipal, non-fire)	1,748 (13)	8,666 (12)
Private	3,209 (24)	15,349 (21)
Hospital	1,842 (14)	7,935 (11)
Other	1,253 (10)	5,668 (8)
Missing or not reported	64	263
Service type of main EMS agency		
Any 9-1-1 response	11,108 (84)	62,753 (86)
Other	2,061 (16)	10,239 (14)
Missing or not reported	49	337