



What's Happening with Graduate and Employer Surveys?

August 2026

The short answer is that the process for reporting the results of the graduate and employer surveys is changing.

The outcome data from graduate and employer surveys have been included in the CoAEMSP Annual Report. The information included the following elements for both graduates and employers: total number of graduates, total number of surveys sent, total number of surveys received, analysis of survey results, and an action plan based on the results. There is no minimum threshold for the number of surveys received, but programs must distribute to 100% of employed graduates and their employers.

The timing of the Annual Report changed in 2026 to provide more recent outcome results: i.e., reporting on the graduates from the previous calendar year rather than two years previous. This change can make it more challenging to obtain graduate and employer survey results from cohorts that complete later in the year. Therefore, while graduate and employer surveys will still be required, data will now be collected, collated, entered into the **Graduate and Employer Survey Report** annually, and submitted with the self-study report as part of the accreditation review process. Programs will still complete a query in the Annual Report: 'Were all graduates and employers surveyed in the previous calendar year; if not, provide an explanation why all graduates and employers were not surveyed'. However, the specific numbers, analysis, and action plan have been removed.

This change in process is *effective with the 2025 Annual Report due October 15, 2026*.

Graduate and Employer Survey Report is now available in the CoAEMSP Resource Library > Instruments & Forms and Other Best Practices > Graduate and Employer Survey Report.

The rationale behind these assessment tools is important. Assessment of graduate and employer satisfaction is an outcome measure required by CAAHEP. However, the most important factor is that these surveys provide valuable data for programs that reflect the perceived satisfaction with graduates' competency when entering the field, as reported by both graduates and their employers. Programs are encouraged to solicit student feedback throughout the program, but the true test of program effectiveness is best evaluated after the graduate has had the opportunity to practice as a certified or licensed AEMT or paramedic applying the knowledge, skills, and abilities obtained in the educational process.

To provide an adequate opportunity to assess performance, the CoAEMSP policy directs programs to survey both graduates and employers six to twelve months after graduation and after employment. To provide consistency, CoAEMSP requires that programs use specified survey tools. The tools are available in multiple formats, including fillable PDFs and various electronic survey formats. The questions are simple, provide evaluation options, and ask whether the graduate meets the competencies of an entry-level AEMT or paramedic across the three domains: cognitive, psychomotor, and affective. Ratings are successful/competent, marginal/inconsistent and not yet competent, and unsuccessful. There is an opportunity to select specific topics across eleven areas, with space for comment. Programs that wish to ask more in-depth questions may add those to their questionnaire.

Due to the varied timing of completion dates and survey distribution, programs will report on the surveys sent and received in the calendar year and will not be tied to specific cohorts or graduation years. The process is to set distribution dates once graduates have been employed as AEMTs or paramedics, collect the data, and analyze all surveys received during the calendar year.

The results from graduates and employers are important in the quality assessment process; however, it can be difficult to obtain. For additional information on graduate and employer surveys, including tips for getting a better response rate, read the **FAQ: Graduate and Employer Surveys** found in the CoAEMSP Resource Library > Frequently Asked Questions section.