

Start Your EMS Career as a Cadet

A paid opportunity to launch your Emergency Medical Services career in Northern Alberta.

Program Overview

Offered in partnership with the Regional EMS Foundation, the EMS Cadet Program is a unique, transitional, paid opportunity for residents of Northern Alberta who are enrolled in—or eligible to enroll in—an EMR program approved by the Alberta College of Paramedics. As an EMS Cadet, you'll gain hands-on experience supporting EMS operations while preparing to transition into an EMR role.

Key Benefits

- Conditional offer of employment with a pathway to regulated EMR practice
- Flexible, paid employment while completing an approved EMR educational program in Alberta
- Flexible options to cover the costs of tuition
- In-house CPR certification
- Mentorship and career development
- Pathway to a long-term EMS career in Northern Alberta

North Zone Map



Job Description

The EMS Cadet plays a critical support role within the EMS team, contributing to the readiness and efficiency of emergency medical operations across Northern Alberta. Cadets are responsible for ensuring ambulances, equipment, and stations are cleaned, stocked, and ready for immediate use. Duties include cleaning of vehicles and stretchers, restocking supplies, assisting with fleet logistics such as vehicle checks, refueling, and may include shuttling units for maintenance or reassignment. Cadets also provide logistical and patient support during calls, including equipment transfer, stretcher preparation, and offering comfort measures to patients.

As Cadets progress through EMR training, they may—with direct supervision—participate in limited clinical tasks such as vital sign checks, patient positioning, and basic

assessments, in accordance with regulatory restrictions. AHS EMS provides in-house CPR training and reimburses tuition for an approved EMR program, which must be completed within 12 months of hire.

EMS Cadets are never expected to provide unsupervised medical care. All duties are carried out under the supervision of licensed EMS professionals and in accordance with regulatory guidelines.

The EMS Cadet is a Casual role, following the terms and conditions of employment outlined in the AHS/HSAA Collective Agreement. The collective agreement can be accessed via the Health Sciences Association of Alberta website at www.hsaa.ca.

Required Qualifications

- Enrolled in—or eligible to enroll in—an approved EMR program within 12 weeks of hire, and able to complete the program within 12 months.
- High school diploma or recognized equivalent.
- Resident of a rural or difficult-to-recruit area in Northern Alberta
- Possess a current or eligible for a Class 5 non-GDL driver's License with less than 3 demerit points.
- Physically fit and available to work rotating shifts (nights, weekends, holidays).
- Able to successfully complete all required qualifications of the Emergency Medical Responder role.

To view the complete job profile, including a full list of qualifications for this role, please search for the job posting at ahs.ca/emscareers.

What you Need to Know

The EMS Cadet Program provides a conditional offer of employment. Candidates must enroll in and be accepted to an approved EMR program within 12 weeks of hire and complete it within 12 months. A signed Return of Service Agreement is required for all candidates accepting a position as an EMS Cadet. The Return of Service Agreement requires successful EMS Cadets who obtain EMR registration with the Alberta College of Paramedics to fulfill a role as an Emergency Medical Responder for a period of 12 months within the North Zone or corridors. If you do not complete training, obtain registration, or fulfill the return of service commitment, you may be required to repay the tuition costs covered by the program.



Tuition Reimbursement

Thanks to the generous support from the Regional EMS Foundation, EMS Cadets have two options to cover the cost of their approved EMR program:

1. Reimbursement Option

After being hired as an EMS Cadet, you may choose to pay your EMR program fees upfront and request reimbursement. To do this, you will submit both proof of acceptance into an approved EMR program and an expense claim through AHS. Reimbursement will be made via direct deposit for eligible costs.

2. Direct Payment Option

Alternatively, you can work with your new EMS Supervisor after hire to arrange for EMS to make a direct payment to your approved EMR program.

Eligible expenses include the application and registrations fees, tuition, required books and fees, required health and dental coverage.

Additional Costs Not Covered by the EMS Cadet Program

While the EMS Cadet Program covers major education-related expenses such as tuition, registration, books, and required health and dental fees, there are several additional costs that you, as the Cadet, will be responsible for. These expenses are essential to becoming a registered Emergency Medical Responder (EMR) and are not reimbursed through this program.

Cost Item	Estimated Amount	When This is Typically Required
Driver's Abstract	\$25	Required for employment as an EMR
F.A.R.E. Test (Functional Ability Recruitment Evaluation)	\$150	Prior to hire as an EMR
Criminal Record Check & Vulnerable Sector Search	\$75+	Prior to hire as an EMS Cadet
Canadian Organization of Paramedic Regulators (COPR) Exam	\$577.50	After EMR program and prior to registration



Alberta College of Paramedics Member Dues	\$470	At time of registration as an EMR
Alberta College of Paramedics Application Fee, Ethics Exam, Background Check	\$160	At time of registration as an EMR
Liability Insurance	\$69	After registration approval

Note: These are approximate costs based on 2025 figures and may vary by location, provider or school. You are encouraged to explore additional scholarships, bursaries or grants through community organizations, Indigenous services, foundations, or post-secondary institutions to help offset these expenses.

Who Should Apply

We are looking for individuals who live in rural or remote areas of Northern Alberta and are committed to serving their communities. This program is ideal for those interested in exploring a career in EMS, who are ready to take the next step through formal training and on-the-job experience.

When Should I Apply

You can apply once you have been accepted to, or are eligible for acceptance into, an approved Emergency Medical Responder (EMR) program. *Eligible* means you meet the admission requirements for your chosen school, even if you are not yet registered.

You do not need to be enrolled at the time of your EMS Cadet application. However, if hired, you must provide proof of enrollment in an approved EMR program within 12 weeks of your start date.

How to Apply

A complete application includes both a resume and a customized cover letter. Your cover letter must explain your interest in the EMS Cadet Program, and clearly demonstrate how you meet each of the required qualifications listed in the posting.

Visit ahs.ca/emscareers to apply. Applications are reviewed on a rolling basis. Positions are limited, and funding is available on a first come, first served basis to qualified EMS Cadet candidates.



Transitioning to an EMR Role

Upon successful completion of the EMR program, and registration as an EMR with the Alberta College of Paramedics, you will apply for and accept employment as an EMR in the EMS North Zone at a minimum 0.4 Full Time Equivalence (FTE) for a period of 12 months. If you are unable to fulfill this commitment, you will be required to repay the cost of tuition initially granted as an EMS Cadet.

About the Regional EMS Foundation

Founded in 2000 by a group of dedicated community members and healthcare professional, the Regional EMS Foundation is a keystone organization in northern Alberta that advocates and strategically guides innovation, education, mental health and wellness supports in community emergency response.

Learn more at www.remsfoundation.org.

Questions?

Email us at EMSCareers@ahs.ca

