



**Career Development Pathway**  
**Flight/Critical Care Transport Clinician**  
(Registered Nurse, Respiratory Therapist, Paramedic)

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| <b>Instructions</b> | <p>Clinicians and Healthcare professionals of all levels are encouraged to use this document when discussing career aspirations with their Manager and/or Educator. This list includes some suggestions on development opportunities individuals can take to pursue a professional pathway into Flight/Critical Care Transport Clinician.</p> <p>This list of suggestions can be used together with the <a href="#">HHC Career Development Plan Template</a>.</p>                                                                                                                                                               |
| Explore the Role    | <ul style="list-style-type: none"> <li>• Express interest in Flight/Critical Care Transport Clinician pathway to your Manager and Educator</li> <li>• Schedule a time to talk to a Flight/Critical Care Transport Clinician</li> <li>• Learn about LIFE STAR Mentor Program by emailing <a href="mailto:LIFESTARmentorship@hhchealth.org">LIFESTARmentorship@hhchealth.org</a></li> <li>• Schedule time to shadow the LIFE STAR team</li> <li>• Review required role qualifications listed on page 3</li> <li>• Read the book 'Safe Ride to a Warm Bed'</li> <li>• Watch LIFE STAR HHC <a href="#">YouTube Video</a></li> </ul> |
| Core Competencies   | <ul style="list-style-type: none"> <li>• Team oriented</li> <li>• Critical thinking</li> <li>• Resiliency</li> <li>• Flexibility</li> <li>• Safety focused</li> <li>• Communication and relationship building</li> <li>• Knowledge of various healthcare environments</li> <li>• Leadership</li> <li>• Professionalism</li> <li>• Organization</li> </ul>                                                                                                                                                                                                                                                                       |

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| Opportunities for Professional Growth | <ul style="list-style-type: none"> <li>• Model <a href="#">H3W Leadership Behaviors</a></li> <li>• Join a council or committee at Hartford Hospital</li> <li>• Participate or lead an improvement initiative or policy change</li> <li>• Attend professional conferences (Ex: FAST, EMS PRO, Hartford Trauma, SMACC, AMTC)</li> <li>• Join professional organizations. Examples include; <ul style="list-style-type: none"> <li>○ ASTNA (Air and Surface Transport Nurses Association)</li> <li>○ Every Coast Helicopter Operations (ECHO)</li> <li>○ American Association of Critical-Care Nurses (AACN)</li> <li>○ Emergency Nurses Association (ENA)</li> <li>○ National Association of EMS Physicians (NAEMSP)</li> <li>○ International Board of Specialty Certification (IBSC)</li> <li>○ American Association to Respiratory Care (AARC)</li> <li>○ American Respiratory Care Foundation (ARCF)</li> </ul> </li> <li>• Become a National Registry Paramedic</li> <li>• Pursue Board certifications (CCRN, CEN, CFRN, FP-C, RRT-NPS, RRT-ACCS)</li> <li>• Participate in an EMS ride along or shadow with an Attending in the emergency department (to be set up independently by interested individuals)</li> </ul> |
| Education Support                     | <ul style="list-style-type: none"> <li>• Inquire about upcoming LIFE STAR events &amp; educational opportunities</li> <li>• List of HHC-affiliated schools for clinical rotations <ul style="list-style-type: none"> <li>○ <a href="#">Nursing Programs</a></li> <li>○ <a href="#">Respiratory Programs</a></li> <li>○ Paramedic Programs (<a href="#">HHC CESI</a>, <a href="#">New Britain EMS</a>, <a href="#">American Ambulance</a>, <a href="#">ASPT</a>)</li> </ul> </li> <li>• Tuition assistance and partnered education institutions can be found <a href="#">here</a></li> <li>• Explore <a href="#">HealthStream</a> catalogue, and enroll in relevant or interesting classes</li> <li>• Explore <a href="#">Leadership Development Institute</a> offerings – tools, resources, and classes</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                        |
| Reflection                            | <ul style="list-style-type: none"> <li>• Journal all experiences and discuss themes with mentor</li> <li>• Contemplate time commitment and life style required to be a LIFE STAR team member (education commitment, comprehensive and variable work schedule)</li> <li>• Explore self-evaluation tools outside of HHC on leadership style, learning &amp; thinking styles, strengths, opportunities for growth, etc.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |

This document is maintained on the [Hartford Hospital Nursing Professional Development Intranet Page](#)



## Flight/Critical Care Transport Pathway – Requirements to Consider

**Job Summary** - A Flight Team Clinician provides professional care for complex patients with unpredictable outcomes being transported by Life Star helicopter or ground ambulance. These roles involve integration of in-depth pathophysiologic concepts while utilizing knowledge of pharmacology, advanced clinical skills, critical care thinking, and independent decision making to focus on the episode of care for the critically ill or severely injured patient in the unique environments of air medical and ground transport. A multi-disciplined team collaborates to provide high quality and rapid response care, individualized to the fit needs of each patient.

| Role                  | Education                                                                                                  | Experience                                                                                                | Licensure & Role Specific Certifications                                                                                                                                                                                                                                   | General Credentials, Certifications, and Requirements                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
|-----------------------|------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Registered Nurse      | Minimum of a bachelor's degree in nursing required                                                         | Minimum of 3 years critical care with ICU experience required; tertiary care setting experience preferred | RN License is required in Massachusetts <u>and</u> Connecticut<br><br>Paramedic License is required in MA, CT <u>and</u> RI<br><br>CFRN or CTRN required                                                                                                                   | <p>All of the below are required:</p> <ul style="list-style-type: none"> <li>• Advanced Cardiac Life Support (ACLS)</li> <li>• Pediatric Advanced Life Support (PALS)</li> <li>• Cardiopulmonary Resuscitation (CPR)</li> <li>• Neonatal Resuscitation (NRP) prior to completion of orientation</li> <li>• Advanced Trauma Certification: Either ATLS, TNCC or PHTLS depending on specialty</li> <li>• <u>One</u> of the following Transport Certifications depending on specialty: <ul style="list-style-type: none"> <li>○ CFRN</li> <li>○ CTRN</li> <li>○ FP-C</li> <li>○ CCP-C</li> <li>○ RRT-ACCS</li> </ul> </li> <li>• Must pass initial and subsequent annual physical, including vision, hearing, fitness, and lifting standards, as mandated by the Medical Director of Occupational Health</li> </ul> |
| Respiratory Therapist | Associate's degree required, bachelor's degree preferred from an AMA approved Respiratory Therapy program. | Minimum of 3 years post graduate critical care experience in a tertiary center required                   | CT License as a Respiratory Care Practitioner.<br><br>Registered Respiratory Therapist (RRT) Certification by the National Board for Respiratory Care<br><br>CT AEMT or CT Paramedic License required. If CT AEMT, must obtain a paramedic license within 2 years of hire. |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| Paramedic             | Completion of an approved paramedic course                                                                 | Minimum 5 years paramedic experience                                                                      | Active MA, CT and RI Paramedic license required<br><br>Flight Paramedic Certification (FP-C) required within one year of hire                                                                                                                                              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |