

**Workforce Development Committee Meeting  
Virginia Office of Emergency Medical Services  
Embassy Suites Hotel  
2925 Emerywood Parkway, Richmond, VA 23294  
March 10, 2022  
10:30 a.m.**

<b>Members Present:</b>	<b>Members Absent:</b>	<b>OEMS Staff:</b>	<b>Guest Attendance:</b>
<b>Valerie Quick</b> , Chair	<b>Christopher Payne</b> , Navy Region Mid-Atlantic	Chris Vernovai	Laurie Hill, VA Recruitment & Retention
<b>Cody Jackson</b> , Commercial Ambulance Association, Vice-Chair	<b>Paul Hoyle</b> , Grayson County Emergency Service, At-Large	Wanda Street	R. Jason Ferguson
<b>David Tesh</b> , VA Recruitment & Retention Network		Tim Perkins	John C. Bolling
<b>Byron Andrews</b> , VSFA		David Edwards	Noah Hillstrom
<b>Dreama Chandler</b> , VAVRS		Debbie Akers	Peppy Winchel
<b>Christina Smith</b> , VACO		Chad Blosser	Ryan Hite
<b>William “Gene” Dalton</b> , WVEMS Council		Scott Winston	Sid Bingley
<b>Mike Watkins</b> , VAGEMSA		Daniel Linkins	John Bianco
			Jeff Meyer

<b>Topic/Subject</b>	<b>Discussion</b>	<b>Recommendations, Action/Follow-up; Responsible Person</b>
<b>I. Call to Order and Introductions:</b>	Valerie Quick called the meeting to order at 10:32 a.m.	
<b>II. Review and Approval of August 5, 2021 and November 12, 2021 Minutes:</b>	A motion was made to review and approve the August and November meeting minutes.	<b>The minutes were approved as submitted.</b>
<b>III. Introductions</b>	Everyone around the room introduced themselves.	
<b>IV. Chair’s Report – Valerie Quick:</b>	No report at this time.	
<b>V. OEMS Report:</b>	<p><b>Debbie Akers</b> – We have closed the Call for Presentations for symposium. We are in the final stages of making selections. If anyone is interested in submitting, please reach out to <a href="mailto:deborah.t.akers@vdh.virginia.gov">deborah.t.akers@vdh.virginia.gov</a>. The Scope of Practice will go before the Advisory Board tomorrow with revisions. See the Quarterly Report on our website for more information.</p> <p><b>David Edwards</b> – Dave reminded everyone that an EMS Agency survey is going on and it is at <a href="http://www.EMSCSurveys.org">www.EMSCSurveys.org</a>. It closes on March 31, 2022. He encourages all agencies to complete it.</p>	

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<b>VI. EMS Officer – Chris Vernovai:</b>	An EMS Officer class was scheduled to be held at Fire Chiefs’ last month, but enrollment numbers did not support it. Their attendance, in general, was close to their record. We are working with VAVRS for Rescue College for the EMS Officer class to be offered and working to schedule more classes throughout the year.	
<b>VII. Standards of Excellence – Tim Perkins:</b>	We ramping SOE back up. We will focus on revisiting agencies that have gone through the process previously. Tim is also looking for recruits to serve as site reviewers. Currently, Tim, Chris and Dave Tesh are the only reviewers.	
<b>VIII. Virginia Recruitment and Retention Network – Laurie Hill:</b>	<p>Laurie Hill reported that the Network is working hard to get back up and running. Their first in-person meeting was held on February 28 at the Fire Chiefs’ Association Conference. They have revamped the mission statement. Their executive committee is meeting on April 13 to discuss their next meeting.</p> <p>Laurie was asked to join the meeting today to offer feedback and ideas on recruitment and retention strategies. Christina mentioned that they are focusing on an entirely new way of recruiting. They are looking at marketing. It is very challenging to recruit people at this time. Other committee members expressed challenges as well with bringing in the workforce. Byron stated that we are all facing significant challenges. We have to change collectively how we recruit. Christina stated that we are in the process of developing personas and developing specific marketing themes and concepts. She gave a few examples.</p> <p>The committee continued to have a robust discussion on recruitment issues. Valerie Quick suggested redesigning the job also. Cody stated that agency paramedics in his area are leaving to work in the hospitals. Jeff Meyer described the Heroes to Heroes volunteer program in Virginia Beach.</p>	
<b>IX. Unfinished Business:</b>	<p><b>a. Keeping the Best Tool Kit – Dave Tesh</b> The last class was held in November at symposium with 16 people. Dave Tesh and John Bianco were the instructors. We are working with Tim Perkins to formulate a re-write of the course and to identify instructors to bring in. John has a couple of classes later this summer, early fall in Virginia Beach and another at this years’ symposium. We will also have a two-hour class geared toward leadership.</p> <p><b>b. State EMS Plan – Chris Vernovai</b> We will be getting the needs assessment results tomorrow. Performance Management Group will be here tomorrow to present the results at the Advisory Board. The results will help us operationalize the data and assist with the State EMS Plan. More information will be forthcoming at the next meeting.</p> <p><b>c. Needs Assessment – Chris Vernovai/Tim Perkins</b> See State EMS Plan topic above.</p> <p><b>d. Diversity Workgroup Objectives – Valerie Quick</b> We have met with Katherine Crosby, Chief Diversity Equity and Inclusion Officer. We are working to educate her on what EMS entails. Valerie asked if we can ask her to attend the next Advisory Board meeting. Tim will ask Gary about inviting her to the meeting.</p>	

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<b>X. New Business:</b>	Cody Jackson stated that Southwest Community College has formalized a Diversity, Equity and Inclusion Committee for each Division. They are tasked with developing some professional development opportunities for staff members and faculty at the College. Most of the students entering the nursing program are typically white females and coming from EMS. Cody has reached out to Dr. Heather Davis who will speak on diversity on April 11. See Cody if interested in attending.	
<b>XI. Public Comment:</b>	<p>Jason Ferguson asked if there has been a discussion about looking at a marketing firm statewide to do a whole list of things such as Twitch. Tim asked Jason to head a new workgroup for the marketing. Training is a trade-off to push the professions of EMS to increase pay. Are we a trade or a profession? This is where rapid training comes in. How you approach the training and identify what we are will determine the type of training. He also spoke about summer Fire/EMS academies for middle to high school kids.</p> <p>Debbie Akers spoke about the importance of attracting the younger age groups. She stated that the biggest obstacle to the high school population are that the doors are not being opened for them. The committee discussed patient contacts. Debbie said that we need more advanced EMTs and not paramedics. OEMS is gathering statistics and data concerning AEMTs. She will try to bring statistics to the next meeting.</p>	<p><b>A marketing workgroup has been established. Jason Ferguson was asked to chair the workgroup.</b></p> <p><b>Tim will organize the members of the workgroup.</b></p>
<b>XII. Adjournment:</b>	The meeting adjourned at 11:59 a.m.	<p><b>2022 Meeting Dates:</b>  <b>May 5, 2022</b>  <b>August 4, 2022</b>  <b>November TBD</b></p>