

Workforce Development Committee Meeting Minutes

Virginia Office of Emergency Medical Services
Embassy Suites Hotel
2925 Emerywood Parkway, Richmond, VA 23294
February 6, 2025

Members Present	Members Absent	Staff	Guests
Matt Rickman, Chair	David Tesh, VA Recruitment and Retention Network	Debbie Akers	Karen Owens NVFRS
Cody Jackson, Commercial Ambulance Association, Vice Chair	VAGEMSA REP TBD	Tim Perkins	Janet Blankenship
Christina Smith VACO		Chris Vernovai	Joseph Williams, REMSC
R. Bruce Stratton, VAVRS		Devin Chenault	Ashly Brand, CSEMS
Gene Dalton, WVEMS		Ron Passmore	James Giabfred, VAPTA
John Bianco, At-Large		Matt Lawler, GAB	Sam Burnett
Derek Fuller, VA Recruitment and Retention Networks			
Paul Hoyle At-Large			
Byron Andrews, VA State Firefighters			
Jason Ferguson, At-Large			

Topic/Subject	Discussion	Recommendations, Action/Follow-up; Responsible Person
I. Welcome	The meeting was called to order at 1030 a.m. by Chair Matt Rickman	

Topic/Subject	Discussion	Recommendations, Action/Follow-up; Responsible Person
II. Introductions	Attendees introduced themselves	
III. Approval of the Minutes	<p>Motion to approve amended November 14, 2024 meeting minutes with changes to numbering scheme only. Motion made by: Gene Dalton 2nd by: Bruce Stratton Motion carried</p>	
IV. Chairs Report	<p>Matt Rickman: There are ongoing discussions about the composition and roles of committees, with a workgroup actively exploring ideas for consolidation and better-defining roles. No significant movement has been reported, but progress is expected as the new director settles in, and the budget is signed. Additional discussions were held and are covered under new business.</p>	
V. OEMS Reports	<p>Ron Passmore – Northern Virginia Rep position filled</p> <p>Debbie Akers - reported 31 additional educators and 40,001 certified providers in Virginia. The VFCA EMS curriculum has grown, and four bills are being worked on in the current General Assembly.</p> <p>Chris Vernovai – CISM – accreditation programs, 3 new agencies accredited, 5 renewals</p>	

Topic/Subject	Discussion	Recommendations, Action/Follow-up; Responsible Person
	<p>Tim – announced key changes in VAOEMS Staff, including:</p> <ul style="list-style-type: none"> • New director, Dr. Maria Beermann-Foat, Ph.D., NRP • Scott Winston retired • Dr. Yee will be temporarily filling the VAOEMS Medical Director role vacated by Dr. Lindbeck • Appointed Greg Wood and Daniel Linkins to deputy directors • Tim Perkins explained changes to his role to include serving as the Office of Health Equity Workforce Incentive Grant Program manager. Will remain on this committee. 	
<p>VI. EMS Officer – Chris Vernovai</p>	<p>A doubleheader class was conducted in Fredericksburg with 25 students completing the program. The next class will be held at the Central Virginia EMS Expo is nearly full with over 20 students registered.</p> <p>506 completed class</p>	
<p>VII. Standard of Excellence – Tim Perkins</p>	<p>No new updates, but a meeting with Cody and Jean is planned to discuss future steps.</p>	
<p>VIII. Virginia Recruitment and Retention Network – Derek Fuller</p>	<p>Finishing calendar for 2025 virtual quarterly meetings</p>	
<p>IX. Unfinished Business</p>	<p>Keeping The Best (KTB) Toolkit – (John Bianco) Program scheduled at Rescue Challenge, June 9, 2025 (Blacksburg).</p> <p>Dave Tesh to provide materials for digital buildout on Moodle.</p>	

Topic/Subject	Discussion	Recommendations, Action/Follow-up; Responsible Person
	<p>High School EMS Programs (Debbie): Updates on high school EMS programs and Department of Education involvement.</p> <ul style="list-style-type: none"> • Workshop for high school educators scheduled for July 10th in Richmond. • Three more high schools have joined the program, with two more under consideration. Schools need to show that there is a need. Educators need to be certified EMS education coordinators • Discussion on accepting students under 16 and the process for variances. 	
<p>X. New Business</p>	<p>Workforce Development/Health and Safety Committee Integration: Chris Vernovai addressed the integration of health and safety into workforce development. He was specifically asked to consider how OSHA requirements and ongoing workforce training could be incorporated. It was proposed that this topic be revisited as an unfinished business item at the next quarterly Workforce Development Committee meeting, emphasizing the need to weave health and safety considerations into broader workforce development strategies. The group supported merging the Health and Safety and Workforce Development sectors with an OSHA-focused approach, suggesting that this integration could enhance both areas.</p> <p>Matt Lawler provided an update on the progress from a workgroup established by the executive committee, focusing on the implementation of TCC recommendations to combine health and safety with workforce development. The broader agenda for 2050 was discussed, emphasizing the need to redesign committees to better align with future goals. He clarified the timeline for these changes and urged the committee to be proactive in redefining workforce development to meet their aspirations, highlighting upcoming opportunities for</p>	

Topic/Subject	Discussion	Recommendations, Action/Follow-up; Responsible Person
	<p>feedback. This initiative will be escalated to Chairman Dillard’s workgroup for further action.</p> <p>High School EMD Training Program: Sam Burnett a brief discussion about a high school dispatcher program highlighting the program's challenges, particularly the age-related limitations that prevent students from obtaining certification. He advocated changes in regulations that would allow these students to become certified dispatchers despite existing age restrictions. Furthermore, he emphasized the need for endorsements from local jurisdictions and school systems to support and advance the initiative. The committee requested updates on the program's progress and clear communication on when further actions are necessary.</p> <p>Jason Ferguson – current legislation in house and senate will support education in HS will qualify for free college credit in the state. There may be a dual enrollment opportunity. Consider Registered Apprenticeships. Grant funding is available to support a program through Virginia Works. EMT Certs, Paramedic, EMD.</p>	
<p>XI. Public Comment</p>	<p>EMS Memorial bike ride (May 3 – 9) – Charleston SC to Rocky Mount to Roanoke\ www.nemsnbr.org. The Weekend of Honor ride is scheduled for July 18 in the Arlington area</p>	

Topic/Subject	Discussion	Recommendations, Action/Follow-up; Responsible Person
XII. Dates for future Meetings	May 1, 2025 July 31, 2025 November 6, 2025	
XIII. Adjourn	The meeting was concluded at 11:28 AM following the completion of the full agenda.	

Respectfully submitted by: Christina Smith
Committee Secretary



COMMONWEALTH of VIRGINIA

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Proposed Agenda

Workforce Development Committee Meeting
VDH OEMS
Embassy Suites Hotel
2925 Emerywood Parkway
Richmond, VA 23294

February 6, 2025
10:30 a.m.

- I. Call meeting to order
- II. Introductions
- III. Approval of the November 14, 2024 meeting minutes
- IV. Chair Report
- V. OEMS Reports
- VI. EMS Officer – Chris Vernovai
- VII. Standards of Excellence – Workgroup update: Tim Perkins
- VIII. Virginia Recruitment & Retention – 2025 calendar and update: Dave Tesh, Derek Fuller
- IX. Unfinished Business
 - a. Keeping The Best Tool Kit – Dave Tesh
 - b. High School EMS Programs – Debbie Akers
- X. New Business
- XI. Public Comment
- XII. Adjournment

2025 Meeting Dates
May 1st, July 31st, November 6th
Embassy Suites Hotel
2925 Emerywood Parkway Richmond, VA
23294

Attachment A



EMS OFFICER 1 COURSE COMPLETION DASHBOARD

COURSE YEAR	NUMBER GRADUATED	NUMBER OF CEUs AWARDED (24hrs)**	NUMBER OF CLASSES
PROGRAM TOTALS	506	11624	32
2025***	25	600	2
2024	99	2376	7
2023	77	1848	7
2022	72	1728	4
2021	24	576	1
2020	39	936	2
2019	67	1608	4
2018	38	912	2
2017*	38	608	2
2016*	27	432	1
*Course awarded 16 CEUs		**Does not reflect instructor CEUs awarded	
*** Up to 8 CEUs Cat 1		Updated: 1/30/2025	

Attachment B: EMS Officer I Schedule



24 HOURS CE

MARCH – JUNE 2025
COURSE SCHEDULE

MARCH 1-2, Richmond
Central Virginia EMS Expo

APRIL 5-6, Warsaw
Rappahannock Community College

May 13-14, Norfolk
TEMS EMS Expo

June 7-8, Blacksburg
VAVRS Rescue College

Chris Vernovai, Course Administrator
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EMS Officer I

ENTRY LEVEL OFFICER

EMS Officer 1 is targeted for the entry-level officer serving as the Crew Leader or AIC. Upon successful completion of this course, the student will be able to effectively manage EMS agency operations and administration.

Major topics covered in this course are the role of the EMS officer, facing compliance and accountability issues of the 21st century, recognizing and managing cultural diversity, safety/wellness, TQM, interfacing with the community and media at large, functional leadership, effective communications, incident management system(s) and managing multiple casualty incidents.

Prerequisites:

Minimum of 18 years of age
Current Virginia EMT or higher certification
NIMS 100, 200, 700, 800 or FEMA Transcript
No corrective action from an EMS Agency,
OMD or OEMS

Pre-class assignments required.
Students will need a computer.