

Workforce Development Committee Meeting Minutes

Virginia Office of Emergency Medical Services
Embassy Suites Hotel
2925 Emerywood Parkway, Richmond, VA 23294
May 1, 2025

Members Present	Members Absent	Staff	Guests
Matt Rickman, Chair	Christina Smith VACO	Maria Beerman-Foat	Matt Lawler, GAB
Cody Jackson, Commercial Ambulance Association, Vice Chair	Gene Dalton, WVEMS	Tim Perkins	
David Tesh, VA Recruitment and Retention Network		Chris Vernovai	
R. Bruce Stratton, VAVRS		Debbie Akers	
John Bianco, At-Large			
Derek Fuller, VA Recruitment and Retention Networks		Jessica Rosner	
Byron Andrews, VA State Firefighters		Mohammed Abbamin	
Jason Ferguson, At-Large		Michael Berg	
Kim Craig, VAVRS			

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	

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II. Introductions	Attendees introduced themselves	
III. Approval of the Minutes	Motion to approve February 6, 2025 meeting minutes made by: Bruce Stratton 2 nd by: Jason Ferguson Motion: approved as corrected	
IV. Chairs Report	Matt Rickman: Discussed ongoing productive talks regarding the possible merging of the Health and Safety Committee with the current committee, indicating that combining Health and Safety with Workforce Development is the likely direction. This would result in changes to committee composition to include more perspectives from the health and safety group. The goal is to better address stakeholder needs in workforce development and health and safety initiatives, with more information and strategic direction to be provided as the combination effort develops. Kim was welcomed as a new member of the committee.	
V. OEMS Reports	Debbie Akers Reported completion of an institute two weeks prior, adding 27 additional educators. The next session will be held in June in Blacksburg during Rescue	

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	<p>College, with 87 eligible for 30 seats, requiring prioritization. Future institutes will move to Richmond for convenience and cost-effectiveness. National Registry has added 23 additional seats in the Tidewater area to address local issues. Maria and Debbie will be moving to that area to assist.</p>	
<p>VI. EMS Officer –</p>	<p>Chris Vernovai</p> <p>Provided an update on the EMS officer program, including completion of a recent class in Wintergreen; 69 students finishing complete the program this year. A request was made to return for a preparedness summit in November. The next class is scheduled in Norfolk and is over capacity. Chris is working with Mecklenburg County EMS to help develop a leadership program, with a Leadership Summit scheduled for June 23-24 and a Mental Health Resilience Officer class on June 25. Mike Barnett will teach a program on June 26. Updates were given on scheduling, registration, and pre-course work, which takes about eight hours and is being rewritten for improvement. The instructor cadre is being expanded, with 20 active instructors and three course coordinators, and efforts are ongoing to identify and recruit new instructors from among students. The program aims to distribute instructors across the state rather than within individual agencies, due to confidentiality and effectiveness concerns. There are ongoing efforts to increase course coordinators, though this involves significant expense and logistical challenges.</p>	
<p>VII. Standard of Excellence –</p>	<p>Tim Perkins The work group is being reconfigured, with agencies from the pilot phase likely to be the first to receive further updates. There is continued interest</p>	

Topic/Subject	Discussion	Recommendations, Action/Follow-up; Responsible Person
	<p>from agencies, and the group is working to bring in new members and provide updates as available.</p>	
<p>VIII. Virginia Recruitment and Retention Network –</p>	<p>Derek Fuller/Dave Tesh - In support of EMS Week, a network meeting is scheduled for May 19th at 1:00, with information to be sent out. A Rescue College roundtable session is planned for June 9th, but registration is currently low; at least ten participants are needed for meaningful discussion. Efforts are underway to digitize toolkit materials, which are available on Teams and as PDFs online. Four new high school EMS programs are coming on board next year, two in Prince William and two in other locations. The Department of Education will hold its annual high school meeting on July 10th at the Westin in Richmond, with a large turnout expected. Workforce development representation is encouraged to promote involvement in high school classes. One high school program recently graduated 13 students who tested under the new National Registry exam. High school instructors are active and the program is growing, with a mix of urban and rural students.</p>	

Topic/Subject	Discussion	Recommendations, Action/Follow-up; Responsible Person
IX.		
X. New Business	<p>Motion to add system review to the quarterly agenda. An unidentified committee member initiated the motion to include system evaluations (including recent EIP study reports) under the agenda by renaming "standards of excellence" to "standards of excellence/system evaluation." The motion was made, seconded, and put to a vote, with all voting members approving.</p> <ul style="list-style-type: none"> • Discussion <ul style="list-style-type: none"> ▪ Discussion focused on whether to merge system evaluation with the standards of excellence agenda item and how additional reports (such as from the Patrick County study and hospital update) would fit into the agenda. Members emphasized the value of routine system evaluations and detailed reports, noting that integration would help address ongoing issues. The committee clarified that system reviews would be added as an agenda item, with reports provided as available. • Voting Results <ul style="list-style-type: none"> ▪ 8 in favor/0 opposed/0 abstention <p>Pharmacy Workforce Development Initiative Discussion:**The need to document and transfer institutional knowledge in pharmacy operations, particularly in light of an upcoming retirement, was discussed. The conversation centered on building a dedicated workforce development initiative to standardize processes, succession planning, and training. The committee agreed to consult with the pharmacy workgroup leadership to determine feasibility and next steps.</p>	

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XI. Public Comment/Announcements	<ul style="list-style-type: none"> • Upcoming EMS Leadership Summit and Mental Health Resilience Officer class are scheduled for <i>June 23-26</i>, with a preparedness summit planned for November. • The Recruitment and Retention network meeting is set for <i>May 19th</i> at 1:00, and a Rescue College roundtable session is planned for <i>June 9th</i>, pending further registrations and promotion. • The Department of Education's annual high school meeting will be held <i>July 10th</i> at the Westin in Richmond, with four new high school EMS programs coming on board next year. • EMS Memorial bike ride details: Southern route from Charleston, SC to Roanoke, VA from <i>May 3 to May 9</i> (with Virginia event on May 8); East Coast ride from Boston to DC from <i>May 10 to May 16</i>; additional ride from Crystal City to Ashburn in the DC area; and a reminder that National EMS Week is on <i>May 18</i>. 	
XII. Dates for future Meetings	July 3, 2025 November 6, 2025	
XIII. Adjourn	The meeting was concluded at 11:31 AM following the completion of the full agenda.	



COMMONWEALTH of VIRGINIA

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State Health Commissioner

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Proposed Agenda

Workforce Development Committee Meeting
VDH OEMS

Embassy Suites Hotel
2925 Emerywood Parkway
Richmond, VA 23294

May 1, 2025
10:30 a.m.

- I. Call meeting to order
- II. Introductions
- III. Approval of the February 6, 2025 meeting minutes
- IV. Chair Report
- V. OEMS Reports
- VI. EMS Officer – Chris Vernovai
- VII. Standards of Excellence – workgroup update
- VIII. Virginia Recruitment & Retention – 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
July 31st, November 6th
Embassy Suites Hotel
2925 Emerywood Parkway Richmond, VA
23294

Attachment 1



EMS OFFICER 1 COURSE COMPLETION DASHBOARD

COURSE YEAR	NUMBER GRADUATED	NUMBER OF CEUS AWARDED (24hrs)**	NUMBER OF CLASSES
PROGRAM TOTALS	550	12680	35
2025***	69	1656	5
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 starting 1/1/25

Updated: 4/29/2025

Attachment 2



24 HOURS CE

JUNE 23-24, 2025
MONDAY - TUESDAY

EMS Leadership Summit at
Mecklenburg County EMS
8:00am – 5:30pm Course

Mecklenburg County EMS
439 Madison St.,
Boydton, VA 23917

Additional Classes Include:
EMS Agency Field Training Officer
Program on June 26, 2025

Registration Fee: No Cost
<https://forms.office.com/g/ut9rTbi4h4>



Chris Vernovai, Lead Instructor
Chris.Vernovai@vdh.virginia.gov
1.800.523.6019



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.

Attachment 3

EMS Leadership Summit at Mecklenburg County EMS



Course Offerings Include:

- June 23–24, 2025 EMS Officer 10800–1730
(Limit to 30 students)
- June 26, 2025 Agency Field Training
Officer Course 0800–1230

Location: Mecklenburg County EMS

439 Madison St., Boydton, VA 23917

Registration at: <https://forms.office.com/g7bi4h4>

Registration will close June 6, 2025

