

**Workforce Development Committee Meeting  
Virginia Office of Emergency Medical Services  
Embassy Suites Hotel  
2925 Emerywood Parkway, Richmond, VA 23294  
November 12, 2021  
10:30 a.m.**

<b>Members Present:</b>	<b>Members Absent:</b>	<b>OEMS Staff:</b>	<b>Public Attendance:</b>
<b>Valerie Quick</b> , Advisory Board, Chair	<b>Byron Andrews</b> , VSFA	Tim Perkins	John Bianco, Virginia Beach EMS
<b>William “Gene” Dalton</b> , WVEMS Council	<b>Mike Watkins</b> , VAGEMSA	Chris Vernovai	
<b>David Tesh</b> , VA Recruitment & Retention Network	<b>Christopher Payne</b> , Navy Region Mid-Atlantic, At-Large		
<b>Paul Hoyle</b> , Grayson County Emergency Services, At-Large	<b>Christina Smith</b> , VACO		
<b>Dreama Chandler</b> , VAVRS			
<b>Cody Jackson</b> , Commercial Ambulance Association, Vice-Chair			

<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 10:34 a.m.	
<b>II. Review and Approval of Feb. 6 2020 Minutes:</b>	A motion was made to table the review and approval the August meeting minutes.	<b>The August 2021 meeting minutes were tabled for approval.</b>
<b>III. Introductions</b>	Everyone around the room introduced themselves.	
<b>IV. Chair’s Report – Valerie Quick:</b>	Ms. Quick stated that there was no formal Chair report.	
<b>V. OEMS Report:</b>	<b>Tim Perkins</b> – Thanked everyone for the 2021 EMS Symposium as well as John Bianco and Dave Tesh for their efforts for their presentations related to WDC priorities. Tim discussed various classes and roundtables held in relation to WDC at symposium. The current presentation of Keeping the Best by John Bianco and Dave is the closest revision of Keeping the Best at this point. Tim and John elaborated on the current variations available ranging from 2, 4 and 8 hour options. Tim encouraged call for presentations related to workforce development for EMS Symposium 2022. John suggested a Workforce Development tract for symposium to help promote a larger	

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	audience.	
<b>VI. EMS Officer – Chris Vernovai:</b>	The last EMS Officer class was held in conjunction with the EMS Symposium. Discussion about the class and moving forward with establishing additional course coordinators and Blackboard interaction with EMSO1. We continue to receive requests for classes and a virtual platform, but this is not feasible for this class. Will start to move forward with additional in-person classes very soon. The next scheduled class is in February at Virginia Fire Chiefs.	
<b>VII. Standards of Excellence – Tim Perkins:</b>	A decision was made to put this on hold due to the pandemic. Still need to re-review the agencies that were given SOE status. There are still agencies that are interested and would like to be considered for SOE. Additional site evaluators are being sought out. Paul Hoyle and John Bianco offered to assist with SOE moving forward.	
<b>VIII. Virginia Recruitment and Retention – Dave Tesh:</b>	Dave was unable to attend and sent a report to Tim Perkins to report: The network had an informal meeting during the symposium. Due to directives to OEMS staff, OEMS staff did not participate. Laurie Hill reported that the next meeting will be held in conjunction with the Virginia Fire Chiefs Conference in February in Virginia Beach. 16 students attended the Keeping the Best class by John and Dave at symposium and they are prepared to hold the class multiple times in 2022; Virginia Fire Chiefs, Central Virginia EMS Expo, First Responded Conference, Symposium.	
<b>IX. Unfinished Business:</b>	<p><b>a. Keeping the Best Tool Kit – Dave Tesh</b>  Tim Perkins (Reporting for Dave Tesh)- Tim elaborated on the further discussions with OEMS and Dave Tesh about further development of the next version of Keeping the Best. Tim stated that it is the OEMS opinion that recruitment and retention efforts need to take priority over the further development of EMSO2 due to the current trends with EMS staffing. Discussion among the committee agrees that the priority under the current staffing concerns shifting to recruitment and retention. Paul discussed utilizing the International Association of Fire Chiefs (IAFC) recruitment and retention 2 day program. Discussion on the need for the Virginia Recruitment and Retention Network to work closer with OEMS and the WDC. John discussed involving college or other programs with assisting developing a developed recruitment and retention program to present across Virginia.</p> <p><b>b. Needs Assessment – Tim Perkins</b>  Closed in the beginning of October. There was a larger rate of return in comparison to the assessment in 2012. VCU performance management group is currently reviewing all data and compiling the report and are contractually obligated to provide a presentation of the information to the advisory board and to this committee as well. Paul asked how was the assessment distributed and Tim explained that they were distributed to every registered superuser as well as paper copies mailed to every EMS agency. Paul recommended that local jurisdictions be included in the distribution as they are not the “agency” but can often offer significant input that would be useful in the assessment. Tim stated that the intention is a repeat assessment in 3-5 years max compared to the 9 years this cycle.</p>	

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	<p><b>c. State EMS Plan – Chris Vernovai</b> The EMS State Plan is up for renewal and revisions. Committees will be getting assignments for the appropriate sections. The data from the needs assessment will be instrumental in helping to lay foundations for the State EMS Plan revisions.</p> <p><b>d. EMS Diversity – Valerie Quick</b> This workgroup will be restarted as stated earlier. Tim will be working to meet with the new Diversity Inclusion and Equity Officer for VDH and this will help to shape the objectives of the committee.</p>	
<b>X. New Business:</b>	<p>Valerie Quick - The American Ambulance Association issued a Congressional letter in October specifically targeting the EMS Workforce. Pre-pandemic the EMS workforce turnover rate was typically 20% and does not offer details on pandemic era rates. The letter highlights the needs to increase EMS workforce recruitment and retention efforts and needs including pay rates and encouraging congress to create workgroups evaluate funding and workforce shortages. Where can Medicare-Medicaid funding be improved to support funding streams and recruitment and retention efforts. The survey itself is available for purchase so Valerie has not seen the actual survey. The survey is available for no cost to members and \$500 as a non-member purchase.</p> <p>Cody Jackson - Inquired if there has been any final rule clarifications presented on EMS vaccination mandates. Tim stated that he is researching that topic but does not have an answer as of yet as EMS is not specified in the final rule. Paul stated that if they do mandate vaccinations for EMS there will be 3 agencies lost in his county which makes 70% of the county coverage and the effects on the volunteer workforce.</p>	
<b>XI. Public Comment:</b>	None.	
<b>XII. Adjournment:</b>	<p>The next meeting will be February 3, 2022 at the Embassy Suites, Richmond.</p> <p>The meeting adjourned at 11:34 a.m.</p>	<p><b>2022 Meeting Dates:</b>  <b>February 3, 2022</b>  <b>May 5, 2022</b>  <b>August 4, 2022</b>  <b>November (TBD), 2022</b></p>