

First *Keeping The Best!* Workbook Hits the Street *Survival Guide* Scheduled for Release in August

July 2005

Over 700 copies of the first workbook, ***Keeping the Best! How to use EMS Retention Principles*** were distributed to agencies around the state. Response has been overwhelming positive. If you haven't received your copy, click here to download your copy. Help us evaluate the effectiveness of the workbook by completing a quick survey.

The second publication in the Keeping the Best! line-up is **Survival Guide to Common EMS Retention Issues**. The survival guide will be mailed to all of Virginia's EMS agencies in late summer and is available now on the OEMS Web site. Click here to download your copy. This 32-page pamphlet outlines the most common retention issues facing agencies and proposes solutions to those problems. The problems addressed are the most common problems discovered in the Office of Emergency Medical Services' retention research.

The third tool, ***Keeping the Best! Maximizing Your Retention Efforts***, is designed for agencies that have mastered the basics of retention and want to maximize their retention efforts. While it will focus on the needs of larger EMS agencies with more complex organizations, the insights gained can be used by any leader interested in performing at a higher level of effectiveness. The purpose of the workbook is to guide leaders through retention problems driven by growth and change. The ***Maximizing Your Retention Efforts*** workbook is currently being field tested in agencies across the state. Look for this workbook to be published this fall.

The last tool in ***Keeping the Best!*** focuses on the retention issues of paramedics and other ALS technicians. This publication will be targeted more at the larger career EMS agencies where the competition for ALS personnel is fierce. A project team will be appointed in August and work on the tool will begin in September.

Look for further updates on the OEMS Retention Tool Kit in September. Please contact Mr. Rohn Brown, Technical Assistance Coordinator, Virginia Office of EMS at Rohn.Brown@vdh.virginia.gov or 1-800-523-6019 if you have any questions.