

Retention Project concludes research phase and begins development of the Principles Of Retention Workbook

The Virginia Office of EMS, Virginia Association of Volunteer Rescue Squads (VAVRS), and the Western Virginia EMS Council in Roanoke is working with Renaissance Resources, a Richmond based business-consulting firm, to develop strategies and identify solutions to enhance the retention of volunteer and career EMS personnel.

The Research phase of the EMS Personnel Retention Project has concluded and the Tool Development phase has begun. A project team has been interviewed and identified and work has begun to develop the first retention tool. This tool will be a “Principles of Retention” Workbook.

The Project Team is comprised of exceptional EMS leaders from across the state. The team represents jurisdictions with the following characteristics:

- Moderately growing populations
- Stable pool of new volunteers
- Primarily all volunteer EMS agencies with 11 –35 members
- Located in rural jurisdictions in the state
- Interest in retention is generally driven by events, like a critical person leaving the agencies rather than a systemic view.
- The strengths or weaknesses of current retention programs may not be known.

The vast majority of all EMS agencies come from these jurisdictions in Virginia.

The Project Team is responsible for designing and field testing the “Principles of Retention” tool – a workbook designed to assist EMS leaders to audit their current retention systems and understand the principles behind developing retention programs that work.

The work of this group will be critical to sustaining a viable EMS workforce across the state in years to come. The Workbook will be released in the March 2005.