

Maximizing Your Retention Efforts Workbook is Complete First three retention tools available for download

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The third tool, *Keeping the Best! Maximizing Your Retention Efforts*, is completed and available for download off the OEMS Web site at www.vdh.virginia/oems

So, now three of the four documents are available.

- *Keeping The Best! How To Use EMS Retention Principles*
- *Keeping The Best! A Survival Guide to Retention Problems in EMS*
- *Keeping The Best! Maximizing Your Retention Efforts.*

Keeping the Best! Maximizing Your Retention Efforts is designed for larger volunteer agencies that have mastered the basics, but want to maximize their retention efforts. EMS leaders from any volunteer or career agency will find this workbook helpful as it helps assess issues driven by growth and change such as the integration of career personnel. *Maximizing Your Retention Efforts* also reviews the importance of the recruiting process and reintroduces the reader to the key retention principles mentioned in the first workbook.

The workbook includes chapters on the crisis of change, making the marriage work – volunteer and career, the recruiting process, the retention process and moving from good intention to results using core retention program and retention principles.

The workbook is designed with an easy to read format allowing the reader to learn new information, jot down practical applications and receive feedback on his progress. The workbook reflects the EMS culture by including cartoons by EMS humorist, Steve Berry. The antics of his caricatures add an element of fun to a thoroughly practical tool for EMS leaders.

The fourth and last tool in the EMS Workforce line-up is in development and will focus on retention programs Paramedics and other ALS technicians who typically work in large municipal EMS agencies. Since this publication may require more research, a completion date is not know at this time.

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