

**Workforce Development Committee Meeting
 Virginia Office of Emergency Medical Services
 Embassy Suites Hotel
 2925 Emerywood Parkway, Richmond, VA 23294
 August 3, 2023
 10:30 a.m.**

Members Present:	Members Absent:	OEMS Staff:	Others:
Cody Jackson , Commercial Ambulance Association, Vice-Chair	Chris Payne , At-Large	Tim Perkins	Dr. James Giebfried
David Tesh , VA Recruitment & Retention Network	Mike Watkins , VAGEMSA	Dave Edwards	R. Jason Ferguson
Derek Fuller , VA Recruitment & Retention Network	Valerie Quick , Chair	Wanda Street	Amy Stewart
Paul Hoyle , At-Large	Christina Smith , VACO	Chris Vernovai	Sid Bingley
Dreama Chandler , VAVRS			Mike Garnett
Byron Andrews , VA State Firefighters			Ryan Hite
Gene Dalton , WVEMS			Joseph Greer

Topic/Subject	Discussion	Recommendations, Action/Follow-up; Responsible Person
I. Call to order/Welcome:	Cody Jackson called the meeting to order at 10:30 a.m.	
II. Review and Approval of May's Minutes:	A motion was made to review and approve the May meeting minutes by Byron Andrews, seconded by Gene Dalton.	
III. Introductions:	Everyone around the room introduced themselves.	
IV. Chair's Report- Cody Jackson:	This meeting is scheduled to be Valerie's last meeting as chair unless her board seat is not replaced by the next meeting in November. Valerie had to attend another meeting and will join us as soon as she is available.	
V. OEMS Report:	Tim Perkins: Symposium registration opens next week. Registration will be a little different this year. Upon registering for symposium, you will be redirected to a webpage for lodging arrangements. The days of one person being able to reserve 12 rooms is going to the wayside. Registration fee is \$125.	

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VI. EMS Officer – Chris Vernovai	<p>The last 2 offerings for EMSO1 were held on May 16-17 at the Tidewater EMS Expo and June 9-10 at the VAVRS Rescue College. Both classes went very well. We have introduced more of the role-playing scenario-based activities into the course, and they have been very well received and enable a well-rounded approach to the material comprehension. This is seen not just from the instructors’ perspectives but also from student feedback and surveys.</p> <p>EMSO1 is scheduled for 12 classes across Virginia in 2023. The next class is being held at the Tri-City Regional Fire and EMS School in Petersburg on September 16/17, followed with a class in the Southwest Region the weekend of the 23 September. The offering at the CSEMS Expo was not scheduled so we will be partnering with Rockingham County Fire Rescue for a valley offering October 14/15. And at the Symposium we are planning to hold 2 offerings as we had in 2022. With the additional offerings being planned for 2023, we planned to offer 12-14 classes in 2023. This will equal all the offerings we have had prior from 2016-2022.</p> <p>Cody Jackson commented they had several individuals who had completed the Rescue College class in June and said they really enjoyed the class.</p>	
VIII. Standards of Excellence: Tim Perkins	<p>There are currently 4 agencies in line for site visits. (Hampton, Winchester, Botetourt and Virginia Beach) We will be gathering a team of reviewers and scheduling visits soon.</p> <p>No new applications have been submitted and we are working on scheduling the resubmission visit to Hampton for their review. With the ramping up of SOE we have been working with agencies who have agency of excellence designation to help them go through the process again. The process is voluntary, and we receive inquiries every other week from agencies interested in the process.</p>	
IX. Virginia Recruitment and Retention Network – Derek Fuller/Dave Tesh:	<p>Derek Fuller: Zach Coddle will be teaching the Volunteer Recruitment and Retention Best Practices at the Virginia Stat Firefighter Association Conference in Hampton in September 21. We are organizing our annual fall social meeting to be held in conjunction with the Symposium in Norfolk, Thursday November 9th, more details to follow.</p> <p>Derek offered an update to the committee on the mission of the network including offering support to all entities of public safety regarding fire and EMS for recruitment and retention. The network offers resources to provide support and continuing to build it out further. The network is planning additional classes and events to help foster and build agencies’ recruitment and retention goals.</p>	
X. Unfinished Business:	<p>A. Keeping the Best Tool Kit- Dave Tesh/John Bianco</p> <p>We are working on formalizing the program and will be meeting this afternoon to work on the next steps. There is a need to put together a workgroup with John Bianco and himself to review the outline of the KTB program and provide input and assist in getting the program into a completed format. The format would be video presentation and assignments on Blackboard prior to class.</p>	

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	<p>Additionally, the need to begin onboarding KTB Facilitators to begin offering the course throughout Virginia. Please attend one of the class sessions if you are interested in being a facilitator to help deliver the program.</p> <p>B. Workforce Movements- Dave Tesh: Dave offered a discussion with the committee about the current trends of with what is motivating providers to be moving between agencies in Virginia. It has appeared to be motivated with compensation rates between agencies in most areas. There are other reasons behind the staff movements as well and it would be beneficial to agencies to have a clearer picture of these reasons to help ensure agencies are working on the relevant issues for staffing.</p>	
IX. New Business:	No new business	
XII. Public Comment:	No public comment	
XIII. Adjournment:	Meeting was concluded @ 10:45am.	