

Workforce Development Committee Meeting
Virginia Office of EMS
Courtyard Marriott
10077 Brook Road, Glen Allen, VA 23059
May 5, 2016
10:00 a.m.

Members Present:	Members Absent:	OEMS Staff:	Others:
Jose Salazar , Chair	Ron Passmore , Southwest Region	Scott Winston	Chad Blosser, CSEMS
Elizabeth Papelino , VAVRS	Ed Rhodes , VFCA/VAGEMSA		Jeff Michael, Rockingham County
Jim Chandler , TEMS Regional Director			
Rob Lawrence , VAGEMSA			
Dave Tesh , Recruitment & Retention Network			
Byron Andrews , Member-at-Large			
Valeta Daniels , Advisory Board			

Topic/Subject	Discussion	Recommendations, Action/Follow-up; Responsible Person
Call to order & Introductions:	The meeting was called to order at 10:01 a.m. by the Chair.	
Review & approval of the February 4, 2016 minutes:	The minutes from the February meeting were not recorded. Recorder issue.	
Chair Report – Jose Salazar:	No report, but will add comments as the meeting progresses.	
OEMS Report – Scott Winston:	Scott reported that the OEMS quarterly report has been posted on the website and contains a lot of information from each of the divisions. On Friday the new Deputy Commissioner will be present at the Advisory Board Meeting, Dr. Hughes Melton. He started at VDH on April 25. OEMS is continuing to deal with personnel changes and currently has about five positions to fill. Cam Crittenden has filled the Trauma Manager position and will start on May 10. Robin Pearce has left, so the Trauma Coordinator position has been posted and we have received about 15 applications for that position. We hope to fill that position soon. A Medical Records Senior position was also vacated by Karen Rice and we have received about 102 applications for that position. Most recently we lost our HR Manager, Shea Jones and Dennis Molnar, the Business Manager is retiring. The last thing is the focus of the Trauma System Plan. In September 2015 the State's trauma program underwent an ACS Site Review and a consultative report was developed with recommendations. After the site review, a Trauma System Plan Task Force was created and then six workgroups were formed to complete the recommendations in order to complete a comprehensive, inclusive Trauma System Plan. The Task Force meets quarterly and the workgroups are encouraged to meet monthly.	
EMS Officer Workgroup – Elizabeth “Liz” Papelino:	The EMS Officer workgroup met a couple of weeks ago and finalized module 4, which is the last module for EMS Officer I. It was submitted to the Office of EMS. Tim will meet with Warren soon to review all four modules and get the Educational Division's approval. Then it will go to Terry Coy for completion of the voice overs on the PowerPoint slides. Essentially, the work of the workgroup is complete for EMS Officer I. After everything is done at OEMS, it will then need to go to Brad Bradley	

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	for uploading into TrainVA. Liz stated that the workgroup would like to have all of this completed by September so that the first pilot can be done. A two-day course is also being taught at symposium. The workgroup will now focus on content to be incorporated in EMS Officer II.	
Standards of Excellence Workgroup – Rob Lawrence	Rob reported that the Standards of Excellence pilot was successful and he will use the VAGEMSA and other meetings on tomorrow to attract more people. RAA will probably go through it as well, but more participation is needed. More discussion is needed about the second part of SoE such as documentation and follow-up resources to help the agencies. Certificates will be given and a logo was started by Tim, but may not be complete.	
VA Recruitment & Retention Network – Dave Tesh	The last network meeting was held in Virginia Beach in conjunction with the Chiefs conference on a Thursday evening with about 35-40 attendees. The evening meetings seem to be pretty successful and they plan to stick with that format. The next meeting will be on June 16 th in conjunction with the VAVRS Rescue College from 5-7 p.m. in Blacksburg. They will discuss an overview of SoE and a re-introduction of the Keeping the Best! program. The network is looking for a secretary.	The next R&R Network meeting is June 16th in Blacksburg.
Unfinished Business:	<p>a. Keeping the Best! Tool Kit revision What is the plan for the Keeping the Best! Program? Discussion has been held for the past two years or so to revamp this program. What is the delay? The delay has been getting the people resources together, finding a host agency to have a class, getting instructors lined up, videotaping and editing, etc. Dave Tesh stated that the discussion in June may help to jumpstart this. Establishing a date and getting an instructor for the class and getting a diverse group of people to take the class are some of the first steps to setting up a course as well as where it will be held. Dave Tesh will not be able to attend the June meeting, but Tim Perkins will be there. Scott stated that the direction to take would be to develop it into a hybrid training program with half day or 2-3 hours with supplemental online education. The real value is the facilitated discussion.</p> <p>It was asked whether the Keeping the Best! and the EMS Officer I program are pointing towards the same outcome. Jose said they are interconnected and is referenced in the EMS Officer I. They are parallel to each other but will have different personal and organizational outcomes. There is a place for both programs to exist.</p> <p>b. Committee Membership At the last meeting it was discussed to fill an At-Large seat with a member from the Richmond Ambulance Authority; however, that member is no longer employed there so this seat is still open. Jose still has not heard anything from VACO and he will reach out to the chair. He is also still waiting to hear from the Commercial Ambulance Association.</p> <p>c. State EMS Plan Update Scott stated that the Office of EMS is in the process of reviewing the State EMS Plan. The goal is to present the revised plan to the Advisory Board in November and then to the Board of Health at their first meeting in 2017. As a committee, we should review the workforce development portion of the plan to see if any updates are needed. We may want to include some areas that are not currently in the plan. Also, the EMS Agenda for the Future is currently under review. We need to ensure that what we are doing in Virginia is in line with the trends even though there are some unique variables in Virginia. We need to ensure that we are making data driven decisions and value-based EMS rather than volume-</p>	<p>Jose will contact the Chair of VACO and the Commercial Ambulance Association.</p> <p>Members of the committee are asked to review the EMS State Plan for updates concerning the Workforce Development.</p>

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	<p>based. Community health is a big focus as well as provider safety, health and fatigue and other topics. These are things to look at when updating the plan.</p> <p>Jose stated that this is a great segue way to what he was going to discuss. The drive now is going toward a more performance-based EMS and we need to know how this impacts us. This is significant in not only how we provide EMS, but also for reimbursement. Jose and Rob attended the EMS Summit in Arlington where they discussed this. The biggest change is back-boarding. Some places are still using them, while others are doing away with them. Rob also stated that value-based EMS will be very important reimbursement measures. Hospitals have been doing this for a considerable amount of time. Patient satisfaction will be a major factor and a patient satisfaction methodology will need to be put in place. This will need to be assessed and measured. Also, looking at the EMS Compass program, the national performance standards will determine whether or not you will be reimbursed. The discussions at the EMS Summit also centered on community para-medicine. Data is going to be the absolute key to demonstrate what was done and to apply a value to it.</p> <p>Valeta discussed how the doctors and hospitals kept changing their procedures to save time or money, but did not consider the patient. Is there any way to do this correctly? She feels it is disheartening because they are not looking at what is in the best interest of the patient. She feels that this is the direction of the performance-based EMS.</p> <p>The next thing that Rob discussed was EMS on the Hill. He says it is interesting to see the government at work. Rob talked about some of the legislative items that were on the table such as several House Resolutions. He will send these to Jose for distribution to the committee members.</p>	<p>Rob will send the House Resolutions to Jose for distribution to the committee.</p>
New Business:	<p>Scott discussed the NHTSA <i>EMS Agenda for the Future</i> public comment period. It looks at the significant accomplishments over the last two decades and what the next 20 years might look like. A webinar will be moderated by the Office of EMS on May 16 at 2 p.m. Agencies, associations and individuals are encouraged to provide input during the 90-day public comment period from April 1, 2016 to June 30, 2016. Comments may be submitted through the Federal eRulemaking Portal at: https://www.federalregister.gov/articles/2016/04/01/2016-06960/revision-of-the-emergency-medical-services-agenda-for-the-future-request-for-information and clicking "Submit a Formal Comment," as well as by mail or hand delivery to: Docket Management Facility, U.S. Department of Transportation, 1200 New Jersey Avenue SE, West Building, Room W12-140, Washington, DC, 20590. Information on this is in the May 2016 quarterly report posted on the OEMS website.</p>	
Public Comment:	None.	
Adjournment:	The meeting adjourned at approximately 10:56 a.m.	<p>2016 Meeting Dates: August 4 (Glen Allen) November (Symposium – Date/Time TBA)</p>