

**Workforce Development Committee Meeting  
Virginia Office of Emergency Medical Services  
Embassy Suites Hotel  
2925 Emerywood Parkway, Richmond, VA 23294  
February 6, 2020  
10:00 a.m.**

<b>Members Present:</b>	<b>Members Absent:</b>	<b>OEMS Staff:</b>	<b>Others:</b>
<b>Valerie Quick</b> , Chair	<b>Michael Colman</b> , Richmond Ambulance Authority	<b>Scott Winston</b>	Adam Nulty
<b>William “Gene” Dalton</b> , WVEMS Council	<b>Paul Hoyle</b> , PEMS	<b>Chris Vernovai</b>	R. Jason Ferguson
<b>Robert Ryalls</b> , JCFD (Retired)	<b>Valeta Daniels</b> , Advisory Board	<b>Tim Perkins</b>	Matt Lawler
<b>Mike Watkins</b> , VAGEMSA		<b>Daniel Linkins</b>	Greg Neiman
<b>David Tesh</b> , VA Recruitment & Retention Network		<b>Vincent Valeriano</b>	
<b>Cody Jackson</b> , Med-Trans Corp./Wings Air Rescue – Commercial Ambulance Member		<b>Katie Hodges</b>	
<b>Byron Andrews</b> , VSFA			
<b>Dreama Chandler</b> , VAVRS			
<b>Christopher Payne</b> , Navy Region Mid-Atlantic			
<b>Christina Smith</b> , Chesterfield Fire & EMS/VACO			

<b>Topic/Subject</b>	<b>Discussion</b>	<b>Recommendations, Action/Follow-up; Responsible Person</b>
<b>I. Call to Order and Introductions:</b>	Valerie Quick called the meeting to order at 10:02 a.m.	
<b>II. Review and Approval of November 8, 2019 Minutes:</b>	A motion was made to review and approve the November meeting minutes. The minutes were approved as submitted.  Everyone around the room introduced themselves.	<b>The November 8, 2019 meeting minutes were approved as submitted.</b>
<b>III. Chair’s Report – Valerie Quick:</b>	Ms. Quick did not have a report at this time.	
<b>IV. OEMS Report:</b>	<b>a. OEMS Provider Mental Health Presentation – Vince Valeriano</b> A copy of the presentation was distributed to the committee. A survey was done with 3,003 active EMS providers participating which is about a 10% response rate. Vince feels that the results of the provider survey are very relevant to this committee. He gave statistics on health-related quality of life to include inadequate sleep, mental	

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	health indicators, top reasons providers don't seek help, and agency mental health culture. Full survey results can be found at <a href="http://bit.ly/EMSMHSurvey2019">http://bit.ly/EMSMHSurvey2019</a> . There was great discussion about the survey results.	
<b>V. EMS Officer – Chris Vernovai:</b>	Chris stated that the subcommittee met last week. Chris has run some numbers on the number of classes held. From 2016 through 2019, they had 9 classes and have had 170 participants complete the program. This year they will hold 8 or 9 classes and plan to have about 275 completions if the classes are full. During the meeting, the subcommittee started looking at the development of EMS Officer II. Officer II should move along a lot faster than Officer I since the groundwork is complete.	
<b>VI. Standards of Excellence – Tim Perkins:</b>	Tim stated that since we have lost Rob and Jose, we are trying to regain momentum for the SoE by bringing new people onboard. Revisits will be done this year for those who did the initial SoE. Tim continues to get calls from agencies that want to participate.	
<b>VII. Virginia Recruitment and Retention – Dave Tesh:</b>	David Tesh reported that Karen McQuaid from Loudoun County Fire and Rescue has done a great job at keeping the group together and moving forward. The next meeting is Thursday, February 20 at Virginia Beach Rescue 14. The topic will be Removing Retention Barriers and will be a panel discussion. Everyone is welcome to attend.	
<b>VIII. Unfinished Business:</b>	<p><b>a. Keeping the Best Tool Kit – Dave Tesh</b> There will be a half-day class offered at the November symposium. It will be a roundtable, active discussion workshop.</p> <p><b>b. EMS Provider Survey – Chris Vernovai</b> Still working on an appropriate time to get both of these surveys out.</p> <p><b>c. EMS Agency Survey – Chris Vernovai</b> See above.</p> <p><b>d. State EMS Plan – Chris Vernovai</b> The State plan was approved in November and will go to the Board of Health for final approval March 26.</p>	
<b>IX. New Business:</b>	<p><b>EMS Diversity</b> Dreana Chandler stated that the General Assembly is in session and one of the Delegates has asked about diversity of EMS agencies, both volunteer and career. She would like the surveys to include questions such as this. Chris stated that the questions are already included. Byron stated that the committee has discussed this in the past, but did not follow through. Valerie stated that she is not aware of any initiatives across the state. Chris Payne stated that they are doing it at an agency level by going to job fairs, colleges, low-income areas, female colleges, etc. They are still struggling to recruit diverse individuals. Valerie discussed the high school opportunity as an avenue into the medical field. Chris Payne discussed Camp Fury and have had success in more women applicants. Valerie stated to add “sexual orientation” in the survey. Vince stated that the VDH Office of Health Equity has initiatives to get people involved from different backgrounds. Tim and Vince have contact information. It was also suggested to look at the Department of Education as well. Todd Estes is believed to be the contact person there.</p> <p>A workgroup was established to work on this. Valerie, Christina, Chris Payne has a person on his staff who will</p>	

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	<p>join the workgroup. Volunteers please see Valerie after the meeting. If anyone else is interested, please let her know.</p> <p>Valerie also mentioned agency staffing issues/deficits, working 72-hour shifts. She wants to discuss work hours and the importance of establishing and limiting the hours. Chris stated that there is language in the <i>Code of Virginia</i> that talks about hours. Valerie feels that the state shouldn't mandate hours, but offer suggestions or create best practices. This topic will be forwarded to the Provider Health and Safety Committee.</p> <p><b>G3 Funding</b> R. Jason Ferguson stated that on Friday at the Advisory Board meeting a presentation will be held on the G3 initiative from the Governor's office. Dr. Megan Healy, Chief Workforce Development Advisor will present. Public safety is one of the core groups included in the funding. Please attend if possible to learn more information.</p>	
<b>X. Public Comment:</b>	None.	
<b>XII. Adjournment:</b>	<p>The next meeting is May 7, 2020 at the Embassy Suites Hotel.</p> <p>The meeting adjourned at 12:05 p.m.</p>	