Annual Paramedic Program Advisory Committee Meeting

EMSTA College, Palomar College, Southwestern College, WestMed College

April 8, 2015 at AMR San Diego

**Meeting Minutes**

**In Attendance:**

Jennifer Duffy, Escondido/San Marcos Fire

Rick Foehr, EMSTA College

Rick Rod, Rural/Metro San Diego City EMS

Sean Peck, WestMed College

Debi Workman, Palomar College

Silvia Cornejo, Southwestern College

Andres Smith, WestMed and Southwestern College

Bruce Haynes, San Diego County EMS

Susan Smith, San Diego County EMS

Marla Healy, Sharp Memorial Hospital

Kevin Hitchcock, Poway Fire

Brad Peterson, Santee Fire

Bryan McLaughlin, Paramedic Student Graduate

Devin Price, Southwestern College

Ted Chialtas, EMSTA College

Mary Meadows-Pitt, Sharp Grossmont

Linda Broyles, RCCP

Daryn Drum, Heartland Fire

Marilyn Anderson, Vista Fire

Chris Scott, Chula Vista Fire

Dan Saner, San Diego Fire

Don Sullivan, AMR

Pete Ordille, Palomar College

Current Paramedic Student, WestMed College

Current Paramedic Student, WestMed College

Assemble (11:15 am)

**Agenda**

1. Introductions
2. Workforce Projections – ALS agency representatives provided their projected hiring numbers for paramedics for the following year:
   1. AMR – Minimum 30
   2. San Diego Fire and Rural/Metro – 100 or more
   3. Chula Vista Fire – 8
   4. Escondido – 12
   5. San Marcos – 0
   6. Vista – 6 to 10
   7. Heartland Fire – 0 to 10
   8. Federal Fire – 1
   9. Santee Fire – 4 over two years
   10. Poway Fire – 4

* Paramedic programs projected their anticipated graduate numbers over the next year:
  + Palomar College – 58
  + EMSTA College – 40
  + Southwestern College – 24
  + WestMed College – 18
* Debi Workman provided statistical spreadsheet outlining percentage of interns taken by ALS agencies across San Diego County. She brought forth the discussion item regarding the continued difficulty placing interns in the field. Although it appears that there are spots for the interns, it remains difficult to find places for them. Paramedic programs are aware that there are issues such as continual field training of new employees and burnt out preceptors. She reminded the committee that by State regulation, we need to place students in the field by 90 days after the end of their clinical internship. This is a multi-layered problem, and the paramedic programs are requesting input from the committee for help with solutions. She asked the group to look at the big picture: What are we doing to the system? Are we flooding the system or are we not meeting the needs of the ALS agencies for new paramedics.
* Group discussion: Chief Wethey suggested that we should have a set way of having a rotation between internships on fire engines and internships on ambulances. This may encourage engine company paramedics to take more interns.
* Concern expressed that preceptor expectations may not be consistent between different preceptors and different districts, possibly causing difficulties for interns.
* Several members expressed the belief that placing interns on busy fire engines is a great experience due to the opportunity for first contact patient assessments. Blended internships may help to relieve preceptor fatigue and to help spread the available resources out more evenly. Front loading internships on engine first, then ambulance may be preferable.
* Potential problems expressed were difficulties coordinating blended internships, multiple interns on a call arriving on different apparatus, some ALS agencies agreeable to taking interns on engine companies and some not, some preceptors apprehensive about taking weak interns on slow engine companies, logistical problems with housing interns in fire stations and on some fire apparatus.
* Question posed to Mike Rice (AMR) as to when the CSA-17 paramedic units will be open to taking paramedic interns again. Mike states that they are open to it; however they have concerns regarding the low call volume of those units.
* Marilyn Anderson and others agree that the decision to implement blended internships must come from the Fire Chiefs in order for it to happen.
* Debi Workman suggested the creation of a sub-committee to discuss a plan for how to configure blended internships, and that it begins to meet within the next few weeks. Chris Scott volunteered to represent the non-transporting agencies.

1. Committee reviewed and approved overall program goal to prepare competent entry-level Paramedics in the cognitive, psychomotor and affective learning domains. Program directors reaffirmed that this is an ongoing goal for all.

Committee additionally affirmed collective and ongoing goals to improve consistency between training agencies, to balance enrollment of training agencies with the hiring needs of the ALS agencies (as discussed earlier in the meeting), and to refine and improve the intern placement process (as discussed earlier in the meeting).

1. Individual Training Center Goals
   1. EMSTA College: Refining and strengthening student admittance process to include more comprehensive written entrance exam (ACT), interview process and BLS skills scenario. This may result in decreased enrollment numbers, but should produce stronger students and graduates.
   2. Palomar College: Transition from Debi Workman (retiring) to Pete Ordille for Program Director position.
   3. Southwestern College: Changing enrollment criteria and adding an additional layer of testing to process (fisdap entrance competency test). Purchasing additional hi fidelity mannequins and high tech. teaching and learning devices.
   4. WestMed College: CoAEMSP site visit approaching. Has introduced capstone testing after the completion of field internship, which students must pass in order to be eligible to take National Registry exam. Continuing maximum enrollment of 18 students per class and is striving to admit the best 18.
2. Training Schedules:
   1. ALS agencies and clinical sites are interested in having updated training rotation schedules for all of the training programs.
   2. Program administrators agree to provide them, however maintain that the rotation schedules are continuous and remain the same for every year.
3. Clinical Issues
   1. Dr. Smith (Soutwestern and WestMed) addressed the importance of clinical rotations for paramedic interns.
   2. Paramedic program and clinical site coordinators agree that clinical placements seem to be going smoothly.
4. Field Issues
   1. Chief Saner stated the belief that today’s paramedic students and new paramedics lack general people skills. Agreement from the committee that paramedic training should include customer service and leadership skills.
5. Round Table
   1. Don Sullivan: Has contemplated how training programs can improve the quality of students coming out of the programs. He believes that graduate quality has improved from all training programs recently.
   2. Pete Ordille – Thanked Debi Workman for her outstanding leadership and work throughout her tenure.
   3. Debi Workman – Thanked all in attendance and stated that she will miss her work and colleagues.

Adjourn (12:40 pm)