

EMS leaders are invited to attend training to take advantage of Virginia's Keeping The Best! retention workbooks. The sessions are designed for volunteer and career leaders who want to learn how to apply new principles and processes to enhance their workforce. Leaders who attended the 2007 sessions found both sessions helpful and noted the two days were a good chance to network and exchange information with peers.

### ***Maximizing Your Retention Efforts***

- Friday, April 18, 8:30 a.m. - 5:00 p.m., Valley Medical Training Center, Winchester. Registration deadline is April 1.
- Saturday, June 14, 8:30 a.m. - 5:00 p.m. Virginia Association of Volunteer Rescue Squads Rescue College, Blacksburg. (Register through the Rescue College brochure at [www.vavrs.com](http://www.vavrs.com))
- Friday, Sept. 19, 8:30 a.m. - 5 p.m., Southwest Virginia Higher Education Center, Abingdon, Registration deadline is Sept. 5

### ***How to Use EMS Retention Principles***

- Saturday, April 19, 8:30 a.m. – 3:30 p.m. Valley Medical Training Center, Winchester. Registration deadline is April 1.
- Sunday, June 15, 8:30 a.m. – 3:30 p.m. Virginia Association of Volunteer Rescue Squads Rescue College, Blacksburg. (Register through the Rescue College brochure at [www.vavrs.com](http://www.vavrs.com))
- Saturday, September 20, 8:30 a.m. - 3:30 p.m., Southwest Virginia Higher Education Center, Abingdon, Registration deadline is Sept. 5

### **Class Descriptions:**

#### ***Keeping the Best! Maximizing Your Retention Efforts***

This one-day session is designed for EMS agency leaders who are working through retention issues while experiencing significant growth and change such as the integration of career and volunteer personnel. Participants will learn a systematic process to work through change and review the importance of the recruiting process and the application of key retention principles. Directors and chiefs of combination (volunteer and career) departments will find this workshop particularly useful.

#### ***Keeping the Best! How to Use EMS Retention Principles***

Appointed and elected EMS leaders will find this six-hour class helpful in understanding and using basic retention principles in day-to-day EMS agency operations. Participants will learn how to use the life-cycle, belonging, success, and friends and family principles to help keep volunteer and career EMSEMS agency personnel. Participants will work in small groups and use class discussions and practical exercises to learn how to apply these principles to their own.

Each day-long session is \$25 and includes lunch, workbooks and class materials. Credit card orders are accepted.

Visit <http://www.vaems.org/retention>