

State of Wisconsin EMS Training Officer Program

NCRTAC Trauma Conference 2019

May 3, 2019

The Westwood Conference Center – Wausau, WI

1

Program Presenters

Helen Pullen

State of Wisconsin
Department of Health Services – EMS Section
EMS Licensing Coordinator/Training Center Liaison

Tim Weir

State of Wisconsin
Wisconsin Technical College System Board
Education Director – Law, Public Safety & Security

2

State of Wisconsin EMS Training Officer Program

Presentation Objectives

- ◆ Review concept of flexible EMS CE and state's history in EMS education
- ◆ Discuss purpose of State of Wisconsin EMS Training Officer Program
- ◆ Explain the various portions of the program
- ◆ Detail plans for approval and implementation
- ◆ Answer your questions

3

State of Wisconsin EMS Training Officer Program

My initial thoughts...

- ✧ Flexible content is not a new concept
- ✧ Flexible content is often misunderstood
- ✧ Flexible content is currently used by few
- ✧ Flexible content can be used by many

4

State of Wisconsin EMS Training Officer Program

Background Information

- ✧ More formal flexible 30-hour EMT refresher attempted in the past (hybrid)
- ✧ Provider completes 24 hours of flexible content (online, conference, etc.)
- ✧ Provider attends 6-hour "on-site" for testing and "hot topics"
- ✧ Process proved inconclusive in effectiveness for cost/benefit

5

State of Wisconsin EMS Training Officer Program

Lessons Learned...

- ✧ Many providers still prefer traditional refresher training
- ✧ Flexible EMS CE is effective with more direct oversight (validation)
- ✧ Formal third-party assessment was cumbersome and ineffective
- ✧ Cost/benefit for third party assessment is significant

6

State of Wisconsin EMS Training Officer Program

Why are we doing this now?

- ◆ Summer 2016 – Wisconsin Legislative Council Committee was convened
- ◆ Purpose – *“examine issues related to the shortage of volunteer firefighters and emergency medical technicians (EMTs) in the state, particularly in rural areas, and propose measures to address the shortage.”*
- ◆ <https://docs.legis.wisconsin.gov/misc/lc/study/2016/1498>

7

State of Wisconsin EMS Training Officer Program

WI Legislative Council Committee Recommendations to WTCS

- ◆ Maximize online training based on demand and broadband availability
- ◆ Maximize on-site training in rural areas
- ◆ Improve coordination and communication about course offerings
- ◆ Address statewide disparities in course completion and NREMT success

8

State of Wisconsin EMS Training Officer Program

WTCS Response to Committee Recommendations

- ◆ Leverage district EMS education resources more effectively
 - ◆ Support primary EMS education as required for local providers
 - ◆ Support continuing education through traditional refresher training
 - ◆ Support continuing education through flexible refresher training
- ◆ Other training as requested – EVOC, CPR, ACLS, etc.

9

State of Wisconsin EMS Training Officer Program

DHS-EMS Section & WTCS Goals

- ◆ Work with services to create an integrated education plan
- ◆ Create partnerships as we develop best practices in this program
- ◆ Look for opportunities to improve the process
- ◆ Ensure all educational offerings are NCCCP complaint (NREMT)

10

State of Wisconsin EMS Training Officer Program

Changes in the Renewal Process

- ◆ 2017 Assembly Bill - AB 356
 - ◆ *An Act to amend 256.15 (5) (a) and 256.15 (10); and to create 256.15 (8) (cm) of the statutes; Relating to: licensure or certificate renewal for certain emergency medical services personnel and ambulance service providers. (FE)*
 - ◆ Increase licensing period from 2 to 3 years, starting in 2020 (2023)
 - ◆ Increases EMS CE requirements for renewal (x 1.5)

11

State of Wisconsin EMS Training Officer Program

EMS Operational Plan WI Administrative Code

DHS 110.47(5)

- ◆ *designee who is responsible for assisting the service medical director in assuring continued competency and facilitating the continuing education of the provider's EMS personnel*
- ◆ Works in collaboration with service leadership, most specifically the service medical director
- ◆ Ensures EMS providers have proper support for ongoing education

12

State of Wisconsin EMS Training Officer Program

EMS Training Officer Training and Experience

- ◆ Suggested minimum five (5) years field experience as an EMS provider
 - ◆ equivalency as determined by the service medical director
- ◆ Suggested minimum two (2) years EMS training and education experience
 - ◆ equivalency as determined by the service medical director is allowable

13

State of Wisconsin EMS Training Officer Program

EMS Training Officer Training and Experience

- ◆ EMS Training Officer does not need to be a subject matter expert (SME)
- ◆ Needs the ability to recognize the training and education needs of service
- ◆ Be able to secure a credentialed person (SME) to deliver content

14

State of Wisconsin EMS Training Officer Program

EMS Training Officer Training and Experience

- ◆ Required to be familiar with current National EMS Education Standards
- ◆ Licensure as EMS Instructor I or II is desirable
- ◆ Affiliation with a state-approved EMS training center is desirable
- ◆ Instructor certifications in related programs is also desirable

15

State of Wisconsin EMS Training Officer Program

EMS Training Officer Job Duties

- ◆ Implements and coordinates training to maintain currency of providers.
- ◆ Implements and coordinates a comprehensive EMS CE program
- ◆ Provides specialized training, if required
- ◆ Participates in outreach training and education within the community.
- ◆ Oversees orientation of new providers, including skills knowledge, etc.
- ◆ Helps organize and participates in EMS provider training requirements.

16

State of Wisconsin EMS Training Officer Program

EMS Training Officer Job Duties (cont.)

- ◆ Maintains education and training records for their EMS agency
- ◆ Identifies long-term, sustainable education and training needs
- ◆ Develops and sustains a Process Improvement (PI) program
- ◆ Stays current with local, state and national EMS research trends
- ◆ Attends and participates in EMS management team meetings

17

State of Wisconsin EMS Training Officer Program

EMS Training Officer Job Duties (cont.)

- ◆ Participates in ongoing education and training for training officers
- ◆ Ensures training equipment is maintained in accordance with agency policy
- ◆ Provides members with online EMS education and training opportunities
- ◆ Performs other related duties as assigned

18

State of Wisconsin EMS Training Officer Program

EMS CE Application Attachment 1

- ❖ Completed by EMS Training Officer
- ❖ Top block of the application contains program logistics
- ❖ Body of application contains specific training templates, etc.
- ❖ Signatures

19

State of Wisconsin EMS Training Officer Program

EMS CE Application Attachment 1

- ❖ EMS CE duplicated on different days/times submitted separately
- ❖ EMS CE training can recorded and viewed as needed
 - ❖ Service can create a YouTube® channel for this purpose
- ❖ All applications must be completed and approved prior to delivery

20

State of Wisconsin EMS Training Officer Program

EMS CE Application – Template Specific Attachment 1

- ❖ Changes must be pre-approved to include date revised and signatures.
- ❖ All past schedules should be archived for a period of 7 years.

21

State of Wisconsin EMS Training Officer Program

Acknowledgement Page Attachment 2

- ◆ completed and signed both the EMS Training Officer Medical Director
- ◆ must be updated if either EMS Training Officer/Medical Director change

22

State of Wisconsin EMS Training Officer Program

EMS CE Instructor Application Attachment 3

- ◆ Intended to identify persons considered competent to deliver content
- ◆ Validation/verification is responsibility of EMS medical director
- ◆ Delivered by EMS provider/instructor at or above the level of instruction
- ◆ Content delivered by SME with the appropriate training and experience
- ◆ Each person delivering CE content must have instructor approval

23

State of Wisconsin EMS Training Officer Program

State of Wisconsin EMS Continuing Education Sign-In Sheet Attachment 4

- ◆ EMS CE training delivered through this program must have sign-in sheet
- ◆ Must be maintained for a period of seven years for review/audit purposes
- ◆ Ensure EMS CE Courses are entered into e-licensing
- ◆ Ensure CE sign-in sheets (.PDF) are uploaded into e-licensing

24

State of Wisconsin EMS Training Officer Program

EMS Skills Validation

Attachment 5

- ◆ EMS CE for validation of EMS skills is allowable (recommended)
- ◆ Allows service members remain competent in their skills/scope of practice
- ◆ Complete EMS Training Officer Program EMS CE Training Roster
- ◆ Reference – S&P Manual and state scope of practice document

25

State of Wisconsin EMS Training Officer Program

EMS CE Application Templates

Attachment 6

- ◆ Contains 24 NCCP-compliant CE templates (NREMT)
- ◆ NREMT accepts all EMS CE approved by WI DHS-EMS Section
- ◆ EMS agency selects topics for delivery and adds them to application
- ◆ EMS agency can opt to create their own EMS CE offering (7-1 and 7-2)

26

State of Wisconsin EMS Training Officer Program

CE Templates 1-8

- 6-1 Airway Management
- 6-2 Patients with Special Challenges
- 6-3 Pediatric Emergencies
- 6-4 Neonatal Emergencies
- 6-5 Obstetric Emergencies
- 6-6 Special Considerations in Trauma
- 6-7 Head/Face/Neck/Spine Trauma
- 6-8 Abdominal/GU Trauma

CE Templates 9-16

- 6-9 Chest Trauma
- 6-10 Cardiovascular Emergencies
- 6-11 Diabetic Emergencies
- 6-12 Infectious Diseases
- 6-13 Emergency Medications
- 6-14 Medical/Legal and Ethics
- 6-15 Work Safety and Wellness
- 6-16 Neurologic Emergencies

CE Templates 17-24

- 6-17 Anaphylactic Emergencies
- 6-18 Psychiatric Emergencies
- 6-19 Toxicologic Emergencies
- 6-20 Gynecologic Emergencies
- 6-21 Orthopedic Trauma
- 6-22 Soft-tissue Trauma
- 6-23 Environmental Emergencies
- 6-24 GU/Renal Emergencies

27

State of Wisconsin EMS Training Officer Program

EMS CE Application – Service Specific Attachment 7-1

- ❖ Completed by EMS Training Officer
- ❖ Top block of the application contains program logistics
- ❖ Body of application contains specific training objectives
- ❖ Includes reference to training materials used to deliver content

28

State of Wisconsin EMS Training Officer Program

EMS CE Application – Service Specific Attachment 7-2

- ❖ Signature page for attachment 7-1
- ❖ Signed by EMS Training Officer and EMS Medical Director

29

State of Wisconsin EMS Training Officer Program

EMS Educational Resources Attachment 8

- ❖ DHS-EMS Section webpage – current EMS “curriculums”
 - ❖ <https://www.dhs.wisconsin.gov/ems/training/curricula.htm>
- ❖ NREMT EMS Education Standards - suggested
 - ❖ NCCP compliant for those with NREMT
 - ❖ <https://www.nremt.org/rwd/public/document/nccp>

30

State of Wisconsin EMS Training Officer Program

EMS CE Approval Process

- ◆ Items required for submission and approval
 - ◆ Attachment 1 – EMS CE Application
 - ◆ Attachment 2 – EMS CE Acknowledgement Page
 - ◆ Attachment 3 – EMS CE Instructor Application(s)
 - ◆ Attachment 5 – EMS Skills Validation (if applicable)
 - ◆ Attachment 6 – EMS CE Templates (6-1 through 6-24)
 - ◆ Attachment 7 – EMS CE Application/Acknowledgement Page (if applicable)

31

State of Wisconsin EMS Training Officer Program

EMS CE Approval Process

1. Completed applications sent to service medical director for approval
2. Service Medical Director approves application and instructor(s)
3. Retains approved applications for seven years for review/audit purposes

32

State of Wisconsin EMS Training Officer Program

Submission of Training Course

- ◆ EMS Training Officer submits approved application (.PDF) into e-licensing
 - ◆ <https://www.wi-emss.org/public/wisconsin>

33

State of Wisconsin EMS Training Officer Program

Submission of EMS CE Training

- ◆ All EMS CE training sign-in sheets must be submitted into e-licensing
 - ◆ <https://www.wi-emss.org/public/wisconsin>
- ◆ Submission required within 72 hours of EMS CE completion

34

State of Wisconsin EMS Training Officer Program

Submission of EMS Provider Recertification

- ◆ Alternate Flexible Refresher Form
 - ◆ <https://www.dhs.wisconsin.gov/ems/licensing/renewal.htm>
- ◆ Make sure form is signed by applicant, service director and medical director
- ◆ Uploaded into e-licensing
 - ◆ <https://www.wi-emss.org/public/wisconsin>

35

State of Wisconsin EMS Training Officer Program

Training for EMS Training Officers

- ◆ Developing training program for EMS Training Officers
 - ◆ EMS Instructor II certification course/orientation
 - ◆ EMS CE education topics
 - ◆ Orientation in the use of e-licensing to document training
 - ◆ Other training identified

36

State of Wisconsin EMS Training Officer Program

Program Implementation

- ◆ Target implementation timeline - early/mid 2019
- ◆ Revisions will be ongoing ("living document")
- ◆ Feedback from users is crucial in our QI process

37

State of Wisconsin EMS Training Officer Program

Potential Program Funding

- ◆ Eligible EMS services can use funds from Funding Assistance Program (FAP) for purposes of EMS CE delivery
 - ◆ <https://www.dhs.wisconsin.gov/ems/fap.htm>

38

State of Wisconsin EMS Training Officer Program

Online EMS Education Opportunities

- ◆ WTCS and DHS-EMS Section working with many potential providers
- ◆ All approved will be Commission on Accreditation for Prehospital Continuing Education (CAPCE) compliant
 - ◆ Go to <http://www.cechems.org> for CAPCE accredited programs

39

State of Wisconsin EMS Training Officer Program

Things we are working on...

- ◆ EMS Wellness Program in partnership with PFFW
- ◆ Human Sex Trafficking training
- ◆ Updated WMD training (as required in state statute)
 - ◆ Currently available in WI train at <https://www.train.org/WI>

40

State of Wisconsin EMS Training Officer Program

Thank you for participating!
Questions?

41
