Wisconsin Office of Rural Health

Emergency Medical Services

Leadership Course Sessions

Operations
Education/Training Issues:
Training Plan Development/Competency

Presented By

Jim Keiken
Why Have Continuing Education?

- State requirements
- Quality of Care
- New information or techniques in EMS
- Increase personal knowledge
Title Changes

<table>
<thead>
<tr>
<th>Old</th>
<th>New</th>
</tr>
</thead>
<tbody>
<tr>
<td>First Responder</td>
<td>Emergency Medical Responder (EMR)</td>
</tr>
<tr>
<td>EMT Basic</td>
<td>Emergency Medical Technician (EMT)</td>
</tr>
<tr>
<td>EMT Intermediate Technician</td>
<td>Advanced Emergency Medical Technician</td>
</tr>
<tr>
<td>EMT Intermediate</td>
<td>Intermediate Paramedic</td>
</tr>
<tr>
<td>EMT Paramedic</td>
<td></td>
</tr>
</tbody>
</table>

Emergency Medical Responder (EMR)

- Current CPR certification for the professional rescuer, and
- Completion of a 16-hour Medical First Responder Refresher course in the current (July 1, 2008 to June 30, 2010) biennium.
- Completion of an approved Medical First Responder course, EMT-Basic course, or EMT-Basic Refresher course during the biennium fulfills the refresher requirement for this level.

Emergency Medical Technician (EMT)

- Current CPR certification for the professional rescuer, and
- Completion of a Department-approved 30-hour EMT-Basic Refresher course in the current biennium (July 1, 2008 to June 30, 2010).

**Alternate Refresher Requirements**

- Completion of an EMT-Basic course, an EMT-Intermediate Technician course, or the didactic portion of the EMT-Intermediate or EMT-Paramedic course during the biennium fulfills the refresher requirement for this level.
Advanced Emergency Medical Technician
- Current CPR certification for the professional rescuer, and
- Completion of a Department approved 30 hour EMT-Basic Refresher course in the current biennium (July 1, 2008 to June 30, 2010), and
- Completion of a Department approved 12 hour EMT-Intermediate Technician refresher course OR 12 hour EMT-Basic IV Refresher course OR 12 hours of medical director approved continuing education (at the EMT-Intermediate Technician level of training and scope of practice) in the current biennium (July 1, 2008 to June 30, 2010).
- Completion of the EMT-Intermediate Technician course or the didactic portion of the EMT-Intermediate or EMT-Paramedic course during the biennium fulfills the refresher requirement for this level.

Intermediate
- Current CPR certification for the professional rescuer, and
- Current ACLS certification, and
- Completion of a Department approved 48 hour EMT-Paramedic Refresher course OR 48 hours of medical director approved continuing education at the EMT-Intermediate level of training and scope of practice in the current biennium (July 1, 2008 to June 30, 2010).
- Completion of the EMT-Intermediate course, or the didactic portion of the EMT-Paramedic course during the biennium fulfills the refresher requirement for this level.

Paramedic
- Current CPR certification for the professional rescuer, and
- Current ACLS certification, and
- Completion of a EMT-Paramedic Refresher course OR 48 hours of medical director approved continuing education at the EMT-Paramedic level of training and scope of practice in the current biennium (July 1, 2008 to June 30, 2010).
- Completion of the EMT-Paramedic course during the biennium fulfills the refresher requirement for this level.
Alternative Training Requirements

- If using the alternate continuing education method, no less than 6 of the total hours of training are to be completed in each 12 month period (July 1 through June 30).
- In addition, current certification in CPR (basic life support for the healthcare professional) must be maintained at all times for the EMT license to be valid.

Record Keeping

- Copies of documentation verifying continuing education from those not completing a formal refresher may be requested by the Department for audit purposes.
- The EMT must retain copies of all applicable training records for a period of at least two years after the expiration date of the license.
- Failure to provide documentation, if requested, creates a presumption that the licensee has made a false and fraudulent statement in applying for a license to practice as an emergency medical technician.

Sample Training Record
Training Options

- The EMT may select to obtain 24 hours of training using various forms of media, presenters, providers, etc., and based on the following topic areas and hourly minimums.
- Any (CECBEMS) accredited hours will be automatically approved per the topic area.
- This option also requires the EMT to complete and pass a 6 hour “mini-refresher” course that contains 2-4 hours of current topics and 2-4 hours of written and practical assessment.
- The “mini-refresher” course and assessment are under development and will be available no later than June 30, 2009.
- Successful completion of a standardized written and practical skills assessment will be part of the completion criteria for the course. Anyone not passing the assessment will need to complete a formal refresher course.

<table>
<thead>
<tr>
<th>Topic Category</th>
<th>Minimum # of Hours</th>
<th>Examples of Training Topics</th>
</tr>
</thead>
<tbody>
<tr>
<td>Operations</td>
<td>2</td>
<td>PPE, BSI, disease prevention, managing resistance, injury prevention, safety, medical and legal topics, time management, team dynamics, personal and professional development, stress management, well being, communications, documentation, disaster planning, emergency driving, triage, WMD, terrorism, medical control, crime scene awareness, hazardous materials.</td>
</tr>
<tr>
<td>Airway – Basic and Advanced</td>
<td>2</td>
<td>Basic airway skills, ventilation, intubation, combitube, Kinetics-D, ventilation, BLS procedures.</td>
</tr>
<tr>
<td>Medical emergencies</td>
<td>4</td>
<td>Patient assessment, physical examination, medical decision making, critical thinking, environmental emergencies, patients and infections, respiratory emergencies.</td>
</tr>
<tr>
<td>Trauma emergencies</td>
<td>4</td>
<td>Patient assessment, physical examination, medical decision making, critical thinking, abdominal injury, bleeding, soft tissues injury, shock, burns, chest injuries, musculoskeletal injuries, special topics, rescue and extrication, splinting.</td>
</tr>
<tr>
<td>Pediatric trauma emergencies</td>
<td>2</td>
<td>Pediatric patient assessment, physical examination, medical decision making, critical thinking, abdominal injury, bleeding, soft tissues injury, shock, burns, chest injuries, musculoskeletal injuries, special topics, rescue and extrication, splinting.</td>
</tr>
<tr>
<td>OB</td>
<td>1</td>
<td>Obstetrics, gynecological emergencies.</td>
</tr>
<tr>
<td>Flexible content</td>
<td>7</td>
<td>Any EMS topics covered in the EMT Basic curriculum.</td>
</tr>
</tbody>
</table>

Why Continuing Ed & Not a Refresher?
The ADDIE Model of Instructional Design

- Analyze the training need
- Design the training program
- Develop the course/content
- Implement training through delivery
- Evaluate the course’s effectiveness

In this way, the training design process becomes a virtuous cycle of improvement.

Local Needs Evaluation

- What do you see?
- What don’t you see much of?
- Where are your problems?
  - QA/QI
  - Frequency vs. Acuity/Risk

Frequency vs. Acuity/Risk
Develop a Plan

- One year
- Two year
- Map out content

Structure

- Monthly
- Quarterly
- Yearly
- Every other Year
- Lecture
- Group Learning
- Self Study
- Independent Learning
- Classroom
- Labs
- Simulation
- Education vs. Drill
- Mastery of Skills

Who Can or Should Teach

- Experience
- Knowledge of subject
- Ability to explain to others
- Training Officer development
- State Instructors Must have NR
- Succession planning
Staff Motivation

- Make education **Easy**
- Make education **Relevant** to real life practice
- Make it **Interesting** (can’t always be fun)
- **Get out** of the classroom into the environment
- **Involve** others
- Know your **Limitations**
- **Flavor** with war stories don’t make it the main course

---

Share Resources

**Instructors**
- Local
- Staff
- Medical Director
- Area
- Technical College
- Regional
  - Regional Trauma Advisory Council
  - Hospitals
- Other Services
- Law Enforcement
- WATS

**Programs**
- Technical College
- WI Emergency Management
- Regional Trauma Advisory Council
- Hospitals

---

What about National Registry?

- "Due March 31 of recertification year (Every 2 Years)"
- "First Responder - 12 hours (Due September 30th)"
- EMT Basic – 72 Hours
- EMT Intermediate B5/99 – 72 hours
- EMT Paramedic – 72 Hours
- All need CPR
Training Resources

- State of Wisconsin EMS
- Web
- Publishers
- Technical Colleges
- Hospitals
- Conferences

Curriculum Resources

- State of Wisconsin
- NITSA - EMS.gov
- American Heart Association
- International Trauma Life Support
- Pediatric Education for Prehospital Professionals
- Prehospital Trauma Life Support
- Publishers

Other Web Sites

- JEMS
- JEMS Connect
- EMShouseofDefrance
- EMSResponder.com
- EMSService.com
- Temple College EMS Program
- Florida Association of EMS Instructors

- AAOSEMTB Site
- Tones & Boots Publishing
- Elsevier/Mosby/Student Publishing
- Brady Books
- Trauma.org
- Medic 215.com
- Delmar Cengage Learning
- SlideShare
- Creative Commons
Guest Presenter Resources

- Local Law Enforcement
- Sheriff's Office
- WI State Patrol
- Local Fire Departments
- Regional Trauma Committees
- Flight Programs
- Trauma Centers
- Area hospitals
- Technical Colleges
- Area Fire Departments
- Social Services
- Community Resources

Skill/Knowledge Verification

**Instructor is responsible to assure skill & knowledge competency**

- Tools
- Task Sheets
- Testing
- Perfect Practice Make Perfect Practitioners

Mastery of Skills is Mandatory
What's next?

Questions