



SUBMISSION FORM

All submission forms must include the following information. Separate submission forms must be turned in for each eligible program. **Deadline: July 1, 2024.** Please include this submission form with the electronic entry. If you do not receive an email confirming receipt of your entry within 3 days of submission, please contact [Gage Harter](#).


PROGRAM INFORMATION

County: Chesterfield County, Virginia
Program Title: Training and Education Paradigm Shift
Program Category: Criminal Justice and Public Safety

CONTACT INFORMATION

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SIGNATURE OF COUNTY ADMINISTRATOR OR DEPUTY/ASSISTANT COUNTY ADMINISTRATOR

Name: Edward L Senter Jr
Title: Fire Chief
Signature: 

Training and Education

Executive Summary:

Chesterfield County Fire and EMS, Chesterfield Va, has adapted a new and innovative training paradigm that has created more and better training opportunities for its members. This increased training has a direct positive impact upon the citizens, with negligible financial impacts to the budget.

The Problem or Need for the Program:

Chesterfield County Fire and EMS, Chesterfield Virginia has grown in size and complexity over the past 15 years. Keeping members trained on current best practices and emergency medical recertification requirements takes a substantial effort. Based upon the numbers of people needing training, our established training paradigm was becoming ineffective. Much in the same way an interstate comes to a standstill when too many cars try to use the road.

For our department to provide a high quality of service to the citizens we serve, something had to change.

Description of the Program:

The objectives of the new training program include:

- Provide a way for uniformed members of the department to return to three fire training opportunities a year.
- Provide for Basic Life Support prehospital continuing education.
- Provide for Advanced Life Support prehospital education.

Training and Education

The Training and Education Division's journey to expand the training opportunities began over a year ago. The Training and Education staff took a fresh look at how we have been doing business, and created a model that takes the department to how we should be doing business. This required several program and process changes to include, utilizing a hybrid education model of on-line and in person learning along with moving to new and different credentialing agencies for EMS education.

The training division assembled a business case that highlighted how, through several process improvements, more training opportunities could be created. These changes would open up the bandwidth of the training opportunities, much like adding lanes to a congested road. The business case was presented to the executive staff and received the support that was needed to implement the changes. The development process took no more than 36 months to develop and implement.

Cost of the Program:

The manpower costs associated with the training staff remained constant. The staff was still working over the course of a year but was only able to provide two fire-based training opportunities in addition to the minimum required emergency medical services education. The new system, utilizing a hybrid learning model, allowed the fire-based training to return to three fire training opportunities per year, while raising the emergency medical services education to above the minimum standard.

Training and Education

Results/ Success of the Program:

The change over to the hybrid education model has allowed the department to return to three fire-based training opportunities per year while increasing the EMS training above the minimum requirements. This is significant because three fire-based training days is the recommended standard to achieve a positive ranking within the Insurance Service Office (ISO) evaluation when determining how well a fire department can provide protection to its community. This rating has a direct impact upon the homeowner's insurance rates within the community. The better the protection, the lower the homeowners' rates are. By increasing the fire training, we should have a direct impact upon lowering a citizen's homeowners insurance.

Worthiness of Award:

This program is deserving of recognition based upon its ingenuity, the willingness to change from what has always worked, and most importantly provides for a better trained Fire and EMS agency. Better trained individuals have a direct link of providing better lifesaving services to our community.