2/7/2022 Long Range Planning

Joseph Washburn: Good morning, everybody, how are you this morning. So we recording this to zoom that way makes it easier to do minutes for it. This is our first long range planning, where we brought you guys in so you can you help us identify things that we should look at for planning for the future of the program. Just to give you an idea of Long-Range planning from the accreditation perspective there's no other information from Coaemps exactly what they're looking for, as far as what to accomplish with the long range planning so Tammy and I did some research, to the best of our ability and so what we determined was that what we really are looking at is Okay, so see here so really what we found is they're looking for us to make plans for like three to five years out. And we're going to have these kinds of meetings, every year, and part of that is to look at okay and 2022 we plan that in three years from now, in 2025 we want to have a new building that said, well, every year we kind of need to look back and say okay how close are we getting this building, so that. You know it's not enough just to play for three years we're going to see how we're doing. When we get closer to that three year mark every year of those things that we were looking at planning on doing, are we getting any closer does that really get pushed two years out. So that's kind of the idea of this is looking for that, and then to make those decisions of what we need to plan for they gave us categories to look at the and that's what this form is right here, and that is our annual report, if you remember the resource assessment matrix that we give you guys every year that has the different categories for the program director and medical director facilities courses we've had some instructors do some presentations are high stakes exams for final exams what is the feedback that we're getting from the preceptor is in the field what's the feedback we're getting from preceptors in clinical what our graduate surveys like what are our employer surveys like and then what's the advisory committee saying. So that's the areas that we're going to kind of look at as far as when we talk about making the long-range plans as far as our assessment data So, you have documents from our last advisory meeting you have the item analysis from the last exam that we did with the last cohort that went out this document, right here. And so, just to give you an understanding of what kind of analysis is we look at the test, and we look at all the questions where we got 50% of the class or more got it wrong and this is the final comprehensive yeah, and so what we do, then, as we go through those questions and we try to identify is the question wrong is there no right answer is, is it that the so that would make it a bad question, or is the question confusing is the is the problem in some of the answers that they're providing or is the problem in the actual question itself or is it something that we can teach a class so usually we identify those questions and then what happens is that the instructors that would have been involved in teaching that Matt Megan would go through those questions and go okay it's a good question and I covered this in class, so I really don't know why they missed it or maybe I didn't touch enough on class for this, and so what you're seeing here is that first run after the last group of those questions and I don't have the exam for you to review, but this is, this is what we came up some of these questions, so you can understand when. We, we had a SWOT analysis kind of a basic one from 2020 that was kind of our covid year so that's this one here so things that we identified issues recently, for 2020 what are some of our strength’s weaknesses, etc for 2020. And then we built off of that for SWOT analysis, so this is the SWOT analysis in 2021 capturing a lot more of the details that came out of both, this was more of a myself and some of the things that were brought up and advisory maybe some critical conversations with you guys, but this one was more detail, where I asked the faculty to kind of give me a SWOT analysis of the program, it also has more detail, because there was SWOT data came from our advisory meeting so 2021 it's certainly in greater detail than, say 2020.

Joseph Washburn: So those are those are the documents that we have for us to kind of go through when we look at the different sections of the long-range planning. The first part of long-range planning is kind of a collated result, so what Tammy trying to do is kind of give you a summary of the last documents that were relevant for those areas okay so. If you guys ready will kind of start with a report and then, when we get to some of these other documents. Alright, so we look at our last couple of annual reports we definitely had a problem with attrition for 2019 annual report and a result from that. Who doesn't understand what I mean by attrition? I just want make sure you understand, where we started with a large number of students and then, once again we had a lot less. Because of that, we decided that we needed to do some kind of entrance exam interviewing process, and so we began with the next group, and that would have been yeah, the 19-20. If you remember, we started only with 24 students, so when we went from those.

Matt: No it was the 2021 was the first group.

Tammy: 19 is the first group.

Joseph Washburn: yeah so corey Todd was 19 20 started in fall of 19, but they were supposed to finish in 20 but they did finish till 21 because of Covid that's what kind of gets you screwed up Matt, I know. So you have Corey Todd’s group, then you had 2020 group then 2021. Bottom line is that prior to that group we had like a day class a night class gosh we had yeah probably 70 students start with and it came down to 30 at the end.

Matt: When I came in to teaching medic with Chris we had like what 70 just students or something so she had them both in the first semester then we split the class for the next two semesters right and our and our attrition was and then the year after that?

Joseph Washburn: yeah so it was it was it was after that group that was, yeah so after josh that's when we started doing they had to do the we used FISDAP that entrance exam to kind of put them in a kind of in order to change.

Matt: We changed textbooks.

Joseph Washburn: yeah and we went with interview with Dr Rody you and me, the first time, and then the next time we did it with a few others to the interview. So yeah so, we had a lot of people go out and then after that our attrition has been right there yeah right at the threshold so suddenly right so now we're starting with 24 and by the time we complete the course or right at 70% that's the ends up staying. now one of the caveats for us is that we don't have to count their first semester as part of the retention part of a new change in 2019 so all the students that may drop their first semester they don’t count.

Roy Brown: so it's only second on.

Jimmy Zamora: who makes the decisions on cap of how many students,

Washburn: so I would say that I’ve made the cap and the reason why I made the cap 24 is because, again, the state says, I have to have one instructor for every six students 4 groups seems to work great with 6 students in them right and so that's kind of where the 24 came from now, I will tell you from Covid we did 30 for EMT because a lot of the EMT class programs were closed, and so we were getting enough during COVID and so. It wasn't a second group that we went, but this last group that we started with we actually decided to go mean almost I think we're willing to go 30, but we didn’t have 30 good enough applicants, because we knew that the first semester wasn't going to count against us so we're trying to get a little bit more than that first semester, but I don't know if that was beneficial, because I think we let some people in that might not have really been picked you know and I don’t know how they're going to do all the way through. So, so if the pool was large it's not a big it's not a problem, like important. But the poll is kind of smallest last time. And we probably let people in in the shallow pool that maybe weren't really read to get in.

Jimmy Z: now requirements, do they change or their own purpose to enter or do they stay the same?

Washburn: so the only prerequisite to get in is that you need to have secured your emt license by the time the first semester is over. CPR card because A/P 1 and 2 can be taken in the first two semesters with the course you know I will tell you the majority of the students get that done before hand so that they don't have to, I think we've got less and less right Matt.

Tammy: Yes, we tell them during EMT.

Frank V: it's difficult do try and do Cardiology and A/P 2.

Washburn: So, I think that part has gotten out who people are doing that. And then we still do the tests that we do the interview process. And again, the test just gives us a more objective way to kind of put them into rank them and that's really you know after we meet them I think matt and Dr Rody do a really good job of stressing how much work is going to be, and are they really ready to committed. So I think if we did a pretty good job at that again the pools was a lot more shallow for this last class that we let more people and then really didn't meet our original cut the first time.

Frank V:I think a lot of they don't realize the time commitment like we stress it to them in school like being teachable before, when asked us to that I have medical experience like its a huge time commitment for more year now, they realize that until they start the class.

Tammy: then they get a job.

Joseph Washburn: I think the issue. I would say nothing for the top three positives are the top three concerns if I had to fill in the top causes, I think that the process that we're using does get us better candidates for the course, then the prior where we said come on come all. And I think that I think that has been a positive for us. I think that the concern I have is that we have definitely seen the pool getting shallower and shallower, in the last three years, and I would say part of that comes from other schools okay

Gio Z: 2019 last two or 3 to Braxton.

Joseph Washburn: And then I don't know if that loss is due, because we postpone Covid and they weren’t postponing for covid I don't know. I think I think if we were outside of Covid, I think they would have stayed the course I think once Covid and they saw that they were now going to be delayed, they were ready to bail.

Matt: tammy how do students I know the first sesmter is working towards us kind of curious again the intrinsic versus extrinsic type student where that's always my challenge we're doing interviews is this patient want to be here is actually want to be a paramedic or they just want a paramedic school because they want a promotion or to get a job And we've lost students that once they get a job they go okay I’m not I’m not coming back now right.

Tammy: I mean yes, but what is your question.

Matt: Have we lost many people to that.

Tammy: Just based off so sometimes they'll tell us right okay I’m going to get a job of giving us the reasons. But um no we don't either don't really know specifically I can tell you non academic reasons, if you look at that sheet there was four of them for the 19 cohort and I think that was the for that left went to Braxton than three or whatever. You know so and they were all working so and they were continuing to go to school, so I don't you know I don't have a good answer.

Frank V: that's a variable because I mean some departments are very easy going to see hires school other departments, zero tolerance.

Joseph Washburn: We enjoy so it's not really like white notes a variable, but I feel like in the last couple years that that flexibility as left like four years ago, everybody would let me go to medical safety all.

Joseph Washburn: In now I guess it's come back and they have no they won't work around your schedule.

Joseph Washburn: reason why you guys went to a ship friend schedule is because that's the feedback that we're getting from the age.

Joseph Washburn: of friendship friendship from, and now we are and it's still not good not.

Joseph Washburn: Currently, on.

Joseph Washburn: Which is we're starting.

Joseph Washburn: next term of the day yeah and then a and.

Joseph Washburn: We all.

Joseph Washburn: So so again my concerns all sorts.

Joseph Washburn: partners is is that.

Joseph Washburn: I don't know how to increase our numbers as far as getting the pool deeper well you got a couple of accounts good to know i'm not sure if it changed, but it would be invested a lot of them want to hide this program because that's going to be SMB yeah another one yeah so.

Joseph Washburn: I mean, did you have the 27 minute right now okay.

Joseph Washburn: Yes.

Joseph Washburn: Because.

Joseph Washburn: This is what i've heard through the grapevine both ways so so here is putting out to you guys.

Joseph Washburn: I mean we.

Joseph Washburn: Spent accounting separate from hot university.

Joseph Washburn: In house program how that works, but my.

Joseph Washburn: program is not possible.

Joseph Washburn: anymore and good days of those are not possible because they you cannot take the licensure exam.

Joseph Washburn: Correct so unless they're going to start their own program and seek accreditation.

Joseph Washburn: They kind of had to have had there aren't.

Joseph Washburn: Enough in applying that one, but it will take some time.

Joseph Washburn: A lot of money and will progress, I mean that's just so confusing I mean you have you have a.

Joseph Washburn: county first of all it's not just the county emergency management it's you know, an agency for the entire county right, and I mean you don't see companies like Coca Cola be like you know what we want a better, we want a better deal for quite sure where to start building for fashion.

Joseph Washburn: You don't say like it's just they're not in the business of educating mind.

Joseph Washburn: and accounting take care of you know that's what egos getting away I don't know I don't know.

Joseph Washburn: I do know that they came to us back in.

Joseph Washburn: 1819 asking for a course for just Ms people and we said at that time, we would do, of course, our only stipulation is that they had to be able to get into the College, whatever the College requirements work and any writing class at least 12 students so so we waited and waited and it was.

Joseph Washburn: It was.

Joseph Washburn: Was the time.

Joseph Washburn: going to see the sequel, no, no.

Joseph Washburn: And I finally reached out to 10 where we have on this and they couldn't get 12 students that good meet the entrance requirements to get into college or in one of the time face.

Joseph Washburn: And that was lessard from now and then, how you started a program pitch to do to them and they took.

Joseph Washburn: me discuss the topics out there that's something.

Joseph Washburn: The Department of this city that, but the only thing is working on the current program and have been word of mouth spread because whenever.

Joseph Washburn: Students or potential people taking the paramedic lesser wing options which helps you want to go to that like what this one doesn't require me to do X, Y amp Z but this one does and then or just when I have my schedule and.

Joseph Washburn: that's how they're choosing there, or they go on to something as far as like what do you want to do good men of color, especially with MC MC I just take yours.

Joseph Washburn: Yours but at the same time, I have for students after they finish.

Joseph Washburn: school.

Joseph Washburn: it's.

Joseph Washburn: Only been.

Joseph Washburn: there and see.

Joseph Washburn: Our.

Joseph Washburn: Little little review and.

Joseph Washburn: The only one that doesn't have lauren is Charlotte technical college, right now, so I don't know what they're going to do rumor has it that they're working on.

Joseph Washburn: Something.

Robert Crews: Just just just.

Now.

Joseph Washburn: like an hour or the other variables like half hour that costs verse MCI rising costs are close they're all very similar pretty close I think they're running around the 80 $500 mark ish.

Joseph Washburn: plus or minus right over a couple hundred bucks give or take so it's not you know it's not the money it's not like you know next.

Joseph Washburn: Time constraints that we have that.

Joseph Washburn: You know, everybody wants it, this is the thing a for its immediate gratification so go to the smallest as.

Joseph Washburn: fast, as you can, especially if you're just doing it to get money.

Joseph Washburn: you're good man yeah so going back two years, I know that just is more money, they are all yeah I know they're more money, but I think they've made some concessions to try to build the program through the camp, and I think they.

Joseph Washburn: I think that they they cheapened the for the county also they grabbed a bunch of Levi, again I think they reduce the cost to make it.

Joseph Washburn: very competitive ours, I think the problem that causes is going to be faced with is that that's not their business model and at some point they're going to want a bigger return on that.

Joseph Washburn: Now hodges they are a for profit institution they are saying they're like $300 credit yeah.

Joseph Washburn: Regardless of that, I mean honestly, this is my personal opinion is is you know the trust the trust factor in any university or college, that is for profit is this shit yeah.

Joseph Washburn: Is it just yet, because it's you know the it's it's meant that versus men number reasons for profit we're just starting to talk, you know so from my end, but I feel like the relation with one of the biggest pretty volatile providers in the county.

Joseph Washburn: And their relation with hodges that's you know anybody that's new see that's considering for moving up from there, they talk to these people obviously they're going to promote or hodgetts words they're coming for a couple years and all your other you know.

Joseph Washburn: I feel like that causes or something it'll work with this stuff.

Joseph Washburn: This the word about this around it's not really what I think that each other So yes, so so So let me ask you this, what do you think we should do word of mouth is our number one day, how do we get a better word of mouth yeah we do need yeah I like the best best on my campus.

Joseph Washburn: guys well so many are going to learn about the same i'm not very good enough they're going to practice in seaford tried pulling them aside and his Office could not change their mind it's like it's shorter it's easier this and that like profanity or whatever.

Joseph Washburn: And that and there's five of them as a.

Joseph Washburn: matter all right all right good, but again I will see you soon.

Joseph Washburn: And so right when they go into this class on the day to day experience they realize they're not as hard as me or they're not being a strict or that's I mean that's.

Joseph Washburn: that's their game changer so I don't think it's anything that we can be better I feel like that's The other thing they want to either they want to go to a lesser quality school because I can tell, right now, a couple guys that came out of practice not everyone a couple of a gradual.

Joseph Washburn: so far.

Joseph Washburn: And I get that and I get it, and I, and I guess the challenges that are going to be faced when they talk about whether it's easier, whether it's shorter me and whether it's.

Joseph Washburn: more convenient, because I know they can do some of the stuff right yeah.

Joseph Washburn: I can't control that.

Joseph Washburn: But if our problem is word of mouth right my my question to you guys, what can we do over the next couple years to be better at the campaign of increasing that.

Joseph Washburn: word of mouth what are some ideas social media to be addicted to them okay so i'm happy are all of you, on our currently at this web stuff and my first thing is, are we doing enough on Chris yes, I do Okay, and you notice that I got my my my face good.

Joseph Washburn: Alright, so so.

Joseph Washburn: You bring up a good point right because Facebook can't be the live.

Joseph Washburn: Show so that the other thing is maybe over the next year is we we look at other social media makes them tick tock videos I only have days like I.

Joseph Washburn: wonder if somebody likes on Facebook or.

Joseph Washburn: No, if you have those automatically post to.

Joseph Washburn: instagram and there's a button so even instagram fortunately I would say no, I think it was who doesn't do begin with, we share our stuff.

Joseph Washburn: How can we ascend the size or.

Joseph Washburn: departments coming here.

Joseph Washburn: So here's my research.

Joseph Washburn: And I get that but and i'm okay with that, but here's the problem.

Joseph Washburn: Okay, is is we are using a process to get it.

Joseph Washburn: Right, give us testing, what are you going to do if you guys have all worked for Benita and we're not doing anything for them, but we need to come out the pilot and we say listen we'll take care guys.

Joseph Washburn: But these guys are all come in and the tasks and make interview, and we only pick these two we don't pick those students with autism, and they just right.

Joseph Washburn: Now you see the you see the dilemma there What did he get stipulations you know, let them know what their cheeks like this is the process.

Joseph Washburn: If you're on a department user kind of like know they're going to send send people and you interview open we say father, let them know.

Joseph Washburn: That they're cheap look at the library now.

Joseph Washburn: Would you would you see i'm saying this, why Jill went.

Joseph Washburn: away I don't think all.

Joseph Washburn: You have to do any of that has the.

Joseph Washburn: same.

Joseph Washburn: challenge that you're faced with when you go to these organizations and say listen, we want you to come here and we're willing to now.

Joseph Washburn: jeopardize our retention, you might actually.

Joseph Washburn: Come on, come on.

Joseph Washburn: So i'll see.

Joseph Washburn: If you certainly can do 10 seats or semi 1010 I don't go anywhere i'm sorry i'm looking for people in purpose.

Joseph Washburn: yeah so that's another job that but how do you get around that that part I see where that.

Joseph Washburn: I feel like we're going to lose a ton of people to fire, especially a brexit and all these sale will take your.

Joseph Washburn: Your mass load so then we're going to be separately, the new people coming into reading problem, this is our David nelson's ever getting hired.

Joseph Washburn: departments are bitter with us, and now they won't work around this kind of our music even more than the immediate or their souls, and then we got we got going run out of breath from filings and we're sending six more coming up.

Joseph Washburn: But that's just one market to bring the fire department, the people that are at work, right now, what about high school students, I mean I wait a week going there every time I didn't mention.

Joseph Washburn: Because simply you can do bicycle up.

Joseph Washburn: So, so what So those are really very nice and.

Joseph Washburn: seniors in high school really yeah I wanted one now, I will say this, it also doesn't see if you guys agree with that are paramedic students, that we have that seem to be our graduates from our beekeeper.

Joseph Washburn: Maybe that's a market like your say that we need to really increase our pool.

Joseph Washburn: Of emt fresh in the empty from buddy schools.

Joseph Washburn: To make sure that your mouth selling experience.

Joseph Washburn: So So what does everyone stops on we don't say i'm going to go with me on this i've seen this we don't fix students, I expect from looking at their grades, even though they're not my students in emt school and when I go by filling out of class and we're going to go to her bicycle.

Joseph Washburn: it's like.

Joseph Washburn: When did you guys do, though.

Joseph Washburn: I wouldn't I wouldn't be as soon as I got.

Joseph Washburn: All the firearms see better that's probably why but.

Joseph Washburn: Right now.

Joseph Washburn: he's talking yeah I can't hear him because they're so speaker so tell me.

Joseph Washburn: Why, I do like.

Joseph Washburn: I was we were trying to figure this out.

Joseph Washburn: Right well they don't have to pay for.

Robert Crews: texting.

Joseph Washburn: But I think the kids they're the ones that were outside.

Joseph Washburn: toast toast day.

Joseph Washburn: I heard about it.

Robert Crews: Hello everybody.

Robert Crews: i've heard everything that you guys are saying so far and i've put a couple things in chat.

Robert Crews: But that's about it.

Joseph Washburn: Go ahead and just review your chat stuff.

Robert Crews: The biggest thing I that led me to go to you guys kind of touched on the biggest thing that led me to go to paramedic here was, I had a really good experience through emt and I felt prepared for the job and comfortable. I like the structure in the organization of it, so I thought I want to go back to this school because if the empty was that good paramedics I think.

Robert Crews: Student retention for me emptied a medic would probably be a big thing to focus on if it's not already.

Robert Crews: And then, in the advertising, one of the things I said was a life after the job, so you know yeah I can go get an easy degree at hodges or braxton or one of the other doesn't schools around but.

Robert Crews: It is that a degree that's really easy to get that my department accepts it's you know what worth does it have, after I retire if I want to go do something else with my associates or bachelor's or do I have something that's not really worth that much and then somebody touched on.

Robert Crews: Getting interest from high schoolers my niece she's in deland so it's not around here anything but she's in an emt school prep course so she leaves high school is an emr and then hopefully.

Robert Crews: we'll have interest to continue its kind of planting that seed early of interest to continue through emt and medic and just some interest in emergency medicine.

Joseph Washburn: Why did you bring that up what do you guys's thoughts on.

Joseph Washburn: Over the next few years.

Joseph Washburn: Bringing forward to the College.

Joseph Washburn: Maybe from a continuing education.

Joseph Washburn: idea of a high school emr course that we deliver on the weekend, so that was one of the most exciting to add on because when I went once I started to paper and they had some sort of I didn't I didn't go to this.

Joseph Washburn: yeah really and and they also have one right so so here's here's the.

Joseph Washburn: challenge that you're faced with that and that's the that's the public sector and the Chancellor, as far as when you hit the emt.

Joseph Washburn: So you've got baker you've got Cyprus and i'd be like there's another things that all do a public CD kind of academy at the high schools.

Joseph Washburn: And then, when they're done instead of coming here they go to the southwest Florida fire academy at the boat check now also.

Joseph Washburn: overeating an emt program part of it, and so that's really going to get their fire emt instead of coming here and they just started out doing ut eight week course emt in the week.

Joseph Washburn: hodges is doing seven or eight and they're yelling at me now, I can tell you it's outdated.

Joseph Washburn: yeah, but I can tell you the best rates from that.

Joseph Washburn: Are there, so there are horrible but I don't know if anyone really does anyone really care Does anyone really look at that stuff.

Joseph Washburn: yeah.

Joseph Washburn: yeah I mean you know, Joe we said right, you can pay 18 grand for a paramedic program and I can be gone and 11 months and people were passing it with a lot of people pay that much extra 900% that you know.

Joseph Washburn: When.

Joseph Washburn: that's pretty down the pipe I don't know where they are, as far as points, but I do know talking to their program director that all.

Joseph Washburn: Their equipment and class the way they run their classes nothing particular way.

Joseph Washburn: And it's not we don't do what yes, we do what we do job matt may they do what they do, because they enjoy it and they want to succeed, they want to.

Joseph Washburn: succeed, but fortunately there are certain standards that we have to go by, to qualify vehicle integrated cool it's not just okay yeah let's turn this paper and having.

Joseph Washburn: That.

Joseph Washburn: Be mean that they're going to need the accreditation in order to be a paramedic program I think that will level the playing field here for the next three years, new thing that so with our body or pass rate, I think, so too, so when you when you look.

Joseph Washburn: At emc, for example, we had this is, for the first quarter of 2022 the state puts it on the website so it's not me pulling it up and they list all of the list all those things.

Joseph Washburn: And so.

Joseph Washburn: For us, that we said 52 emt.

Joseph Washburn: And we had an 85% first time pass rate and a 92% within three attempts perfect.

Joseph Washburn: Good well.

Joseph Washburn: If we'll get hodgetts so hodges and eight students in only five of those bass and Eric 63% and those five haven't retake the ones that didn't the three develop not retaken yeah if you look at the.

Joseph Washburn: stats here MCI is free on.

Joseph Washburn: So MC.

Joseph Washburn: braxton college, they said.

Joseph Washburn: And they have 81% pass rate so 17 of those being one panelist.

Joseph Washburn: And let's look at the Academy.

Joseph Washburn: So it was for public service Academy, they said nine students and only five pastors that never 56% pass rate.

Joseph Washburn: So I mean essentially you know, one of these warnings campaigns, I do think that's a great idea as well.

Joseph Washburn: Right so that's all public record it's it's not making up numbers so you're making it accessible you just can't go out and say hey this number.

Joseph Washburn: can be opposed no link you just can't press like to look at breakfast, no, no, what you can post, though, is you can take.

Joseph Washburn: can take every college right so so essentially on episode be social media, you know we there's a campaign that runs it's like you know where should I go what you know what programs should I.

Joseph Washburn: Well, you know see below right so, then you have you have the big ones that's w braxton and you don't have to measure the page just for like dogs, you can.

Joseph Washburn: What you can do is, I think the campaign should be something similar to when deciding where to go, what if you're interested in in in becoming an emt or paramedic.

Joseph Washburn: One of the things you should look at is accreditation costs.

Joseph Washburn: And certainly just pass rates are, and then the pass rates has the link that takes them right to the State website that they can look up every class is pass rates yeah I think I mean not only the link but also again that is public record so picture.

Joseph Washburn: Hold and that wants to see more information here's the link right.

Joseph Washburn: But that shouldn't give you I would put I would put the information for the four big players in the post right see what see the link below if you want to see the actual where we drink we drive the data from and then below.

Joseph Washburn: saying you know the essentially the choice is clear it's it's the one we have the highest pass rate our price is in line you know it's not like we're more but and again go to braxton go to the hospital and get their exact price, and I mean i'm talking no smoke and mirrors.

Joseph Washburn: yeah already tried right okay well.

Joseph Washburn: Unless you speak to an advisor well then, some just which is again for i'm sorry.

Joseph Washburn: They can get away with that for emt but they can't get away for that for paramedic because they have to post it again for pricing for.

Joseph Washburn: Our competitors to shoot for the local people whose you know sure it gets the point across from those shows So what about retaining our empty numbers backup because we didn't even hit that So what if we go into these high schools.

Joseph Washburn: You know, career days things like that yeah I definitely think that that's I think that's definitely.

Joseph Washburn: For us to to definitely look at coming up with a plan over lunch again in the next couple years ago of that's where we shouldn't start you know, working on focus on that and the other thing is, is that.

Joseph Washburn: Maybe what we also need to do is look at the College to find out if the College through maybe the Foundation offers some kind of scholarship.

Joseph Washburn: To those that have enough cars coming out of these high schools right, maybe, maybe it's not a big scholarship maybe for emt it's it's $3,000 will make the scholarships a $500 scholarship where we can offer.

Joseph Washburn: 1015 2030 scholarships.

Joseph Washburn: From those areas to draw them into you know, maybe they come here for emt first and then go to the fire me up there are deciding to go to the naval you know our equals one whichever one maybe that's you can only other, the other is going to our next goal.

Joseph Washburn: Well, I don't I don't disagree with that, but i'm really trying to do is kind of capture that high school.

Joseph Washburn: We should we shouldn't also look for trying to get them from our end incorporated.

Joseph Washburn: Going back to that is it's up to these guys that popular in the lab and obviously teachers are the instructors letting them know hey.

Joseph Washburn: This is what you really should do, or business I don't know anybody agrees with it would ask them nobody really answer to people do you all agree, or because a collective CA group that you agree okay that's better for you to go straight to me.

Joseph Washburn: Regardless of where you go, I think it depends on the student yeah because if you really are an academic person you'll do fine you'll be oh absolutely no issue.

Joseph Washburn: Possibly need to probe right right, but if you're somebody who excels in lab tests car time mature in their their respect for the past semester.

Joseph Washburn: Those students that are clearly better in lecture and lab and vice versa, you know, maybe.

Joseph Washburn: Those students will benefit from getting some experience I always like if they asked, I always say it's something you have to reflect on nurture yourself.

Joseph Washburn: and determine if you feel like it's you know couple years experience will help you excel in the program if you feel like going straight through without knowledge so precious important so for an educated from the inside, to double edged Okay, and so.

Joseph Washburn: There are times, where a person who has prior education can come in and do better than someone who doesn't right.

Joseph Washburn: And then there are some that can come in with no prior experience or do better than those that do what I find is that the trouble that I have with the ones that have experience and is that a.

Joseph Washburn: song that habits that you have to reiterate this is the way we do it in your life and so so say.

Joseph Washburn: That that's the trouble that I find and so it's almost as an educator it's almost easier to take the ones we don't have the experience because you're able to mold them.

Joseph Washburn: To do the way that it's supposed to be done now.

Joseph Washburn: The struggle, I have with that is that I have instructors, such as yourselves calm again if you are, but I know that we had these conversations and many meetings where a student will do something and.

Joseph Washburn: It will say well that's how you do it here, but when you get out of fear you're actually going to cut this corner this kind of this corner like this, and so my argument to that is well if we're teaching them wouldn't do it this way here.

Joseph Washburn: And we're supposed to be doing it, the way the standard is then why aren't they doing it like that, out here mean there's a disconnect.

Joseph Washburn: You know i'm saying, whatever we're doing here should be what they're doing out there, or not what we miss you here.

Joseph Washburn: You know, I was explaining to them that when a school where it says that the national standard so they're able to work in country, essentially, and then, once they get on an apartment.

Joseph Washburn: They have to relearn that farm for weight loss also that's a problem too, because when they go into the right time well that's all.

Joseph Washburn: Right.

Joseph Washburn: Hello or standards this way we're supposed to do i'm going.

Joseph Washburn: To do like that I didn't weren't on the empties they'll see if he's doing it so that's pretty much where them for so play the rescue they are playing or they just.

Joseph Washburn: So I think the answer that again comes back to having enough training with the cia's to get them when a student comes back Oh well, I did this on my product time I did it this way.

Joseph Washburn: I feel like it's all of our jobs is educated to say yeah but that's not the correct way and what we're teaching you here is the correct way.

Joseph Washburn: And again if if ours were saying this is the correct way and they're doing it like this, and this is the correct way there can't be can't be to correct ways zone get wrong in yet either Robert me to figure that out.

Joseph Washburn: You know me so.

Joseph Washburn: he's.

Joseph Washburn: Terrible instructor Bobby, what do you go to school here.

Robert Crews: Tony I don't know what was your last class you taught.

Joseph Washburn: I don't remember.

Robert Crews: 1415 ish.

Joseph Washburn: I would say you're.

Joseph Washburn: Not only my class but down.

Joseph Washburn: didn't play for a long time.

Joseph Washburn: I mean i'll tell you from doing this for years now grow paramedic classes.

Joseph Washburn: for students, that have not been any empty school for a long period of time or the biggest challenge in lab, especially not so much make sure the biggest challenge in lab and.

Joseph Washburn: And it helps for we're trying to get away from the picnic table of labs scenario setup in the room, as well, trying to make everybody stand up and stay busy somebody's got something to do because, once you sit around the students get confused when they start hearing.

Joseph Washburn: This is the way I do it.

Joseph Washburn: and so forth.

Joseph Washburn: They can abuse.

Joseph Washburn: You know, we had a CA here a while back it's not here anymore, that is the model was you're never going to get through us.

Joseph Washburn: With that, if you are with that person because he's always kind of style and talk the whole time but.

Joseph Washburn: see where i'm trying to go with this, but we're talking about.

Joseph Washburn: You know how are we going to get our numbers up and so forth, one of the things that we have to have is.

Joseph Washburn: Is 100% support find people that are with our at amp T students.

Joseph Washburn: To come to already in to come to a paramedic program and i'm still surprised how many students are not making that jump.

Joseph Washburn: It also helps same students that have stayed safe car and building that for a personal relationship CA and.

Joseph Washburn: be friends and buddies but be like you know you see me on sega emt school.

Joseph Washburn: They can trust you yeah you don't leave better disappear for a paycheck you know I think they have a good balance, though, because are the ones that teach medic state that it pretty much the way of our callers that are higher and then.

Joseph Washburn: Leading Charlotte that a balance, but they only see all.

Joseph Washburn: This, I think it's pretty good balance, you said earlier that.

Joseph Washburn: We don't seem to have a line from everybody here that, whether you should get experienced or you should you should apply the paramedic Program.

Robert Crews: I feel like coming back for me empty like I specifically waited so I had that experience and hands on.

Robert Crews: talking to patients and on the job, so you get a taste of that real world, but I see the point of like you, you can pick up that have it's something that might be good for.

Robert Crews: The program is to say, yes I recognize you do this as a bad habit, but.

Robert Crews: Like maybe add this and this and it's not just flat out you're wrong because you do this, but some things like we do our primary assessment dsi seen safe and kind of explained, yes in school you take that extra 30 seconds to.

Robert Crews: voice, all of this, but what you're doing is you're walking into and you're seeing all this within 15 seconds, you see your patient you go off and you feel your Paulson.

Robert Crews: you're getting a look at all those really quick just in school you're having to take a little bit of an extra second to verbalize this stuff and maybe rather than just.

Robert Crews: It can be a turnoff to those with experience of saying you're wrong, this is the right way, forget everything that you know and the experience that you have over the.

Robert Crews: You know one year 10 years whatever when you're coming to the program it's trying to bridge that gap so it's less of a turn off like this is stupid it's the school way, this is not the way we do it the field.

Robert Crews: Whereas, like the field you're you're most of the way there, but just add a couple of these extra things to try and polish up your real way experience.

Joseph Washburn: I mean essentially Bobby I mean with what you're saying is it's not necessarily that it's it's definitely not the wrong way it's a new view, I think you said it exactly as it's happening in the field but it's happening internally.

Joseph Washburn: right with with right right.

Joseph Washburn: I think we're probably saying and correct me if i'm wrong it but also thinking, I think your example is is.

Joseph Washburn: is very simplistic, in the sense that you're talking about that the first part of the initial scene size, of which I get but.

Joseph Washburn: The part that the part that i'm talking about when it comes a bad habit is when you start talking about.

Joseph Washburn: assessment after that, where you know we're teaching you that in the in the primary assessment these things need to take place where you take somebody from from.

Joseph Washburn: The field that has emt granted their assessment is a little bit different it's not as we haven't gotten to that complete paramedic assessment, but you can already start to see that they're already.

Joseph Washburn: grabbing things from secondary throwing it up in the first in the primary and stuff like that and.

Joseph Washburn: And then, and then, when you really drill down where did you want that well that's what I see every day from my mentor he immediately starts doing secondary stuff in the primary stuff where that's wrong.

Joseph Washburn: You know when when you really start talking about the right assessment, if you would know i'm saying.

Joseph Washburn: because everyone has a different way of turning and handling information and some people get it, some people don't think it's up to the people who are little students will be able.

Joseph Washburn: to catch them at that moment when they're confused and be like remember the sheet.

Joseph Washburn: Remember what we have to do remember at the end this point you have to do X y&z you know i've had a couple of deer in the headlight moments, with people were in the i'll tell you in the bag game it's not like.

Joseph Washburn: Just wait till I get not only what did you not do, or where did you forget something else to get Mike what did we spend all semester.

Joseph Washburn: Good moments ago, learning right, you know and it's in those moments, where you can find them and these can be people who are agencies, not even see it's just some people get it, some people don't.

Joseph Washburn: it's just being at the right moment, where you can turn on that little white Internet if you'd like that's why we did what we just did this is why we memorize that so that you can go back to it when you're.

Joseph Washburn: clueless on what's next Oh, and I agree with you and I guess what i'm what i'm trying to do, given a kind of an example of the eating.

Joseph Washburn: habits that we end up working on creating here from the habit that they've seen prior work experience is what i'm getting at where they're used to being with a medic who maybe they don't do a whole lot maybe they do.

Joseph Washburn: A MOD podge of an assessment and then, when you bring them here, and you start working with them, they do the module product assessment and then you you're like no, you need to introduce this way right.

Joseph Washburn: And it's tough to break that but that's what i'm saying is when I talked about the challenges were faced with.

Joseph Washburn: The person who comes in, with experience that's what i'm referring to, not so much of.

Joseph Washburn: You know in bobby's example where yeah none of us go out there and verbalize i've got my dp on my team to say, that is, that is internally for everybody, and that is always going to be a school issue of having to verbalize that because we are assessing them.

Joseph Washburn: From that but i'm more talking about procedural ways of things that they don't come and try to do.

Joseph Washburn: You know and and those are the things that we kind of have to try to work on breaking and it's hard to break those habits, for the ones that have that versus the person who comes in, who doesn't have that habit.

Joseph Washburn: it's easier to to work with them on that now, it says it's not that you can't break that habit it's not the correct i'm just saying it's.

Joseph Washburn: it's a bigger challenge that's all i'm saying it's the foundation that we're trying to teach me from an entry level paramedic and little you know some some will develop more critical thinking and so forth, but I mean, I will say Bobby that still there's a few students in your class.

Joseph Washburn: That just based on the general appearance of the nation they're already telling somebody to pull up the non-reader and Steve on patient and it's it's i'm trying to break it and.

Joseph Washburn: it's some people that already have jobs so.

Joseph Washburn: We can take it from.

Joseph Washburn: The angle for another program is to build the foundation for an intro to be an entry level paramedic so maybe we'd like to make our plan is to.

Joseph Washburn: Further pursue emt students to come in freshman to school yeah I think I think I think we're really gonna get back there, I think we can kind of look in some other stuff it kind of really.

Joseph Washburn: I think we're going to talk about that somebody.

Joseph Washburn: What are those what are some of the, for instance, like a cost, how much does it average per many books.

Robert Crews: hundred bucks.

Robert Crews: thousand bucks with everything for the Semester.

Joseph Washburn: You know, so I mean again like I know what you're talking about like some sort in San Diego for me to.

Joseph Washburn: be honest, the only graduate but have that needs to be some sort of.

Joseph Washburn: scholarship or whether it be 500 or if you came from end from here, then you know you'll get the books for no cost or yeah like a big you know somewhere you're only paying 200 bucks for the books now.

Joseph Washburn: Let me say something about the class that is going on right now I mean what I have heard is that they're complaining about what they had to pay for all the little backpack.

Joseph Washburn: Excuse me, like, I mean because i've heard a couple times oh yeah, we have to build this backpack and all that is $400.

Joseph Washburn: But i'm doing all this stuff.

Joseph Washburn: You know that's that's what i'm hearing from me.

Joseph Washburn: Well, you know.

Joseph Washburn: what's the hundred dollar package, where does that include.

Joseph Washburn: Service go better like the devil comes comes in, by which they get a sense that it could be a market for the high school students like hey come to the College and three fourths of the meeting with.

Joseph Washburn: Most just.

Joseph Washburn: I fit in the budget right yeah like you know I don't know that the costs involved the younger students, how much you know what what the profit margin.

Joseph Washburn: analyze, so this is, this is why that would be just so you understand it wasn't that the the.

Joseph Washburn: And I brought that forward, and the reason why I brought that forward is because we were spending a tremendous amount of money and the pickups in headlights because every semester we had to buy.

Joseph Washburn: You know 3040 people and you're thinking yourself, I think, breaking that fast, and the answer is no, they just come up missing.

Joseph Washburn: Because the students will take them and then the other challenges that we had concerning the rest of you, when you when you ask the students listen anything, some of them had some of the cheapest stethoscopes that it couldn't hear anything.

Joseph Washburn: And so we tried to give them an entry level good stuff.

Joseph Washburn: So we did go with that, let me in right $50 stethoscope, which is a is an excellent stethoscope that they can only take from emt paramedic to work with.

Joseph Washburn: versus you know the the 20 or $10 Stephen silver the multiple to that they couldn't hear anything from so that's that's why we went that route on that.

Joseph Washburn: I think when we give them this scope or they pay for this it'd be good to let them know that comes with the little snack subscription to where they can listen to one Sam.

Joseph Washburn: yeah because I tell me what I see that you're living as a serial number that you put in the code, with the APP and it gives you access to eliminate and a crap ton of information about physiology one sound part sounds all this other stuff that they're not aware.

Joseph Washburn: You can I just add one more thing for this play the overall, yes, the.

Joseph Washburn: Overall percentage of people amongst all these programs that are looking to move into.

Joseph Washburn: Part of the battle is going to be addressed by us it's going to be the mentality that these people have Brown, I want to go to the cheapest place i'm going to be able to graduate the fastest because.

Joseph Washburn: They don't it's not always going to be a good provider, so I mean part part of that is being.

Joseph Washburn: Correct and what's the culture changes, but that said so, I think the answer to that josh is This is my answer this is Joe the directors answer to that my answer to that.

Joseph Washburn: Has and always will be, that I think that we have a great standard that we set for ourselves that, and I think it was spoken here before, is that the people that graduate from our group are at the.

Joseph Washburn: Entry level that are going to be successful.

Joseph Washburn: So that when they go to work for these employers that it can say hey where did you go with devastating really you're really good at like kind of thing, and so that takes time, you know, and when schools pop up.

Joseph Washburn: It takes time for the Community to recognize that and i'm with you that there are going to be the ones that are already know look for the cheaper and those other outs, but I think that.

Joseph Washburn: What the other schools have had in their favor, which is no longer there is the requirements that are not going to be thrust upon them from accreditation.

Joseph Washburn: That are pass rates they're going to have to answer for they're going to happen that tangent for that every year their retention rate they're going to have to answer for.

Joseph Washburn: their employer surveys they're going to have to answer for and then, when they do their site visits they're going to have to answer for all of this documentation that we're participating in today.

Joseph Washburn: And so, up until now, I think it's been very easy for a place to just start a paramedic thing right right and that in five years from now, we might sit around the table ago okay well.

Joseph Washburn: we're the only school in town again right or you know a lot of people are coming us now, because our our reputation is where it needs to be because these other people haven't been able to keep up that.

Joseph Washburn: level of what they had market right now, so, so I do believe that that battle is going to come to a head.

Joseph Washburn: Also, I think, going to the apartments when they go to the apartments and they leverage people who want to come, I think the apartments, for example, like Lee county at some point economy is going to be saturated.

Joseph Washburn: With medics and they're not going to do a class with hodges so how is it is going to continue to maintain their program if they don't have these people they don't have a legal needs a look around seven.

Joseph Washburn: Students for you don't have our department sending me understand what students, I think, ever I think that number is going to go down and they're not going to be able to maintain that forever so.

Joseph Washburn: Because our our apartments and provide a DEMO of like maybe not like a like a workshop like hey, this is what we do just give me information.

Joseph Washburn: This is what we're offering to the objectives that we we get it all the time to communicate with us one day in send this out to the guys and 17.

Joseph Washburn: And for the most part it's never been an issue among us as an impatient long finance.

Joseph Washburn: don't care I capture, it will just don't care it's like it schooling here you go, it was the premise of.

Joseph Washburn: What color coding MS is their program program and their area how.

Joseph Washburn: Much is not there yeah so that's how.

Joseph Washburn: We started, we did the first question.

Joseph Washburn: We don't have a tough call your investors ever So how do we may be over there, a little bit more now like what our students that work you.

Joseph Washburn: Know having students Oh well.

Joseph Washburn: I think access department.

Joseph Washburn: basis, I think I think what we really need to do, and what I think we need to do, and we really haven't been.

Joseph Washburn: We haven't really done this.

Joseph Washburn: Since 2016 is that I think the long range plan is, we need to look at possibly bring a color several.

Joseph Washburn: Ever dramatic.

Joseph Washburn: But I like medicare because, last year we did that so so far as you to fall for a satellite an extra $500 to have a cell.

Joseph Washburn: And to do in class don't have to kind of chemicals.

Joseph Washburn: yeah that would be the only way to capture a lot of the call your voice, you would get on Scott, how because right now we're having an issue where we're having to see it's the same schedule is picking up listen.

Joseph Washburn: Again, so this is, this is a planning session so if we didn't call your satellite anymore world problems.

Joseph Washburn: You know yeah, what do you.

Joseph Washburn: call your classroom like under different building right on second or First it was like closer by the cafeteria is like back in the day.

Joseph Washburn: So that's that's.

Joseph Washburn: Something that maybe plan for that the challenge that you're faced with that was that, when we were teaching paramedics at the outer campuses.

Joseph Washburn: They were pretty much doing their own thing with very little oversight.

Joseph Washburn: Because the directors House here.

Joseph Washburn: Even if I would travel.

Joseph Washburn: it's not the same as when it happens here, or we can also make I don't think the resources are there is there either so that's why that's why we yeah that program right and that's why we do what we do here.

Joseph Washburn: kennedy's some kind of lending program where they do the lecture later and they come here for that does that that will give you some flexibility to.

Joseph Washburn: me.

Joseph Washburn: So, so be an option.

Joseph Washburn: Because this is this is where I want to say good this is Robbie advanced equipment.

Joseph Washburn: want.

Joseph Washburn: To hear them so so so that's certainly something that we can look at planning, I like that idea that's.

Joseph Washburn: yeah lecture down there.

Joseph Washburn: On later on.

Joseph Washburn: or something like that.

Joseph Washburn: But she kind of remind me of that again like everything's here before you save your plan.

Joseph Washburn: sponsor well then, just like very cheaply on an area property onyx box that they're nearby this this area and have like a fully immersive environment where we don't have to pretend you're in an apartment you're here there's, this is a capital, but this is a toilet and have actual.

Joseph Washburn: Sim lab with props and stuff like we can go and it's more like realistic speakers, the really focus on just going to play out and not have to work.

Joseph Washburn: So I was thinking, what if we did the last year i'm completely redid it and make a carrier that's the bedroom that is always in the back corner, when you have this room, right here with those forensic That was the best place to go to.

Joseph Washburn: Paris yeah yeah.

Joseph Washburn: well.

Joseph Washburn: For the patient found, like all the legal.

Joseph Washburn: risk being black.

Joseph Washburn: Or what are we going to.

Joseph Washburn: Take an area that is really.

Joseph Washburn: not sure we're all.

Joseph Washburn: On the next yours like that, and those things that are, I just have to talk stairs.

Joseph Washburn: To box when there's companies that do that, and they will literally filled out doors windows and everything.

Joseph Washburn: And they can use that as a House it's.

Joseph Washburn: Just it's very it's.

Joseph Washburn: More.

Joseph Washburn: cheaper and then building an actual building for.

Joseph Washburn: Someone else here just another dimension, because here.

Joseph Washburn: So all right, so now josh or your boss, you know when I when I think about when we first started in sin.

Joseph Washburn: And we had to have CA signing up for full days initially wasn't an issue at all, whether getting people to sign up to do a full day so everyone you.

Joseph Washburn: guys are like very good at writing so they fade because some if they did a lab once a week, if you had to lecture staff to create a weakness, the way and thanks for.

Joseph Washburn: Sending would be a it'd be like four hours more than four hours after lunch or something like that so make it our debut actual work that's minimum.

Joseph Washburn: that's the minimum we can add because that's where our lab right now it's it's a little over four years so only as good as your thoughts would be.

Joseph Washburn: One day a week, they go to lecture for for six hours, and then the other day, they go live date for a rhythm of the color one yeah it was still it was still class, you can have.

Joseph Washburn: One or two ways you do that, like say, for example, on Monday Thursday and you can have a wonderful day of like shirt full day of class and I was like that, because in the past couple years up in.

Joseph Washburn: In this particular one of the biggest things I get a lot, especially towards the end of the day I land is evident lecture all morning they're mentally burnt out right somebody gets a lab they're just like.

Joseph Washburn: yeah and then by the end of the last location it's like they're there they're trying but it's yeah they're.

Joseph Washburn: done right so so that's again double edged sword yeah because if they're that way with you and laugh because they've been drained from lecture and then come to you how do you think that lecture is going to be when the second second shift of that lecture.

Joseph Washburn: To these.

Joseph Washburn: Books i'm just i'm just letting you know that has been historic every person does lecture would argue that after that third even in that third hour, mark you start losing students.

Joseph Washburn: you're losing students go to lunch come back for another.

Joseph Washburn: lecture.

Joseph Washburn: That.

Robert Crews: I think there's pros and cons because last semester we did it so we had to do to two different classes and there was definitely the class after lunch was a little bit harder just because you kind of burnt out your brand's fried from the first one, but you know the.

Joseph Washburn: content.

Robert Crews: Right being able to do the lecture and lab it's I mean it is a very long day and like Joe said at the end of lab we are all fried and we're all ready to go home.

Robert Crews: But uh it's it's nice to be able to learn this stuff in lecture and then immediately apply it apply it in lab so kind of locks it in.

Robert Crews: If if we're able to do our scenarios and stuff and function that way to apply whatever's learned but i'm not sure how to get around that because that a nine hour day is.

Joseph Washburn: Long we don't even really coincide with.

Robert Crews: Some of the earlier ones seem to be doing it when we were doing airway and stuff it's like okay you learn how to do sheep APP and now you're gonna do with this patient yeah.

Joseph Washburn: You just have to learn how to work through it we got.

Joseph Washburn: 24 I didn't but definitely by like 9pm last.

Joseph Washburn: Night 10 o'clock point here.

Joseph Washburn: It goes what till 936 to 10 well.

Robert Crews: One of the nice things about last semester is we did have a bit of a longer lunch and yes there's time to eat all that stuff.

Robert Crews: We can nourish ourselves, but a lot of that sometimes it's kind of a minute to reset our minds, who are capable of paying attention the last bit.

Robert Crews: So, having a minute to relax and kind of cool off from fright or brands in the beginning, I know you have a certain amount of stuff and classroom hours and lecture and.

Robert Crews: All that stuff that you need to do, but it's a solid cut off at noon and go to one gives us an hour to.

Robert Crews: kind of cool down a little bit which helps because it's like after we we get pushed for for every 10 minutes past noon you're losing 15 minutes from before noon and we're just starting to forget stuff learning fatigue.

Joseph Washburn: See and to me, this is the problem with the shift clones, because if you didn't have a shift comments you could have a lecture on Monday Friday.

Joseph Washburn: How date lab on Wednesday, I the reason you guys have to like start earlier in the game to commit exactly at six on the dock that's why you guys.

Joseph Washburn: Are we had to do a short lunch for you guys i'm still thinking about some areas they're not working so into a to answer felt like we could start an hour earlier, so the other challenge that could be looking at.

Joseph Washburn: me, maybe, maybe emt actually has to be a day shift offset of the medics put the night class or evening class of the other campus in the evening class in Charlotte or college or right and then emt is off.

Joseph Washburn: schedule of the you know the paramedic is be an emt is a or C you.

Joseph Washburn: know.

Joseph Washburn: If we were in concert with a secondary program down the corridor child could we look at a student one like surprisingly and one like your standard.

Joseph Washburn: To they can get into week yeah that, because that would the schools that are already working as well as people who want to possibly go straight from here to go to Medical School Maybe you can definitely stuff.

Joseph Washburn: They get a job.

Joseph Washburn: Because I find.

Joseph Washburn: Well that's that's something that we can't control.

Joseph Washburn: What about for lectures, because I don't hearing the same towers well why would we have like you.

Joseph Washburn: know.

Joseph Washburn: Like voice talking with you have their car here that are certainly knowledgeable and like a particular subject and let's say.

Joseph Washburn: you're doing like a hazmat bring somebody that's that the hazmat tech.

Joseph Washburn: Well, I think Dennis was something we definitely started out and john Nichols every year and he's willing to commit like a guest speaker yeah he does my whole hazmat.

Joseph Washburn: store stretcher all the things that I know nothing of and then during the summer remote with the separate led to.

Joseph Washburn: Mention all time so she comes in for that day when we do those different disease processes and stuff so it definitely looks good on too late for us to have guest speakers, and it could be our own car or just can they count as guest speakers can be.

Joseph Washburn: As a student I didn't know that.

Joseph Washburn: presentation.

Joseph Washburn: I know so and I love it oh somebody else, so I just want to kind of bring us back around and kind of highlight.

Joseph Washburn: Where we're at here so for long range planning for 2022.

Joseph Washburn: Okay we're going to focus our long range plan.

Joseph Washburn: In room.

Joseph Washburn: Okay right enrollment.

Joseph Washburn: That is going to be at be a multi prong approach enrollment in so we're going to look at social media campaign.

Joseph Washburn: we're going to look at.

Joseph Washburn: Scholarships.

Joseph Washburn: For high school students.

Joseph Washburn: who have already gone to places to get their emr right and we're going to look at possibly a continuing education program where we can offer an emr.

Joseph Washburn: Rican course.

Joseph Washburn: We can do it and healthy and it sets you up to be in a class here and so part of that is looking at trying to home grown our emt fool.

Joseph Washburn: To increase.

Joseph Washburn: Our pyramid boom.

Joseph Washburn: Sound about right yeah Okay, well, we have difficulties marketing marketing and, of course, given the fact that.

Joseph Washburn: yeah I think there will be a little bit of a challenge for that, but there are emr versus being our not only around here, but I mean no other.

Joseph Washburn: colleges that are even doing these skills, does it needs to get mark first yeah so actually.

Joseph Washburn: Okay, so if i'm not too familiar with Mr it's just like basic like.

Joseph Washburn: a level below and you have to rely.

Joseph Washburn: on us and helps you the sense of getting the student exposed to Is this really what I want to do like we have a with delilah where she realized.

Joseph Washburn: I can't do this to like be put on the spot.

Joseph Washburn: So your attrition rate gets part of that.

Joseph Washburn: The other thing that we're going to look at real quick is upgrading the simulation lab.

Joseph Washburn: or paramedic lab if you want.

Joseph Washburn: Over the next few years, where we incorporate.

Joseph Washburn: More.

Joseph Washburn: likely rooms or cutting it makes a big difference, a huge difference natalie's Linux I feel like a bedroom That is where the bed is our show yes yeah how difficult would be to get an expansion in the current lab.

Joseph Washburn: Is the River coming to fruition about aging or not, and we have the opportunity to take no for another.

Joseph Washburn: Possible renovating break the oh my.

Joseph Washburn: God I gotta break through the wall they're all.

Joseph Washburn: Set up I cases harmon this is.

Joseph Washburn: The next one will be a color.

Joseph Washburn: yeah and I do like yeah and building extensions.

Joseph Washburn: Are you gonna are you guys able to set up any type of meeting with a colleague, Maria mass on you know, like hey Lee county and there will deal with hodges you know but.

Joseph Washburn: You know, is there any is there any type of thing that you guys work out with them on setting so you know we're at least you know getting in the rear.

Joseph Washburn: On hey let's let's make something but let's make a deal that makes sense for you guys and essentially the College it's going to go back to what TIM was saying about yeah i'm going through the whole process sure.

Joseph Washburn: But but, but again I mean, at least at least having that.

Joseph Washburn: same region as a.

Joseph Washburn: Satellite program down here do you is there enough, do you have enough teaser people that go through it i'm not saying that they're going to get it i'm just saying hey.

Joseph Washburn: we're speaking about starting this whether you're getting getting getting in there yeah just talking to them, but those are also like some of our people that are already working they're kind of they're having a.

Joseph Washburn: wonderful day a vector arm and they'll pass, so we gotta pass.

Joseph Washburn: And to they're doing it for their personal incentive for the work is being a mechanism for them, so it gives them.

Joseph Washburn: Two things to remember about a lot of fiber and you know one thing that had just sold their students on was.

Joseph Washburn: There right times they're allowed to do on their shifts and so we have no control of that, but something also, we can say to call your like you choose that's on your we have no control of that that is your call but that's what makes it sort of like okay i'm sure you get.

Joseph Washburn: grounding grounding hours.

Joseph Washburn: that's great, but that we're gonna mess it up.

Joseph Washburn: As.

Joseph Washburn: Long as you're mentioning this man to fire her diary.

Joseph Washburn: hey you know I have nothing to do with paper let's do it states that you that they just can't even count as a third person on the truck etc, so it has nothing to do get paid over here, this is gonna be just here to be on the truck they cannot.

Joseph Washburn: Our little plant can we start doing that, if we have any less than 40 so We tried that with this current Program.

Joseph Washburn: Obviously there's was like 16 or so that are going through it, they got on his contract with that they would be able to write on the.

Joseph Washburn: Guy got completely screwed and they're all salty about it for now they're having to do last days, he gave me.

Joseph Washburn: A second day to come back and do the right time, so they're getting paid for it, but we also have a couple students like kind, of course, for example.

Joseph Washburn: That works for us, but they won't do it because it's not the program they decided to come here makeover probably not even finished so it's not even just the program as a standalone it's a bullshit ego thing with the county housemates normally use scissors to Jon john Jon tester.

Joseph Washburn: doing the contract.

Joseph Washburn: Yes, another.

Joseph Washburn: word is out.

Joseph Washburn: Of the guy.

Joseph Washburn: in and out.

Joseph Washburn: Voluntary cycle and represent the College like hey, this is what the actual numbers over to that country make your decision, but at least now you know yeah here here's all the good information.

Joseph Washburn: about the program that they're building up a Bill Miller me know building those programs we're gonna continue on okay I got.

Joseph Washburn: something to add to do choose to run with the market, and we can we can mark, so it can be trans and the other one they hired two strikes.

Joseph Washburn: Your last video, we can market to them as the like hey like we're willing to offer an emr program for drivers and that could be another avenue that we could get more students to progress through the.

Joseph Washburn: snow and work out here last semester pretty much kind of Nice.

Joseph Washburn: it's about the market.

Joseph Washburn: doesn't smell.

Joseph Washburn: Right, yes, with a purpose for the call and they will not.

Joseph Washburn: it's been my experience that if you want to do more, marketing for different departments, they would ask you.

Joseph Washburn: What is it you want to do when you say, these are the things that we want to be with us okay great we got our blessing yeah go ahead and do it.

Joseph Washburn: comes out of our budget all right.

Joseph Washburn: it's really budget none of its real time content one, but if you're paying for and services well me a depending on how they want to get our yearly.

Joseph Washburn: basis for individual at the paper.

Joseph Washburn: Because.

Joseph Washburn: They have any oversight, as far as what content gets put out there, talking about social media and all that and then sure if they do come in, I do know you're going to see it on a large at this new campaign coming they're going to do a commercial before the super bowl and.

Joseph Washburn: Then i'm going to do a commercial in the super bowl.

Joseph Washburn: they're going to do this huge arrow airway marketing coming from what I understand.

Joseph Washburn: So you will see as Web.

Joseph Washburn: Marketing ingres over the next six to eight months how's their.

Joseph Washburn: how's their base of students been for the last three years, three today, well, I think, since.

Joseph Washburn: Today enrollment has steadily decreased since 21.

Joseph Washburn: From from coven on I think yeah I think if you were to look at from 16 to 19 I think you saw either.

Joseph Washburn: A slight increase or at least a steady plateau Roman now and, if you take an entire associates online, or is it all right now right now absolutely.

Joseph Washburn: I think more so today than ever since go with pushed everything online I don't see the fact anyone come back I don't I don't think it'd be opportunities for traditional learning is going to be as much as it was passed.

Robert Crews: Going on the encouraging enrollment stuff I don't know how the other.

Robert Crews: Schools how what their signup process their their interview, and all that stuff I don't know if there's a way to look at.

Robert Crews: How to streamline that.

Robert Crews: To maybe make it a little bit easier because sometimes taking that first steps the hardest part about signing up for school you're like I want to go to Medical School I wonder if it was just easy as whatever I mean I know there's a certain barrier there but.

Robert Crews: Maybe looking to streamline it as much as possible.

Joseph Washburn: Did you feel like there was barriers for you to sign up for money.

Robert Crews: Not a whole lot, but I also don't know how the other schools do just.

Joseph Washburn: go there wasn't apprehensive with the other co workers that I had a conversation.

Joseph Washburn: Like that nervousness yeah I mean so there's that pre conception of like this is why I make sure that we're.

Joseph Washburn: Like well I just I just saw like.

Joseph Washburn: yeah you'll be fine.

Robert Crews: And I love 30.

Robert Crews: Points given to if you're already working in the field that I don't know how it works.

Joseph Washburn: Now we haven't we haven't again it was just I think you really want to know the purpose of the interviews really originally designed so that we could get a feel for what your motivation was to.

Joseph Washburn: Come to school and we really want to make sure that you are aware, I went to work, it was going to be and where are you ready for that are you ready for success we did you have.

Joseph Washburn: You remember your questions Bobby we asked your support, we asked you if you had financial support to be able to do this, we know you know you may have to work may not sorry financially ready for this are you emotionally ready for this to support that you're going to be.

Joseph Washburn: You know the number of hours you're gonna have to study laid all of that out for everyone.

Joseph Washburn: asking those kinds of questions, is there any way we can rename it and remark it as a program overview or something right, not an interview.

Joseph Washburn: get away from the interview, yes, I have heard that a lot of people they're like oh she's handling it was like Fuck the interviews and integrated as yeah just.

Joseph Washburn: or even if it is modified so it does change from the current status of being interview and more on a just check this out we're going to give you.

Joseph Washburn: All a full of all the Info may be asked a couple questions but get away from the interview because honestly that is a big thing from a lot of people to write the other ones don't have interviewed all the testing crap i'm going to.

Joseph Washburn: You know I mean I personally like the interview, but if we're going to get down to that student level and kind of remove some of those barriers and might might not be a bad thing.

Joseph Washburn: And just change the think there has to be a selection process yeah it has.

Joseph Washburn: A remarketing and it is.

Joseph Washburn: OK say we're this is almost like an orientation orientation before you get to the program or and ask you some questions your opportunity to ask some questions when we're going to go over all of the all the things that require our premier program so that you're prepared.

Joseph Washburn: We want to continue with this so.

Joseph Washburn: You know, essentially.

Joseph Washburn: All where you call it that.

Joseph Washburn: we're we're prepping you for for success for a.

Joseph Washburn: waste of money for if you do not think that you can go jump through these hoops we were just prayer yes.

Joseph Washburn: yeah yeah somebody puts us so selection process, yes, no i'm not seeing any don't they add that to the gear you don't tell them great.

Joseph Washburn: Question so question there's tons of questions on there that are whole you know I mean I don't know we shave it off a little bit maybe.

Joseph Washburn: Not so much what we do give them information for asking the question, but maybe have that be the front part of it and.

Joseph Washburn: Say okay look you're you're here for this orientation, you took the exam these are your scores, this is what men are men explore wires have you are you going to be able to do it, if not great.

Joseph Washburn: you're going go you believe is you still think that you can do it, these are some questions I will we would like to ask you just so that you understand again at this is not some blacks been full 60 course or start with depression and then either way I I understand what what their status.

Joseph Washburn: trick.

Joseph Washburn: Is as soon as you mentioned.

Joseph Washburn: In the.

Joseph Washburn: question I.

Joseph Washburn: like that.

Joseph Washburn: Next group, we have 7368, and again I think we interviewed 30 something actually the class.

Joseph Washburn: I think the Max that we should look at it's 3030 and we never went below that number he does some advocates in that.

Joseph Washburn: group prior to that we had first be 40 something.

Joseph Washburn: 40 something applicants in this last group and we took 3040.

Joseph Washburn: yeah probably wouldn't we take.

Joseph Washburn: A look at work with our selection process like hey, this is the maximum number of the day you're going to take you I mean what do we take this gentleman that.

Joseph Washburn: Was that was really good we.

Joseph Washburn: got 3121 well we don't have enough.

Joseph Washburn: Time today.

Robert Crews: If you're looking for 30 people and you only find 24 suitable candidates are you putting six that are probably not ready through to make that 30 number.

Joseph Washburn: um I don't think we'll do that again.

Robert Crews: I felt like the first semester, there is some that were let's say questionable and you could see how it put a anchor out on some that would have otherwise succeeded and done quite well but for.

Robert Crews: personality, whatever reasons they latched on to these people that were not ready, not good, and then it really dragged down a student who would have really succeeded otherwise.

Joseph Washburn: Well that's why that's why you know and we're having this conversation I was trying to be very frank, in the sense that we have a much shallower pool for this last group and we took students more students and we normally would and with the show or.

Joseph Washburn: It didn't work out didn't work out and I don't know if that was the right thing to do and I don't think that if you asked me to do it again next time that I would be so willing to do it because I know what happened now.

Joseph Washburn: You also have the students are like just want everything now you're super calm.

Joseph Washburn: Out of the ones that gets rejected or they want to appeal or or by their case right like that, just a curiosity when they come back the next time you can't believe i've had people come back and it's good did you feel like.

Joseph Washburn: You.

Joseph Washburn: Know good job.

Joseph Washburn: Yes, yes it's not his fault, he got.

Joseph Washburn: One second so So how do we prepare or.

Joseph Washburn: issues with the park, yes or they're willing to willing to work out the fire, you know kind of.

Joseph Washburn: surprised me to stop me i've got guys that are friends at St models, for example, and they say you guys are doing a good job guys if we've hired a program we'd like you know that it's all and where they went to a store and you're doing projects with us, for now, and now, maybe your mom.

Joseph Washburn: And then we'll see we'll.

Joseph Washburn: see no May.

Joseph Washburn: see what i'm saying that aside five guys from St Paul so all going to go to breakfast after they even had a sit down to you can savor.

Joseph Washburn: That makes no sense to me, you know it just makes no sense to me what is, do we even want that are kind of students if they're looking for the easy route I don't know who these five guys are but we haven't met same problem that needed me.

Joseph Washburn: To come get this w and then there's other all these other guys decide they want to go to braxton.

Joseph Washburn: sterile and we have never had since i've been here we ever had a guy from that other than out of emt school that is awesome that stairs pushing these guys over to Brian.

Joseph Washburn: And so you know why all this arrow guys all brands, a lot of its you know the the admission process a lot easier for breakfast you don't have to interview right there's.

Joseph Washburn: Nothing guaranteed slots sign up here's my money, I mean that there's not really like.

Joseph Washburn: You know i'm going to say it's not like a real free college that's my opinion you know here so it's not a real college so it's not like there's an admission ranch braxton it's a guy on his laptop driving over from Miami that's you know looking through is like Okay, these are all fruits.

Joseph Washburn: Now that's his office, so you know, and then you know I don't want to take any other classes, I don't want anything else, one of the issues with the part of the.

Joseph Washburn: Older guys are good Sam on X monographs to those school I don't want to multiple at the same time we can't guarantee that with this process.

Joseph Washburn: So they go back to their practical take anybody with a pulse settings i'm guessing say with logic right they'll just remind you sign up and pay you're in pretty good how much longer, is it to be able to be allowed that last week, she just said, you said yeah.

Joseph Washburn: That was.

Joseph Washburn: To be.

Joseph Washburn: Really really clear.

Joseph Washburn: My sweater right everything you told me as their idea but it's also a matter of the bottle and we got to talk to the big dogs the departments, because they're the ones you know as a firefighter going on, like a cheap or anything I can go to school on the.

Joseph Washburn: Road I don't think so, I feel like there's a lot of misinformation out there with people.

Joseph Washburn: from other people, I think the social media because I still here, though one bad word name out there and I confirm all the time she's not here oh yeah.

Joseph Washburn: So her hissy fit well.

Joseph Washburn: I just want to make sure that you don't have time for.

Joseph Washburn: Two hours, but I want to make sure that, for our first attempt at long range planning that kind of captured what we were looking for that came to be.

Joseph Washburn: The topic right and that was focusing on giving more students in our applicant pool for us to draw from to pick the best candidates.

Joseph Washburn: And that's what we're going to work on over the next couple years right, I make sure, next year we can we can see how we're doing on that.

Joseph Washburn: As we start to do some of these rollout things and see if that changes right, and then we can also talk about some other areas and our next planning thanks you're planning session so for this year I got three areas that we're going to focus on.

Joseph Washburn: we're going to focus on increasing our candidate pool okay.

Joseph Washburn: Using the strategies that you guys recommend we're going to look at doing.

Joseph Washburn: Better simulation opportunities for us.

Joseph Washburn: In what will that entail whether it's a remodel or additional.

Joseph Washburn: equipment from boxes, or whatever, and considering utilizing a additional satellite and our first stop was collared.

Joseph Washburn: And the resources that we would need, for that would be personnel place.

Joseph Washburn: place being physical location stuff.

Joseph Washburn: and personnel and equipment to make that happen, and so it will take us a while, for that to be.

Joseph Washburn: I would say, if we were going to do the satellite thing we would need to be able to have those things.

Joseph Washburn: readily be able to put our finger on that, yes, we've got authorization for personnel.

Joseph Washburn: Yes, I mean I was silly yes we've got the equipment for you necessarily go approached collier and say hey listen, what do you think that aren't moving the satellite here they go yeah that sounds great.

Joseph Washburn: And you can pull it off because you need three years worth of whatever you know i'm saying, so I think that's kind of my last part.

Joseph Washburn: But I think that somewhere that we need to go to same thing with the simulation as far as Okay, what is it going to take to do that, we have people at the College that can come in, look at our space and organize our space with rough.

Joseph Washburn: CAD software slash architectural to see what that is, we can work with the College as far as you know, is this building up for renovation if it's not is their.

Joseph Washburn: state funds in the future for us to make this renovation, so we can work with that and then all the things that we mentioned for our enrollment again social media.

Joseph Washburn: Scholarships.

Joseph Washburn: nomenclature of entry to the Program.

Joseph Washburn: And seeds for a seat for a for an emr.

Joseph Washburn: program that we can partner with the.

Joseph Washburn: brewster and.

Joseph Washburn: trends that feel like that kind of summed up our meeting Bobby do you have anything.

Robert Crews: No, I think it's good maybe you know just kind of thinking, maybe sharing like how many.

Robert Crews: college credits emt and medic is actually worth because I don't think it's a widely known thing I tell people how many credits that Medical School is worth and they always seem just really surprised it's like wait i'm getting a medic CERT and college credits.

Joseph Washburn: they're actually not me.

Joseph Washburn: college is not the end of the year, joint.

Joseph Washburn: license why idea to be in musical we should have somebody.

Joseph Washburn: like myself and the list of things and go talk to each emt class and say listen you get this many credits you're moving down this mini grids on the paramedics to.

Joseph Washburn: come into our paramedic program we know who you are all blah, you know this is what's involved in paramedic school because a lot of them also do not know what's.

Robert Crews: happening on board with a student advisor.

Joseph Washburn: I want to see it was actually read it and read the three classes here because later on, I found out.

Joseph Washburn: it's not a fiscal right, so I mean it, but I didn't know writers I didn't know where it was it's education, because you look at the look at accreditation colleges and you know.

Joseph Washburn: You have a lot of universities and colleges say we're nationally accredited and I was like whoa that's way better that regional way better, it has to be and.

Joseph Washburn: I will listen, I want to thank you all for coming.

Joseph Washburn: And I appreciate all of your input and help.

Joseph Washburn: Other some of these other topics that we didn't get to, but I really I think that we really have.

Joseph Washburn: made a great impact on place to start, and then you just build off of that moving forward over the next several years.

Joseph Washburn: Adding to our list of things that we want to change while trying to achieve with things that we're looking to change.

Joseph Washburn: Now graphic to touch on it, they have to be as part of the interview right.

Joseph Washburn: Yes, so everything we've talked about before maybe we can offer them the class they don't have to find an outside source or anything like that.

Joseph Washburn: So the College is going to market, the American heart association to current students my students they're going to be doing all this blessed over in a building on the second floor but.

Joseph Washburn: They would Okay, I was just saying no additives that we could put on social media like this and get that all in house, yes, you know most you're not looking for like reaching out or things like that was that.

Joseph Washburn: was very challenging because it was the you had to kind of fill the empty spots that we're only open as legal, moral intake so if there was 25 seats in the memorial to call 25 seats.

Joseph Washburn: We were not we no longer have the legal contract.

Joseph Washburn: Because it's like it's in House will kind of right, I mean it's running under the college's umbrella and it's like a student students of mine said college we're taking the memorial students, you know and it's like wait.

Joseph Washburn: To get back to us.

Joseph Washburn: Really.

Joseph Washburn: Oh.

Joseph Washburn: Probably sooner than one yet.

Joseph Washburn: We need your space.

Joseph Washburn: Oh.

Joseph Washburn: No i'm just trying to follow up with cheer leakages that will be where we can take our simulation level or just you know you're not going to give that classroom.

Joseph Washburn: Anyway, now it'll be renovated into a regular classroom like this that they will teach all genesis and you talk about the to go it'll be a it'll be a class or it won't be a part of our system, so if we're if we're looking to renovate the sound.

Joseph Washburn: I think the area that we have to look at as a couple full, we have to look at.

Joseph Washburn: Either a renovating our current space, because it was never a full.

Joseph Washburn: But.

Joseph Washburn: It out for you here's the thing you know, is it cheaper was down there is it cheaper to.

Joseph Washburn: put some of that stuff in a convex AC unit for storage outside and build the inside, for the rooms and then store all the boxes and crap that we've been starting off on the shelves of the boxes, or is it cheaper bringing those boxes and build them out as rooms.

You know.

Joseph Washburn: So it's just you gotta gotta look at that and find out, you know what that.

Joseph Washburn: I kind of like the I mean you know the comics outside, because then it's almost as your your role on the stretcher with all of your stuff to a home yeah I don't get me wrong, I like to do, and certainly would like to to see what he can do that yeah.

Joseph Washburn: that's that's always one department So for me i'm looking at sharing something like once people get like the students get excited.

Joseph Washburn: When they see stuff that instead of being like Okay, this is what you got imagine this imagine that, but they get excited when you see blood squirting that romantic you don't have to sell me.

Joseph Washburn: They want.

Joseph Washburn: to sell me.

Joseph Washburn: One year, depending on your beliefs, making it as real as possible, which includes.

Joseph Washburn: Asian.

Joseph Washburn: there's no restrictions on moving in notice you guys.

Joseph Washburn: But definitely like I know it's passing but like if that would be somewhat feasible to just.

Joseph Washburn: make it a whole sentence situate us in my work guys but outside of the environment and, as a supply area so as a general like hey This is where we'll set it up all right now, you dispatch it's going to be only one night right exactly yeah it will be indoors his apartment when I.

Joseph Washburn: agree with you.

Joseph Washburn: But you know.

Joseph Washburn: Which one over here yeah.

Joseph Washburn: We can get it back, but I just need to the people that were objecting to it are gone so so we could work our way that's another piece of stair chair.

Joseph Washburn: talking to Chris Churchill have no problem going back up there, and do there and I had a great relationship so suddenly feel I mean office, right here the entry way, but they said library, we can use to there isn't this for you yeah.

Joseph Washburn: yeah.

Joseph Washburn: The library right here by the door.

Joseph Washburn: Yes.

Joseph Washburn: definitely yes.

Joseph Washburn: Because you said there's an office, right here, but if I live around.

Joseph Washburn: Here you know i'm not liking.

Joseph Washburn: My coffee, you can have a SIP of.

Joseph Washburn: Coffee all right, well, thank you, everybody.

Robert Crews: adios.