

# CNY Training Needs Survey THE RESULTS

**Presented by: The Finger Lakes Regional Training Center**

September 12, 2014 – CNY West Subregion Meeting (Syracuse, NY)

September 16, 2014 – CNY South Subregion Meeting (Binghamton, NY)

**Presented by: Albany Medical Center Regional Training Center**

September 09, 2014 – CNY North Subregion Meeting (Watertown, NY)

September 19, 2014 – CNY East Subregion Meeting

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# 45

## Total Responses

Survey Opened: August 01, 2014

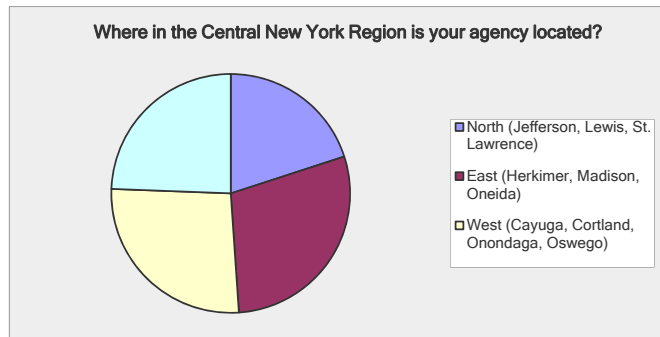
Survey Closed: August 14, 2014

Complete Responses: 45

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### Q1: Where in the Central New York Region is your agency located?

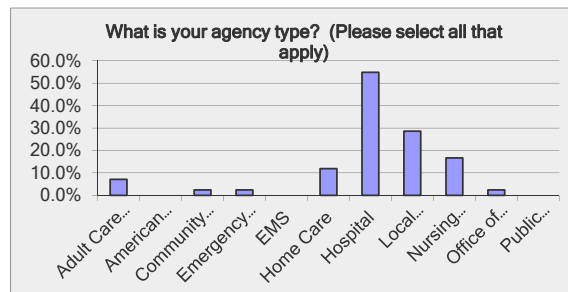
Answer Options	Response Percent	Response Count
North (Jefferson, Lewis, St. Lawrence)	20.0%	9
East (Herkimer, Madison, Oneida)	28.9%	13
West (Cayuga, Cortland, Onondaga, Oswego)	26.7%	12
South (Broome, Chenango, Tioga, Tompkins)	24.4%	11
<b>answered question</b>		<b>45</b>
<b>skipped question</b>		<b>0</b>



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### Q2: What is your agency type? (Please select all that apply)

Answer Options	Response Percent	Response Count
Adult Care Facility	7.1%	3
American Red Cross	0.0%	0
Community Health Center	2.4%	1
Emergency Management	2.4%	1
EMS	0.0%	0
Home Care	11.9%	5
Hospital	54.8%	23
Local Health Department	28.6%	12
Nursing Home	16.7%	7
Office of Mental Health	2.4%	1
Public Safety	0.0%	0
Other (please specify)		7
<b>answered question</b>		<b>42</b>
<b>skipped question</b>		<b>3</b>



COMMENTS:

- disaster long term recovery organization
- Facility also has 78 bed LTC facility and 8 outpatient clinics
- Hospice
- Central New York Medical Reserve Corps
- OMH Long term care residence, Emergency Shelter, OASAS Crisis Center
- EMS
- hospice

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**Q3: Please prioritize the following "MAINTENANCE" emergency preparedness courses based upon the need for your agency.**

Answer Options	High	Medium	Low	N/A	Response Count
Advanced Burn Life Support (ABLS) - 8hrs	6	11	6	18	41
ABLS NOW (online) - 6hrs	3	11	11	17	42
Advanced Disaster Life Support (ADLS) - 16hrs	4	14	5	16	39
Advanced Hazmat Life Support (AHL) - 16hrs	4	9	9	18	40
Advanced Trauma Care for Nurses (ATCN) - 16hrs	4	9	13	15	41
Basic Disaster Life Support (BDLS) - 8hrs	8	14	7	12	41
Disaster Mental Health (DMH) A Critical Response - 16hrs	4	23	8	7	42
Disaster Triage - 3hrs	9	14	9	9	41
Emergency Nursing Pediatric Course (ENPC) - 16hrs	11	8	6	15	40
Evacuation of Facilities in Disasters Systems (eFINDS) - 2hrs	16	9	12	5	42
Hazmat for the First Receiver - Refresher/Awareness Level - 4hrs	7	12	7	15	41
Hazmat for the First Receiver - Operations Level - 8hrs	8	7	9	18	42
Homeland Security Exercise Design, Development and Evaluation (HSEEP) - 8hrs	6	14	17	5	42
Hospital Incident Command System (HICS) - 4hrs	3	12	11	12	38
IS-100/IS-100.HCb - 2hrs	4	15	13	7	39
IS-200/IS-200.HCa - 2hrs	4	15	13	7	39
ICS-300 - 24hrs	10	13	12	3	38
ICS-400 - 16hrs	9	12	13	4	38
IS-700.a - 2hrs	4	14	15	6	39
IS-800.b - 2hrs	3	15	14	6	38
Pediatric Advanced Life Support (PALS) - 16hrs	6	8	9	17	40
Trauma Nursing Core Course (TNCC) - 16hrs	8	9	4	17	38
Other (please specify)					2
				<b>answered question</b>	<b>44</b>
				<b>skipped question</b>	<b>1</b>

- Evacuation Plan
- IS 906 and IS 907

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**HOSPITAL Priority "Maintenance" Emergency Preparedness Courses**

NORTH Subregion HOSPITALS	High	Medium	Low	N/A	Response Count
Advanced Burn Life Support (ABLS) - 8hrs	4	0	1	0	5
ABLS NOW (online) - 6hrs	1	3	2	0	6
Advanced Disaster Life Support (ADLS) - 16hrs	3	0	1	0	4
Advanced Hazmat Life Support (AHL) - 16hrs	2	1	1	0	4
Advanced Trauma Care for Nurses (ATCN) - 16hrs	3	1	1	0	5
Basic Disaster Life Support (BDLS) - 8hrs	4	0	1	0	5
Disaster Mental Health (DMH) A Critical Response - 16hrs	2	2	1	0	5
Disaster Triage - 3hrs	1	4	0	0	5
Emergency Nursing Pediatric Course (ENPC) - 16hrs	5	0	0	0	5
Evacuation of Facilities in Disasters Systems (eFINDS) - 2hrs	3	0	1	1	5
Hazmat for the First Receiver - Refresher/Awareness Level - 4hrs	3	2	1	0	6
Hazmat for the First Receiver - Operations Level - 8hrs	3	1	2	0	6
Homeland Security Exercise Design, Development and Evaluation (HSEEP) - 8hrs	0	3	1	1	5
Hospital Incident Command System (HICS) - 4hrs	0	4	1	0	5
IS-100/IS-100.HCb - 2hrs	1	2	1	1	5
IS-200/IS-200.HCa - 2hrs	1	2	1	1	5
ICS-300 - 24hrs	0	3	1	1	5
ICS-400 - 16hrs	1	2	1	1	5
IS-700.a - 2hrs	1	2	1	1	5
IS-800.b - 2hrs	1	2	2	0	5
Pediatric Advanced Life Support (PALS) - 16hrs	3	2	0	0	5
Trauma Nursing Core Course (TNCC) - 16hrs	4	1	0	0	5
Other (please specify)					0
				<b>answered question</b>	<b>6</b>
				<b>skipped question</b>	<b>0</b>

SOUTH Subregion HOSPITALS	High	Medium	Low	N/A	Response Count
Advanced Burn Life Support (ABLS) - 8hrs	0	4	2	0	6
ABLS NOW (online) - 6hrs	0	2	4	0	6
Advanced Disaster Life Support (ADLS) - 16hrs	0	5	1	0	6
Advanced Hazmat Life Support (AHL) - 16hrs	0	4	2	0	6
Advanced Trauma Care for Nurses (ATCN) - 16hrs	0	2	4	0	6
Basic Disaster Life Support (BDLS) - 8hrs	0	3	2	1	6
Disaster Mental Health (DMH) A Critical Response - 16hrs	0	4	0	2	6
Disaster Triage - 3hrs	1	1	2	2	6
Emergency Nursing Pediatric Course (ENPC) - 16hrs	1	2	1	2	6
Evacuation of Facilities in Disasters Systems (eFINDS) - 2hrs	0	3	3	0	6
Hazmat for the First Receiver - Refresher/Awareness Level - 4hrs	1	3	0	2	6
Hazmat for the First Receiver - Operations Level - 8hrs	1	1	2	2	6
Homeland Security Exercise Design, Development and Evaluation (HSEEP) - 8hrs	1	0	5	0	6
Hospital Incident Command System (HICS) - 4hrs	0	1	4	0	5
IS-100/IS-100.HCb - 2hrs	0	2	2	2	6
IS-200/IS-200.HCa - 2hrs	0	1	3	2	6
ICS-300 - 24hrs	2	2	1	1	6
ICS-400 - 16hrs	2	2	1	1	6
IS-700.a - 2hrs	0	1	3	2	6
IS-800.b - 2hrs	0	1	3	2	6
Pediatric Advanced Life Support (PALS) - 16hrs	0	2	2	2	6
Trauma Nursing Core Course (TNCC) - 16hrs	0	2	1	2	5
Other (please specify)					1
				<b>answered question</b>	<b>6</b>
				<b>skipped question</b>	<b>0</b>

EAST Subregion HOSPITALS	High	Medium	Low	N/A	Response Count
Advanced Burn Life Support (ABLS) - 8hrs	1	3	2	0	6
ABLS NOW (online) - 6hrs	1	3	2	0	6
Advanced Disaster Life Support (ADLS) - 16hrs	1	3	2	0	6
Advanced Hazmat Life Support (AHL) - 16hrs	1	0	4	1	6
Advanced Trauma Care for Nurses (ATCN) - 16hrs	1	1	4	0	6
Basic Disaster Life Support (BDLS) - 8hrs	1	5	0	0	6
Disaster Mental Health (DMH) A Critical Response - 16hrs	0	5	1	0	6
Disaster Triage - 3hrs	1	3	2	0	6
Emergency Nursing Pediatric Course (ENPC) - 16hrs	3	3	0	0	6
Evacuation of Facilities in Disasters Systems (eFINDS) - 2hrs	3	2	1	0	6
Hazmat for the First Receiver - Refresher/Awareness Level - 4hrs	1	3	1	1	6
Hazmat for the First Receiver - Operations Level - 8hrs	1	3	1	1	6
Homeland Security Exercise Design, Development and Evaluation (HSEEP) - 8hrs	0	4	2	0	6
Hospital Incident Command System (HICS) - 4hrs	2	2	2	0	6
IS-100/IS-100.HCb - 2hrs	2	3	1	0	6
IS-200/IS-200.HCa - 2hrs	2	3	1	0	6
ICS-300 - 24hrs	1	2	3	0	6
ICS-400 - 16hrs	1	2	3	0	6
IS-700.a - 2hrs	2	3	1	0	6
IS-800.b - 2hrs	2	3	1	0	6
Pediatric Advanced Life Support (PALS) - 16hrs	2	2	2	0	6
Trauma Nursing Core Course (TNCC) - 16hrs	3	3	0	0	6
Other (please specify)					0
				<b>answered question</b>	<b>6</b>
				<b>skipped question</b>	<b>0</b>

WEST Subregion HOSPITALS	High	Medium	Low	N/A	Response Count
Advanced Burn Life Support (ABLS) - 8hrs	1	4	0	0	5
ABLS NOW (online) - 6hrs	1	3	1	0	5
Advanced Disaster Life Support (ADLS) - 16hrs	0	4	0	0	4
Advanced Hazmat Life Support (AHL) - 16hrs	1	3	1	0	5
Advanced Trauma Care for Nurses (ATCN) - 16hrs	0	4	1	0	5
Basic Disaster Life Support (BDLS) - 8hrs	1	4	0	0	5
Disaster Mental Health (DMH) A Critical Response - 16hrs	0	4	1	0	5
Disaster Triage - 3hrs	2	2	1	0	5
Emergency Nursing Pediatric Course (ENPC) - 16hrs	2	2	1	0	5
Evacuation of Facilities in Disasters Systems (eFINDS) - 2hrs	4	1	0	0	5
Hazmat for the First Receiver - Refresher/Awareness Level - 4hrs	1	4	0	0	5
Hazmat for the First Receiver - Operations Level - 8hrs	3	2	0	0	5
Homeland Security Exercise Design, Development and Evaluation (HSEEP) - 8hrs	0	2	3	0	5
Hospital Incident Command System (HICS) - 4hrs	0	4	1	0	5
IS-100/IS-100.HCb - 2hrs	1	3	1	0	5
IS-200/IS-200.HCa - 2hrs	1	3	1	0	5
ICS-300 - 24hrs	1	2	2	0	5
ICS-400 - 16hrs	1	2	2	0	5
IS-700.a - 2hrs	1	3	1	0	5
IS-800.b - 2hrs	0	4	1	0	5
Pediatric Advanced Life Support (PALS) - 16hrs	1	2	2	0	5
Trauma Nursing Core Course (TNCC) - 16hrs	1	3	1	0	5
Other (please specify)					0
				<b>answered question</b>	<b>6</b>
				<b>skipped question</b>	<b>0</b>

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**Q4: Please prioritize the following emergency preparedness courses based upon the need for your agency.**

Answer Options	High	Medium	Low	N/A	Response Count
Community Healthcare Planning and Response to Disasters (MGT 409) - 16hrs	9	20	9	3	41
Crisis Leadership & Decision Making for Elected Officials [Leadership] (MGT 340) - 16hrs	7	14	11	10	42
Disaster Mental Health Core Competency Training - 8hrs	3	22	12	5	42
<b>Disaster Preparedness for Hospitals &amp; Healthcare Organizations (MGT-341) - 16hrs</b>	11	15	3	13	42
Emergency Response to Domestic Biological Events (PER 220) - 16hrs	8	17	9	7	41
Hospital Command Center Course - 4hrs	7	9	10	17	43
Hospital Emergency Response Training for Mass Casualty Incidents (PER 902) - 24hrs	8	8	8	18	42
Coastal Community Resilience (AWR-228) - 8hrs	0	5	8	29	42
COOP Program Manager (G-548) - 16hrs	9	15	9	8	41
Medical Management and Response to CBRNE Events (PER 211) - 16hrs	7	17	10	9	43
Medical Preparedness and Response to Bombing Incidents (PER 233) - 16hrs	4	15	16	7	42
<b>Natural Disaster Awareness for Leaders (AWR-310) - 4 hrs</b>	19	10	12	3	44
Pediatric Disaster Response and Emergency Preparedness Course (MGT 431) - 16hrs	9	14	12	7	42
Radiological/Nuclear Hazards (AWR 140) - 6 hrs	5	18	12	6	41
<b>Social Media for Natural Disaster Response and Recovery (PER 304) - 8hrs</b>	15	12	12	3	42
Trauma Care after Resuscitation (TCAR) - 16hrs	6	9	12	15	42
Other (please specify)					1
<ul style="list-style-type: none"> <li>LHD Command Center Course if such exists</li> </ul>				<i>answered question</i>	<b>45</b>
				<i>skipped question</i>	<b>0</b>

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**HOSPITAL Priority Emergency Preparedness Courses**

NORTH Subregion HOSPITALS	High	Medium	Low	N/A	Response Count
Community Healthcare Planning and Response to Disasters	1	1	2	0	4
Crisis Leadership & Decision Making for Elected Officials	0	2	1	2	5
Disaster Mental Health Core Competency Training - 8hrs	1	2	2	0	5
Disaster Preparedness for Hospitals & Healthcare	3	0	0	1	4
Emergency Response to Domestic Biological Events (PER	1	2	0	1	4
Hospital Command Center Course - 4hrs	4	1	1	0	6
Hospital Emergency Response Training for Mass Casualty	3	1	1	0	5
Coastal Community Resilience (AWR-228) - 8hrs	0	1	1	3	5
COOP Program Manager (G-548) - 16hrs	2	2	1	0	5
Medical Management and Response to CBRNE Events	2	2	0	1	5
Medical Preparedness and Response to Bombing Incidents	0	4	0	1	5
<b>Natural Disaster Awareness for Leaders (AWR-310) - 4 hrs</b>	3	1	1	0	5
Pediatric Disaster Response and Emergency Preparedness	1	3	1	0	5
Radiological/Nuclear Hazards (AWR 140) - 6 hrs	0	2	1	1	4
Social Media for Natural Disaster Response and Recovery	2	2	1	0	5
Trauma Care after Resuscitation (TCAR) - 16hrs	2	2	1	0	5
Other (please specify)					0
				<i>answered question</i>	<b>6</b>
				<i>skipped question</i>	<b>0</b>

SOUTH Subregion HOSPITALS	High	Medium	Low	N/A	Response Count
Community Healthcare Planning and Response to	1	3	2	0	6
Crisis Leadership & Decision Making for Elected	0	2	3	1	6
Disaster Mental Health Core Competency Training -	0	3	2	1	6
<b>Disaster Preparedness for Hospitals &amp; Healthcare</b>	2	3	1	0	6
<b>Emergency Response to Domestic Biological Events</b>	1	3	1	0	5
Hospital Command Center Course - 4hrs	1	3	2	0	6
Hospital Emergency Response Training for Mass	2	2	2	0	6
Coastal Community Resilience (AWR-228) - 8hrs	0	1	2	3	6
COOP Program Manager (G-548) - 16hrs	1	3	2	0	6
Medical Management and Response to CBRNE	2	2	2	0	6
Medical Preparedness and Response to Bombing	2	2	2	0	6
Natural Disaster Awareness for Leaders (AWR-310) -	2	2	2	0	6
<b>Pediatric Disaster Response and Emergency</b>	2	3	1	0	6
Radiological/Nuclear Hazards (AWR 140) - 6 hrs	0	5	1	0	6
Social Media for Natural Disaster Response and	1	3	2	0	6
Trauma Care after Resuscitation (TCAR) - 16hrs	2	2	2	0	6
Other (please specify)					0
				<i>answered question</i>	<b>6</b>
				<i>skipped question</i>	<b>0</b>

EAST Subregion HOSPITALS	High	Medium	Low	N/A	Response Count
Community Healthcare Planning and Response to	0	4	2	0	6
Crisis Leadership & Decision Making for Elected	0	2	3	1	6
Disaster Mental Health Core Competency Training - 8hrs	1	4	1	0	6
<b>Disaster Preparedness for Hospitals &amp; Healthcare</b>	2	4	0	0	6
Emergency Response to Domestic Biological Events	1	3	2	0	6
Hospital Command Center Course - 4hrs	2	2	2	0	6
Hospital Emergency Response Training for Mass	2	1	2	1	6
Coastal Community Resilience (AWR-228) - 8hrs	0	0	2	4	6
COOP Program Manager (G-548) - 16hrs	1	3	2	0	6
Medical Management and Response to CBRNE Events	0	4	2	0	6
Medical Preparedness and Response to Bombing	1	2	3	0	6
Natural Disaster Awareness for Leaders (AWR-310) - 4	1	2	3	0	6
Pediatric Disaster Response and Emergency	2	2	2	0	6
Radiological/Nuclear Hazards (AWR 140) - 6 hrs	0	5	1	0	6
<b>Social Media for Natural Disaster Response and</b>	3	2	1	0	6
Trauma Care after Resuscitation (TCAR) - 16hrs	2	2	2	0	6
Other (please specify)					0
				<i>answered question</i>	<b>6</b>
				<i>skipped question</i>	<b>0</b>

WEST Subregion HOSPITALS	High	Medium	Low	N/A	Response Count
<b>Community Healthcare Planning and Response to</b>	1	4	0	0	5
Crisis Leadership & Decision Making for Elected Officials	0	3	2	0	5
Disaster Mental Health Core Competency Training - 8hrs	0	5	0	0	5
<b>Disaster Preparedness for Hospitals &amp; Healthcare</b>	1	4	0	0	5
Emergency Response to Domestic Biological Events (PER	1	3	1	0	5
Hospital Command Center Course - 4hrs	0	3	2	0	5
Hospital Emergency Response Training for Mass Casualty	1	3	1	0	5
Coastal Community Resilience (AWR-228) - 8hrs	0	2	1	2	5
COOP Program Manager (G-548) - 16hrs	1	2	2	0	5
Medical Management and Response to CBRNE Events	0	3	2	0	5
Medical Preparedness and Response to Bombing	0	2	3	0	5
Natural Disaster Awareness for Leaders (AWR-310) - 4 hrs	1	2	2	0	5
Pediatric Disaster Response and Emergency	0	3	2	0	5
Radiological/Nuclear Hazards (AWR 140) - 6 hrs	0	2	3	0	5
Social Media for Natural Disaster Response and Recovery	0	2	3	0	5
Trauma Care after Resuscitation (TCAR) - 16hrs	0	2	3	0	5
Other (please specify)					0
				<i>answered question</i>	<b>5</b>
				<i>skipped question</i>	<b>0</b>

**Q5: Support for Train-the-Trainer initiatives?**

CNY HEPC Answer	Yes	No	Response Count
Disaster Triage Instructor - 4hrs	21	20	41
Hazmat for First Receivers Instructor - 8hrs	14	26	40
Hazmat for First Receivers Trainer Course (UB) - 32	13	27	40
Disaster Mental Health - A Critical Response Instructor	15	26	41
eFINDS Instructor - 3hrs	18	21	39
Hospital Command Center Instructor - 4hrs	14	25	39
G 402 (ICS overview for leadership) Instructor - 2hrs	18	22	40
<b>answered question</b>			<b>41</b>
<b>skipped question</b>			<b>4</b>

CNY HOSPITAL ANSWERS	Yes	No	Response Count
Disaster Triage Instructor - 4hrs	17	5	22
Hazmat for First Receivers Instructor - 8hrs	13	9	22
Hazmat for First Receivers Trainer Course (UB) - 32	13	9	22
Disaster Mental Health - A Critical Response Instructor	12	10	22
eFINDS Instructor - 3hrs	17	5	22
Hospital Command Center Instructor - 4hrs	14	8	22
G 402 (ICS overview for leadership) Instructor - 2hrs	12	10	22
<b>answered question</b>			<b>22</b>
<b>skipped question</b>			<b>1</b>

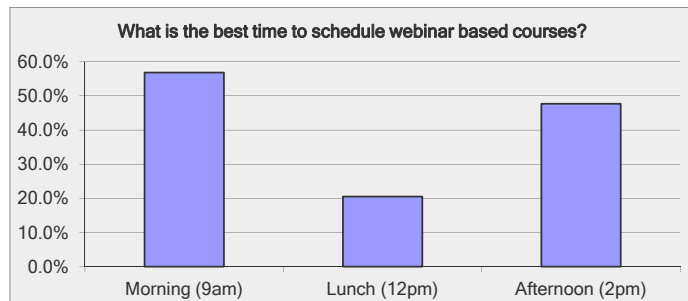
Powered by  SurveyMonkey**Q6. What non-traditional training formats will best serve your facility for the listed courses.****Webinar = live online****Independent Study = an archived webinar OR a pre-taped self-paced online course**

Answer Options	Webinar	Independent Study	N/A	Response Count
Active Shooter Awareness - 2hrs	32	25	2	43
Burn Care Program for Community Hospitals (Kessler Burn Center) - 4hrs	16	12	19	42
Disaster Triage - 2hrs	25	23	5	42
eFINDS - 2hrs	27	14	7	41
Hazmat for First Receivers Awareness - 4hrs	22	13	14	41
Hazmat for First Receivers Operations Refresher - 4hrs	19	14	16	41
IS-100.b - 2hrs	17	26	4	40
IS-200.HCa -2hrs	17	26	5	40
IS-700.a -2hrs	16	27	4	40
IS-800.b - 2hrs	16	26	4	39
G-402 ICS Overview for Executives and Senior Officials -2hrs	31	19	2	40
<b>answered question</b>				<b>44</b>
<b>skipped question</b>				<b>1</b>

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### Q7: What is the best time to schedule webinar based courses?

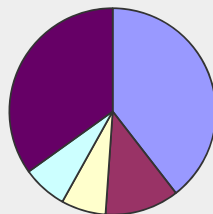
Answer Options	Response Percent	Response Count
Morning (9am)	56.8%	25
Lunch (12pm)	20.5%	9
Afternoon (2pm)	47.7%	21
Other (please specify)		3
<b>answered question</b>		<b>44</b>
<b>skipped question</b>		<b>1</b>



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### Q9: Would you be willing and able to host NYSDOH and/or RTC sponsored training at your facility?

Would you be willing and able to host NYSDOH and/or RTC sponsored training at your facility? Typically we need rooms ranging in capacity of 30 (minimum) to 100 (maximum). Please select all that apply



- YES - we have room(s) to accommodate 30-40
- YES - we have room(s) to accommodate 50-70
- YES - we have room(s) to accommodate 80-100
- YES - we have room(s) to accommodate 100+
- NO - room space is not available for trainings

Answer Options	Response Count	
YES - we have room(s) to accommodate 30-40	17	
YES - we have room(s) to accommodate 50-70	5	
YES - we have room(s) to accommodate 80-100	3	
YES - we have room(s) to accommodate 100+	3	
NO - room space is not available for trainings	15	
If YES to any of the above, please provide a Point of Contact	24	
<b>answered question</b>		<b>43</b>
<b>skipped question</b>		<b>2</b>

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## Open Ended Questions

**Q8 Please provide other priority emergency preparedness training suggestions below.**

Answer Options	Response Count
	9
<i>answered question</i>	<b>9</b>
<i>skipped question</i>	<b>36</b>

- In person ICS-300
- Bio terrorism: Mass Prophylaxis Preparedness & Planning
- Closed POD recruitment and coordination Tactical communications for local health departments and partners
- Coordination of special medical needs shelters among local health departments, American Red Cross, emergency managers, and healthcare providers
- Independant study will not work for us for any course.
- .
- Role specific training for Incident Command roles. Operations, Logistics, Planning, Admin/Finance, PIO, Safety Officer, Liasion
- none at this time
- Oswego Co EMO can assist with ICS 100,200 ,700 800 classroom training if needed.
- Patient Surge events or Decompression training in preparation of an alert.

**In what other ways can the Regional Training Center better serve your educational and training needs?**

Answer Options	Response Count
	9
<i>answered question</i>	<b>9</b>
<i>skipped question</i>	<b>36</b>

- What about training on working with Hospital labs- particularly when LHD dealing with outbreak--how hospitals and LHDs can better improve coordinated outbreak response
- Compile & send out electronic newsletter to keep us informed of various initiatives & regional training that is taking place
- Offer more hands on training. Less death by powerpoint.
- Offer more opportunities for high priority training
- .
- Provide training materials for hosted trainings.
- n/a at this time
- FYI: unsure of definition of quest. 5. Able to support space. Have staff who are trainers for TNCC, ENPC and DMH.
- The training needs to be as flexible as possible, its not always easy to gather 6 people from the mid -top level and send them half way down the state for a 2-4 hour seminar.

## Questions/Comments/Discussion?

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