

Education, Training and Technology Committee Minutes Brevard Healthcare Workforce Consortium

January 10, 2018, 8:00 – 10:00 a.m.

Attendees:

Diana Brimo (Keiser University), Michele Thomas (Brevard Public Schools), Michelle Jones (CareerSource Brevard), Diana Brimo (Keiser University), Megan Cochran (CareerSource Brevard), Called-in: Janice Scholz (Brevard Public Schools – Career and Technical Education), Melanie Shatzer (Health First), Ginger Kreigh (Health First), Carol Watson (Harris Casel Institute), and Crystal Post (CareerSource Brevard).

Not In Attendance:

Karen D'Arceuil (Brevard Public Schools – Adult Education), Shannon Cathcart (Steward Health Care), Karolena DeClecq (Aging Matters), Heidi Kuchenbacker (Hibiscus Court), Sanjay Gopal (Sanvis Health LLC), Cindy DePina (Parrish Medical Center), and Sheryl Cost (Career Source Brevard).

Order of Business

Roll Call and Introductions – Megan Cochran

Update - Curriculum Contacts Meeting with Brevard Public Schools, February 8, 2018, 8am – 2pm – Melanie Shatzer

The event will be hosted by Health First and held at Cape Canaveral Hospital. Volunteer needs were discussed and CareerSource Brevard will have three team members assist. Megan will confirm with Heidi regarding panelists and Virtual Dementia tour and Melanie will have plan B if needed. Panel questions were reviewed and approved.

Agenda:

- Welcome – Paula Just, Senior Vice President, Chief Human Resource Officer, Health First
- Keynote – Drew Rector, Executive Vice President, Chief Strategy Officer, Health First
- Table Top Activity – Unwrap the Gift- Soft Skills, LMI and Career Trivia – Megan Cochran
- Panel Discussion – Panelists will represent Medical Group, Assisted Living (Hibiscus Court), Rehabilitation, Home Care, and Information Technology – Megan Cochran
- Rotations
 - Speed Sessions include Health First Talent Acquisition, Sterile Processing, Pulmonary, Plant Engineering and Post-Secondary Institutions
 - Stop the Bleed
 - Virtual Dementia Tour (Hibiscus Court)

Feedback loop survey for BPS

It was decided that the BPS CTE students will be surveyed again. The survey will be created and reviewed by Janice Scholz to approve and provide instructions for dissemination.

Preparations for the March 7, 2018 Brevard Healthcare Workforce Consortium Meeting

It was decided that Janice Scholz and Melanie Shatzer will provide the committee report and highlight the curriculum contacts meeting.

Small group discussion question recommendations

- Retention practices
- Follow-up w/what have done with results of last consortium
- Other resources for Soft Skills
- How to drive more people to training
- How to make connection to workforce – sharing – anticipating needs/program creation

What the committee would like to inform the full consortium

- Inform about great programs @ high schools and post-secondary
- Incorporate trivia game
- Ask if programs at BPS and EFSC are meeting their needs
- Does BPS reach out to business – Per Ginger Kreigh -Healthcare Career Day for CTE students hosted by Health First

Carol Watson brought up the subject of CNA retention. They measure employment outcome and noticed an increase in CNA employment not lasting 30 days. Janice Scholz also wondered how so many students are graduating BPS CTE with CNA certification and wondered why more are not working. Members shared ideas on retention.

- Michelle Thomas recommended exit surveys to find out causes
- Diana Brimo believes no pay increases and short staff situations contribute to turnover and higher paying employers like hospitals will get better candidates

Next Meeting is the March 7 Brevard Healthcare Workforce Consortium

Issue	Desired Outcome	Performance Measures	Challenges	Strategies and Timeline
Current Brevard pipeline of CNAs, LPNs and RNs does not produce enough talent to fill local employer needs.	A robust pipeline of talent for all levels of care in Brevard County.	<p>Nursing Assistant programs will be at maximum capacity in student acceptance levels in Brevard County by July 2018</p> <ul style="list-style-type: none"> • Conduct Educational Capacity vs. Enrollment in Healthcare programs survey in October 2017 and April 2018 • Need performance measures for LPN and RN 	Discouraging preceptors/poor clinical experiences	<ol style="list-style-type: none"> 1. Web-based interactive career map for nursing <ol style="list-style-type: none"> a. Formation of a Career mapping team – may have assistance from Health First departments in preparation for Curriculum Contacts meeting b. Link to a career pathway developed http://workforcesolutions.net/data-resources/career-pathways/ c. Committee will discuss who to target for team membership and how to move forward with Development 2. Mentors for New Employees, draft recommendation for future Consortium meeting 3. Develop Healthcare Career Exploration Opportunities <ol style="list-style-type: none"> a. CareerSource Brevard will host a Healthcare Career Exploration event b. BPS will invite the Consortium to the Curriculum Contacts Meeting from Brevard Public Schools to inform them about job openings, requirements and employment expectations
Issue	Desired Outcome	Performance Measures	Challenges	Strategies and Timeline
Retention of Healthcare-oriented students in Brevard County	Train in Brevard and stay in Brevard to work	<p>Benchmarks need to be established prior to development</p> <ul style="list-style-type: none"> • Education partners will benchmark metrics related to location of students that trends can be identified and performance measures 	Higher compensation and bonus packages outside of area	<ol style="list-style-type: none"> 1. Communicate how to compare compensation with cost of living for students who may be looking at relocation 2. Diploma nurse upgrades to BSN 3. Feedback loop survey for BPS and Post-Secondary Students – Megan create survey for Spring 4. Job Fair, Brevard Public Schools Health Sciences Academy

		can be formulated		
			Recapturing students from Brevard who leave Brevard for education	<ol style="list-style-type: none"> 1. Work with County Commission, Tourism Board to market living in Brevard <ol style="list-style-type: none"> a. http://spacecoastedc.org/LivePlayHere 2. Look at other employer models for talent attraction
Issue	Desired Outcome	Performance Measures	Challenges	Strategies and Timeline
Alignment of Classroom Technology with Technology required in varying environments				Needs further development