

Education, Training and Technology Committee Minutes Brevard Healthcare Workforce Consortium

April 17, 2018, 8:00 – 10:00 a.m.

Attendees:

Diana Brimo (Keiser University), Michelle Jones (CareerSource Brevard), Megan Cochran (CareerSource Brevard), and Sheryl Cost (CareerSource Brevard) Called-in: Janice Scholz (Brevard Public Schools – Career and Technical Education), Ginger Kreigh (Health First), Cheryl Howard (Serving our Sisters Spiritual Food, Inc.), Nina Charles (Harris-Casel Institute) and Shante McCoy (Harris-Casel Institute).

Not In Attendance:

Melanie Shatzer (Health First), Karen D’Arceuil (Brevard Public Schools – Adult Education), Karolena DeClecq (Aging Matters), Heidi Kuchenbacker (Hibiscus Court), Carol Watson (Harris-Casel Institute), Sanjay Gopal (Sanvis Health LLC), Amber Silverthorn (Life Care), Christi White (Eastern Florida State College) and Lindsey Pugh (Parrish Medical Center).

Order of Business

Roll Call and Introductions – Megan Cochran

Feedback from March 7, 2018 Consortium Meeting– Megan Cochran

Meeting Summary <http://takeaimbrevard.com/wp-content/uploads/2018/03/Brevard-Healthcare-Workforce-Consortium-March-Meeting-Summary.pdf> - highlights were noted

- 46 participants representing 30 organizations and 12 interested in serving on one or more committees

Group Discussion Prompts Feedback <http://takeaimbrevard.com/wp-content/uploads/2017/06/Group-Discussion.pdf>

- Needs other than current focus included Medical Assistants, Respiratory Therapists, Administrative/Front Desk staff or anything related to allied health
- Some long-term facilities are expecting CNAs to pass out medications (beyond scope of license) and some CNA programs may not be up to date as reflected by the quality of care provided by graduates.
 - Discussed Med Tech certification to be made available to CNA students since there is a need in Long Term Care facilities and possibly home health. Nina Charles informed the Med Pass class is offered at Harris-Casel Institute and Megan Cochran informed this is also offered at Eastern Florida State College. Cheryl Howard was concerned that even with the Med Tech training, the scope of work performed is beyond the training received when medication is issued from the cart. We were uncertain how to address this concern further. Here is Statute Information for Assistance with self-administration of medication (looked up after

the meeting):

http://www.leg.state.fl.us/statutes/index.cfm?App_Mode=Display_Statute&URL=Ch0400/Sec4256.htm&StatuteYear=2004

- Regarding the comment that CNA program curriculums may not be up to date, discussion ensued regarding the time it takes from the student graduating the CNA program to be able to sit for the test. Diana Brimo stated it can be 45 days or more. This is due to the process involved with Prometric, Department of Health and the Florida Board of Nursing. This can negatively impact student pass rates. Keiser offers a study session before the test. Janice Scholz agrees, that the BPS CTE Nursing Assistant program gets hung up by the Prometric testing process. Nina Charles shared Harris-Casel is working to improve CNA pass rates and has improved their LPN rates utilizing test preparation software. Some Assisted Living Facilities hire CNA graduates prior to certification (as long as it is within 4 months), so employment may also help prepare passing rates for CNAs. Also, scholarship requirements through CareerSource Brevard require students pass TABE with a 9th grade level for reading, math and language, so hopefully this will foster the ability to pass the CNA certification test.
- It was noted that personal finances are not taught in high school or college.
- In response to the need for cultural diversity training needed for CNAs, it was offered, regarding diversity issues for Home Health Agencies, the Agency tries to make the best CNA to patient match.

Survey Results <http://takeaimbrevard.com/wp-content/uploads/2018/03/March-7-Consortium-Survey-Feedback.pdf>

- 24 surveys received, most had favorable reviews
- Changes incorporated for the next consortium meeting include having a time keeper, changes to slides to make them less busy, add a break to the agenda, promote more networking time and may not have a key note speaker but instead have breakout sessions.
- Talent pipeline topics should include retention, recruitment and placement preparation

The Committee members recommended to hold the next Brevard Healthcare Workforce Consortium meeting in late August. A proposed date to hold the next meeting is August 28, 2018.

Educational Capacity vs Enrollments Update

At the time of the meeting, Educational Capacity vs Enrollment statistics for the Winter/Spring 2018 term had been provided by Keiser University and Eastern Florida State College. Nina Charles with Harris-Casel Institute said she would be able to provide their enrollment statistics and currently offer Home Health Aide, Nursing Assistant and Practical Nursing programs.

The RN programs for both Keiser University and Eastern Florida State College are exceeding enrollment maximums. This is attributed to students who are transitioning or are working on AS degree requirements. Practical Nursing and Nursing Assistant/Patient Care Assistant programs are not meeting capacity. Diana Brimo said the class enrollments are smaller than they would like for the Nursing Assistant program, however, the EKG and Phlebotomy course is good. The Medical Assistant Program at EFSC is below capacity.

Janice Scholz said BPS plans to open a new exercise science program for Viera and Eau Gallie High Schools. Megan Cochran inquired if there was a way for the CTE Health Science students to feed into the Medical Assistant programs since there is a need for Medical Assistants in Brevard County. Janice Scholz said they are updating articulation agreements with EFSC and will inquire.

It was noted that some of the Eastern Florida State College figures were not aligned properly in the Educational Capacity vs Enrollments report, so Megan Cochran will fix the issue and provide the corrected report with the meeting minutes. Here is a link to the updated report to include the Harris-Casel Institute update <http://takeaimbrevard.com/wp-content/uploads/2018/05/Educational-Capacity-vs-Enrollment-Winter-Spring-2018-Summary.pdf>.

Certified Nursing Assistant – New Grad Job Retention Issues

To assess how the Nursing Assistant training impacts pursuit of work and career, it was decided that the BPS CTE Nursing Assistant students will be surveyed again. Megan Cochran will create a Survey Monkey based on the survey that was conducted in person with the Titusville High School Nursing Assistant class last year. This will be reviewed by Janice Scholz to approve for dissemination to the BPS CTE Nursing Assistant students.

Shante McCoy stated that follow up is required for CNA graduates as part of their accreditation. They call employers to see if their student is working and for additional feedback. Employers are not honoring the Release of Information form in some cases. Janice Scholz stated student graduate employment outcome data is available through FETPIP. The reports are about two years behind, but have good information.

Sheryl Cost provided an update regarding the Healthcare Career Exploration Workshop held at the Titusville CSB on April 4, 2018. There were 2 training providers (EFSC and Keiser University) and 4 employers and 14 attendees, of the 14 about half have moved forward in consideration for Nursing Assistant or Practical Nursing resources. Sheryl is organizing the Brevard Public Schools Job Fair for May 24th and 15 employers have signed up so far.

Nursing Career Pathways Training Grant

- Web-Based Interactive Career Map for Nursing Under construction - <https://careersourcebrevard.com/career-services/explore-healthcare-careers> .

This landing page is being developed with outreach resources through the Nursing Career Pathway Training grant for the purpose of providing web-based career information to help candidates explore and plan their options. The goal is to get them to engage with CareerSource Brevard so they can access resources for training and employment. Committee members were asked to review and make recommendations.

- Outreach resources <http://takeaimbrevard.com/wp-content/uploads/2018/03/Unqualified-Candidate-Referral-Flyer.pdf>

Action Items

To increase talent pipeline recruiting results, schools will share upcoming events to be promoted by Career Source Brevard.

Sheryl Cost can also partner with institutions to help with student placement.

**EDUCATION, TRAINING AND TECHNOLOGY COMMITTEE ACTION PLAN
April, 2018**

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.	Nursing Assistant programs will be at maximum capacity in student acceptance levels in Brevard County by July 2018 <ul style="list-style-type: none"> • Conduct Educational Capacity vs. Enrollment in Healthcare programs survey in October 2017 and April 2018 • Need performance 	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. Web page developed instead of interactive career map https://careersourcebrevard.com/career-services/explore-healthcare-careers 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

		measures for LPN and RN		<p>job openings, requirements and employment expectations</p> <ul style="list-style-type: none"> c. Keiser University hosts periodic open houses d. Harris-Casel offers CNA orientation every 6 weeks e. Brevard Public Schools Job Fair May 24th
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 can be formulated 	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
			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 <ul style="list-style-type: none"> a. http://spacecoastedc.org/LivePlayHere 2. Look at other employer models for talent attraction 3. CareerSource Brevard has developed an out of area talent attraction campaign to run April 28, 2018: https://healthcare.careersourcebrevard.com/
Issue	Desired Outcome	Performance Measures	Challenges	Strategies and Timeline
Alignment of Classroom Technology with Technology required in varying environments				Needs further development