

Notes from Brevard Healthcare Workforce Consortium August 28, 2018

Workforce Needs and Recruitment Breakout Session

Round 1

1. Recruiting challenges
 - a. Employflorida
 - b. CareerBuilder
 - c. Facebook and LinkedIn
 - d. Indeed – 100 aps / 2 qualify
 - e. Sharing job seekers (Robbing)
 - i. Work together share part time employees
 - f. Apply through company website, questions eliminate non-qualified
 - g. Do Semini ??
 - h. Resumes say they are open til time to work
 - i. IBM access
 - j. Customer service mindset
2. Retention – why people leave
 - a. Do well, stay competitive, know the business/plan moving forward
 - b. Flexibility
 - c. Tours
 - d. Tuition reimbursement
 - e. Poll staff – what do employees want, what are challenges
 - f. Benefits
 - g. Access to childcare issues – hoppers play the game
 - h. Access to transportation – need medical uber
 - i. Job fairs are helpful – sell opportunity to jobseeker, also frustration computer lab apply online
3. How can training help? Needs
 - a. Provide time to speak to students, motivate, explain differences, work with schools
 - b. Network, tours
 - c. New nursing school
 - d. Interview but not good fit, hand out CSB card for job training
 - e. CNAs not taken test
 - i. Takes time
 - ii. Communicate with board
 - iii. Length of time CNA license/process/test scheduling
 - iv. CNA test times, one facility to take tests, more CNA test sites
 - v. Level II Background time
 - f. LPN acute care – students do not have the ability to learn

Round 2

1. Recruiting Challenges

- a. Post position in EF, CB, indeed, LinkedIn, FB, hotjobs nationwide, current website
 - b. Ratio per positions half qualify
 - c. Building talent pipeline
 - d. Companies sharing PT employees
 - e. Fulltime hours with benefits
 - f. Resume issues/screening/more specific job descriptions
 - g. Assessments
2. Retention/ Barriers to Employment
- a. Childcare/transportation
 - b. Deal killers – sit ask about \$, bash previous employer, can't work weekends/ M-F is limited
 - c. Realistic expectations
 - d. Assessments – self on skills graded on 1-4
 - e. Phone interviews –gives ideas, filters, screen interviews, get feel for deal breakers
 - f. Cheaper to keep good employees
 - g. On boarding
 - h. What is important to staff – flexibility/ job reimbursement
 - i. Take annual survey, don't wait until annual to say good job
 - j. People are hopping, need to be competitive \$ pay and benefits
 - k. There is a good fit for everyone
 - l. Hardest jobs to fill
 - i. instructors, find retirees
 - ii. CNAs
 - m. How do you tell people about the program
 - i. Expos, pull day mock classrooms, start at the high school level
 - ii. Get out into community/ meet with students
 - iii. Employees come in/utilize external sources
 - iv. Offer tours, outreach flyers, FB/social media, goodwill, churches, recruitment event fairs
 - v. Scholarship through partnership
 - vi. Host second meeting – edmeate ??
 - n. TABE remediation barrier
 - i. TABE Bootcamp development
 - ii. Requirements for scholarship/ school – tough but necessary to see if candidate is a good fit
 - iii. Test first then focus on school
 - o. CSB offers On the Job Training and ITA – Training Scholarships
 - p. Pay for training but not staying
 - q. Need more people there talking to job seekers to be prepared
 - r. Time between finishing school and getting tested, 2-4 month gap, some companies will still work with (hire) people until test is passed