

Education, Training and Technology Committees Minutes Brevard Healthcare Workforce Consortium

October 24, 2018

Location: CareerSource Brevard Conference Room

Attendees

Diana Brimo (Keiser University), Ginger Kreigh (Health First), Heidi Kuchenbacker-Robbins (Hibiscus Court) Ann Marie Prendergast (Brevard Nursing Academy), Kimberly Weatherby (CareerSource Brevard), Michelle Jones (CareerSource Brevard), Sheryl Cost (CareerSource Brevard) and Megan Cochran (CareerSource Brevard)

Order of Business

Roll Call and Introductions

Megan Cochran welcomed committee members. Ann Marie Prendergast with Brevard Nursing Academy is new to the committee and she joined the meeting in progress.

Member Updates

Diana Brimo (Keiser) will be starting two CNA classes on October 29. Keiser University is making progress on adding the LPN program. The program still needs to be approved by the Board of Nursing. Clinicals for CNAs must be in long-term care facilities.

Sheryl Cost reported CSB hosted the Healthcare Career Fair on 9/22/18 and had 22 employers, 2 educational partners, and 136 people attended. She is working with business to help them provide training resources to upskill CNAs to LPNs and is working with Eastern Florida State College and Keiser once their program is in place.

Kimberly Weatherby is helping military spouses find employment, one completed nursing school but never got her license and the other just completed Phlebotomy training.

Ginger Kreigh stated Health First can be a clinical site for Keiser's LPN program and would like to be a clinical site for the CNA trainees as well. Programs must be accredited before they are able to offer clinicals. Their MA program will begin clinicals in November. Brevard Public Schools lost their CNA teacher for Palm Bay high school and Health First is filling the gap. They hired a Career Advisor for Health First.

Heidi Kuchenbacker-Robbins said she met some good people at the job fair. She also was working with Harris-Casel's CNAs and would like to partner with Keiser University to offer clinical for CNA students. She was glad to report that Hibiscus Court is nearly fully staffed.

Practical Nursing and Certified Nursing Assistant Program Update

Megan Cochran informed that Harris-Casel Institute will be closing at the end of the year and will no longer be offering new LPN and CNA training. There were 17 CSB scholarship recipients who had planned to enter Harris Casel's LPN program in September. Eastern Florida State College offered a courtesy application extension so individuals could be considered for their January program. Ten candidates applied and four were accepted.

Ann Marie Prendergast provided an update on Brevard Nursing Academy. She informed they will be offering LPN training to start on November 5, 2018. She is honoring Harris Casel program applications and requirements to allow scholarship recipients to transition into her program. They will also offer HHA, CNA, and other training.

Megan Cochran informed BPS needs two Nursing instructors for their CNA programs at Astronaut and Palm Bay High Schools. Also, DOXA Academy is a new institution in Palm Bay that offers CNA, HHA and other training, and have applied to the CSB Board to be an approved training provider. The newer CNA programs offered will be evaluated over time for the pass rates and employment outcomes before a decision will be made.

Brevard Healthcare Workforce Consortium Feedback

Megan Cochran reviewed the August Consortium feedback with the committee.

<http://takeaimbrevard.com/wp-content/uploads/2018/10/Notes-from-Workforce-Needs-and-Recruiting-Break-Out.pdf>

<http://takeaimbrevard.com/wp-content/uploads/2018/10/August-28-Consortium-Survey-Feedback.pdf>

The next Consortium meeting will be scheduled sometime in late January 2019.

Prometric FL CNA test concerns were raised during the consortium. Diana Brimo shared it can take up to 90 days from the time of class completion to securing a test date. She stays on it and their average is 6-7 weeks.

Joe Baker, Jr., Executive Director with Florida Board of Nursing is working on improving processes with Prometric and provided the following information:

- He believes processing times will improve once they implement changes which require an amendment to their agreement with Prometric.
- For IFT testing, he recommends students apply at least 60 days ahead of requested IFT testing date.
- A new regional test site was added in Orlando (Harris Casel was a regional test site and now Brevard Nursing Academy is applying to become a regional test site)

- To reduce the Level II background check time, some candidates may be able to use an existing screening. Their Response time to requested supporting documentation impacts approval to test. Candidates can initiate LiveScan prior to applying to sit for the exam.
- Employers can share their feedback with Joe Baker, Jr. (Joe_Baker@flhealth.gov or 850-245-4158, or Florida Department of Health, 4052 Bald Cypress Way, Bin C-02, Tallahassee, FL 32399-3252) or contact their local legislative delegation in case bills are filed which might impact CNA regulations.

Committee members further discussed CNA hiring practices and discussed seeing sign on bonus opportunities for new hires.

TABE Boot Camp

Megan informed that Teri Jones with METCA partnered with Brevard Adult Education to implement a TABE Boot Camp for CNA training candidates. The three week Boot Camp was funded through CSB and 16 participate, resulting in 5 passing. The remaining improved their scores by a minimum of two grade levels and received tools for continued remediation.

Cross Training Needs

At EFSC's recent advisory meeting, it was brought up that MA's could use cross training for phlebotomy and X-Ray, that more medical offices are seeking these skills. Sheryl Cost is exploring helping employers' upskill their staff through short term training.

Capacity vs Enrollments

Keiser University updated their Capacity vs Enrollments information. On reviewing the enrollment information, it was good to note that most of their healthcare degree programs were exceeding capacity but it was noted there was a decline in the Nursing Assistant enrollment. Diana explained during times of low unemployment, less people go into training.

Eastern Florida State College will be providing an update soon. Brevard Nursing Academy will be added to the report in place of Harris-Casel Institute.

Florida Ready to Work

Megan explained the Florida Ready to Work program is back and includes the Win Essential Soft Skills Training used by our Soft Skills grant. The basic program assesses reading, applied math and locating information skills and provides remediation improvement resources as needed to prepare for a final proctored test. Candidates who pass the test will receive a credential. This tool is available for use by employers.

Janice Scholz with Brevard Public Schools indicated not all the high schools are requiring students to complete the Ready to Work because they do not believe this is of value to employers. She would like to learn more about employer endorsements to encourage more schools to require students to take the training.

<https://www.myfloridareadytowork.com/>

Local College Access Network

We are looking into founding a Local College Access Network to promote meaningful post-secondary credential attainment, since the Brevard Healthcare Workforce Consortium is already collaborating on healthcare workforce training. Here is link with more information <http://floridacollegeaccess.org/local-college-access-networks/>.

Strategies to Promote Lower Cost Post-Secondary Training

Janice Scholz would like to educate parents on low cost post-secondary training alternatives. She has sited that while high schools prepare students for college, less than 30% will earn a college degree. Parents also push children to pursue a college degree. The committee would like to hear more about this from Janice and this will be an Agenda topic of discussion for our next meeting.

EDUCATION, TRAINING AND TECHNOLOGY COMMITTEES ACTION PLANS October 24, 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.	<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 	Discouraging preceptors/poor clinical experiences	<ol style="list-style-type: none"> Web-based interactive career map for nursing <ol style="list-style-type: none"> Web page developed instead of interactive career map https://careersourcebrevard.com/career-services/explore-healthcare-careers Mentors for New Employees, draft recommendation for future Consortium meeting Develop Healthcare Career Exploration Opportunities

		<p>2017 and April 2018</p> <ul style="list-style-type: none"> • Need performance measures for LPN and RN 		<ol style="list-style-type: none"> a. CareerSource Brevard will host a Healthcare Career Exploration event b. Keiser University hosts periodic open houses c. Curriculum Contacts meeting 2/8/17 d. 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. Feedback loop survey for BPS and Post-Secondary Students – Megan create survey for Spring http://takeaimbrevard.com/wp-content/uploads/2018/06/BPS-Survey-052518-43.pdf
			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 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				Needs further development

varying environments				
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