

Education, Training and Technology Committees Minutes Brevard Healthcare Workforce Consortium

December 11, 2018

Location: CareerSource Brevard Conference Room

Attendees

Janice Scholz (Brevard Public Schools), Ginger Kreigh (Health First), Melanie Shatzer (Health First), Taraneh Motlagh (Health First), Kimberly Murawski (Health First), Tonya Holder (Brevard Adult Education), Christi Scheirer (Eastern Florida State College), Cheryl Howard (S.O.S.S.F.), Kimberly Weatherby (CareerSource Brevard), Teri Jones (METCA) 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. This is the first time participating in the Education committee for Taraneh Motlagh, Kimberly Murawski, Teri Jones and Christi Scheirer.

Member Updates

Tara Motlagh was referred by Gary Sulski. She works with the EFSC nursing program and oversees student training at Health First. She hopes to bring her hands on perspective of workforce talent to the conversation.

Melanie Shatzer introduced Kimberly Murawski, Health First's Career Advisor and said she was thrilled to have her on board.

Ginger Kreigh informed they have finished with the first group of MAs in partnership with EFSC. They are also working with Keiser University to establish LPN clinical sites for their new program.

Tonya Holder and Teri Jones are collaborating on the TABE Academy. Teri is also working on a TEAS prep program to help prepare candidates meet TEAS test requirements to qualify for nursing programs.

Christi Scheirer informed she is the Advisor for Health Science and Nursing and was happy to be included.

Sheryl Cost reported being busy with recruiting events and job postings.

Brevard Public Schools CNA Teacher Status Update – Janice Scholz

Janice Scholz noted that while things are looking up with the hire of a new instructor, they will have three teachers retire at the end of the school year, two in Titusville and

one in Melbourne. CNA teaching positions typically require a Master's degree. Janice has had the most success with teacher recruitment through the Health Department, but appreciates any referrals that may come her way.

Christi Scheirer observed that their post-secondary CNA training program is not eligible for scholarship, so taking this in high school saves money, because there is no cost and the certification exam is paid for by the high schools. Kimberly Weatherby said PAFB offers scholarships and will contact them to find out what information PAFB needs to offer nursing assistant scholarships.

Strategies to Promote Lower Cost Post-Secondary Training to Parents

Janice Scholz said she does not want to crush parent's dreams but wants them to know there are other training options besides a four year university. In support of this, Megan Cochran shared initiatives from other CareerSource regions in the state with the committee members.

- CareerSource North East Florida held a meeting A Prescription for the Future: Healthcare Career Opportunities. This was held at Memorial Hospital. The target audience was guidance counselors from regional schools. Hospitals, Rehab and Assisted living employers provided career information and local college/universities shared information on their training programs. The hospital provided a tour. This hand out was shared <http://takeaimbrevard.com/wp-content/uploads/2018/12/Exploring-Career-Pathways.pdf>
- Chris Laney, Director of Education & Community Investment, CareerSource Suncoast (claney@careersourcesc.com), called in to speak about a College Readiness Conference held for parents. This was in response to one of the area's largest churches indicating they needed help for their parishioners finding jobs and paying for education. The conference was designed for parents to bring their kids with them.
 - Keynote speaker has a lot to do with inspiring parents and students
 - Discussed career tracks and training options to include industry certification, technical college, college and university options
 - Tried to connect students' passion to career choice
 - Encouraged students to stay local, that there are local opportunities

Chris provided logistic information and said the event was sponsored by the church and local business and training providers. Chris also provided information on the State of Jobs conference held for 10th graders and summer academy. Here are links to event information: <https://www.youtube.com/watch?v=-YNZr3uNW0g&t=77s> , <http://stateofjobs.org/> , <http://theacademycs.org/>

Sheryl Cost said she is looking into hosting a similar event on behalf of CareerSource Brevard.

Local College Access Network

Megan Cochran is looking into forming a Local College Access Network as a Brevard Healthcare Workforce Consortium initiative. Here is a link for more information about Local College Access Networks <http://floridacollegeaccess.org/local-college-access-networks/> .

Educational Capacity vs Enrollments Update

The committee reviewed the Fall 2018 Educational Capacity VS Enrollments update <http://takeaimbrevard.com/wp-content/uploads/2019/01/Educational-Capacity-VS-Enrollment-Fall-2018.pdf> for EFSC since it was not available at the last meeting. It was noted that due to Health First’s partnership with Eastern Florida State College, the Medical Assistant Program enrollments increased from 15 in the fall of 2017 to 51 in the Fall of 2018. The Patient Care Assistant program showed, 82 which is higher than capacity. Christi Scheier explained this must also include Brevard Public School students along with programs offered in Titusville.

With the meeting time ending, a reminder was provided that the Brevard Healthcare Workforce Consortium meeting will be held on February 5, 2019 from 9am- Noon at the Space Coast Health Foundation Center for Collaboration.

Meeting was adjourned.

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	A robust pipeline of talent for all levels of care in	Nursing Assistant programs will be at maximum capacity in student acceptance levels in Brevard County by July 2018	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://careersourcebrev

produce enough talent to fill local employer needs.	Brevard County.	<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 		<p>ard.com/career-services/explore-healthcare-careers</p> <ol style="list-style-type: none"> 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. 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/

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Alignment of Classroom Technology with Technology required in varying environments				Needs further development