

# Education, Training and Technology Committees Minutes Brevard Healthcare Workforce Consortium

April 9, 2019

Location: CareerSource Brevard Conference Room

## **Attendees**

Janice Scholz (Brevard Public Schools), Anthony Guccione (Eastern Florida State College), Cheryl Howard (S.O.S.S.F.), Diana Brimo (Keiser University), Kimberly Weatherby (CareerSource Brevard), Teri Jones (METCA), Michelle Jones (CareerSource Brevard), Heidi Kuchenbacker-Robbins (Hibiscus Court), Ann Marie Prendergast (Brevard Nursing Academy), Sheryl Cost (CareerSource Brevard) and Megan Cochran (CareerSource Brevard)

## **Order of Business**

### **Roll Call and Member Updates**

Diana Brimo reported 10/11 passed the Prometric test for her last CNA training class. She reported greater difficulty scheduling test dates with Prometric due to Prometric contractors not renewing and now fewer workers left to schedule.

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 said positions will be posted on May 20<sup>th</sup>, but to refer interested candidates to her now to get the process going. Janice can be contacted at [Scholz.Janice@Brevardschools.org](mailto:Scholz.Janice@Brevardschools.org).

Anthony Guccione introduced himself as a Health Science Advisor with Eastern Florida State College (EFSC).

Sheryl Cost announced she is holding the next Home Health Job Fair, where up to six companies will be recruiting for CNAs, LPNs and RNs. The event will be held at the Rockledge CSB office on April 18<sup>th</sup> from 9:30 – 11:30am.

Cheryl Howard reported Serving our Sisters Spiritual Food will be hosting a breakfast for nurses during Nursing Week.

Heidi Kuchenbacker-Robbins offered internship opportunities for the CNA training through Keiser. She also has a part time receptionist position she is trying to fill.

Teri Jones informed that METCA is sponsoring a HHA training class that begins April 15, 2019 and is prepping CNA candidates for a May 6 training date.

Ann Marie Prendergast said it is challenging to find locations for clinicals/externship site for her students.

### **EFSC Healthcare and Life Sciences Industry Advisory Council Update**

Anthony Guccione informed EFSC is updating their nursing program entrance requirements which may allow for more than one attempt at the TEAS test annually. EFSC is also in need of more internship sites.

### **Employers are reporting more Staffing Shortages**

Megan Cochran shared employers participating in the Brevard Healthcare Workforce Consortium are reporting an increase in staffing shortages for Home Health, Assisted Living and Skilled Nursing facilities.

### **Local College Access Network Grant**

CareerSource Brevard received a seed grant to start up a Local College Access Network (<http://floridacollegeaccess.org/local-college-access-networks/>) to promote post-secondary credential attainment to both meet workforce needs that provide individuals with necessary skills to attain careers that offer self-sustaining wages. Locally, we want to identify any barriers for individuals to access or complete post-secondary training and then mitigate those barriers through development of a cross sector collaboration. Janice Scholz and Teri Jones will be providing leadership for the development of the LCAN and areas of focus.

Education representatives were asked questions to better identify barriers.

- What are the challenges facing high school students in career decision making and access to postsecondary training or college students accessing training?
  - Janice Scholz replied, in career decision making, experience is limited to the media. Students don't know what is out there. Perception of careers through exposure to include business talking to students, career shadowing, internships and summer work is important. While interest inventories are helpful, interests change over time with experience. Other challenges with CTE students is whether to finish. Sometimes there are conflicting class offerings, and they choose other options. Heidi Kuchenbacker-Robbins recommended making career videos (working with college programs). After the meeting, this site was

discovered that has career videos

<https://www.careeronestop.org/Videos/video-library.aspx> .

Go higher get accepted program offered at EFSC

[http://www.easternflorida.edu/discover-efsc/recruitment-office/events/#!/view/event/event\\_id/4911](http://www.easternflorida.edu/discover-efsc/recruitment-office/events/#!/view/event/event_id/4911)

where BPS students are offered a tour of health sciences building and Keiser offers similar tours for high school students.

- Teri Jones informed for returning adult students wanting to take the CNA training, the new TABE 11/12 is much more difficult than the prior version and is limiting access to training scholarships for students. Another barrier is the cost of training. Per discussion things that could help include Kahn Academy <https://www.khanacademy.org/> offers free remediation courses. The College Board 2020 was also recommended for resources <https://www.collegeboard.org/> . Other touted best practices include the TEAS Prep Academy and Study Buddies.
- Anthony Guccione shared that life challenges is what college candidates must overcome. Barriers include program entrance requirements are not completed are students need prep classes and this puts them off from starting because they want to start training programs right away. Other deterrents include paying the bills, pregnancy, marriage, road blocks, lacking self-sufficiency, coming with baggage, training costs, etc. Solutions recommended by group include industry sponsorship like Health First with Medical Assistants student's tuition reimbursement. He also said they are having success combating poverty issues with the food pantry and dress for success where interview clothing available at career center.

Another recommendation was for long term care facilities who receive Medicaid to offer the CNA training reimbursement. Here is guidance provided by the Florida Board of Nursing, "If you complete a state approved training program and meet specified requirements, you might be eligible to receive reimbursement for some of your expenses. You should ask your employer (nursing homes are the only employers which do reimburse) or the district Medicaid office in your area for details."

Brevard Healthcare Workforce Consortium feedback from Attracting Talent through Career Discoveries <http://takeaimbrevard.com/wp-content/uploads/2019/02/4-Es-Brain-Storming.pdf> was reviewed by committee members. Discussion around the Florida College tour College Night in Melbourne to add a career component like

Titusville was offered, and future connections for follow up were discussed. A reminder was given the Brevard Public Schools Graduating Student job fair will be held May 29th.

Meeting was adjourned.

**EDUCATION, TRAINING AND TECHNOLOGY  
COMMITTEES ACTION PLANS  
April 9, 2019**

Issue	Desired Outcome	Performance Measures	Challenges	Strategies and Timeline
<p>Current Brevard pipeline of CNAs, LPNs and RNs does not produce enough talent to fill local employer needs.</p>	<p>A robust pipeline of talent for all levels of care in Brevard County.</p>	<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"> <li>• Conduct Educational Capacity vs. Enrollment in Healthcare programs survey in October 2017 and April 2018</li> <li>• Need performance measures for LPN and RN</li> </ul>	<p>Discouraging preceptors/poor clinical experiences</p>	<ol style="list-style-type: none"> <li>1. <b>Web-based interactive career map for nursing</b> <ol style="list-style-type: none"> <li>a. Web page developed instead of interactive career map <a href="https://careersourcebrevard.com/career-services/explore-healthcare-careers">https://careersourcebrevard.com/career-services/explore-healthcare-careers</a></li> </ol> </li> <li>2. <b>Mentors for New Employees, draft recommendation for future Consortium meeting</b></li> <li>3. <b>Develop Healthcare Career Exploration Opportunities</b> <ol style="list-style-type: none"> <li>a. CareerSource Brevard held Healthcare Career Exploration events</li> <li>b. Keiser University hosts periodic open houses</li> <li>c. Curriculum Contacts meeting 2/8/17</li> <li>d. Brevard Public Schools Job Fair May 29<sup>th</sup></li> <li>e. College and “Career” Night being planned for BPS students in Titusville</li> <li>f. Create a Local College Access Network</li> </ol> </li> </ol>
<p><b>Issue</b></p>	<p><b>Desired Outcome</b></p>	<p><b>Performance Measures</b></p>	<p><b>Challenges</b></p>	<p><b>Strategies and Timeline</b></p>

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"> <li>• Education partners will benchmark metrics related to location of students that trends can be identified and performance measures can be formulated</li> </ul>	Higher compensation and bonus packages outside of area	<ol style="list-style-type: none"> <li>1. <b>Communicate how to compare compensation with cost of living for students who may be looking at relocation</b></li> <li>2. <b>Feedback loop survey for BPS and Post-Secondary Students – Megan create survey for Spring</b>  <a href="http://takeaimbrevard.com/wp-content/uploads/2018/06/BPS-Survey-052518-43.pdf">http://takeaimbrevard.com/wp-content/uploads/2018/06/BPS-Survey-052518-43.pdf</a> </li> </ol>
			Recapturing students from Brevard who leave Brevard for education	<ol style="list-style-type: none"> <li>1. <b>Work with County Commission, Tourism Board to market living in Brevard</b> <ol style="list-style-type: none"> <li>a. <a href="http://spacecoastedc.org/LivePlayHere">http://spacecoastedc.org/LivePlayHere</a></li> </ol> </li> <li>2. <b>Look at other employer models for talent attraction</b></li> <li>3. <b>CareerSource Brevard has developed an out of area talent attraction campaign to run April 28, 2018:</b>  <a href="https://healthcare.careersourcebrevard.com/">https://healthcare.careersourcebrevard.com/</a> </li> </ol>
<b>Issue</b>	<b>Desired Outcome</b>	<b>Performance Measures</b>	<b>Challenges</b>	<b>Strategies and Timeline</b>
Alignment of Classroom Technology with Technology required in varying environments				Needs further development