

Combined Staffing and Education, Training & Technology
Committees Minutes
Brevard Healthcare Workforce Consortium
June 27, 2019

Attendees

Janice Scholz (Brevard Public Schools), Anthony Guccione (Eastern Florida State College), Richard Rossell (Health First), Diana Brimo (Keiser University), Kimberly Weatherby (CareerSource Brevard), Tonya Holder (Brevard Adult Education), Michelle Jones (CareerSource Brevard), Maureen Kelly (FDOH Brevard), Evelyn Padilla (Brevard Adult Education), Tyler Ross (Health First), Jeyssa Hook (CHSI), Ginger Kreigh (Health First), John Wallace (Health First) and Megan Cochran (CareerSource Brevard)

Order of Business

Roll Call and Member Updates

Diana Brimo reported challenges for CSB students paying for background, that METCA students are required to pay for their background checks. Current cohort should be testing in 4-6 weeks and that working with Health First has been a great experience for the CNA trainees, some clinical sites have negativity.

Richard Rossell noted they continue to experience staffing challenges because there is so much business and it takes 6 people to staff 1 patient 24/7. He also reported giving a healthcare employment presentation to CSB youth preparing for summer internships in the Palm Bay office.

Maureen Kelly is the School Health Coordinator for BPS and they need staff. They serve 85 schools.

Ginger Kreigh shared on May 24th they held a student appreciation event for high school and colleges. They are working on the MA residency and focusing on retention and career progression model with nursing. The progression model includes level of care, career shadowing and tuition reimbursement information.

Tyler Ross is putting together a home health aide training program for Health First Private Duty.

John Wallace was a former teacher with BPS and is now with Health First training department.

Janice Scholz provided the update that the two openings in Titusville were filled but they still need a nursing instructor for Melbourne.

Anthony Guccione stated the nursing program at EFSC is updating entrance requirements to allow for three TEAS attempts per year instead of one. They will also be ending the points system and begin looking at candidates holistically. The new criteria will start with the March deadline for the RN program and eventually other programs will adopt this process.

Tonya Holder shared how Brevard Adult Education can assist employers with employee development through contextualized Adult Basic Education.

Evelyn Padilla would love to have someone come in to talk to students in the fall time frame to bridge information gaps on what is needed in the workforce and career pathways.

Jeysa Hook is recruiting for 500 teachers for Homestead area for the migrant children housing and she is recruiting overseas positions for surgical techs and patient care.

Educational Capacity vs Enrollment Spring 2019 Review

<http://takeaimbrevard.com/wp-content/uploads/2019/06/Educational-Capacity-VS-Enrollment-Spring-2019.pdf>

Committee members reviewed the Educational Capacity VS Enrollment data. It was determined that focus needs to continue on the CNA and LPN class offerings (all institutions) because they are not at capacity enrollment. Another in-demand occupation not meeting capacity was identified as the Pharmacy Technician program through Eastern Florida State College. Anthony Guccione was able to confirm the program is eligible for financial aid, but it is currently not an approved program for CSB scholarships. Anthony provided contacts to connect with regarding adding the program to CSB's eligible training provider/program list.

Making Employee Upskilling More Accessible

Megan Cochran shared two articles demonstrating ways to make employee upskilling more accessible. The first article https://nationalfund.org/wp-content/uploads/2018/09/Champions_SLVHCS_2018_M4.pdf demonstrated how a VA hospital prepares entry-level employees with fundamental skills needed for upward

mobility. It is a three month work-based program that includes basic academic skills, soft skills, financial literacy, career coaching and mentorship.

The second article <https://nationalfund.org/careerstat-academy-member-spotlight-mercy-health/> shows how business connects employees to financial resources to remove barriers to accessing and completing training for the purpose of career advancement. In the example provided, employers pooled resources to help employees. Brevard county employers can connect their staff to similar financial resources through Brevard County Housing and Human Services, Catholic Charities and Brevard 211.

John Wallace commented when he was teaching at EFSC, how a student struggled financially and while John provided encouragement for the student to persevere through the training, he was unaware of potential resources available to help the student.

Future Talent Pipeline - Engaging Brevard Public Schools High School Students

Megan Cochran provided the Get Involved flyer information to offer healthcare industry employers ways to get involved with students to help them learn more about healthcare careers <http://takeaimbrevard.com/wp-content/uploads/2019/06/VOLUNTEER-OPPORTUNITES-with-CSB...-002.pdf> .

STEM CONNECT <https://www.flstemconnect.com/> is a free resource that connects the workplace to classrooms through technology and could be a way to engage students on why STEM is important in healthcare.

Goals were established to focus on increasing FASFA applications to be completed by high school seniors from 52% to 54%. With 52% of BPS students on free and reduced lunch, we want to insure students will be able to have access to post-secondary training financial aid resources.

Local College Access Network Grant Update

The goal is to strengthen talent pipeline development by taking sector strategy to a larger community network and will be a focus of the next Brevard Healthcare Workforce Consortium meeting. The Consortium meeting will be held on September 24th from 9am –noon at the Space Coast Health Foundation Center for Collaboration in Rockledge. Save the date outlook appointments will be distributed with the minutes.

The next meeting will be scheduled after the Consortium in the fall time frame.

**EDUCATION, TRAINING AND TECHNOLOGY
COMMITTEES ACTION PLANS
June 27, 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"> • Conduct Educational Capacity vs. Enrollment in Healthcare programs survey in October 2017 and April 2018 • Need performance measures for LPN and RN 	<p>Discouraging preceptors/poor clinical experiences</p>	<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, is a recommended best practice 3. Develop Healthcare Career Exploration Opportunities <ol style="list-style-type: none"> a. CareerSource Brevard held Healthcare Career Exploration events b. Keiser University hosts periodic open houses c. Curriculum Contacts meeting 2/8/17 d. Brevard Public Schools Job Fair May 29th e. College and “Career” Night being planned for BPS students in Titusville f. Create a Local College Access Network g. Get Involved flyer http://takeaimbrevard.com/wp-content/uploads/2019/06/VOLUNTEER-OPPORTUNITES-with-CSB...-002.pdf
Issue	Desired Outcome	Performance Measures	Challenges	Strategies and Timeline
<p>Retention of Healthcare-oriented students in</p>	<p>Train in Brevard and stay in</p>	<p>Benchmarks need to be established prior to development</p> <ul style="list-style-type: none"> • Education partners will 	<p>Higher compensation and bonus packages outside of area</p>	<ol style="list-style-type: none"> 1. Communicate how to compare compensation with cost of living for students who may be looking at relocation

Brevard County	Brevard to work	benchmark metrics related to location of students that trends can be identified and performance measures can be formulated		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	1. Work with County Commission, Tourism Board to market living in Brevard 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