

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 24<sup>th</sup> 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](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 24<sup>th</sup> 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.

**STAFFING COMMITTEE ACTION PLAN**  
**June 27, 2019**

Issue	Desired Outcome	Performance Measures	Challenges	Strategies and Timeline
<b>Recruitment and Retention of Homemaker Companions, Home Health Aides, Certified Nursing Assistants and Practical Nurses</b>	A robust pipeline of new and experienced LPNs and CNAs, HHAs and Homemaker Companions for employers	<ul style="list-style-type: none"> <li>• Increased awareness among healthcare providers and educational institutions regarding employer needs and education program output</li> <li>• Partnerships built among employers, educational partners, workforce and other stakeholders to facilitate talent development and maximize current available talent</li> <li>• Provision of current vacancy data by employers</li> <li>• Reduction of vacancies</li> <li>• Reduction of business lost due to staffing limitations</li> </ul>	Filling part-time needs <ul style="list-style-type: none"> <li>• Low Pay</li> <li>• No benefits</li> </ul> Low Pay in some settings	<ol style="list-style-type: none"> <li>1. Vacancy Benchmarks               <ol style="list-style-type: none"> <li>a. Results are posted <a href="http://takeaimbrevard.com/wp-content/uploads/2017/07/Healthcare-Vacancy-Baseline-and-Benchmarks-Survey-Remove-Names-080217.pdf">http://takeaimbrevard.com/wp-content/uploads/2017/07/Healthcare-Vacancy-Baseline-and-Benchmarks-Survey-Remove-Names-080217.pdf</a></li> <li>b. Create a new survey for 2018, make it more user friendly to garner more responses.</li> <li>c. Email survey July 2018 for results to be shared at the August consortium meeting.</li> </ol> </li> <li>2. Branding campaign               <ol style="list-style-type: none"> <li>a. Promote critical occupations of Senior Companion, Home Health Aide, CNA, LPN, MA and RN</li> <li>b. Local Campaign to promote healthcare training <a href="https://careersourcebrevard.com/career-services/explore-healthcare-careers">https://careersourcebrevard.com/career-services/explore-healthcare-careers</a></li> <li>c. Out of area campaign to attract RNs and more <a href="https://healthcarecareersourcebrevard.com/">https://healthcarecareersourcebrevard.com/</a></li> </ol> </li> </ol>

				<p>d. Share link to campaign for BHWC to post. Add information regarding Compact License</p> <p>3. Get Involved/Volunteer Survey</p> <p>a. Get Involved flyer <a href="http://takeaimbrevard.com/wp-content/uploads/2019/06/VOLUNTEER-OPPORTUNITES-with-CSB...-002.pdf">http://takeaimbrevard.com/wp-content/uploads/2019/06/VOLUNTEER-OPPORTUNITES-with-CSB...-002.pdf</a></p> <p>b. Staffing Committee will review and develop strategies</p> <p>4. Survey BPS students in Healthcare programs to gain insight regarding future plans. BPS CTE has committed to sending survey in early November and late Feb/early March to capture information on exiting students and to allow time for staffing strategies to be implemented. <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></p> <p>5. CSB will provide Nursing Salary comparisons for Brevard and Surrounding counties either monthly or quarterly updates. <a href="http://takeaimbrevard.com/wp-content/uploads/2018/06/Regional-LMI-for-4-different-nursing-careers-May-2018.pdf">http://takeaimbrevard.com/wp-content/uploads/2018/06/Regional-LMI-for-4-different-nursing-careers-May-2018.pdf</a></p> <p>6. CSB will organize/host a targeted Healthcare Job/Career Fair 9/2018</p> <p>7. Share retention strategies.</p>
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Issue	Desired Outcome	Performance Measures	Challenges	Strategies and Timeline
<b>Recruitment and retention of experienced nurses (RNs and BSNs)</b>	A robust pipeline of experienced nurses focusing on those with specialty experience	Reduction in RN/BSN vacancies	<ol style="list-style-type: none"> <li>1. Retirements</li> <li>2. Nurses can make more in a traveling nurse role</li> <li>3. Difficulty in moving nurses in critical specialty roles into less strenuous positions</li> <li>4. Expense of obtaining BSN</li> <li>5. Difficulty in working while obtaining BSN</li> <li>6. Identifying inactive nurses and how to reach them</li> </ol>	<ol style="list-style-type: none"> <li>1. Create a Local College Access Network to foster post-secondary credential attainment.</li> <li>2. Market RN refresher courses to individuals whose licenses may be inactive (Maybe a “we need you” campaign)</li> <li>3. Develop a Retention Recommendations Tool Box for <a href="http://takeaimbrevard.com">takeaimbrevard.com</a></li> <li>4. Hold a healthcare job/career fair.</li> </ol>
Issue	Desired Outcome	Performance Measures	Challenges	Strategies and Timeline
<b>Recruitment and retention of new-to-practice Registered Nurses</b>				Needs further development