

More than Flexing Schedules, Ways to Support Employee Training and Development

Panelists: Tonya Holder, Learning Specialist, Brevard Adult Education (<https://www.brevardschools.org/Page/1280>), Jessica Hart, Brevard County Housing and Human Services (<https://www.brevardfl.gov/HumanServices/Home>) and Carl Herriott, Community Action Agency Family Self Sufficiency Program Coordinator (<https://www.brevardfl.gov/HumanServices/CommunityResources/ActionAgency>) Moderator: Wendi Jo Bost, Program Coordinator, CareerSource Brevard

Challenges:

- Getting adults back in school (OJT)
- Childcare while trying to work/school
- Having the proper funding and/or resources to provide for all that are willing to do the due diligence for the help
- Affordable housing – huge problem. Was in the original budget for the year, then eliminated by Senate.
- Poverty/homelessness

Points of interest:

- All 3 speakers are interested in working with community partners and making a difference
- Adult Ed helps students gain economic skills needed to include basic education, ESOL classes (can include occupational English), customer service skills training, and apprenticeships. They can customize/create programs for upskilling with employers as needed. They partner with METCA-ECC on holding TABE (Test of Adult Basic Education) Boot Camps to prepare students to meet training program entry requirements.
- Community Action Agency uses holistic assessment to help individuals successfully meet their goals and can provide child care assistance while they are in training. Their services include emergency rent/mortgage, medical/dental payment, prescription assistance and self-sufficiency program that pays for school tuition and provides case management.
- Housing and Human services indicated the state has asked to track services for “first responders” which includes nurses. They have a home purchase assistance program, rehab/repair program, and neighborhood stabilization and weatherization program.
- Tremendous value of the community partnerships that they continue to build upon
- Strive for excellence while working with any candidates, holding them accountable,
- Giving no slack – as there is no slack in real life
- Instills not taking the easy, short road – be in it for the long haul
- Training starts when the candidates hit their door steps
- Community Action Agency (CA) client base is 90% female
- Reminder that Brevard 211 is a resource for everyone

Success story:

Brevard Healthcare Workforce Consortium

September 24th Break Out Session Notes

Jessica, Brevard Health & Human Services: Single father of 3 was faced with losing home and children. SHIP program helped repair the home so that it was brought to acceptable living conditions so that he could keep his children and his job.

How can organizations partner with you:

- 1st responder focus – making sure these folks are taken care of
- Relies upon education institutions and churches for referrals of candidates for their programs

Audience participation/requests:

- Seeking assistance paying for level II background checks (\$90) and CPR (\$50) to help offset cost to get people to work – CJ, Community Action asked that they be referred to him, Caroline with CareerSource Brevard offered that they will research to see if there are funds available from CSB/C2.
- Education provider informed instances where nursing students are forced to drop out of school, sometimes within a short completion time frame due to financial and life issues. These are Brevard students!
- Focus on emphasizing to clients that consistent contact is key. Making sure we are retaining these clients in their jobs and/or programs until they can fully sustain.
- Suggestion that possibly have the customer sign a “commitment” contract if the agency/partner is paying up front fees to get them in the right direction.
- Suggestion of credit counseling to help customers understand how to prioritize, provide them with alternative ways of getting what they “need” vs the desires/luxuries.
- Suggestion that the Dave Ramsey (financial) course may be helpful, as well.
- Employer offered suggestion that there may be opportunity to utilize Medicaid benefits to assist families with childcare needs for children with challenging barriers (physical), they may have the opportunity to receive the health provided care necessary. Also, parents of disabled children were able to be trained as CNAs and receive pay by to care for their own children by working for the agency once the certification received (must be Medicaid eligible)
- Challenges noted that there is a large percentage of customers that may perceive that they receive “more” if they stay home vs working and trying to pay for the cost of living when they make minimal hourly wage. How do you fix this?
- Additional resource information was provided to attendees to help employees in need for 211 Brevard <http://www.211brevard.org/>

Stop the Brain Drain, Recruit Your Future Workforce By Engaging Brevard Public Schools’ Students

Panelists: Brevard Public Schools- Janice Scholz, Career & Technical Education Director (<https://www.brevardschools.org/Page/2325>), Paula Bewerse, Secondary Leading & Learning College & Career Readiness (<https://fl02201431.schoolwires.net/Page/3398>), Del Jordan & Susan Knowles, College Success Coach Take Stock in Children (<https://brevardschoolsfoundation.org/programs/take-stock-in-childrenreg>), Sara Almond, Government & Community Relations Partners in Education (<https://www.brevardschools.org/Page/1299>), The Florida High Tech Corridor: Amanda Allen,

stemCONNECT Education Manager (<https://www.flstemconnect.com/>), Moderator: Clinton Hatcher, Business Liaison, CareerSource Brevard

What are the challenges in providing career information to students:

- Lack of exposure, false information
- Students school schedules do not allow time to take CTE offerings
- No one offers to come speak to students, business experts can shed light on career options and partner with schools individually or with teachers. If they can get experts to show value and the need to think about their career rather than where they want to go to school and also help parents rethink the importance of going off to university and replace with the value of choosing a career and let the career dictate the training options. Educate students and parents on career options and salaries. Understand there are different pathways and sometimes work first and then choose the career is the best option for the individual.
- STEM Connect needs expert speakers

What are the ways the healthcare industry and community can help:

- Get your business involved with Partners in Education “PIE” and present to students in the schools
- CTE (Career and Technical Education) – host internships, host shadow opportunities, visit class rooms, volunteer and employment opportunities, teach employability skills in the classroom
- STEM Connect, 30 minute virtual opportunity if you can’t attend in person
- Counselor and Career Research Classroom – employers in the classroom, let teachers tour your business (development days to visit facilities – host an event), looking for professionals to speak, post-secondary training information,
- Support CTE teaching positions, if you have workers who plan to retire that are looking for a second career, we need a nurse teacher, construction teacher
- PIE members include Atlantis Urgent Care - goes to Gemini Elementary and shows the light to show germs and Brilliant Smiles brings the tooth fairy to teach hygiene for healthcare.
- The Maritime Program in Rockledge High school – business partners come weekly, they also create opportunities for students to visit the port Canaveral and tour boats and learn about careers
- A product the high schools use is My Career Shines which has interest inventory, abilities and recommends occupations, helps with career exploration
- Student mentorship opportunities

What resources or information is needed to help students create a postsecondary training plan:

- Students need to know what comes next, what is the career pathway, clarity of information and understanding the real world experience (media and advertising does not always show how it really is)

For more information on programs or how to connect, visit panelist websites listed next to their names