

Education, Training & Technology Committees Minutes

Brevard Healthcare Workforce Consortium

November 5, 2019

Attendees

Janice Scholz (Brevard Public Schools), Anthony Guccione (Eastern Florida State College), Anna Ryan (Brevard Adult Education), Cheryl Howard (Serving our Sisters Spiritual Food), Tyler Hayes-Ross (Health First), Ginger Kreigh (Health First), Teri Jones (METCA-ECC), Sheryl Cost (CareerSource Brevard) and Megan Cochran (CareerSource Brevard)

Order of Business

Committee Member Updates

Anthony Guccione stated the legislature is updating requirements for AS level programs and college algebra may be a new math requirement by Fall of 2020.

Sheryl Cost announced Behavioral Services of Brevard will be hosting a career fair on November 12th for Registered Behavioral Technicians to serve children with disabilities who have behavioral issues.

Tyler Hayes-Ross explained Health First is growing and will be moving Cape Canaveral Hospital and also build wellness villages (here is a link to an article in Florida Today for more information

<https://www.floridatoday.com/story/money/business/2019/10/31/cape-canaveral-hospital-moving-merritt-island-health-first-wellness-centers/4108455002/>).

Cheryl Howard informed that she is grant writing for S.O.S.S.F. scholarship program and their recent Tea Party raised \$2,000 for nursing student scholarships.

Janice Sholz reported they have filled the vacancy at Titusville High School with a new teacher, however, Palm Bay teacher will resign at the end of the year.

Teri Jones informed she had 10 HHA students graduate in October from Keiser University. They will also start the TABE Boot Camp on Monday for LPN training candidates.

Ginger Kreigh provided updates on several initiatives:

- Student Experience hosted an academic meeting with UCF, EFSC, Keiser and High Schools. It was a great collaboration between high schools with collegiate counter parts on dual enrollment
- They created a CNA residency program to foster retention and set up new employees for success. They set up a cohort of 8 and will use their feedback as the program progresses for quality checks.
- The Home Health Aide training program did not have a good employment retention and at this time is not financially feasible to continue based on retention results.
- They have an academic collaboration with EFSC's LPN and a MA cohort starting clinicals.

Anna Ryan attended the meeting on behalf of Tonya Holder. She shared Brevard Adult Education has hired student Career Navigators and are using curriculum from Josh Davies reinforcing work ethic. They are meeting with students and helping students with building soft skills and career exploration.

September 24th Consortium Feedback

<http://takeaimbrevard.com/wp-content/uploads/2019/10/Consortium-feed-back.pdf> and <http://takeaimbrevard.com/wp-content/uploads/2019/10/Brevard-Healthcare-Workforce-Consortium-Break-Out-Session-Notes.pdf>

The committee reviewed feedback from the consortium and members were asked if connections were made after the event. Ginger Kreigh informed they attended a Partners in Education (PIE - <https://www.brevardschools.org/Page/1299>) meeting at the Marine Resource Center and the schools have some needs they will try to help address. They also followed up with the Florida High Tech Corridor STEM Connect program (<https://www.flstemconnect.com/>) and are interested in bringing leaders in healthcare to the classroom via Skype for High School and Middle School students to learn about healthcare careers. Janice Scholz said business cards were exchanged during the event, but no one has reached out since.

Increasing the Pipeline of Healthcare Training Candidates

- Sheryl Cost shared scholarship resources have been identified to help single mothers be trained as HHAs and CNAs.
- Sheryl Cost brought up a question if school accreditation matters when hiring candidates. Ginger Kreigh said her job descriptions do not define that requirement, however, they have noted in nurse residency programs that

students from unaccredited institutions do not have as high a rate of success and is a factor considered.

- Consortium feedback included an education provider telling how sometimes nurses are forced to drop out of school often within close completion time frames due to financial needs. In response, data was requested on non-completers from Eastern Florida State College:

DEGREE FIELD	# OF NONCOMPLETERS	% OF NONCOMPLETERS
ASSOCIATE (AA)	9583	69.70%
HEALTHCARE	356	2.59%
OTHER	3809	27.71%
TOTAL	13748	100%

Anthony Guccione said he reviewed the healthcare figure with his colleagues and did not feel the dropout rate was that high, only a few per program offered based on feedback he received from instructors, but it depends on what programs they included as “healthcare”. He also indicated that the AA program numbers could be inflated by college application submissions, where not all applicants decide to attend. Further discussion was made on what services could be made available to foster student retention and a suggestion was made to create a resource map. Anthony mentioned EFSC held a staff development meeting where Brevard 211 representatives provided information on Brevard resources and services, making staff more aware of what is available to help students. They also have Titan to Titan funds and some campus programs to help students.

- Tyler Hayes-Ross discussed a strategy to build the workforce by looking at entry positions that require a high school diploma, to include Clinical Transporter, Office Tech, Patient Observer, Patient Benefit Advisor, Sterile Processing Tech and more. They are seeking individuals with customer service experience to hire at entry level to gain exposure and then can offer tuition reimbursement to help develop their career. Ana Ryan reminded Adult Education offers Customer Service training. Sheryl Cost will connect with Talent Acquisition to see how CareerSource Brevard can help.

Develop Strategies to Retain Students and Nursing Teachers in Brevard

Megan Cochran recounted visiting a CTE CNA program classroom to provide information on local career opportunities. While there, she surveyed students who planned to live and work in Brevard after postsecondary training and about 80% of the

students do not plan to return. She encouraged industry representatives to visit class rooms to both share about local opportunities to encourage students to return and also engage students who do plan to remain as potential future employees.

She had an opportunity to speak with the new teacher who expressed challenges she faced to include her counterpart quitting. Megan Cochran asked Janice Scholz how the committee can support her with teacher retention, since it is a challenge to locate nursing instructors. Janice Scholz provided insight that new teachers sometimes underestimate how difficult it can be to work with young people and can experience culture shock with the length of class periods and being on top of their game. It is finding the right fit and then still the compensation is a challenge. Industry could help by offering a stipend to teachers who place students in their organizations and the student is retained. Also, continually making more people in industry aware of the need for nursing instructors aids in teacher recruitment.

Next Committee Meeting Date

December 3rd, 8:30 -10:30am

**EDUCATION, TRAINING AND TECHNOLOGY
COMMITTEES ACTION PLANS
November 5, 2019**

Issue	Desired Outcome	Performance Measures	Challenges	Strategies and Timeline
Current Brevard pipeline of CNAs, LPNs and RNs does not produce enough talent to fill local employer needs.	A robust pipeline of talent for all levels of care in Brevard County.	Nursing Assistant programs will be at maximum capacity in student acceptance levels in Brevard County by July 2018 <ul style="list-style-type: none"> • Conduct Educational Capacity vs. Enrollment in Healthcare programs survey in October 2017 and April 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://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

		<ul style="list-style-type: none"> • Need performance measures for LPN and RN 		<ul style="list-style-type: none"> 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
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/

Issue	Desired Outcome	Performance Measures	Challenges	Strategies and Timeline
Alignment of Classroom Technology with Technology required in varying environments				Computer donations were made to help Brevard Nursing Academy open their Prometric Test Site.