

Keys to Talent Management a Summary Talk

Soft Skills Focused Event

Presented by Michelle Burke and Kathy Knowles

Event Statistics and Feedback

2 Speakers, 6 CSB Staff and 18 Guests (2 from Education, 14 from Healthcare Industry, 2 other)

Survey Answers

1. Do you like the meeting venue and format (recommendations)?
 - a. Yes (6 responses)
 - b. Yes to all, very inclusive and informative
 - c. Yes, AC noise a little loud (belt noise)
 - d. Yes, I like being able to interact with the speakers
 - e. Yes, so much good information to use in the workplace
 - f. Yes, the venue was wonderful
 - g. Great space, comfortable
 - h. Very much yes
 - i. Meeting venue and format was wonderful and engaging
 - j. Yes, so much good information to use in the work place
2. What comments do you have about today's meeting and speakers?
 - a. Informative and engaging
 - b. They were wonderful and gave great insight
 - c. Very informative, clear and welcoming
 - d. A lot of great information and ideas
 - e. Very informative
 - f. Excellent, great energy and interaction
 - g. Really enjoyed the dialog in the room
 - h. Great influencers!
 - i. Very interesting and educational
 - j. Wonderful information
 - k. They were wonderful and gave great insite
 - l. Very informative, awesome speakers
 - m. The speakers were amazing, very knowledgeable
 - n. The speakers were knowledgeable
3. Are there other occupations besides Home Health Aides, Certified Nursing Assistants, Medical Assistants, Licensed Practical Nurses and Registered Nurses we need to focus on?
 - a. Management in healthcare
 - b. Office staff working w/ cg's (caregivers)
 - c. Surgical Techs, Anesthesia Techs
 - d. Not for us
 - e. More focus on RN and above
 - f. Lower level licensed caregivers
 - g. Informatics

- h. No (3 responses)
4. How can the Brevard Healthcare Workforce Consortium be of better benefit to you?
 - a. Job Posting
 - b. Keep coming up with these great topics
 - c. Help in providing candidates
 - d. Great work
 - e. Good networking and educational opportunities
 - f. Not sure
 - g. So far so good
 - h. They do alot in the community already
 - i. Continue with meetings
 5. What talent pipeline topics should be addressed?
 - a. How to engage employees in day to day business activities
 - b. Need to recruit in Titusville and Cape
 - c. Customer service both internal and external
 - d. Open to all
 - e. Other avenues to recruit local talent
 - f. Macroaggression
 - g. Other avenues to recruit local talent (besides indeed and online)
 6. What key takeaways do you have from today's meeting?
 - a. Value workforce and instill this in management
 - b. Retention, asking the right questions
 - c. Cultural aspects and importance
 - d. Focus on vision and working that in all steps
 - e. Books 5 Dysfunctional Teams, Pyramid, What can I start and stop doing?
 - f. To relook at onboarding and mentorship program. Educating team about mentoring importance of retention. That CareerSource can help provide quality candidates
 - g. Ways to provide management with more of what they need to interview, retain employees
 - h. There is a strong value in the cultural interview process
 - i. People value
 - j. Retention and models to use and to focus on.
 - k. Keep core values – (Could someone conduct an in-service for our caregivers on soft skills (in-service is a one hour event)? Or do you know someone who would? Thank you. Are there scholarships available for HHA's or CNA's?)
 - l. Amazing information
 - m. Retention of employees and caregivers. Responsibility comes from employers and employees. Trust, communication and taking care of the team

Committee Member Interest Form

Staffing – 5
 Soft Skills – 6
 Education -1

Keep me informed about community initiatives to develop talent pipelines - 10