

Education, Training & Technology Committees Minutes

Brevard Healthcare Workforce Consortium

December 3rd, 2019

Attendees

Janice Scholz (Brevard Public Schools), Christi Scheier (Eastern Florida State College), Anna Ryan (Brevard Adult Education), Tyler Hayes-Ross (Health First), Teri Jones (METCA-ECC), Sheryl Cost (CareerSource Brevard), Teri Jones (METCA – ECC), Ann Marie Prendergast (Brevard Nursing Academy) and Megan Cochran (CareerSource Brevard)

Order of Business Committee

Member Updates

Janice Scholz reported they need another teacher for the BPS CTE Palm Bay CNA program again. Other applicants fell through. They also need a Construction teacher for Southwest Middle School.

Diana Brimo said many students have expressed interest in Keiser's upcoming HHA and CNA courses. There are more jobs than students. They are partnering with the hospital for clinicals. They refer many students to CareerSource Brevard or Community Action Agency for scholarship resources. While they have more students expressing interest than last year, they are still not meeting capacity enrollment. The TABE test continues to be a barrier for some students. They also had a teacher leave.

Tyler Hayes-Ross provided an update on Health First's CNA residency program. It is a six month preceptor orientation to promote retention. Training programs are typically geared to long term care so they provide other training to include working in a hospital, time management and confidence. Sheryl Cost said that Project Search will be meeting with her to discuss CNA training.

Christi Scheier shared Eastern Florida State College program updates. They are expanding their Imaging bachelor's program to include adult cardiac sonography or 1-2 semesters of radiographic nuclear medicine. They changed their Vet Tech program to a bachelor's in Veterinary Nursing Vet Assisting. They plan to expand their "human" nursing program capacity to get more than 60 students two times a year by adjusting the clinical schedules. The third Medical Assisting cohort starts in January. They had some nursing instructors retire and have hired more faculty. Sheryl Cost recommended we put together a flyer that encourages retiring nurses to teach.

Anna Ryan said Brevard Adult Education just completed the TABE Boot Camp for the METCA program students and low math levels were identified. She said that out of 17 starters 11 hung in there and 8 actually completed the training.

Teri Jones reported that in addition to the TABE boot camp that just completed, students will be starting a TEAS prep course offered through Educare Envision Educational Services. She also announced they will be holding their recruitment fair for students interested in training to become a CNA, HHA or LPN on January 16, 2020.

Local and State Campaigns that Can Support Healthcare Training

- Summer Youth Program – Sheryl Cost informed about a summer youth work program funded through CareerSource Brevard grants. High school students receiving free or reduced lunch can work about 25 hours a week for six weeks. This is an opportunity for students to gain industry exposure.
- Sheryl Cost requested contact information for individuals who manage the internship/externship programs at the different schools. She can connect interested business directly with the contact. Ann Marie Prendergast recommended she provide Brevard Nursing Academy's contact information. For Keiser University it was recommended she contact Jerry Scott or the dean of a specific program.
- Megan Cochran announced grant funding was received to train 20 HHAs. Attending education providers were asked if they offer HHA training and it was determined that Keiser University and Brevard Nursing Academy offer the training.
- Information was shared regarding the Florida Legislatures sail to 60 measure where 60% of working age adults will possess a meaningful workforce credential by 2030. She informed The Talent Development Council (administered by the Florida Department of Economic Opportunity) is in place to create a statewide strategy to accomplish this goal and shared committee information.
 - <http://www.floridajobs.org/TalentDevelopmentCouncil>
- Information was provided on the Last Mile Completion Program where returning college students with 12 credit hours or less to a bachelors or associate degree will have their tuition waived. <https://www.flgov.com/2019/10/11/governor-ron-desantis-announces-all-28-florida-colleges-support-the-last-mile-college-completion-program/>
- Competency models were demonstrated as a framework for education, industry and workforce development to identify foundational and technical competencies that are essential to educate and train for a competent workforce. The models serve as a resource to inform discussions among industry leaders, educators, economic developers, and public workforce investment professionals as they collaborate to:

- Identify specific employer skill needs
- Develop competency-based curricula and training models
- Develop industry-defined performance indicators, skill standards, and certifications
- Develop resources for career exploration and guidance
- <https://www.careeronestop.org/CompetencyModel/competency-models/pyramid-home.aspx>

Develop Strategies to Attract and Retain Nursing Teachers in Brevard

The committee members were informed there is a substitute teacher shortage at Brevard Public Schools. It was also recommended requests would be made for attendees of the Consortium events to donate promotional items and other resources to support Brevard Public Schools CNA program instructors and classrooms.

Next Committee Meeting Date

February 26, 2020

EDUCATION, TRAINING AND TECHNOLOGY COMMITTEES ACTION PLANS December 3, 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.	<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 	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 b. Keiser University hosts periodic open houses c. Curriculum Contacts meeting 2/8/17

		measures for LPN and RN		<ul style="list-style-type: none"> 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/VOLU-NTEER-OPPORTUNITES-with-CSB...-002.pdf h. Competency Model https://www.careeronestop.org/CompetencyModel/competency-models/pyramid-home.aspx
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.
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