

Education, Training & Technology Committees Minutes

Brevard Healthcare Workforce Consortium

February 26, 2020

Attendees

Janice Scholz (Brevard Public Schools), Christi Scheier (Eastern Florida State College), Tonya Holder (Brevard Adult Education), Ginger Kreigh (Health First), Tyler Hayes-Ross (Health First), Peter Kamon (Health First), Diana Brimo (Keiser University), Don Benson (Keiser University), Cheryl Howard (Serving Our Sisters Spiritual Food), Teri Jones (METCA – Elderly Compassionate Care), Jeanette Thompson (Educare Envision College of Nursing), Kimberly Weatherby (CareerSource Brevard) and Megan Cochran (CareerSource Brevard)

A request was made to include Kimberly Weatherby's contact information:
kweatherby@careersourcebrevard.com or 321-494-7469

Order of Business

Committee Member Updates

Tyler Hayes-Ross shared their CNA residency program is in its 4th month. It is a six month preceptor orientation to promote retention. Their training partnership with Brevard Nursing Academy's CNA training program has started last week with 12 in the first cohort. Participants will be working per diem until the state test is taken. They will continue to enroll candidates into the program. Health First hosted a career day for Viera High School's Business and Finance Academy. They provided information on IT and Administration careers to inform students about the variety of career options and what educational background is needed. They plan to expand the program next year.

Peter Kamon introduced himself as Director over Learning with Health First and oversees the MA and Nursing residency programs. Their focus right now is career progression and he is working with leaders to develop career pathways within their network. They offer tuition reimbursement toward education with retention as the goal.

Ginger Kreigh shared plans for Health First to host an event for 50 dual enrolled CNA students to be held at Holmes Regional Medical Center. They will provide tours and skills sessions for the students. The VP of nursing will also hold a session on distracted driving.

Tonya Holder reported they were holding another TABE Boot Camp for METCA students. Teri Jones elaborated the students were experiencing a remarkable increase in confidence by participating in the TABE Boot Camp and also Educare Envision's TEAS Prep courses.

Educational Capacity VS Enrollments

Brevard Public Schools CTE CNA Program – Janice Scholz

- Janice informed they are closing their Palm Bay CNA program after 40 years in existence due to the difficulty to recruit and retain a teacher for that location. The program will be converted to an Exercise Science program. Palm Bay students will have access to transportation to attend the CNA program at Bayside or Melbourne High School though.
- The committee reviewed student enrollments over the past three years and noted there is trend of enrollment decline <http://takeaimbrevard.com/wp-content/uploads/2020/02/CTE-CNA-Enrollments.pdf>. Janice will provide information on employment outcomes for CNA students at the next meeting.
- Janice recommended the committee review the BPS student survey conducted in 2018 for information on employment interest. The committee viewed the survey responses <http://takeaimbrevard.com/wp-content/uploads/2018/06/BPS-Survey-052518-43.pdf> and recommended we survey the current students. Megan will create a survey monkey using the same questions and requested committee members to recommend additional questions if needed. This will be due by Friday, March 13, 2020.

Post-secondary Healthcare Program Educational Capacity VS Enrollments

Keiser University

- Don Benson introduced himself as the Dean of Keiser University. He provided insight on the Keiser Capacity VS Enrollments update <http://takeaimbrevard.com/wp-content/uploads/2020/02/Keiser-University-Capacity-VS-Enrollment-Healthcare-Programs-2019-2020.pdf>. Their Dietetics and Nutrition BS program is now accredited. Their Radiation Therapy program purchased VERT state of the art technology that offers a virtual reality system where you can zoom and see inside the body. Their Sports Medicine program has new staff to include an Athletic Trainer and Research Scientist. The Medical Assisting program stays full. Their programs are strong and students are getting jobs, but they are in need of clinical sites!
- Diana Brimo stated they will be holding an orientation for HHAs and CNAs training candidates later that day and the HHA course starts 3/2/2020 and CNA course starts 3/23/2020. A CNA class that started in January is finishing up and 12 students are scheduled for testing on March 28th. Phlebotomy class starts that evening as well.

Eastern Florida State College

- Christie Schierer provided program updates for EFSC. Last summer they added Vascular Sonography for one semester and in the fall they will add Adult Cardiac Sonography (certificate) and part of Bachelor's program. They offer a Healthcare Navigator AS program which was not included on the Capacity VS Enrollment list <http://takeaimbrevard.com/wp-content/uploads/2020/02/Capacity-VS-Enrollment-EFSC-Update->

[Spring-2020.pdf](#) . Their veterinary programs have transitioned to Veterinary Assisting (CCC), Veterinary Nursing BS and Advanced Veterinary Tech Certificate in Practice. They will be discontinuing (teaching out) MRI, CT and Pharmacy Tech A.T.D. The Patient Care Assistant Program was not held in spring and will be moved to Melbourne in the fall.

- It was noted that the Dental Assisting program was under capacity enrollments and Janice suggested EFSC connect with their Viera High School Dental Aid program teacher Kerry Garrison as students may not know about EFSC's program.

Brevard Nursing Academy

- Was not present but a link to their Capacity VS Enrollments information was shown <http://takeaimbrevard.com/wp-content/uploads/2020/02/Brevard-Nursing-Academy-Capacity-vs-Enrollment-Information-2019-2020.pdf>

Educare Envision College of Nursing – Jeanette Thompson

- Jeanette Thompson announced the opening of the Educare Envision College of Nursing. This is an expansion of the NCLEX prep and TEAS prep services they already provide and both courses have had successful outcomes and affiliation agreements are already in place through the NCLEX prep. The company is nurse owned.
- They will offer RN, LPN to RN and PN training and are focused on starting up the LPN to RN transition program. This is an AS program and students must come with 30 hours of college credits.
 - Megan commented that this will increase RN training capacity and asked about diploma program LPNs gaining the 30 credits needed. Christi offered that students could enroll at EFSC as seeking an AA degree and their required core classes could potentially be paid for through financial aid.

Legislative Session Updates and Florida Center for Nursing Reports

- Page 5 was reviewed <http://takeaimbrevard.com/wp-content/uploads/2020/02/2020-FL-Session-Update-Final.pdf> CS/SB 418 and HB 725 – Workforce Education – a bill is being proposed to offer LPN associate in science program believing more seats would become available to nursing program hopefuls. Some committee members who did not think this would be helpful were encouraged to contact their state legislators.
- The committee reviewed page 4 of the Florida Center for Nursing's 2019 annual report on student statistics. <https://www.flcenterfornursing.org/AboutUs/AnnualReport.aspx>
- The committee was informed CareerSource Florida is considering continuing funding for data collection for the review of Florida's nursing education programs <https://www.flcenterfornursing.org/Welcome.aspx> but with the added benefit of

collecting regional data to learn about high performing and lower performing programs. This data could be used to help strengthen programs statewide.

Next Meeting Date is the Brevard Healthcare Workforce Consortium
 April 8, 2020

**EDUCATION, TRAINING AND TECHNOLOGY
 COMMITTEES ACTION PLANS
 February 26, 2019**

Issue	Desired Outcome	Performance Measures	Challenges	Strategies and Timeline
<p>Current Brevard pipeline of CNAs, LPNs and RNs does not produce enough talent to fill local employer needs.</p>	<p>A robust pipeline of talent for all levels of care in Brevard County.</p>	<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 measures for LPN and RN 	<p>Discouraging preceptors/poor clinical experiences</p>	<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 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 h. Competency Model https://www.careeronestop.org/CompetencyModel/competency-models/pyramid-home.aspx

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Retention of Healthcare-oriented students in Brevard County	Train in Brevard and stay in Brevard to work	Benchmarks need to be established prior to development <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.