

1. Not enough teachers
  - a. Partnership between hospitals and long-term facilities to supplement to train and teach at these organizations – so they can recruit
  - b. Some states are using "dual appointments " for faculty - part of salary from hospital and part from the university. For RN's.
  - c. Exploration across the nation (what are other states doing) – look at strategies from them to see what can be borrowed/used
2. Emotional challenges; disconnectedness; trying to figure out how to navigate that
  - a. Kimberly Comer. I am a Certified Recovery Peer Specialist. My e-mail is kimberlyc64@att.net and my cell number is 630.677.3108. Please let me know how I may be of support.
  - b. Ms. Johnstone does a great class for us for burnout.
  - c. Aging Matters in Brevard has a resource center known as the Sunflower House, and they do programming surrounding caregiver challenges and education. I know they're currently web based. That's another great resource for Caregivers who may be needing some support or resources.
3. Talent attraction/virtual talent attraction/younger generation
  - a. Luke has a campaign for this now – digital (Twitter), Facebook pages at member facilities
  - b. Superheroes campaign
  - c. Celebrating life stories
  - d. A lot of video to attract younger talent
  - e. LinkedIn is a resource for attraction and hiring as well
  - f. Testimonials from workers regarding the rewarding work
  - g. Trajectory of salary increases based on advancement

4. Enhance salaries of nurses to compete with other nearby counties and prevent new graduate nurses from moving out of Brevard County upon graduation – should include retention strategies & growth for those in the field
  - a. Partnership between hospitals and long-term facilities to supplement to train and teach at these organizations – so they can recruit
  - b. Partnership with Titusville Police Department – 911 certified graduates
  - c. Besides salary for a teacher, pay could be in the form of bonuses covered by a sponsor, free continuing educational course at a local university.