The Brevard Healthcare Workforce Consortium: A Local Healthcare Sector Strategy

EVENT DETAILS

- December 14, 2016
  - 9:00 a.m. – 12:30 p.m.
- Bill Posey Conference Room
  - Department of Health in Viera
- Purpose: To identify current and future critical talent needs of local healthcare employers and agree on a mechanism to address those needs

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Agenda Highlights

- Healthcare Sector Strategy Initiative Overview
- Employer and Educator Survey Results
- Guest Speaker
- Breakouts
- Report – Out
- Next Steps

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A Healthcare Sector Strategy that is Data Driven

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Guest Speaker, Mary Lou Brunell

- Executive Director of the Florida Center for Nursing
  - Florida Action Coalition
  - Florida Healthcare Workforce initiative
- Topics Covered
  - Role of the Florida Center for Nursing
  - Emerging and Evolving Occupations in Healthcare
  - Regional and State Healthcare Workforce Initiatives

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A Healthcare Sector Strategy that has Regional and State Support

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Participation

- 86 Participants
- 37 Organizations Represented
  - Healthcare Industry
  - Educational Institutions
  - Workforce
  - Community Stakeholders

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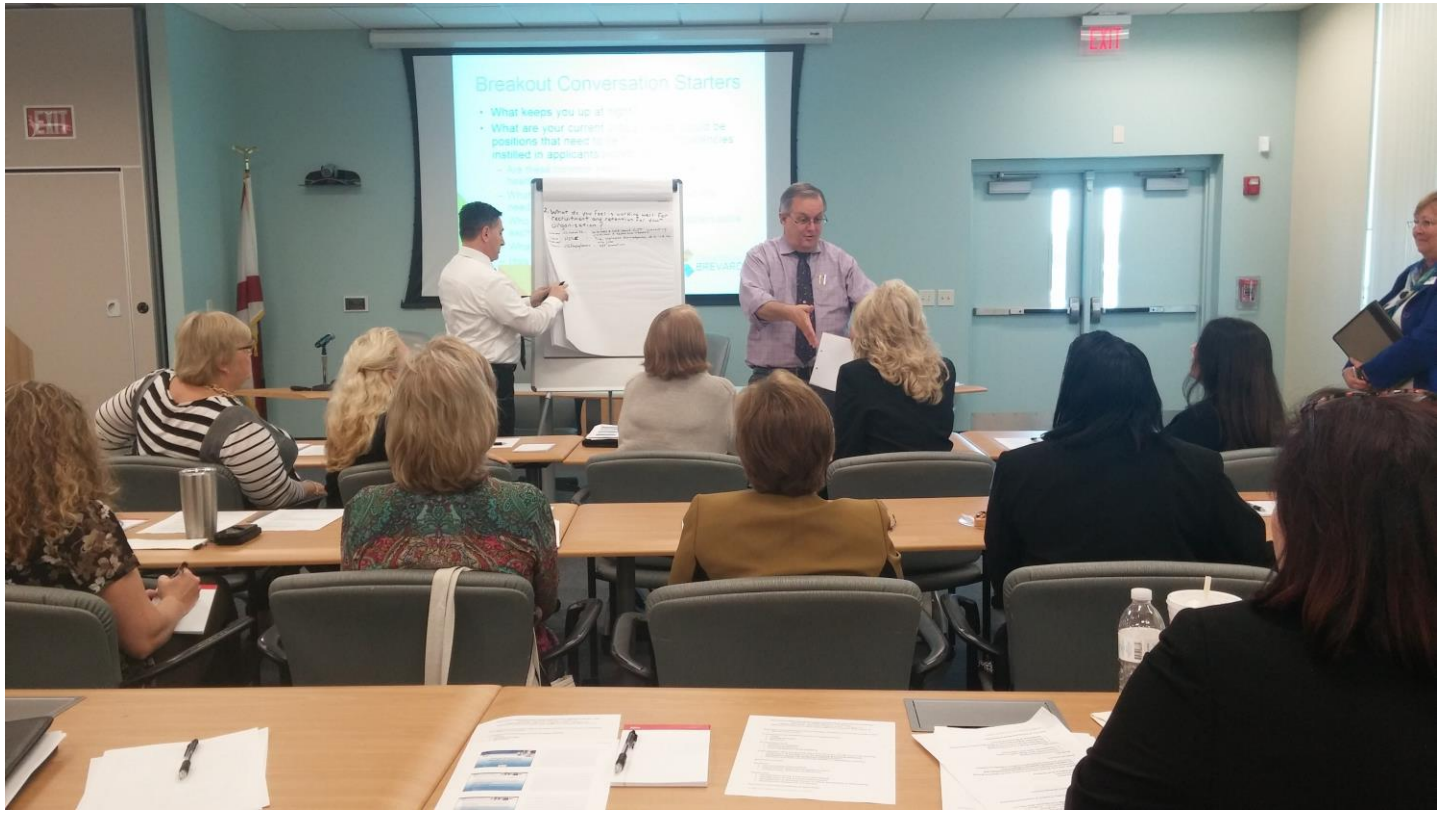
A Healthcare Sector Strategy that is Employer-Focused



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Organizations Represented

Aging Matters	City of Cocoa	Comfort Keepers	CAREAMERICA.ORG	Health First
Courtenay Springs Village	Florida Center for Nursing	Parrish Medical Center	Brevard Family Partnership	CareerSource Brevard
Wuesthoff Health System	Hibiscus Court ALF and Memory Care	Junior Achievement of the Space Coast	Health Council of East Central Florida	University of Central Florida College of Nursing
Coastal Health Systems	Senior Partner In-Home Care	CareerSource Central Florida	Eastern Florida State College	Home Instead Senior Care
Department of Health	Simplifying Senior Living	Harris-Casel Institute	Brevard Public Schools	CareerSource Flagler/Volusia
Pastors Community Alliance	Brevard County Fire Rescue	Heavenly Home Health Aid Inc.	Solaris Healthcare	Kindred Hospital
Health South	BrightStar Care	Vista Manor	Keiser University	Circles of Care

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Interactive

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Interactive Collaboration

- Break Out Groups
  - Identification of critical needs
- Report Out and Summary
  - Identification of common current critical needs
  - Identification of future critical needs
- How will we answer needs?
  - Subcommittee work to report back to large group

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Next Steps Identified

- 5 Subcommittees Formed
  - Staffing – 15 members
  - Soft Skills (Employability Skills) - 14
  - Regulations - 5
  - Education, Training and Technology - 15
  - Community Resources and Funding Sources for Services and Education – 6

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A Healthcare Sector Strategy that is Collaborative

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Next Steps Identified

- Subcommittee meetings to identify measureable goals and strategies this quarter
- 2nd Consortium Meeting to refine measurable goals as well as agree upon strategies and implementation next quarter

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What Participants Had to Say

- It was a great meeting. I look forward to the journey! *- Attendee from Health First*
- I appreciate the opportunity to participate in this amazing initiative. *- Attendee from City of Cocoa*
- Thank you so much for a putting together such an enlightening and collaborative meeting. I am so looking forward to finding common ground and resolutions that help each of us get what we need. Thank you again.!! *- Attendee from Age Advantage Home Care Services*
- Carol—thanks for a great morning! Lots of great energy in the room. *- Attendee from Wuesthoff Health System*

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What Participants Had to Say

- Thank you so much for the invitation to participate today. That was a well put together workshop and I can see enormous benefits coming to our community from all of your hard work. *– Attendee from BrightStar Care*
- Great start to an impactful initiative today!! *– Attendee from Simplifying Senior Living*
- We look forward to working with you as we move forward in our respective teams and to help the healthcare industry achieve all of the goals and challenges identified at yesterday's meeting. - *Attendee from Keiser University*

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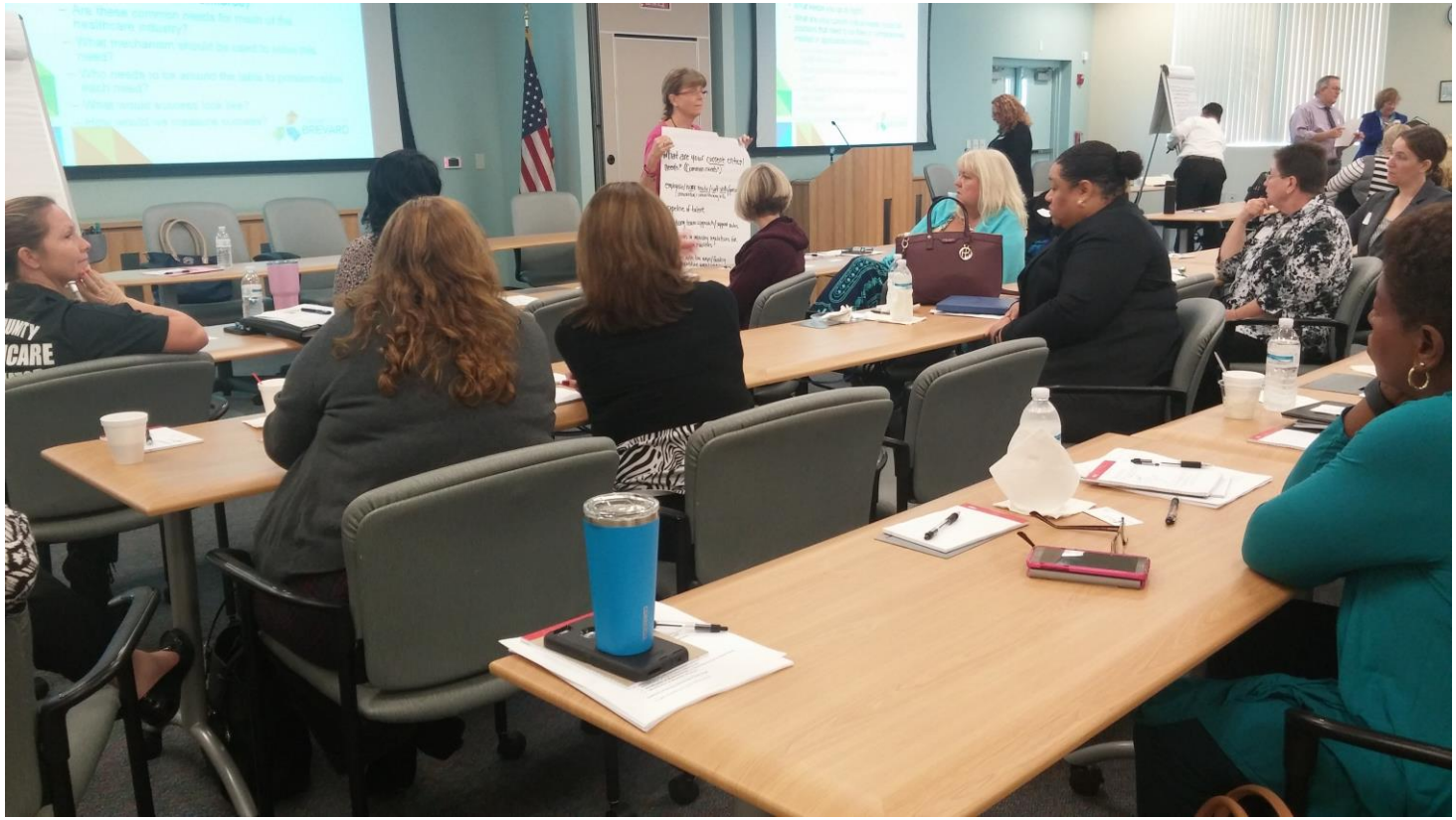
A Healthcare Sector Strategy that is Results-Oriented



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Committee Work

- All Committees met on or before Feb. 15
- All Committees are working on Action Plan development with measures and implementation steps
- All Committees have scheduled second meetings for early – mid March

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Issues Being Addressed

- Recruitment and retention of practical nurses and CNAs
- Recruitment and retention of experienced nurses
- Deficit in talent pipeline
  - CNAs - Homemaker Companions
  - LPNs - Home Health Aides
  - RNs

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Issues Being Addressed

- Valuing all healthcare workers (pipeline attraction campaign)
  - CNAs
  - LPNs
  - RNs
- Retention of healthcare-oriented students in Brevard County
- Attraction of nursing faculty
- Increasing work readiness skills

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Issues Being Addressed

- Educational funding resources for HHA/CNA training
- Obstacles to certification and licensure
  - Local access to fingerprinting
  - Background check process
  - Test scheduling
- Sustainment of coordinated effort, curriculum development and integration

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Committee Processes

- Action Plan Development
  - Issue
  - Desired Outcome
  - Performance Measure(s)
  - Anticipated Obstacles
  - Strategies
  - Implementation Plan with Timeline

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Committee Processes

- Cross-Referral of Issues
  - Among Committees
  - Eastern Florida State Industry Councils
  - East Central Florida Regional Council of Florida's Healthcare Workforce (anticipated)
- Minutes
  - Recap
  - Action Plans
  - Action Items for members

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Healthcare Workforce Consortium

- Next meeting on April 25th
- Agenda
  - Committee Report Out
  - Guest Speaker
    - CareerSource Brevard
      - Employer Support: The Workforce System Today

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Healthcare Workforce Consortium

- Agenda (Continued)
  - Small Group Discussions
    - Review Action Plans
    - Recommended Revisions
    - Future Issues to be Addressed
  - Report-Out on Small Group Discussions
  - Closing
    - Summary of Day
    - Recap of Next Steps
    - Commitments

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The Real Deal

- Employers publicly expressing value
- Future of Committees
- Sustaining the momentum
- Sustaining the Sector Strategies

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For More Information

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