



The Brevard Healthcare Workforce Consortium



VISION

Brevard County produces skilled, available talent to meet the current and future needs of local healthcare industry organizations.



Consortium Values

- A Strong Healthcare System
 - Has a local pipeline of skilled, available talent
 - Provides employment opportunities with sustainable wages or career ladders to self-sustaining wages for local workers
 - Is vital to the local economy
 - Is in the best interest of all Brevard County Citizens





Committee Work Overview

Committees

- 5 Committees created at the last Consortium
 - Staffing
 - Education, Training and Technology
 - Soft Skills
 - Regulations
 - Community Resources/Funding Sources for Services and Training



General Activity

- 3 Committees actively moving forward
 - Staffing
 - Education, Training and Technology
 - Soft Skills
- 2 Committees dissolved
 - Regulations
 - Community Resources/Funding Sources for Services and Training



Community Resources & Funding Sources for Services & Training Committee

ISSUES ADDRESSED

1. Lack of available talent in the occupations of Homemaker Companion, Home Health Aide and Certified Nursing Assistant
2. Funding resources to assist individuals in financial need with Home Health Aide/CNA Training are not readily available which decreased the potential talent pool

Committee Initiatives

- Review of career ladder models
- Targeting hidden populations for employment
- Branding Campaign
- Review of local scholarship resources



COMMITTEE STATUS

1. Dissolved on March 2nd after 2 meetings

1. Low committee membership
2. Low attendance at meetings
3. Duplication of topics being addressed

2. Information transferred to other Committees



Regulations Committee

ISSUES REFERRED

1. Nurse Retention
2. State-level obstacles to increasing the number of nursing students educated locally
3. Coordinated advocacy for integration of interpersonal skills and essential workplace skills into all public education at all levels
4. State-level obstacles to increasing nursing faculty pay

COMMITTEE STATUS

1. Dissolved on April 17th after 2 meetings
 1. Low committee membership
 2. Low attendance at meetings
2. Outstanding issues will be transferred to the appropriate Committee



Staffing Committee

ISSUES BEING ADDRESSED

1. Recruitment and retention of Homemaker Companions, Home Health Aides, Certified Nursing Assistants and Practical Nurses
2. Recruitment and retention of experienced Registered Nurses
3. Recruitment and retention of new-to practice Registered Nurses

Committee Initiatives

- Branding campaigns
- More exposure to healthcare career fields
- Upskilling existing workers
- Strategies to extend careers



Recommendations from the Staffing Committee

- Consortium industry partners complete the Vacancy Survey to establish baseline data and report annually to benchmark any improvement
- Consortium industry partners complete the Job Shadowing and Volunteer Opportunities Survey





Education, Training and Technology Committee

ISSUES BEING ADDRESSED

1. Current Brevard pipeline of CNAs, LPNs and RNs does not produce enough talent to fill local employer needs
2. Retention of healthcare-oriented students in Brevard County
3. Attraction of Nursing Faculty to fill vacancies
4. Alignment of classroom technology with technology required in varying environments

Committee Initiatives

- 360 Degree survey for clinicals
- Educational enrollment vs. capacity survey and review
- Mentoring of new employees
- Career mapping web-based tool
- Increasing local clinical capacity
- Increase awareness of nurse faculty vacancies

Recommendations from the Education, Training and Technology Committee

- Consortium industry partners complete the Job Shadowing and Volunteer Opportunities Survey
- Local healthcare organizations maximize the availability of exceptional student experiences within their organizations

Recommendations from the Education, Training and Technology Committee Continued

- Local Healthcare educational providers benchmark metrics related to the status and location of graduates and continue to report annually
- Information on open nurse faculty positions distributed to all Consortium participants to distribute as appropriate



Special Request

- UCF - Cocoa has a need for clinical placements in specialties (especially Pediatrics) to support its newly expanded BSN Program
- Contact Charlotte Neubauer at Charlotte.Neubauer@ucf.edu





Soft Skills Committee

ISSUE BEING ADDRESSED

Increase interpersonal skills/work readiness skills in the current and future workforce



Recommendations from the Soft Skills Committee

- Consortium industry partners provide examples of Homemaker Companion, Home Health Aide and Certified Nursing Assistant behavioral-based expectations and interview questions

Committee Initiatives

- Development of a Tool Box for employers can access
 - Assessments
 - Pre-hire workshops
 - After hire supports
- Listing soft skills as leading indicators of success
- Increased exposure to healthcare work environment



Recommendations from the Soft Skills Committee Continued

- Member Healthcare employers list desired soft skills as leading indicators on Homemaker Companion, Home Health Aide and Certified Nursing Assistant position descriptions and vacancy announcements



Recommendations from the Soft Skills Committee Continued

- Member Healthcare employers partner with member educational institutions, CareerSource Brevard and community-based organizations to integrate employer visits to educate students/participants regarding employer behavioral-based expectations



THE COMMUNITY IS LISTENING

- CareerSource Brevard

- Incumbent (Employed) Worker Policy realignment in process which will provide more flexibility to meet training needs that upskill existing employees while backfilling entry level positions
- Developing a stand alone Essential Workplace Skills workshop to address career-seeker soft skill gaps



THE COMMUNITY IS LISTENING

- Educational Partners
 - Capacity vs. enrollment information for Committee review and consideration
 - Access to students to better understand motivators and deterrents in relation to healthcare occupations
- Community-based Organizations
 - Funding initiatives to increase the number of Senior Companions, Home Health Aides, CNAs, LPNs, RNs & other medical professions

Next Steps

- Sustainability of and continued work in committees
- Responses to requests for information
- Future Consortium Meetings
 - Host location opportunities?
 - Sponsors?
- Future issues for the Consortium
 - Coordination in the future
 - Funding for identified needs

Upcoming Committee Meetings

- **Soft Skills Committee**
 - May 24, 3:00 – 5:00 p.m.
- **Education, Training and Technology Committee**
 - June 6, 8:00 – 10:00 a.m.
- **Staffing Committee**
 - TBD based on information from the Consortium
 - No later than July 15th

Opportunities to Learn about National Best Practices

- National Fund for Workforce Solutions 2017 Leadership Convening
 - June 15 – 16, 2017
 - Philadelphia, PA
- Health Career Pathways Network Workshop
 - June 21 – 23
 - Minneapolis, MN



Don't Forget

- A Community Thrives Challenge
- Vote for the Elderly Compassionate Care video everyday through May 12
- Supports scholarships for HHA and CNA training
- <http://act.usatoday.com/submit-an-idea/#/gallery/60375760>

