

Education, Training and Technology Committee Minutes Brevard Healthcare Workforce Consortium

March 15, 2017, 8:00 – 10:00 a.m.

Attendees:

Karen D'Arceuil (Brevard Public Schools – Adult Education), Diana Brimo (Keiser University), Melanie Shatzer (Health First), Jennifer McKee-Acevedo (Brevard Public Schools – Career and Technical Education), Carol Watson (Harris Casel Institute) via conference call, Sanjay Gopal (Sanvis Health LLC) via conference call,) Janice Scholz (Brevard Public Schools – Career and Technical Education), Michelle Jones (CareerSource Brevard), and Carol Macrander (CareerSource Brevard).

Not In Attendance:

Heidi Kuchenbacker (Hibiscus Court), Shannon Cathcart (Wuesthoff Health System), Karolena DeClecq (Aging Matters), Carol Burgunder (UCF College of Nursing – Cocoa), Cindy DePina (Parrish Medical Center), Janice Scholz (Brevard Public Schools – Career and Technical Education/Jennifer was sent as an alternate), Karen Runk (Keiser University), Crystal Post (CareerSource Brevard), Sheryl Cost (CareerSource Brevard) and Kathryn Hbibnejad (SeniorBridge)

Order of Business:

Introductions: Committee Members introduced themselves

Request for Information from the Regulations Committee:

1. Describe any State-level obstacles to increasing the number of seats in nursing programs – No representative from nursing programs were at the meeting so the Committee could not provide comment. I was suggested that Karen Runk, Dean at Keiser University be contacted for more information.
2. What are any known State-level obstacles to increasing nursing faculty pay?
 - a. Structured Pay Systems
 - b. Union-negotiated Pay for Educators at BPS and State Colleges

Action Plan Development

See attached Action Plan for updates.

Identify Next Steps for the Committee

The Committee agreed to meet again on April 5, 8 – 10 a.m. in the CareerSource Brevard Boardroom

The following tasks should be accomplished prior to the next meeting:

- i. Carol will draft recommendations regarding
 - a. Implementation of a 360 Degree Survey of Clinical Experiences
 - b. Mentorship of new employees
 - c. Clinical preference for those with ties to the local area
 - d. Increasing clinical capacity in the local area
- ii. Carol will follow up with educational partners regarding seats vs. enrollment data request
- iii. All Committee Members should review the collateral regarding Brevard County on the Community and Talent Attraction Resources Handout (separate attachment) to see if there are any opportunities for new piece development
- iv. Carol will research if there is an existing web-based, interactive nursing career map available for use by April 5th meeting
- v. Education partners will benchmark metrics related to location of student employment so that trends can be identified and performance measures can be formulated. Education partners will bring any immediately available information to the Committee on April 5th

1. Issue: **Current Brevard pipeline of CNAs, LPNs and RNs does not produce enough talent to fill local employer needs.**
 - a. Desired Outcome: **A robust pipeline of talent for all levels of care in Brevard County.**
 - b. Performance Measures:
 - i. **Nursing Assistant programs will be at maximum capacity in student acceptance levels in Brevard County by July 2018**
 - c. Anticipated Obstacles
 - i. **Regulatory issues**
 1. **Clinical student faculty ratio**
 - ii. **Financial Issues – students inability to pay for school, licensure and multiple background checks**
 1. **CareerSource Brevard is considering placing Nursing Assistant on the Regional Targeted Occupation List which could provide an increase in scholarships available**
 2. **Working with other organizations to support local Nursing Assistant scholarships**
 3. **Community Resource Committee is formulating a recommendation to support PELL Grants for short-term training programs such as CNA**
 4. **BPS – Adult Education is look at Homemaker Companion opportunities for students**
 - iii. **Faculty shortage**
 1. **Regulations Committee is looking at State-level obstacles to see if there is any opportunity for change**
 2. **Market in places with nursing layoffs**
 3. **Market to those retiring from clinical setting**
 4. **Send information out through the Consortium regarding open positions**
 - a. **Ask the Committee if we should ask permission of the Consortium to send out available open faculty positions at the April 5th Committee Meeting**
 - iv. **Physical space for programs to grow**
 - v. **Discouraging preceptors/poor clinical experiences**
 1. **See 360 Degree Clinical Review below**
 - vi. **CNA compensation**
 1. **Wage increased based on longevity**
 2. **Review of total compensation package to compare opportunities**

- d. Strategies:
 - i. Enhanced student experiences in clinicals with exposure to more disciplines
 - ii. ACA Background checks for students so that additional background screenings are not required
 - 1. Resources were shared among educational providers to mitigate barriers.
 - iii. 360 Degree Survey of clinical experience to formalize feedback and to inform adjustments to ensure a positive experience
 - 1. Process was reviewed
 - 2. Committee members will recommend implementation of a 360 Degree review process for all clinical sites. See implementation plan.
 - iv. Shadowing experiences
 - 1. Survey tool was reviewed. See implementation plan.
 - v. Web-based interactive career map for nursing
- e. Implementation Plan with Timeline:
 - i. Smooth out processes related to fingerprinting, background checks, testing and licensure.
 - 1. Complete – Educational partners shared knowledge of existing resources to help smooth this process for students
 - ii. Institute 360 Degree Survey for clinical experiences and formalize programmatic feedback process
 - 1. Recommend that all clinical sites develop and formalize feedback loop and program improvement process through surveys to Students, host Staff Members, and Clinical faculty
 - 2. Recommend that all clinical sites develop a recognition program for high achieving students, hosts and faculty
 - 3. Draft recommendations to the Consortium to be reviewed at the April 5th Committee Meeting
 - iii. Demographic Survey
 - 1. Seats available vs. Enrollment has been sent to educational partners but have not received responses. Perform follow up for responses prior to April 5th Committee Meeting.
 - iv. Establish a formal shadowing program for individuals that express interest in healthcare occupations but have not yet enrolled in training
 - 1. Survey has been drafted and final will be reviewed at the April 5th Staff Meeting.

- 2. **At April 5th Meeting explore when the survey tool should be disseminated to the Consortium industry partners**
 - v. **Include shadowing in job application process**
 - vi. **Mentors for new employees**
 - 1. **Draft recommendation to the Consortium to be reviewed at the April 5th Committee Meeting regarding mentorship and training for mentors**
 - vii. **Exploration of existing web-based, interactive nursing career map or development of one**
 - 1. **Research existence of such a tool will be accomplished by April 5th**
- 2. **Issue: Retention of Healthcare-oriented students in Brevard County (Committee review to determine if this issue should be folded into Issue 1)**
 - a. **Desired Outcome: Train in Brevard and stay in Brevard to work**
 - b. **Performance Measures: Benchmarks need to be established prior to development**
 - c. **Anticipated Obstacles:**
 - i. **Higher compensation and bonus packages outside of the area**
 - ii. **Recapturing students from Brevard who leave Brevard for education**
 - d. **Strategies:**
 - i. **Work with County Commission, Tourism Board to market living in Brevard**
 - 1. **At the March 15 Committee Meeting a list of existing Brevard marketing pieces were shared. Committee members should review the marketing pieces prior to the next meeting to see if any additional marketing pieces are needed**
 - ii. **Look at other employer models for talent attraction**
 - 1. **Web articles will be shared at the April 5th Meeting**
 - iii. **Translation of clinical students to local employment through the practice of offering preference for clinicals to students with ties to Brevard County**
 - 1. **A draft recommendation to the Consortium will be reviewed by the Committee on April 5th**
 - iv. **Increase educational and clinical capacity in Brevard so that more students train in Brevard (more likely to stay local)**
 - 1. **A draft recommendation regarding increasing clinical capacity by local employers will be reviewed at the April 5th meeting**
 - v. **Education partners will benchmark metrics related to location of students so that trends can be identified and performance measures can be formulated**
 - vi. **Communicate how to compare compensation with cost of living for students who may be looking at relocation**

- e. Implementation Plan with Timeline:
 - i. **Exit survey of students about where they want to work**
 - 1. **BPS – CTE will send a survey to students in mid-April**
 - ii. **Education partners will benchmark metrics related to location of students so that trends can be identified and performance measures can be formulated. Education partners will bring information to the Committee on April 5th.**
 - iii. **Existing marketing materials regarding living and working in Brevard will be reviewed at the April 5th meeting to identify any opportunities for improvement**
 - iv. **Talent attraction articles will be shared at the April 5th meeting for future discussion**
 - v. **A draft recommendation regarding clinical preference will be reviewed at the April 5th meeting**
 - vi. **A draft recommendation regarding increasing clinical capacity by local employers will be reviewed at the April 5th meeting**

3. Issue: **Attraction of Nursing Faculty (Needs further development)**

- a. Desired Outcome:
- b. Performance Measures:
- c. Anticipated Obstacles:
 - i. **Union-negotiated salaries for Public institutions**
 - ii. **State-level regulations and requirements**
- d. Strategies:
 - i. **Advertising open positions to target populations such as the military and veteran community**
 - ii. **Target areas in the county with nursing layoffs**
 - iii. **Advertise within the Consortium regarding open faculty positions**
 - iv. **Identify any local professional organizations or social groups related to nursing for advertising of open positions**
 - v. **Flexibility in requirements for entry-level RNs**
- e. Implementation Plan with Timeline:
 - i. **At the April 5th Committee Meeting explore if permission to send out information on open Nurse Faculty positions should be requested from the Consortium**

4. Issue: **Alignment of Classroom Technology with Technology required in varying environments (Needs further development)**

- a. Desired Outcome:
- b. Performance Measures:
- c. Anticipated Obstacles:

d. Strategies:

e. Implementation Plan with Timeline: