

Education, Training and Technology Committee Minutes Brevard Healthcare Workforce Consortium

June 6, 2017, 8:00 – 10:00 a.m.

Attendees:

Diana Brimo (Keiser University), Melanie Shatzer (Health First) via conference call, Janice Scholz (Brevard Public Schools – Career and Technical Education), Karen D’Arceuil (Brevard Public Schools – Adult Education), Carol Watson (Harris Casel Institute), Michelle Jones (CareerSource Brevard), Crystal Post (Career Source Brevard), William Maguire (Career Source Brevard), Sheryl Cost (Career Source Brevard) Megan Cochran (Career Source Brevard), Antoinette Broomfield (Career Source Brevard) and Carol Macrander (CareerSource Brevard).

Not In Attendance:

Heidi Kuchenbacker (Hibiscus Court), Shannon Cathcart (Wuesthoff Health System), Karolena DeClecq (Aging Matters), Jennifer McKee-Acevedo (Brevard Public Schools – Career and Technical Education), Sanjay Gopal (Sanvis Health LLC), Cindy DePina (Parrish Medical Center), and Karen Runk (Keiser University).

Order of Business

Roll Call and Introductions

Carol Macrander introduced Megan Cochran as the replacement Healthcare Sector Strategist

Review of feedback from the April 25, 2017 Consortium Meeting

Carol Macrander reviewed the revisions to the Healthcare Industry Exploration Opportunity Survey (formerly known as the Job Shadowing and Volunteer Opportunity Survey). Committee members approved the revisions and Carol will convert it into a PDF format for website. This survey will be sent out to the Consortium August 15, 2017.

Carol Macrander reviewed the revisions made to Healthcare Vacancy Baseline and Benchmarks Survey. The Committee approved the survey with revisions. This will be sent out the week of July 1, 2017.

Carol Macrander reviewed feedback and other recommended strategies to be folded into the action plan. It was decided that local healthcare educational providers share benchmark metrics related to the status and location of graduates and continue to report this on an annual basis. This will be folded into strategies to implement.

To address open nursing faculty positions, Carol Macrander recommended we can post in employflorida.com, post vacancy information in the Consortium website and email to

participants. Diana Brimo shared best practices used for nursing faculty. She mentors first time teachers to insure a successful start. Also, she recruits program graduates for teaching positions.

Discuss Career Mapping

Carol Macrander shared the My Career Pathway handout as an example to easily map out a career ladder, everyone thought it was a good visual.

Antoinette Broomfield shared her experience helping career seekers determine if nursing is the right career for them. She suggested a background vetting tool would be helpful for career seekers to know right away if they have any history that would prevent them from entering the healthcare field.

Sheryl Cost announced CareerSource Brevard is planning a Healthcare Career Exploration event and will be asking Education and Industry partners to participate.

Janice Scholz recommended the Healthcare Consortium participates the Curriculum Contacts Meeting from Brevard Public Schools to inform them about job openings, requirements and employment expectations. A similar event was held for Manufacturing careers. She would like to hold this meeting sometime in February 2018 and will speak more about this at our next Committee meeting.

Review Data from BPS Survey and Information from Meetings with BPS Students

Carol Macrander reviewed feedback from the BPS survey and meetings. Committee finds the information valuable to the Consortium. Janice Scholz advised there is a group ready for employment in December 2017, so we should survey them in November 2017 and spring graduates in late February 2018.

Review Educational Capacity vs. Enrollment Data and the Keiser University Nursing Assistant Data

The Consortium will need new data for Educational Capacity vs. Enrollment mid-August 2017 and mid-January 2018. There was clarification on the Educational Capacity vs. Enrollment Data for the Keiser University that the “No cap and no wait list” means enrollment is constant.

Identify Next Steps for the Committee

The following tasks should be accomplished by **all Committee Members prior to the next meeting which is tentatively scheduled for Thursday, July 13th from 8:00 – 10:00 a.m**

Review minutes from previous meeting and action plan.

EDUCATION, TRAINING AND TECHNOLOGY COMMITTEE ACTION PLAN

June 6, 2017

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 August 2017 and January 2018 • Need performance measures for LPN and RN 	<p>Discouraging preceptors/poor clinical experiences</p>	<ol style="list-style-type: none"> 1. 360 Degree Survey of clinical experience to formalize feedback and to inform adjustments to ensure a positive experience <ol style="list-style-type: none"> a. Recommend that all clinical sites develop and formalize feedback loop and program improvement process through surveys to Students, host Staff Members, and Clinical faculty b. Recommend that all clinical sites develop a recognition program for high achieving students, hosts and faculty 2. Shadowing experiences <ol style="list-style-type: none"> a. The Healthcare Industry Exploration Opportunity Survey (formerly known as the Job Shadowing and Volunteer Opportunity Survey) will be sent out August 15, 2017 b. The results will be compiled and presented at the next committee meeting 3. Web-based interactive career map for nursing <ol style="list-style-type: none"> a. Formation of a Career mapping team b. Committee will discuss who to target for team membership and how to move forward with Development 4. Mentors for New Employees, draft recommendation for future Consortium meeting 5. Develop Healthcare Career Exploration Opportunities <ol style="list-style-type: none"> a. CareerSource Brevard will host a Healthcare Career Exploration event b. BPS will invite the Consortium to the Curriculum Contacts Meeting

				from Brevard Public Schools to inform them about job openings, requirements and employment expectations
Issue	Desired Outcome	Performance Measures	Challenges	Strategies and Timeline
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"> CNA Compensation <ol style="list-style-type: none"> Wage increased based on longevity Review of total compensation package to compare opportunities Communicate how to compare compensation with cost of living for students who may be looking at relocation
			Recapturing students from Brevard who leave Brevard for education	<ol style="list-style-type: none"> Work with County Commission, Tourism Board to market living in Brevard Look at other employer models for talent attraction
Issue	Desired Outcome	Performance Measures	Challenges	Strategies and Timeline
Alignment of Classroom Technology with Technology required in varying environments				Needs further development