

Recommendations from the Education, Training and Technology Committee to the Brevard Healthcare Workforce Consortium

April 25, 2017

Issue: Current Brevard pipeline of CNAs, LPNs and RNs does not produce enough talent to fill local employer needs.

Challenge Identified: Lack of exposure to healthcare career fields.

Strategy: Expose students and career seekers to healthcare career fields through volunteer and job shadowing opportunities.

Recommendation #1:

The Education, Training and Technology Committee recommends to the Brevard Healthcare Workforce Consortium that local healthcare organizations involved in the Consortium respond to a survey related to job shadowing and volunteer opportunities within 4 weeks of survey dissemination. This survey will allow gathering of information on the availability of local job shadowing and volunteer opportunities. Depending on responses from the survey, a list of potential job shadowing and/or volunteer hosts could be developed and disseminated to local students and job seekers or further recommendations from the Committee could be formulated.

Issue: Retention of healthcare-oriented students in Brevard County

Challenge Identified: Limited capacity for clinicals in the local area.

Strategy: Increase educational and clinical capacity in Brevard so that more students train in Brevard.

Recommendation #2:

The Education, Training and Technology Committee recommends to the Brevard Healthcare Workforce Consortium that local healthcare organizations maximize the availability of exceptional student experiences within their organizations.

Strategy: Translation of clinical students to local employment through the practice of offering preference for clinicals to students with ties to Brevard County.

Recommendation:

The Education, Training and Technology Committee recommends to the Brevard Healthcare Workforce Consortium that local healthcare organizations promote a preferential program to provide clinicals to Brevard County-based Academic Programs.

Challenge Identified: Lack of data in regards to retention of Healthcare-oriented students in Brevard County.

Strategy: Benchmark location of local healthcare program graduates.

Recommendation #3:

The Education, Training and Technology Committee recommends to the Brevard Healthcare Workforce Consortium that local healthcare educational providers benchmark metrics related to the status and location of graduates to the Education, Training and Technology Committee and continue to report on an annual basis. This will allow for identification of trends and development and implementation of capture strategies.

Issue: Attraction of Nursing Faculty to fill current and future open positions

Challenge: Open nursing faculty positions negatively impact talent pipeline.

Strategy: Increase awareness of open local nurse faculty positions.

Recommendation #4:

The Education, Training and Technology Committee recommends to the Brevard Healthcare Workforce Consortium that information on open nurse faculty positions be distributed to all Consortium participants to disseminate within their professional and personal networks.

Recommendations from the Soft Skills Committee

to the Brevard Healthcare Workforce Consortium

April 25, 2017

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

Challenge Identified: Assessing career-seekers' soft skills to evaluate suitability for healthcare employment

Strategy: Better communication of soft skill requirements for employment

Recommendation #1:

The Soft Skills Committee recommends to the Brevard Healthcare Workforce Consortium that member healthcare employers provide examples of Homemaker Companion, Home Health Aide and Certified Nursing Assistant behavioral-based expectations and interview questions to facilitate a greater understanding for educational and workforce professionals of the behavioral-based qualities desired in employees.

Challenge Identified: Lack of desired soft skills in current workforce.

Strategy: Highlight the importance of soft skills required for occupational success.

Recommendation #2:

The Soft Skills Committee recommends to the Brevard Healthcare Workforce Consortium that 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.

Challenge Identified: Developing soft skills in the future talent pool.

Strategy: Highlight the importance of soft skills required for occupational success.

Recommendation #3:

The Soft Skills Committee recommends to the Brevard Healthcare Workforce Consortium that 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.

**Recommendations from the Staffing Committee
to the Brevard Healthcare Workforce Consortium**

April 25, 2017

Issue: Recruitment and retention of Homemaker Companions, Home Health Aides, Certified Nursing Assistants, Practical Nurses and Registered Nurses

Challenge Identified: Measuring progress

Strategy: Request vacancy benchmark data from Consortium member employers that can be updated periodically to measure progress of strategies

Recommendation #1:

The Staffing Committee recommends to the Brevard Healthcare Workforce Consortium that member healthcare employers provide responses to the Vacancy Survey within four weeks of receipt and annually thereafter.

Challenge Identified: Lack of exposure to healthcare career fields.

Strategy: Expose students and career seekers to healthcare career fields through volunteer and job shadowing opportunities.

Recommendation #2:

The Staffing Committee recommends to the Brevard Healthcare Workforce Consortium that local healthcare organizations involved in the Consortium respond to a survey related to job shadowing and volunteer opportunities within four weeks of survey dissemination. This survey will allow gathering of information on the availability of local job shadowing and volunteer opportunities. Depending on responses from the survey, a list of potential job shadowing and/or volunteer hosts could be developed and disseminated to local students and job seekers or further recommendations from the Committee could be formulated.