

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.

Question 1 – See notes from Staffing - (Approve but add work experience to the first)

Question 1

Use survey to develop action items

Once all of the information is obtained, what does it mean?

Involve entire healthcare community

Create a plan for long term tracking

Ensure include academic partners

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.

Question 2 – Add simulation and partnerships

Question 2

How many currently?

Online programs

Formalize selection

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.

Question 3 – Incentive to provide results (after data collection and analysis), Sharing of data, standard for tracking data

Question 3

Long-term tracking, comparing like data

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.

Question 4

How? Is that enough? Involve community?

Consortium Feedback - Regarding the Education, Training and Technology Committee's work:

1. Are you comfortable with implementing the recommendations from this Committee? **Yes, Identify partners**
2. Are you comfortable with implementing the recommendations from this Committee? **All Approve**
 - a. Why or why not? **Gather data to find out opportunity**
3. Are you comfortable with implementing the recommendations from this Committee? **Approve Partnerships for simulation Share data, what do we need to know?**
 - a. Why or why not?
 - Question 1 – See notes from Staffing - (Approve but add work experience to the first)
 - Question 2 – Add simulation and partnerships
 - Question 3 – Incentive to provide results (after data collection and analysis), Sharing of data, standard for tracking data
4. Are you comfortable with implementing the recommendations from this Committee? **All approve**
 - a. Why or why not?
 - Question 1
 - Use survey to develop action items
 - Once all of the information is obtained, what does it mean?
 - Involve entire healthcare community
 - Create a plan for long term tracking
 - Ensure include academic partners
 - Question 2
 - How many currently?
 - Online programs
 - Formalize selection
 - Question 3
 - Long-term tracking, comparing like data
 - Question 4
 - How? Is that enough? Involve community?

*Blue denotes that this information has been copied underneath the question to which it refers.

**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.

1. **Add interview help and timeline**

Consortium Feedback - Regarding the Soft Skills Committee's work:

1. Are you comfortable with implementing the recommendations from this Committee? **Yes**
2. Are you comfortable with implementing the recommendations from this Committee? **All Approve**
3. Regarding the Soft Skills Committee's work:
Are you comfortable with implementing the recommendations from this Committee?
Approved
 - a. Why or why not? **Add interview help and timeline**
4. Are you comfortable with implementing the recommendations from this Committee?
All approve
Why or why not?
List skills need but not a laundry list
Promote the hiring of smiles or attitudes rather than listing specific skills
Convey culture

***Blue denotes that this information has been copied underneath the question to which it refers.**

**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.

1. **Everyone should see vacancy survey – Who has filled it out?**
Identify size of organization completing surveys
Educational partners should fill out as well as employers
2. **What do we do with the data and who is going to do it?**
Provide feedback to those that completed the survey
How long is it taking/ensure current upon reporting

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.

1. **Concerns: Age requirements for volunteering and background screening requirements. – Must be 18 or older**
Must do background screenings – Add cost factor
Would State of Florida allow under 18 background screening with parental consent?
2. **Approve but add work experience to the first**
3. **What do we do with the data and who is going to do it?**
Provide feedback to those that completed the survey
How long is it taking/ensure current upon reporting

Consortium Feedback - Regarding the Staffing Committee's work:

4. Are you comfortable with implementing the recommendations from this Committee? **Yes, need benchmark to assess and re-assess**
5. Are you comfortable with implementing the recommendations from this Committee?
 - a. Why or why not?
Concerns: Age requirements for volunteering and background screening requirements. – Must be 18 or older
Must do background screenings – Add cost factor
Would State of Florida allow under 18 background screening with parental consent?
6. Are you comfortable with implementing the recommendations from this Committee? **Approve but add work experience to the first**
Information sessions with "expert" in field
Virtual – "Day in the life" video (per field)
Everyone should see vacancy survey – Who has filled it out?

Identify size of organization completing surveys

Educational partners should fill out as well as employers

7. Are you comfortable with implementing the recommendations from this Committee?

Approve all

a. Why or why not?

What do we do with the data and who is going to do it?

Provide feedback to those that completed the survey

How long is it taking/ensure current upon reporting

*Blue denotes that this information has been copied underneath the question to which it refers.