Small Group Discussion Prompts With Responses – Group 1

Regarding the Healthcare Sector Strategy Vision and Guiding Principles:
1. Are you comfortable with them as written as a guiding document for the Consortium?
   - Yes, agree that these are reasonable
   - a. Why or why not?
2. Do you have any suggested changes? None
3. Will you facilitate organizational signature if you company has not already signed on?
   - Yes but may have to take it to leadership for signature

Regarding the Soft Skills Committee’s work:
1. Are you comfortable with implementing the recommendations from this Committee? Yes
   - a. Why or why not?
     Comments: Soft skills as important as Tech Skills (especially in elderly care). HHA requires maturity because staff are working on their own. Clear expectations should be expressed to candidates along with information on how employment can be a stepping stone, mentality needed and purpose of the position. Focus on customer satisfaction for client, employee and family.
2. What strategies can you think of that would increase the interpersonal skills/work readiness skills in the current and future workforce?
   - New Hire Orientation and Onboarding
   - Demonstration of soft skills
   - Quarterly Training: Checklist of Soft Skills
   - Pre-employment training by employers
   - On-Site visits with businesses
   - Being Proactive by making sure people understand expectations

Regarding the Staffing Committee’s work:
1. Are you comfortable with implementing the recommendations from this Committee? Yes, need benchmark to assess and re-assess
   - a. Why or why not?
2. What strategies can you think of that would help local employers recruit and retain Homemaker Companions, Home Health Aides, CNAs and LPNs?
   - People are not receptive to shadowing and shadowers sometimes (no pay, not enough time)
   - Legal restrictions on shadowing
   - Background Screening
   - Candidates can’t afford training – At least one business has instituted in-house training for CNAs at no cost to candidate with commitment to remain for specific length of time
   - Found candidates through social Media attraction
   - Don’t require HS Diploma
   - Create career ladders, create bridges - encouraged
   - Create cost sharing partnerships
3. What strategies can you think of that would help local employers to recruit and retain experienced nurses?
   - Local clinical sites
   - Build relationships
   - Better pay, competitive within region
   - It is harder for smaller companies (certain areas like Titusville)
   - Offer bonuses and incentives
4. What strategies can you think of that would help local employers recruit and retain new-to-practice Registered Nurses?
   Adjust education to pass the exam - Research Training Providers
   Provide employee benefits and perks that matter to the employee
   Offer flexible schedule and shifts, use to attract
   Offer bonuses

Regarding the Education, Training and Technology Committee’s work:
1. Are you comfortable with implementing the recommendations from this Committee? Yes, Identify partners
   a. Why or why not?
2. What strategies can you think of that would help Brevard County build a pipeline of CNAs, LPNs and RNs?
   Local clinicals versus Orlando
   Creative Recruitment/Career Orientation
   High School recruiting and adult ed.
   Recruit out of area
   Connect with EDC to recruit to the area
3. What strategies can you think of that would help Brevard County retain healthcare-oriented students to work in the local area? No response
4. What strategies can you think of that would help us attract nursing faculty? No response
5. What strategies can you think of that would help align classroom technology with the technology required in varying healthcare environments? No response

What other critical issues need to be addressed in the near future? No response

Small Group Discussion Prompts – Group 2

Regarding the Healthcare Sector Strategy Vision and Guiding Principles:
1. Are you comfortable with them as written as a guiding document for the Consortium? All Approve – Good as is...all encompassing
   a. Why or why not?
2. Do you have any suggested changes? None at this time
3. Will you facilitate organizational signature if you company has not already signed on? Yes – (5)

Regarding the Staffing Committee’s work:
1. 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?
2. What strategies can you think of that would help local employers recruit and retain Homemaker Companions, Home Health Aides, CNAs and LPNs?
   Need funding sources (no funding available to support)
   Employers help fund the cost
   Marketing career pathways/progression
Address childcare needs (child care supplementation – employees want to work but can’t because of day care cost)
Tuition reimbursement
Leaving before tuition reimbursement eligible
Employer cross communication
Consider cross-sharing (a shared pool of employees)/benchmarking
One location for procuring employees

3. What strategies can you think of that would help local employers to recruit and retain experienced nurses?
   Address pay concerns (factor for all categories)
   Consider more flexibility in shifts or choices for hours – split shift
   Address staffing ratio concerns
   Provide higher on-call incentives (incentives have been reduced)
   Market Brevard County as a great place to live
   Provide realistic expectations of job (nonrealistic expectations)

4. What strategies can you think of that would help local employers recruit and retain new-to-practice Registered Nurses?
   Mentorship programs – acculturation for incoming nurses
   Onboarding/training programs
   Top down culture/setting example
   Supporting employees

Regarding the Education, Training and Technology Committee’s work:
1. Are you comfortable with implementing the recommendations from this Committee? All Approve
   a. Why or why not? Gather data to find out opportunity
2. What strategies can you think of that would help Brevard County build a pipeline of CNAs, LPNs and RNs?
   Part-time education
   Develop & provide programs like the one presented (Lake County Health Career Academy)
   Magnet program/breakthrough to nursing/Cocoa H.S.
   More H.S. Programs
   Facilitate and encourage communication among educators and schools
   Create and utilize CNA to RN Programs
   Require RN to start as CNA’s
   Progressive upgrade/skill set training

3. What strategies can you think of that would help Brevard County retain healthcare-oriented students to work in the local area?
   Good experience while they’re students
   Encouragement
   Mentorship/more experienced RN’s put into training positions
   Share the cost of a turn over
   Cross training
   Utilizing retired pool who have their license

4. What strategies can you think of that would help us attract nursing faculty?
   Pay and benefits
   Colleges pay for degrees for teaching as an incentive to stay and teach for the program
   Shadow nurse faculty – “a day in the life”

5. What strategies can you think of that would help align classroom technology with the technology required in varying healthcare environments?
Regarding the Soft Skills Committee’s work:
1. Are you comfortable with implementing the recommendations from this Committee? All Approve
   a. Why or why not?
2. What strategies can you think of that would increase the interpersonal skills/work readiness skills in the current and future workforce?
   Presentation practice
   Phone etiquette
   Better feedback from previous employers before hiring – Company policy or legislation?
   Personal Etiquette, communicated to candidates

What other critical issues need to be addressed in the near future? No response

Small Group Discussion Prompts – Group 3

Regarding the Healthcare Sector Strategy Vision and Guiding Principles:
1. Are you comfortable with them as written as a guiding document for the Consortium? Yes – Vision, Yes – Value, Yes – Action Plan
   a. Why or why not?
2. Do you have any suggested changes?
   Add timeline for “what we will do”
   Resigning at various points of concept
3. Will you facilitate organizational signature if you company has not already signed on?
   Yes but are we signing for consent to participate or agreeing to activities?

Regarding the Staffing Committee’s work:
1. 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
   a. Why or why not?
2. What strategies can you think of that would help local employers recruit and retain Homemaker Companions, Home Health Aides, CNAs and LPNs?
   Address workload
   Offer financial aid – Access to dollars
   -Work for education plan – 2 yrs - reimburse
   Provide a “day in the life” simulation
   Create videos of on the job situations over 24 hour or 3 hour period
   Quality of life in Brevard – Visual
   Career Pathing
Establish retention program – competitive pay
What strategies can you think of that would help local employers to recruit and retain experienced nurses?
Specific trainers / support – various types of trainers
Better workload
Nurse/patient ratios
Recognition through Career Ladders

3. What strategies can you think of that would help local employers recruit and retain new-to-practice Registered Nurses?
Career Pathways
Pay for experience (experience differential)
Identify passion – help them find it
Have specific trainers – support
Nurse/patient ratio

Regarding the Education, Training and Technology Committee’s work:

1. 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
      Question 2 – Add simulation and partnerships
      Question 3 – Incentive to provide results (after data collection and analysis), Sharing of data, standard for tracking data

2. What strategies can you think of that would help Brevard County build a pipeline of CNAs, LPNs and RNs?
Financial aid
Word of mouth - Referrals
Schools doing level 2 background checks
Upfront information about programs and requirements
On-going healthcare info sessions / orientations, day in the life – partner with CareerSource
CareerScope with High School students
Roadshows
Look at students’ passions and interests

3. What strategies can you think of that would help Brevard County retain healthcare-oriented students to work in the local area?
Improve retention programs
Know what is out there
Responsibility of companies - creating attractive work environment

4. What strategies can you think of that would help us attract nursing faculty?
Improve and sell quality of life in Brevard
Recruitment strategy non-existent
Competitive salaries - market
Sign on bonus + impact + ROI
Apprenticeships

5. What strategies can you think of that would help align classroom technology with the technology required in varying healthcare environments?
Virtual/Simulations
Standardization in tools
General knowledge is different across employers

Regarding the Soft Skills Committee’s work:
Are you comfortable with implementing the recommendations from this Committee? 
Approved
  b. Why or why not? Add interview help and timeline
1. What strategies can you think of that would increase the interpersonal skills/work readiness skills in the current and future workforce?
   Educational / soft skills pathways (Elementary through High School)
   All occupations require the same soft skills
   Communications by occupation
   Writing skills

What other critical issues need to be addressed in the near future?
   Video – “Day in the life”
   Simulation – Video/Audio
   Pull instructors from other states/areas

**Small Group Discussion Prompts – Group 4**

Regarding the Healthcare Sector Strategy Vision and Guiding Principles:
  1. Are you comfortable with them as written as a guiding document for the Consortium? All approve
     a. Why or why not?
  2. Do you have any suggested changes?
     Identify Partners
  3. Will you facilitate organizational signature if you company has not already signed on?
     All will sign but some will need to take it to leadership for signature.

Regarding the Education, Training and Technology Committee’s work:
  1. 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?
2. What strategies can you think of that would help Brevard County build a pipeline of CNAs, LPNs and RNs?
   - Consortium Meetings
   - Shadowing
   - Connecting with local school systems at high school level
   - Simulation/technology middle/high schools
   - Help revise student goals – career pathways defined
   - Partnerships
   - Web portal to share ideas
   - Employers must support the educational process
   - Engage with science and math teachers
   - Explain levels of nursing and other healthcare professions
   - Expand career day opportunities
   - A place to connect partners

3. What strategies can you think of that would help Brevard County retain healthcare-oriented students to work in the local area? No response

4. What strategies can you think of that would help us attract nursing faculty?
   - Look outside the area
   - Promote perks (time off) – 9 month schedule
   - Employers promoting educational advancement and opportunities
   - Influencing future generations, give them a sense of adding value to the future generations working in healthcare

5. What strategies can you think of that would help align classroom technology with the technology required in varying healthcare environments? No response provided

Regarding the Soft Skills Committee’s work:
1. 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

2. What strategies can you think of that would increase the interpersonal skills/work readiness skills in the current and future workforce?
   - Identify when and where these should / will be taught
   - Create a joint effort: educational, personal and employment
   - Develop a workforce skills workshop
   - Help students think past today, into the future
   - Start at a younger age

Regarding the Staffing Committee’s work:
1. 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

2. What strategies can you think of that would help local employers recruit and retain Homemaker Companions, Home Health Aides, CNAs and LPNs?
   - Make local employers aware of need, educate employers
Identify needs of employees/candidates
Communicate the way the candidates communicate via their methods
Adapt to students
Focus Groups

3. What strategies can you think of that would help local employers to recruit and retain experienced nurses?
   What nurses value/want (other than money)
   Meet nurses needs while working
   Look outside community/where are there large pools of nurses

4. What strategies can you think of that would help local employers recruit and retain new-to-practice Registered Nurses? No response

What other critical issues need to be addressed in the near future? No response