

# 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 your 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?

Intro to Electronic Health Records  
Updating Simulation equipment  
Standard Technology (no standards/needs to be some kind of standard)  
Teaching computer system/basic computer skills

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 your 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