

Small Group Discussion Responses For Staffing Committee

Brevard Healthcare Workforce Consortium Meeting
April 25, 2017

Group 1

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

Group 2

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

Group 3

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
1. What other critical issues need to be addressed in the near future?
 - Video – “Day in the life”

Group 4

Regarding the Staffing Committee’s work:

2. 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
3. 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

4. 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

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