

# Small Group Discussion Responses for Education, Training and Technology Committee

Brevard Healthcare Workforce Consortium Meeting  
April 25, 2017

## Group 1

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**

## Group 2

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

## Group 3

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

- a. 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?

Simulation – Video/Audio

Pull instructors from other states/areas

## Group 4

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**