

Staffing Committee Minutes

Brevard Healthcare Workforce Consortium

January 31, 2017, 8:00 – 10:00 a.m.

Attendees:

Deb Holland (Health First Center for Learning), Heidi Kuchenbacker (Hibiscus Court), Kara Anderson (Simplifying Senior Living), Anita Stremmel (Department of Health – Brevard), Jeff Arnott (Brevard Public Schools – Adult Education), Frances Iacobellis (UCF – College of Nursing), Lisa Turner (Wuesthoff Health System), Gail Kroen (Wuesthoff Health System), Amarilis Gitto (BrightStar Care), Sheryl Cost (CareerSource Brevard), Michelle Jones (CareerSource Brevard), and Carol Macrander (CareerSource Brevard).

Not In Attendance:

Christine Hoffner (Solaris Healthcare Merritt Island), Dr. Murielle Pamphile (Keiser University) and Teri Robotti (PSA Healthcare – Melbourne)

Order of Business:

Introductions: Committee Members introduced themselves

Review of Identified Critical Needs:

The following is a recap of the main threads of the discussion:

- Critical Needs
 - Registered Nurses with experience (especially IV and IG)
 - Have plenty new nurses (RNs)
 - LPNs for Assisted Living, Nursing Homes and Home Care
 - CNAs
 - Experienced Staff across the board

Identify Top 3 Issues and Develop Action Plan

Committee decided to create an action plan around two issues. See attached Action Plan for details.

Identify Next Steps for the Committee

See Action Plan for assignments

Committee agreed to reconvene on March 6th from 2 - 4 p.m. to discuss partnership opportunities.

STAFFING COMMITTEE ACTION PLAN

January 31, 2017

1. Issue: **Recruitment and retention of Practical Nurses and CNAs**
 - a. Desired Outcome: **A robust pipeline of new and experienced LPNs and CNAs for employers**
 - b. Performance Measures:
 - i. **Increased awareness among healthcare providers and educational institutions regarding employer needs and education program output**
 - ii. **Partnerships built among employers, educational partners, workforce and other stakeholders to facilitate talent development and maximize current available talent**
 - iii. **Reduction of vacancies**
 - c. Anticipated Obstacles
 - i. **Filling part-time needs**
 1. **Low Pay**
 2. **No benefits**
 - ii. **Low Pay in some settings**
 - d. Strategies:
 - i. **Market to end of career LPNs (and maybe RNs) to step into part-time LPN roles**
 - ii. **Design a campaign around the value of and need for LPNs and CNAs**
 - iii. **Educate school counselors about local employment needs, local training programs and potential career ladders**
 - iv. **Explore integration of information in educational curriculum about different settings (skilled nursing, assisted living, home care) as well as internships/clinicals for LPNs in assisted living and Nursing Home settings (out of hospitals since very few are used there)**
 - v. **Send a survey to Consortium participants asking if their facilities allow job shadowing and/or volunteering**
 - vi. **Educate middle through high school students regarding opportunities for CNA and LPN employment**
 1. **Career Fairs**

- 2. Collateral (targeted to students, parents, educators and guidance counselors)
 - 3. Job Shadowing
 - 4. Volunteer Opportunities
 - vii. Research how many LPN and CNA local graduates and how many are actually planning to practice in the field vs. go on for additional training (RN/BSN) immediately
 - viii. Find grant funding to pay CNAs while they attend LPN and/or RN programs or flex schedules that allow students to work while going to school
 - ix. Upskill current workforce
 - 1. Offer hybrid on-line and classroom program for CNA to LPN
 - x. Explore viability of offering LPN training during High School
 - xi. Offer CNA and LPN training through Adult Ed programs
 - xii. Market to homemakers re-entering the workforce
 - xiii. Job Shadowing for prospective candidates prior to training to ensure a more complete understanding of role and duties
- e. Implementation Plan with Timeline:
- i. Carol will take applicable questions and requests to the Education, Training and Technology Committee Meeting on February 7th
 - 1. Ask schools that offer CNA and LPN programs to integrate information on Nursing Homes, Assisted Living and Home Healthcare Settings into curriculum
 - 2. Ask schools if internships/clinicals can be done in an assisted living setting
 - 3. Ask schools that offer LPN programs to survey participants' intent to work as an LPN or if education is an immediate stepping stone to RN/BSN
 - ii. Carol will design survey to send out to Consortium members asking if they offer job shadow and/or volunteer opportunities. Survey will be designed and brought to the committee on March 6th.
 - iii. The Staffing Committee will meet on March 6th to explore developing partnerships. Invitations will be extended to educational partners. Business Representative: Please bring a CNA or LPN with you to contribute to the conversation.

2. Issue: **Recruitment and retention of experienced nurses (RNs and BSNs)**
 - a. Desired Outcome: **A robust pipeline of experienced nurses focusing on those with specialty experience**
 - b. Performance Measures:
 - i. **Reduction in RN/BSN vacancies**
 - c. Anticipated Obstacles
 - i. **Retirements**
 - ii. **Nurses can make more in a traveling nurse role**
 - iii. **Difficulty in moving nurses in critical specialty roles into less strenuous positions**
 - iv. **Expense of obtaining BSN**
 - v. **Difficulty in working while obtaining BSN**
 - d. Strategies:
 - i. **Market RN refresher courses to individuals whose licenses may have lapsed (Maybe a “we need you” campaign)**
 - ii. **Extend careers**
 1. **Offer part-time employment**
 2. **Offer varying shift lengths (4, 6, 8, 10, 12 hours)**
 3. **Offer flexible schedules to those working toward BSN**
 4. **Move into other less strenuous employment such as case management and combine with mentorship of less experienced nurses**
 5. **Provide pay experience differentials for those in high-demand specialty roles**
 - iii. **Try to obtain data on how many nurses are not relicensing and why and make adjustments according to feedback**
 - iv. **Increase the number of seats in nursing programs**
 1. **Increase number of faculty for BSN programs**
 - a. **Pay issue – Faculty makes less than practicing nurses**
 - e. Implementation Plan with Timeline:
 - i. **Carol will send a request to the Florida Center for Nursing for data on RN/BSN retention**
 - ii. **Carol will bring the issue of increased seats in nursing programs and faculty pay to the Education, Training and Technology Committee on February 7th.**

- iii. The Staffing Committee will meet on March 6th to explore developing partnerships. Invitations will be extended to educational partners.**