



Strengthening the Healthcare Workforce: Business & Employee Resources

Meeting the Needs of Brevard Businesses



Recruiting
Services



Employee
Training



Retention



Workforce
Planning



Consulting
Services



Labor Market
Analysis



Grant
Opportunities

Employ Florida

www.employflorida.com

Post Job Vacancies

- Send us a completed job order form

Source Talent

- Our recruiters search our data base to meet job qualifications
- We highlight “Hot Jobs” and send to community partners

Resume Screening

- Sending only qualified candidates

Host and Promote Recruiting Events

- We send email blast invitations through Employ Florida



Work Based Training Opportunities

On The Job Training (OJT)

- Employer wants to train a new hire

Incumbent Worker Training (IWT)

- Employer identifies a current staff member(s) missing a skill or requirement
- Retention or promotion is catalyst for training

Work Experience (WE)

- Used to provide experience to jobseekers learning new field
- CANDIDATE DRIVEN

Where In Brevard Can I Go For Training?

Brevard Nursing Academy

- Home Health Aide
- Certified Nursing Assistant
- Practical Nursing

Educare Envision College of Nursing

- Practical Nursing
- LPN to RN Transition
- Registered Nursing AS

Brevard Public Schools

Nursing Assistant Program
Leads to CNA certification

- Astronaut High School
- Bayside High School
- Melbourne High School
- Rockledge High School
- Titusville High School

Eastern Florida State College

- Patient Care Assistant (CNA)
- Practical Nursing
- LPN to RN Transition
- Registered Nursing AS/BSN

Keiser University

- Registered Nursing AS

DOXA Academy

- Home Health Aide
- Certified Nursing Assistant

University of Central Florida

- Registered Nursing BS



Scholarships & Upfront Tuition Match

Individual Training Scholarship

- Applicants are assessed for scholarship program eligibility and training suitability.
- Approved training programs range from Home Health Aide to an A.S. Degree.
- Scholarship awards are up to \$9,500 payable to the training provider.
- To view approved training programs and MAKE CONTACT to get the process started visit:
<https://careersourcebrevard.com/career-services/education-and-training/occupational-skills-training/>

Upfront Tuition Match

- Due to a special grant, CareerSource Brevard can match up to \$500 for upfront (or deferred) tuition assistance healthcare employers provide for their employees
- Tuition payments will be made directly to the training provider
- First come, first served, so apply now while funding is available:
<https://bit.ly/csbtuitionmatch>



Online Metrix Learning- SkillUp Brevard

List of Certificates for Healthcare

- HIPPA
- Covid-19/Diseases
- Medical Billing and Coding
- Healthcare Worker Safety
- Bioterrorism
- Healthcare Risk Management

State-Specific Mandatory/Continuing Education Credits:

- Bloodborne Safety: Universal Precautions, Standard Precautions, and Needlestick Prevention
- Preventing Medical Errors – Florida
- Recognizing and Preventing Abusive Head Trauma
- Recognizing Domestic Violence – Florida
- Essentials of HIV/AIDS for Healthcare Workers – Florida

Certified Nursing Assistant (CNA) In-Service Training:

- Pediatrics and Disabilities
- Food and Nutrition
- Death and Dying
- Activities of Daily Living
- Ambulation



Labor Market Analysis

Wage Surveys

Labor Projections

Industry Trends

Research and Statistics

HEALTHCARE INDUSTRY OVERVIEW

Brevard County

Key Metrics

Job Postings
Last 12 Months

Average Demand

11,453

Unemployment Rate
Jan 2022

2.7%

Projected Growth
10 Years

+33%

Location Quotient

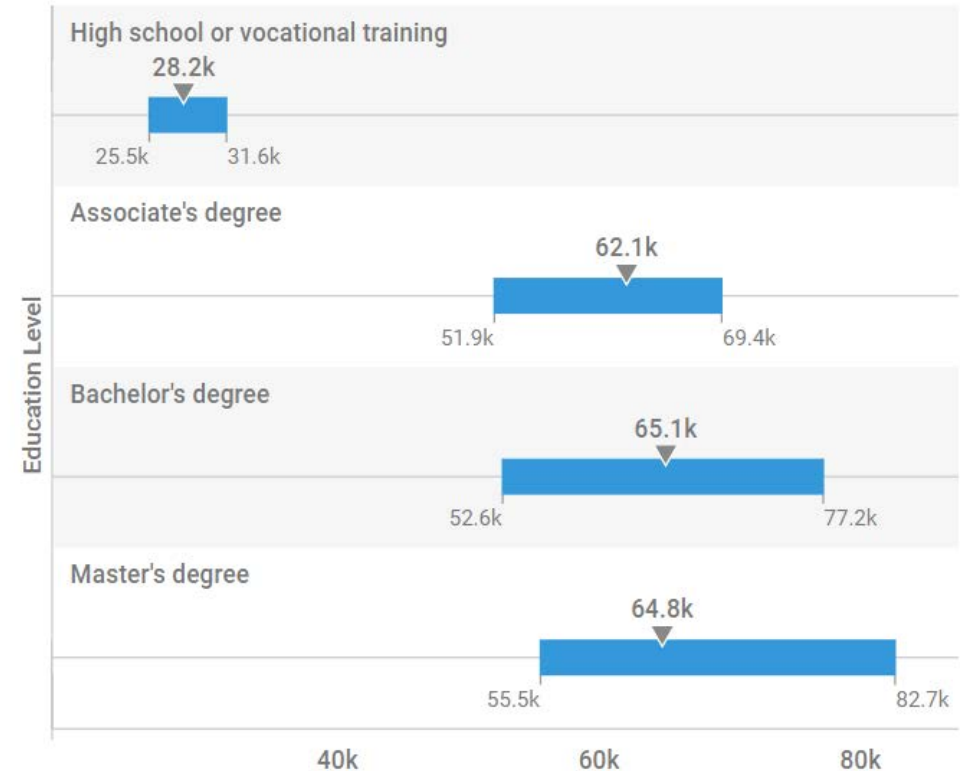


Salary

Overall

By Education

By Experience

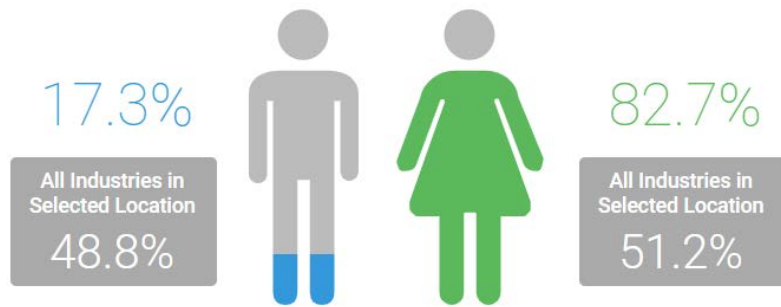


Data sourced from
[Laborinsight.Burning-Glass.com](https://laborinsight.burning-glass.com)

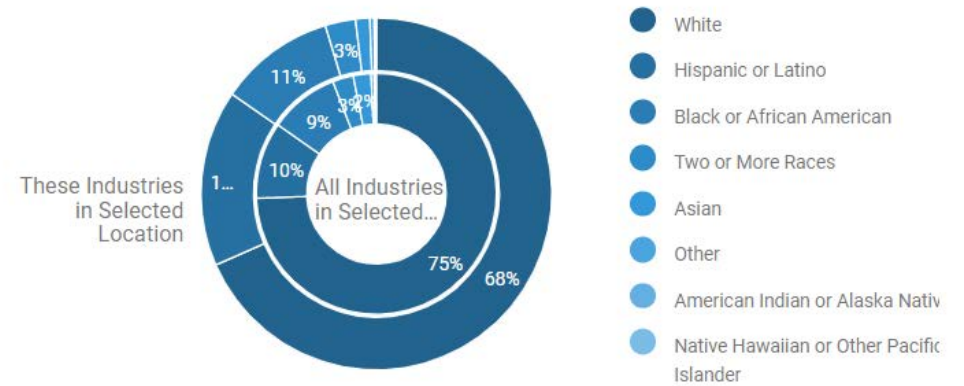
HEALTHCARE INDUSTRY DEMOGRAPHICS

Brevard County

Gender Breakdown

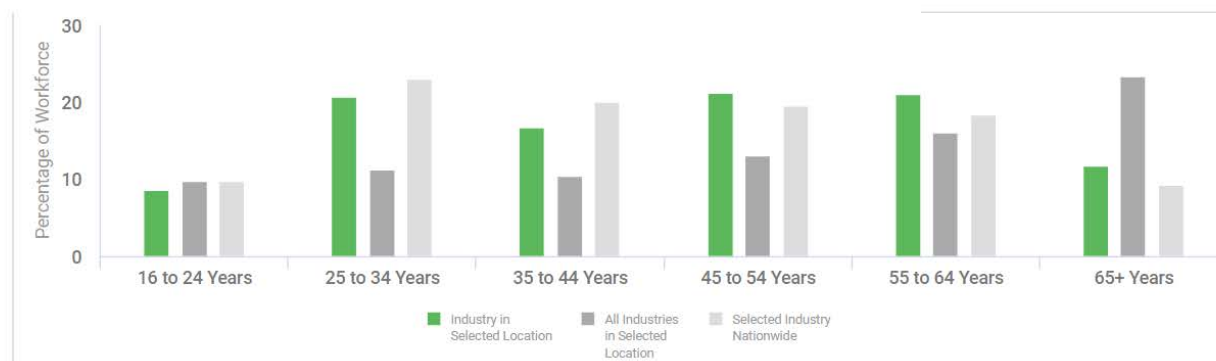


Race Breakdown



Age Breakdown

Median Age



Source: 2015 - 2019 American Community Survey 5-Year Estimates

Source: 2015 - 2019 American Community Survey 5-Year Estimates



HEALTHCARE INDUSTRY OVERVIEW

Brevard County

Top Requested Occupations

Registered Nurse
Nursing Assistant
Medical Assistant
Licensed Practical / Vocational Nurse
Medical Secretary
Registrar / Patient Service Representative
Health Technician / Technologist (Other)
Intensive / Critical Care Nurse
Dental Assistant
Home Health Aide

Top Requested Skills

Specialized Skills

Patient Care
Treatment Planning
Cardiopulmonary Resuscitation (CPR)
Scheduling
Customer Service
Advanced Cardiac Life Support (ACLS)
Patient/Family Education and Instruction
Home Health
Caregiving
Life Support

Baseline Skills

Communication Skills
Physical Abilities
Planning
Organizational Skills
Problem Solving
English
Teamwork / Collaboration
Computer Literacy
Written Communication
Microsoft Office

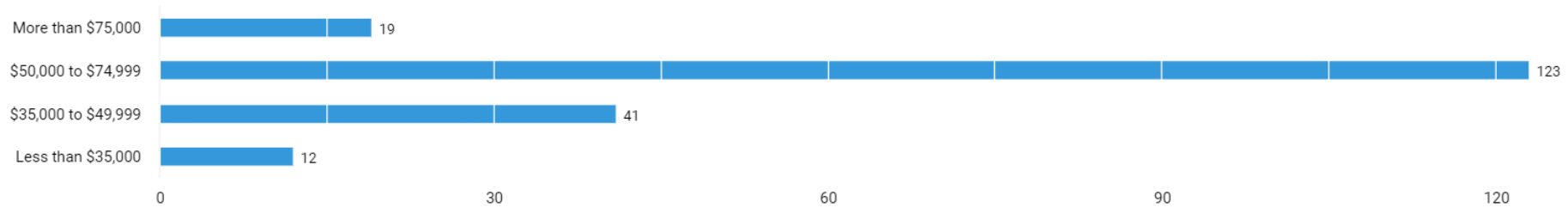
HEALTHCARE OCCUPATION OVERVIEW

Brevard County

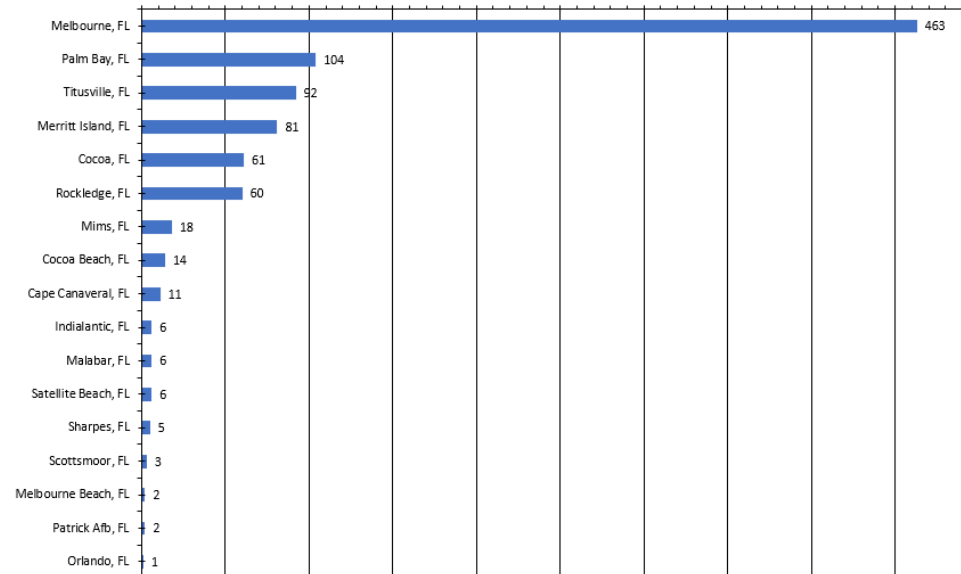
There are (935 job postings) between (Mar. 01, 2021 - Feb. 28, 2022) in your area for the selected criteria.

The salaries of these jobs are distributed across the following categories

Mean real-time salary = \$59K
Median real-time salary = \$58K

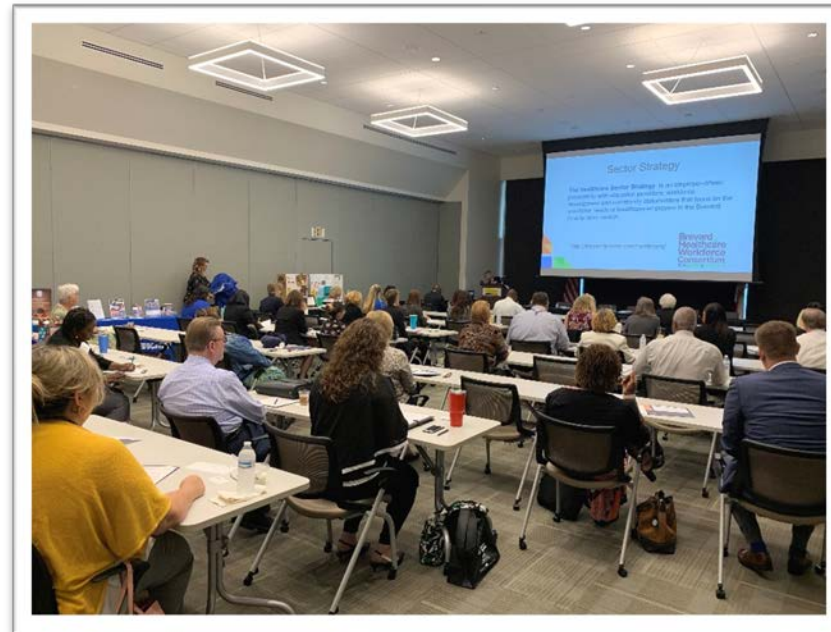


Unspecified postings: 740



Healthcare Sector Strategy

The Brevard Healthcare Workforce Consortium (BHWC) is an employer-driven partnership with education providers, workforce development and community stakeholders that focus on the workforce needs of healthcare employers in the Brevard County.



PY 2021-2022 Grant Goals & Results

Employee Development and Retention Based Goals:

- Increase Healthcare WIOA Funded Work Based Training by 200% to train a total of 8 healthcare employees.
- Issue a tuition match of up to \$500 to incentivize employer based up-front tuition assistance or employer-funded tuition deferrals for a minimum of 10 healthcare employees, not to exceed 2 per participating employer.
- ✓ • Facilitate 2 information sessions to include a resource tool kit connecting a minimum of 15 employers to each session on either employee development or resiliency and retention related resources. **40 employers attended sessions to date.**

PY 2021-2022 Grant Goals & Results

Nursing Faculty Recruitment Goals:

- ✓ • Develop a Nursing Faculty talent attraction tool kit. **Flyer and social media campaign has been developed.**
- Achieve 2 Nursing Faculty/Teacher hires.



2021-2022 Focus and Goals

Educare Envision College of Nursing Scholarships:

- Issue a minimum of 18 privately funded scholarships to make nursing training more accessible. **7 scholarships were issued to date.**



New 2022 Focus

Youth Engagement:

- Feedback from September BHWC was to figure out ways to connect with high school youth
- Develop a strategy to inform and engage youth in healthcare career pathways.
- Inspire high school students, early career professionals and job seekers to look into healthcare career options.



Questions?





Contact Information

Jodi Jackson, Business Liaison

jjackson@careersourcebrevard.com or 321-394-0631

Megan Cochran, Healthcare Sector Strategist

mcochran@careersourcebrevard.com or 321-394-0543