

Staffing and Education Committee Meeting Notes
Date and Time: January 19, 2022 from 8:30 a.m. – 10:00 a.m.
Virtual Teams Meeting

Attendees

CareerSource Brevard: Mary Guevara, Jodi Jackson, Suzanne Frie, Kimberly Weatherby, and Megan Cochran

CareerSource Florida: Susan Bosse

Brevard Nursing Academy: Maryse Griffin, Esther Martin

Eastern Florida State College: Dean Loretta Beorlegui

Brevard Public Schools: Jenny King and Grace Svitak-Norton

Educare Envision College of Nursing: Dr. Paulette Howell

Health First: Pete Kamon, Lori Fairies, Ginger Kreigh and Tyler Hayes-McCall

Florida Department of Health in Brevard: Maureen Kelly

METCA: Teri Jones

Order of Business

Introductions and Updates from Partners

Maureen Kelly informed their greatest staffing challenges are entry level, unlicensed clinical staff to fill positions at Brevard Public Schools.

Loretta Beorlegui shared retaining nursing faculty has been a challenge, especially as travel nurses can earn considerably more. They are also navigating the COVID 19 social distancing changes and vaccine mandates.

Tyler Hayes-Ross informed they have had 2 Cardiac Monitor Tech and 2 Phlebotomy on the job training cohorts to address workforce needs.

Peter Kamon discussed they are seeking entry level on up and are getting creative with partners to meet training and staffing needs. They create OJT offerings for entry-level positions.

Ginger Kreigh shared they strongly encourage students they work with, inform them about tuition reimbursement, and provide clinical acute care exposure. They have created a clinical for LPNs at their Cape Canaveral location.

Lori Fairies continues to move forward to meet the recruitment challenges for Talent Acquisition.

Esther Martin shared that Brevard Nursing Academy's CEO Ann Marie Prendergast passed away, but they are still going strong. They offered 18 students an 8 week NCLEX review, which was sponsored by METCA.

Maryse Griffin welcomes engagement and avenues to explore partnerships.

Jenny King said 7 CNA students passed their CNA exam. They also brought EFSC Respiratory students in to give a presentation.

Grace Svitak-Norton informed the intern field opens up for upcoming seniors for summer opportunities beginning in June and when school starts back up in August.

Teri Jones said her Elderly Compassionate Care program recruits individuals interested in HHA, CNA and LPN training. She prepares them for training through her "Professional Healthcare Academy of Brevard (PHAB)" prep program that includes TABE remediation, soft skills and healthcare information. PHAB program completers receive training scholarships, and the next cohort begins entry level training in March.

Dr. Howell informed they have started their second cohort of LPN students. They also have a RN transition and traditional program.

Susan Bosse thanked Pete Kamon for speaking at the Florida Hospital Association webinar featuring CareerSource statewide services. Susan informed the Florida Health Care Association is working on putting a positive image across the state to attract talent.

CareerSource Brevard (CSB) Staff Self-Introductions

CSB has transitioned staff into new roles, so introductions were made. Here is their contact information:

- Jodi Jackson, Business Liaison – jjackson@careersourcebrevard.com or 321-394-0631
- Suzanne Frie, Military Family Employment Advocate – sfrie@careersourcebrevard.com or 321-394-0517
- Kimberly Weatherby, Rapid Response Coordinator – kweatherby@careersourcebrevard.com or 321-394-059

CSB's 2021-2022 Focus and Goals Overview for the Healthcare Sector

Megan Cochran informed on 2021-2022 Brevard Healthcare Workforce Consortium focus and goals and here is a link to the presentation

<https://careersourcebrevard.com/wp-content/uploads/2022/03/Jan-2022-Staffing-and-Education.pdf>.

- Healthcare Employee Development and Retention
 - Held two presentations in 2021 and developed resource toolkits
 - <https://careersourcebrevard.com/brevard-healthcare-workforce-consortium-september-meeting-recap/>
 - <https://careersourcebrevard.com/healthcare-employee-development-resources-showcase/>
- Nursing Faculty Recruitment and Retention Task Force
 - The current focus is on faculty recruitment, and we are working together on an outreach strategy. Here is the foundational flyer <https://careersourcebrevard.com/wp-content/uploads/2022/03/Healthcare-Teacher-flyer-final-2-18-22-LF.pdf>
- Youth Engagement
 - The presentation demonstrated ways the BHWC has attempted to engage youth in the past and looked at other career pathway information examples and offerings.
 - Feedback- outreach is key, it is a different climate to recruit and retain employees.
 - Creativity is needed to reach out to young people and an understanding of what drives them.
 - Many people in healthcare are now seeking work from home options. We need to understand what is the challenge and the barrier?
 - Our messaging needs to reflect on why we love what we do, and the human spirit, make a positive spin, be transparent and competitive.

New Discussion Items

Pete Kamon informed during the Florida Hospital Association webinar, Sarasota Memorial indicated the cost of housing was impacting their ability to recruit nurses. How affordable is our own market when we are with inflation? When thinking about entry level positions, what can you package together, like tuition assistance to handle the cost of living? What is the minimum price point for an apartment and what is the cost of living? Post meeting, research was conducted and the results can be found here <https://careersourcebrevard.com/wp-content/uploads/2022/03/Brevard-County->

[Housing-Information.pdf](#). A subject matter expert will need to speak to this topic and will be invited to the next committee meeting.

The meeting was adjourned due to time.