

**Future Ready:
Aligning industry and higher education
so students earn credentials
towards in-demand jobs**

September 25, 2020

Thank you to:



For supporting this webinar



Welcome!



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Guest Presenter

Tessa LeSage

Director

FutureMakers Coalition

Southwest Florida

Community Foundation



Guest Presenter

Jennifer Thayer

Workforce Planning & Development

Program Manager

Lee Health



Guest Presenter

Megan Cochran

Healthcare Sector Strategist
CareerSource Brevard



Guest Presenter

Teri Jones

Founder and Executive Director
Macedonia Education Technology
& Career Academy

<https://metcaecc.org/>



Questions & Conversation

- Submit your questions in the box
- Share on social media
 - Twitter: @FLCollegeAccess
 - #FCAN
 - #TalentStrongFL

This webinar is being recorded; all materials will be available within a week of recording



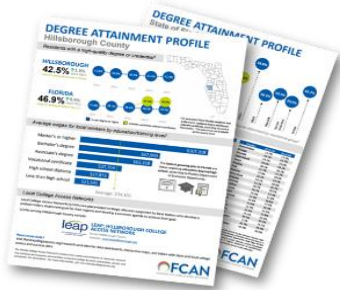
Our mission:

We lead the collaborative movement to ensure every Floridian achieves an education beyond high school and a rewarding career.

Our vision:

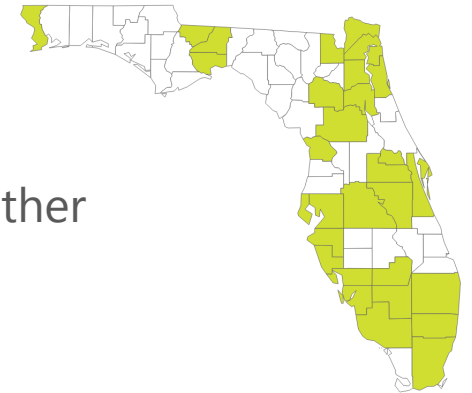
A Florida working together, where education is the pathway to economic mobility for all.

FCAN's Work



Research and Data FCAN publishes research and data on evidence-based practices and policy opportunities to strengthen Florida's talent pool.

Local college access networks (LCANs) LCANs represent 82% of the state's population. These organizations are made up of community leaders who come together to create solutions and partnerships to support local talent development.



**COLLEGE
READY
FLORIDA**

Statewide Initiatives FCAN coordinates 4 College Ready Florida initiatives that support students in continuing their education after high school.

7 Conditions for Success

Opportunity for everyone: To build a talent-strong economy, all Floridians need access to a postsecondary education and the supports to complete it.

Clear information and guidance: Students and families need exposure and counseling early and often to make informed decisions about their futures.

Affordable: Postsecondary education needs to be within everyone's financial reach, regardless of household income or life circumstances.

Multiple pathways to success: Floridians benefit from multiple learning opportunities for academic achievement and career advancement.

Lifelong learning: No degree or credential is "one and done;" Floridians need to prepare for career changes through continuous learning.

Effective use of data: Transparent access to data on education and economic outcomes, especially for Florida's diverse populations, helps achieve our goals.

Community collaboration: When community partners work together toward a shared vision, they remove barriers, build a robust workforce, and improve the quality of life for their regions.

INTRODUCTION

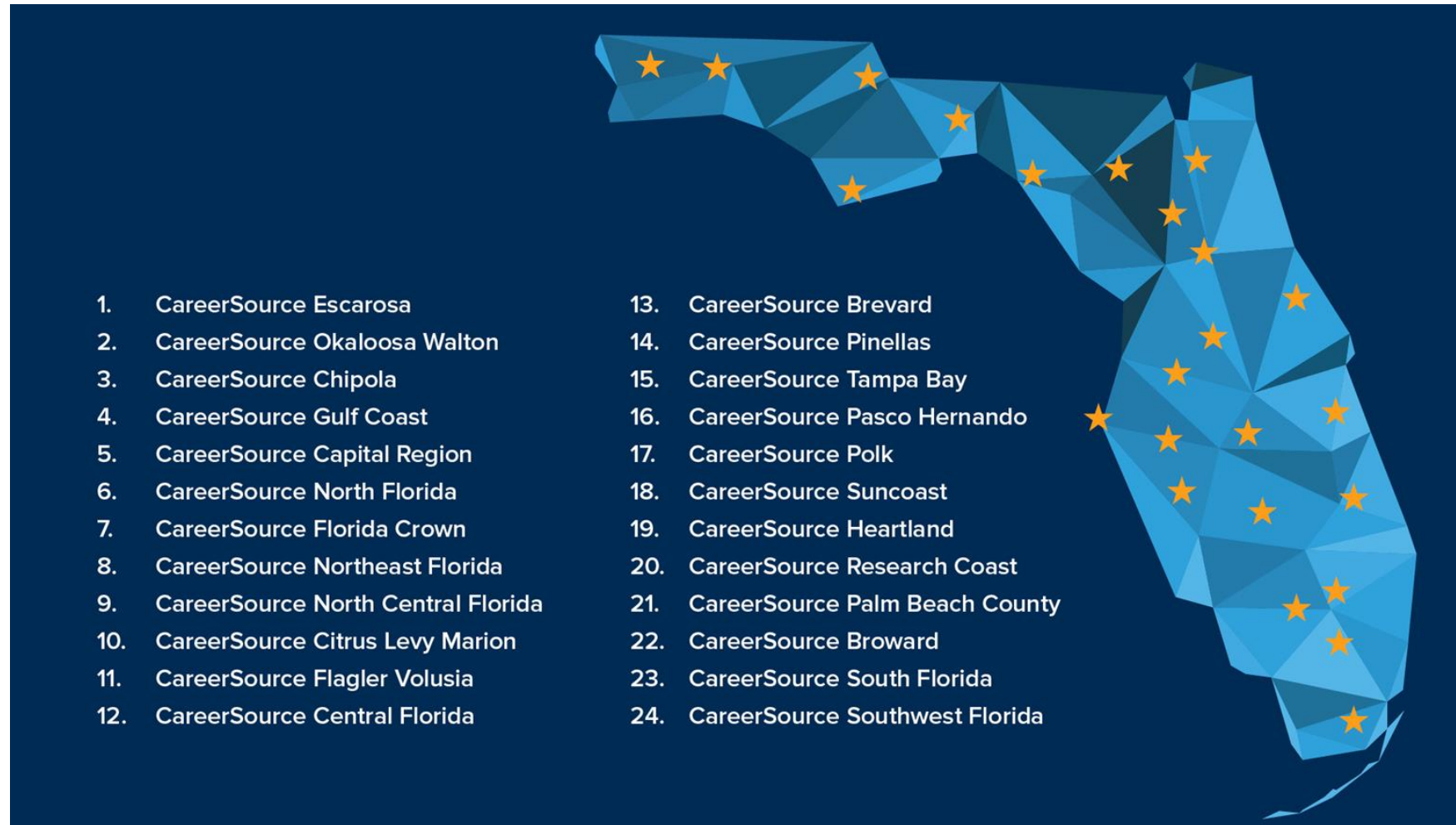
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THE CAREERSOURCE FLORIDA NETWORK



SECTOR STRATEGIES



APPRENTICE FLORIDA

THE BUSINESS & WORKFORCE DEVELOPMENT TEAM



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**TALENT
STRONG**
FLORIDA



Far-reaching Economic Losses from COVID-19



58%

of Floridians report
job loss, reduced hours,
or pay cuts
from COVID-19

Source: Breakthrough
Research survey, May 2020.



COVID-19 Expected to Make Risk of Job Automation Worse



50%
of U.S. jobs at
risk of automation

Source: McKinsey Global Institute

Florida's Fastest Growing Occupations

all require education beyond high school



Market Research Analyst



Nurse Practitioners



Information Security Analysts

Source: Florida Department of Economic Opportunity



Local College Access Networks in Florida



LCANs serve **82%** of Floridians!

Poll: How is your community ensuring alignment between postsecondary credentials and in-demand jobs?





FutureMakers
Coalition
Healthcare
System Alignment

FCAN Sector Strategies Webinar

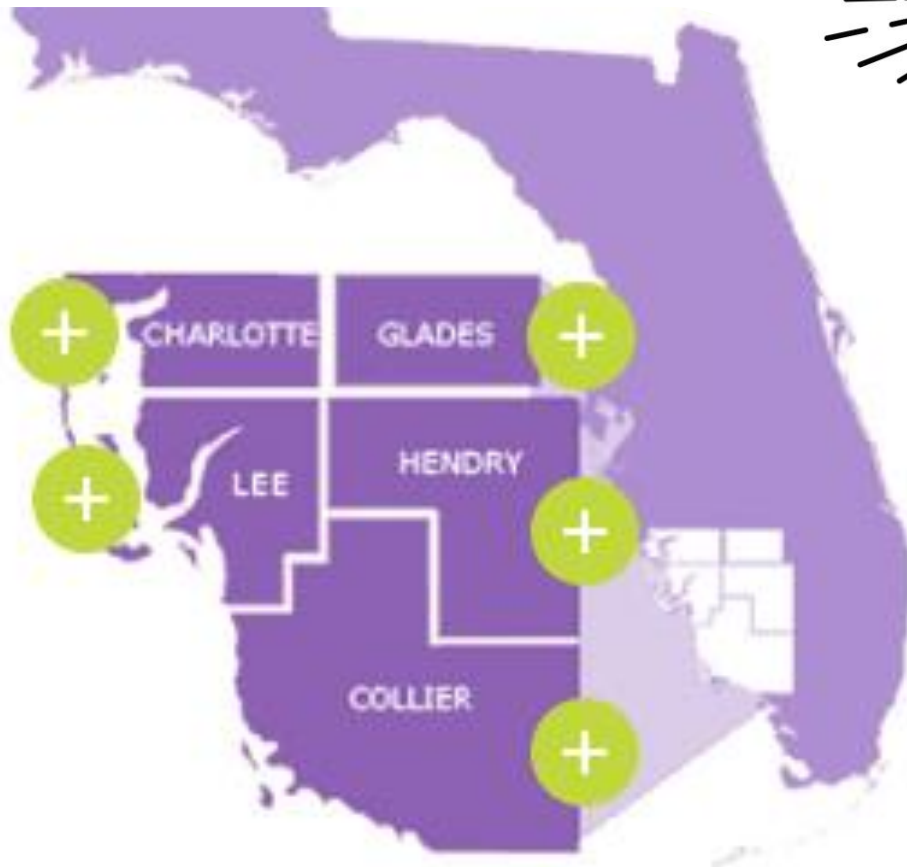


a WORKING revolution

Future Worker

55%

a WORKING revolution



About Us

- Population - 1,152,276
- Working Age - 605,015
- Skilled Workers – 41.2%
- 300+ Cross-sector Partners
- Backbone Organization – Southwest Florida Community Foundation



Healthcare System Alignment Pilot Project

- 2014 – Lee Health sought funding to pay for CNAs due to persistent vacancies
- Vacant seats in CNA training programs
- Convened CareerSource SWFL, Lee Health, Fort Myers and Cape Coral Technical Colleges
- Hypothesis - \$\$ was the barrier to filling seats and jobs

a **WORKING** revolution



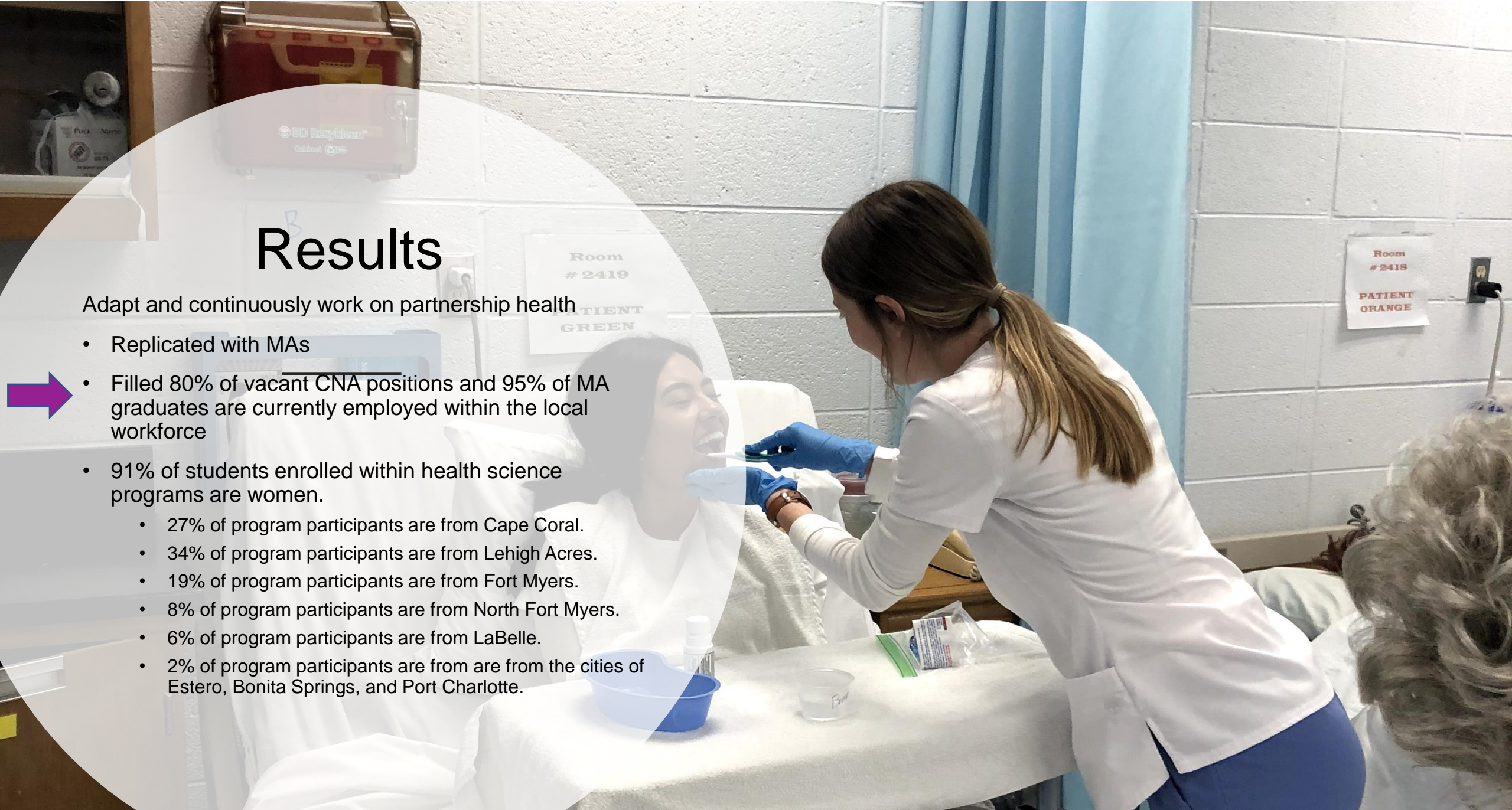
What's really going on?

- Need for flexible, gap funding for program fees
- Increase advertising knowledge of the program
- Need for dynamic collaboration between workforce and educational partners
- Poor communication with the testing company
- Wait-time to test for certification
- Need for employability and soft skill sets, resume writing and interview skills preparation training
- Need for professional attire for utilization during formally scheduled interviews
- Need for better collaboration among system partners

Results

Adapt and continuously work on partnership health

- Replicated with MAs
- ➔ • Filled 80% of vacant CNA positions and 95% of MA graduates are currently employed within the local workforce
- 91% of students enrolled within health science programs are women.
 - 27% of program participants are from Cape Coral.
 - 34% of program participants are from Lehigh Acres.
 - 19% of program participants are from Fort Myers.
 - 8% of program participants are from North Fort Myers.
 - 6% of program participants are from LaBelle.
 - 2% of program participants are from the cities of Estero, Bonita Springs, and Port Charlotte.





Employer Impact: Lee Health

- Educational Partnership to ensure curriculum aligns with practice needs
- Fill in-demand, entry level positions
- Offer a Career Pathway to a high paying job in healthcare



Why Bring Employers to the Table?

- Bridge the gap between employers and educators to meet real-time industry needs
- Develop future pipelines to prepare for anticipated growth and industry shift
- To ensure you are building a sustainable workforce at the local/community level

Become a Healthcare SUPERHERO!

Start a new career that will
take you UP, UP & AWAY!

DATE: Thursday, September 10, 2020
2 to 4 p.m.

PLACE: Virtual Online Zoom

COST: FREE

REGISTRATION: <https://bit.ly/33XavwQ>

ZOOM TUTORIAL: <https://tinyurl.com/yyy9xnom>

Need assistance with tuition? We can help!

**Informational Event for Certified Nursing
Assistants and Medical Assistants**

Potential students are encouraged to complete the FAFSA
(<https://studentaid.ed.gov/sa/fafsa>).

Interested in getting your foot in the door as an essential employee in healthcare, but don't know how to get started? Take the first step by becoming a Certified Nursing Assistant (CNA) or Medical Assistant (MA). Careers in healthcare continue to be in high demand, and as a CNA or MA, you'll benefit from tremendous opportunities with growing organizations like Lee Health.

FutureMakers Coalition Partners: Cypress Cove, Hope Healthcare, Lee Health, NCH Healthcare System, Physicians' Primary Care of Southwest Florida, Shell Point Retirement Community, Cape Coral Technical College, Fort Myers Technical College, ITECH - Immokalee Technical College, Lorenzo Walker Technical College and Career Source SWFL are teaming up to hold an online informational event where you'll learn about an essential career as a Certified Nursing Assistant (CNA) or Medical Assistant (MA). Speak with a recruiter, and learn about funding that may be available to you from CareerSource SWFL and SWFL Community Foundation to pay for the CNA or MA courses for qualified individuals.

If you have what it takes, Cypress Cove, Hope Healthcare, Lee Health, NCH Healthcare System, Physicians' Primary Care of Southwest Florida or Shell Point Retirement Community, may have an opportunity for you to join their team after you graduate!

**Join us for this virtual event, and hear for yourself.
We'll help put a new perspective on your career.**

What's next?

- Increase program offerings
- Expand educational and workforce partnerships
- Market for program awareness
- Replicate virtual recruitment
- Invite participants to annual career fairs and to serve as advisory members
- Recognition events to highlight the success of end outcomes
- Seek funding partnerships with employers to continue to operate, grow and expand the program

Brought to you by:

FutureMakers Coalition

**Cape Coral
TECHNICAL
College**

**FMYTC
FORT MYERS TECHNICAL COLLEGE**

**iTECH
Immokalee Technical
COLLEGE**

**LWTC
Lorenzo Walker
Technical College**

**CareerSource
SOUTHWEST FLORIDA**

**CYPRESS
COVE**

**Hope
HEALTHCARE**

**LEE HEALTH
Caring People. Inspiring Health.**

**NCH
Healthcare
System**

**Physicians'
Primary
Care**

**SHELL POINT
RETIREMENT COMMUNITY**



"It feels good to go home and say I helped someone today; I made them feel good today. As a CNA you can go into LPN, you can go into RN, you can do home health. I'm able to sit down with my patient and actually talk to them, and they feel good about it afterward."

- Dershay Brown,
certified nursing assistant with Lee Health



Thank you

a WORKING revolution

HEALTHCARE SECTOR PARTNERSHIPS

PROVIDE CAREER PROGRESSION RESOURCES
FOR BREVARD'S UNDERSERVED RESIDENTS



Megan Cochran

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CareerSource Brevard*

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Teri Jones

*Founder / Executive Director,
Macedonia Education Technology and Career Academy (METCA) –
Elderly Compassionate Care
Program*

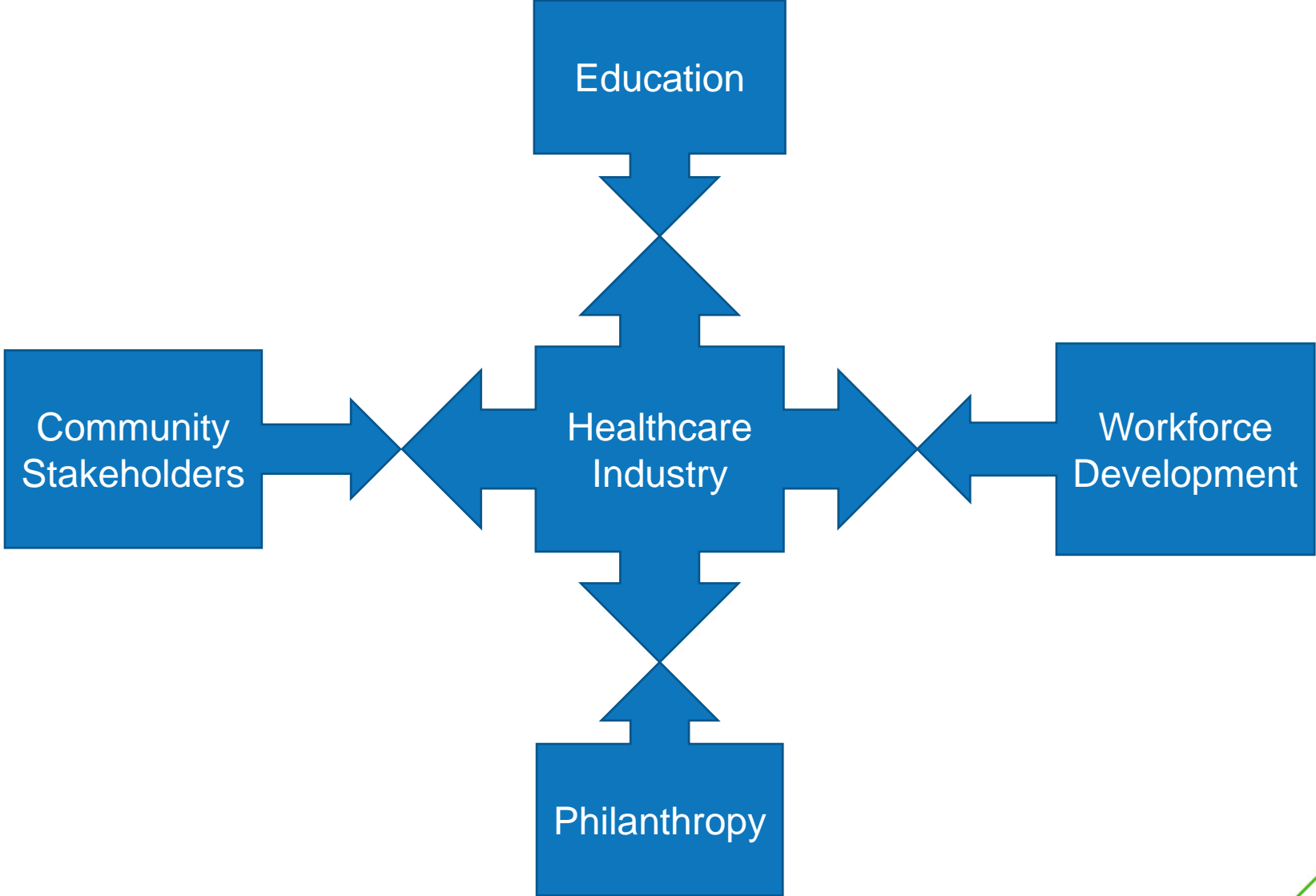
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HEALTHCARE SECTOR STRATEGY



**Brevard
Healthcare
Workforce
Consortium**
TAKING **aim** IN HEALTHCARE

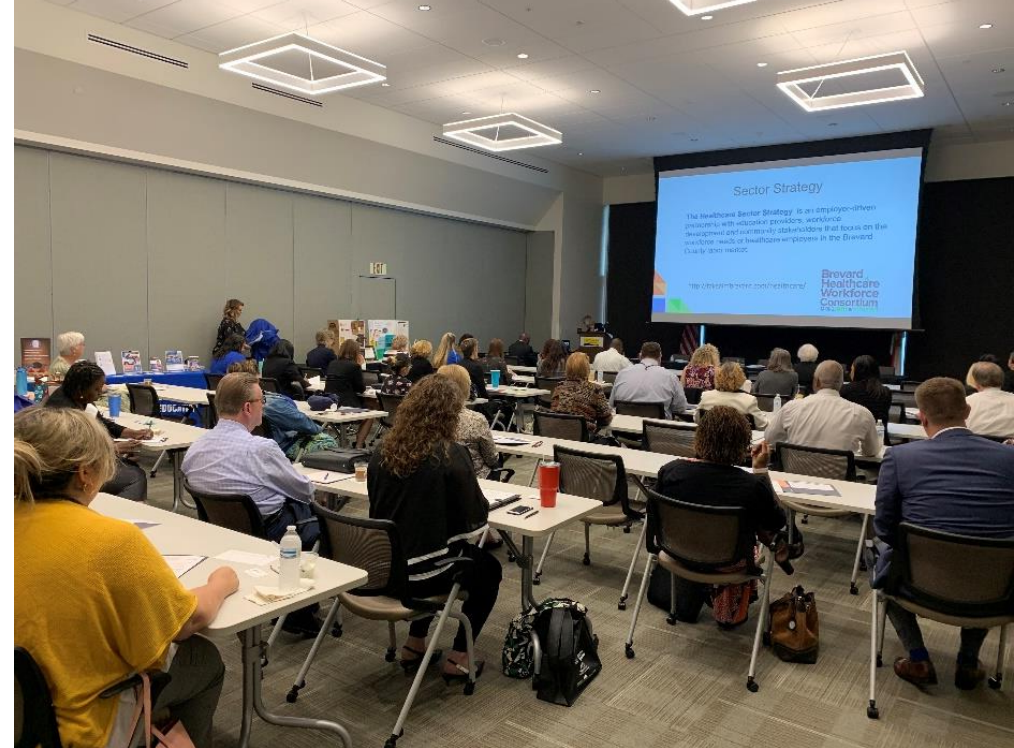
A PROGRAM OF
 **CareerSource
BREVARD**

 **CareerSource.
FLORIDA**

BREVARD HEALTHCARE WORKFORCE CONSORTIUM

Talent Pipeline Development,
Recruitment and Retention

- Home Health Aides
- Certified Nursing Assistants (CNAs)
- Licensed Practical Nurses (LPNs)
- Registered Nurses



EDUCATIONAL CAPACITY VS ENROLLMENTS

Eastern Florida State College LPN Program	Brevard Nursing Academy LPN Program
Capacity 30	Capacity 52
Enrollments 23	Enrollments 40

CNA TO LPN CAREER PROGRESSION EARNINGS

2019 Florida Occupational Employment and Wages						
Palm Bay - Melbourne - Titusville						
Occupational Code	Occupational Title	2019 Employment	2019 Hourly Wage (wage estimates expressed in dollars)			
			Mean	Median	Entry**	Exp***
29-2061	Licensed Practical and Licensed Vocational Nurses	1,210	21.20	21.22	16.10	23.76
31-1131	Nursing Assistants	2,790	13.51	13.22	11.13	14.71



Florida Department of Economic Opportunity, Bureau of Workforce Statistics and Economic Research

METCA – ELDERLY COMPASSIONATE CARE

A veteran and faith-based program that provides Brevard's low-income members scholarship funds for healthcare training in Home Health Aide (HHA), Certified Nursing Assistant (CNA), Licensed Practical Nursing (LPN) and LPN to RN Transition career fields



LPN RECRUITMENT FAIR FLYER

Elderly Compassionate Care Program and Educare Envision College of Nursing are Jointly Hosting

Healthcare is Calling...
WE'LL HELP YOU GET THE JOB!

Take a few weeks or more to train for a future in:

- Licensed Practical Nurse (LPN)
- LPN Transition to Registered Nurse (RN)











Veterans and Families Welcomed!

Recruiting energetic, compassionate and caring individuals who want a career in any of the above healthcare career fields.
*NOTE: MUST BE ABLE TO PASS A LEVEL 2 BACKGROUND CHECK.

Zoom Recruitment Fair
Tuesday, September 8, 2020
 6:00 p.m. - 8:00 p.m.

Full & Partial tuition scholarships available!
 Training Dates and Enrollment Processes will be Discussed

Recruitment Fair is for interested candidates only!
ZOOM PRESENTATION (ONLINE)
 Join Zoom Meeting
 Meeting ID: 878 4557 6601 • Call In Number: (301) 715-8592
 Teri Jones: (321) 626-6571 | metca.ecc@gmail.com | www.metcaecc.org



PROGRAM ORIENTATION



THE LPN UNIVERSAL CHECKLIST






METCA AND CSB LPN Scholarship Program Checklist				
"THINGS TO DO for 2021 Training at Brevard Nursing Academy (BNA)				
REVISED Jun 20, 2020				
	Activities	Deadline Dates	Dates Completed	Initials from METCA, CSB Staff or Tng Program Director
1.	Attend METCA Program Application Orientation at Macedonia Missionary Baptist Church. Complete METCA Scholarship Application.	NA		
2.	Attend LPN METCA TABE Boot Camp Registration.	Jun 15 th		
3.	Complete CSB www.employflorida.com to include full Background, Employment History and Resume information.			
4.	Complete CSB's Job Skills Training Live Orientation via Adobe Connect. Go to https://careersourcebrevard.com/events for workshop dates and follow instructions to register. Once you have participated in the workshop, CSB will assign you a counselor. You must ask your counselor to schedule your TABE Test. Your counselor will also assign to you the Essential Soft Skills training online modules.			
5.	Complete CSB Essential Soft Skills Training (link will be emailed to you). Components are: <ul style="list-style-type: none"> • Online Training (4 Modules) _____ • Soft Skills Assessment Test (40 Questions) _____ <p><i>(NOTE: Your Soft Skills Assessment test will be assigned by your Career Counselor once you have completed the training modules.)</i></p>			



TABE BOOT CAMP AND TEAS PREP COURSES

- Provides basic skills refresher to meet training program entry TABE and TEAS test score qualifications
- Demonstrates a student's commitment
- Establishes training cohorts



TEAS PREP ACADEMY

**OFFERED BY METCA, AND
E3 EDUCATIONAL ACADEMY**

WHO: For ALL LPN Candidates who are prepping for Healthcare training. Priority will go to METCA and E3 Student Candidates.

WHY: Get additional training to help you pass the TABE and help prepare you for the rigor of your LPN training. Eliminate frustration and time-wasters. Get onboard early!

WHERE: Trainer & **Training Location:**
Educare Envision College of Nursing
ZOOM Presentation

WHEN: Oct 13 – Nov 19, 2020

DAYS/TIME: Sep 29th: Zoom Orientation
Oct 5th: Practice Test A, Home Completion
Oct 13th thru Nov 19th: Class Sessions – **Tuesdays and Thursdays ONLY!** (Online)
Nov 24th: Practice Test B, Home Completion
Nov 24th: Review of Post-Test, 6 – 8 pm (by Administrators via Zoom)

Note: Class sessions will be via an Online ZOOM platform. Partial tuition of \$100 per student will be paid by METCA. Students' cost towards their tuition is \$50. The Training Manual will cost close to \$100. The training manual **MUST** be purchased by students on the day of orientation. Debit or credit card are acceptable methods of payment. It will be an online purchase. Secure your seat early. Availability is limited to 15 students.

REGISTER WITH TERI JONES AT:
metca.ec@gmail.com or text/call
(321) 626-4571



CNAS ENTER THE LPN TRAINING PROGRAM

- METCA-Elderly Compassionate Care Program offers continued mentoring and support
- CareerSource Brevard Career Counselors check in regularly to assess training progress, provide scholarship resources and other supportive services
- Employers visit students in the classroom to present information on career opportunities
- Students who successfully complete their training and pass the NCLEX PN licensure exam have many options for employment



CASSANDRA'S SUCCESS



“When the day came for me to take the NCLEX I was nervous out of my mind. I kept believing my doubt, and telling myself I wasn’t ready. But I refused to reschedule my test. I took my test and I felt like I passed, but I wasn’t sure because I did not receive the results the same day. The next day couldn’t get here fast enough, as soon as I woke up at 0803 am, I checked my results. I screamed with excitement, and relief to know that all of my efforts had paid off.”



PROGRAM GROWTH AND SUSTAINMENT

- CareerSource Brevard initially received an Emerging Initiatives - Nursing Grant from CareerSource Florida
- A Brevard County healthcare foundation continues to support the partnership and provide scholarship funding
- CareerSource Brevard designates a healthcare set aside allotment from the WIOA funds received for healthcare training scholarships
- METCA-Elderly Compassionate Care Program receives grants from private funders

Questions?

FutureMakers Coalition

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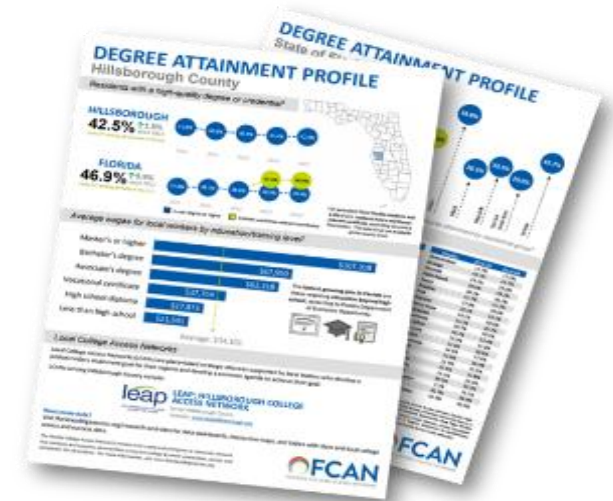
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Conclusion

