

FLORIDA'S
BEST

Business and Education
Partnerships

HCA BayCare and Bayfront Medical Center
St. Petersburg College
Pinellas, Pasco and Hillsborough Counties

Nurses Now

Program Overview

The program was designed to create a partnership with area nursing programs and the health care industry to relieve the nursing shortage. Through the partnership, additional nurses are to be educated with the intent that many of these nurses would further their education to become nursing faculty - another grave workforce shortage. The program also allows for the development and provision of student internships within the health care partners to train more nurses.

Core Objective

The Tampa Bay area is experiencing a severe nursing workforce shortage. Throughout Florida there is a 16% nurse vacancy rate - the worst in the past 10 years. This shortage is 5% higher than the national average. The core objective of the program is to impact this shortage by educating 179 nurses, 14 of whom are aspiring to become qualified faculty.

Major Activities

The One-Stop Centers were used to recruit potential nursing students. This allowed eligible students to enroll in the Workforce Investment Act (WIA) program to secure further resources for returning to school. The health care and education partners provided the One-Stop Centers with employees/students that had the potential to be nursing students. The potential nursing students were assessed by the Nurses Now Specialists to determine the need for additional support services such as physical exams, immunizations, etc. for which money was available. The health care partners provided funding to pay for faculty and clinical training sites.

Achievements

There were 179 students enrolled in the program. Of these, 45 were referred to supportive services that included transportation and emergency child care. It is anticipated that 144 of these participants will successfully complete the program, be placed in the workforce, and thus impact the current nursing shortage.

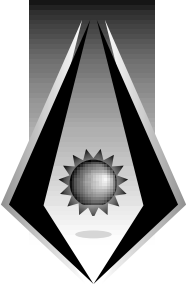
Replicating Success

The partnership secured a Nurses Now Special Demonstration Project Grant in the amount of \$850,102 for tuition, fees, and support services for the nursing students. The employers committed \$730,800 through donation of personnel/faculty, teaching/clinical facilities, and equipment. The employer involvement is the success of the project. The program could be replicated for any educational program.

Student Success Story

"Both my husband and I work to pay the bills. I am a Patient Care Technician so I do not make a lot of money. In order to get into the Nursing Program I had to have a grant. The Nurses Now grant pays my tuition and books. I can focus on my studies without having to work as much. The grant enabled me to go back to school after being away for 27 years. I would not have come to school if it were not for the grant. I am so grateful, and I have already seen advancement professionally from being in school."

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FLORIDA'S
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Greater Haines City Area Chamber of Commerce
Ridge Technical Center and Haines City High School
Haines City Chamber's Support for Education
Winter Haven, Florida

Youth Leadership

Program Overview

The scope of Haines City Chamber's education programs is broad and involves schools, business and industry, and community. The Haines City Chamber has interacted with area schools and volunteers from businesses to create a learning experience for the community's youth. The Youth Leadership Program was designed to assist eleventh grade students in becoming future business leaders in the community. The Chamber Scholarship program, created in 2003, awards scholarships to spring graduates.

Core Objectives

The primary objective of the educational programs of the Chamber is to expose students to those components of the career world that will help them become better citizens of the community.

Major Activities

The Education Committee sponsors Free Enterprise Day for grades 10, 11 and 12 at Haines City High School, Jenkins Academy of Technology, Landmark Christian High School and Ridge Technical Center. The day-long event is hosted by numerous businesses at their site.

Achievements

The Youth Leadership Program has been a major success as reported by the students who participated. There will be a graduation and luncheon where each student receives a commemorative plaque. This young group has been invited to be the hosts for Polk County Day in Tallahassee, a prestigious role for young students.

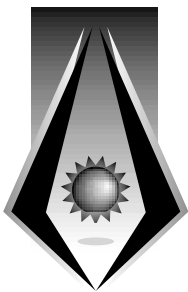
Replicating Success

The cost of providing these educational programs is budgeted each year in the Haines City Chamber's overall budget that comes from membership fees.

Student Success Story

Our student was in the eleventh grade at Haines City High School. She had been considering a career in law. As a participant in the Youth Leadership Program, she gained confidence in learning and understanding her community. After attending the legislative session in Tallahassee, she was convinced that this was the right choice for her. She is now in her second year of college with plans to obtain a law degree.

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FLORIDA'S
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Wal-Mart
Oak Park School
EmployABILITY for All!
Sarasota, Florida

EmployABILITY For All! – Students with Disabilities

Program Overview

Students with physical, mental and emotional disabilities participate in on-the-job training activities for three to five days per week at the local Wal-Mart. Oak Park's job coaches work in conjunction with the staff at Wal-Mart to train and prepare students to hold specific jobs. Wal-Mart provides the use of its facilities for training to foster job skills in the students. School officials, family members, and community business leaders collaborate to provide every opportunity for the disabled population to experience successful employment after graduation.

Core Objectives

The partnership between Oak Park School and Wal-Mart was established to develop, foster and create employment opportunities for young men and women with physical, mental and emotional challenges. Wal-Mart was open to new and innovative ideas. They embraced the request to use their facilities as a means to prepare the disabled population for future employment.

Major Activities

Students begin learning the fundamentals of employment as part of their curriculum at school. Teachers instruct students in the fundamentals of positive employability skills such as proper hygiene, punctuality, following instructions, time management, work ethic, and social skills.

Achievements

EmployABILITY for All! has made great strides in giving students with disabilities the skills they need to become valuable employees. This program is innovative because the city has become a leader in community-based employment training programs. Disabled students are being hired at many locations throughout Sarasota. Oak Park has amassed a dedicated, loyal and compassionate group of business leaders, with Wal-Mart at the forefront of this move, to employ people with challenges. They have shown what can happen when a business adopts an attitude of concern and compassion for the disabled in their community.

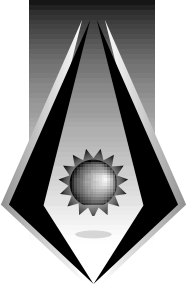
Replicating Success

There is a substantial cost to our EmployABILITY for All! program that reflects the schools' commitment to the program. There are four buses and two vans that are used exclusively to transport students to work sites. The facility bears the cost of fuel, insurance and maintenance.

Student Success Story

Our student came to Oak Park from Hawaii when he was sixteen years old. He was mentally challenged and had mild Cerebral Palsy that impaired his speech and balance. He had low self-esteem and lacked social skills that manifested in poor peer relations and a violent temper. The program approached Wal-Mart, explained the situation and asked them to give him a chance in the employABILITY program. He has graduated from Oak Park and is now one of Wal-Mart's most beloved full-time employees.

Contact: Vicki Kitchner, "EmployABILITY for All!," at (941) 361-6428 or Vicki_kitchner@srjit.sarasota.k12.fl.us.



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Baxter HealthCare Corporation, Largo, Florida
St. Petersburg College, St. Petersburg
Brad Jenkins, St. Petersburg, Florida

Quality Process Technician Program

Program overview

St. Petersburg College, in partnership with the existing and emerging regional medical devices industry, developed a quality process technician certificate program to fill the educational training gap that exists between general technicians and engineers, with quality technicians for advanced technical training in quality assurance, quality improvement, testing and reliability.

Core Objectives

A focus group meeting of the Medical Manufacturers Consortium, testing and repair companies, and medical suppliers was held at St. Petersburg College to determine the work skill needs of the industry.

The major concerns of this medical industry meeting were centered on quality compliance and regulatory issues. The industry noted a lack of qualified workers and the huge gap that exists between general technicians and engineers, and the need to fill that gap with quality technicians for advanced technical training in quality assurance, inspection, reliability, and quality improvement. As a result of subsequent meetings, the industry task force developed a list of sample course topics and laboratory courses that was accepted favorably by medical manufacturers.

Partnership

Baxter HealthCare was the prime mover to start the program at their facility. They knew how important cooperation and teamwork were for management and the workforce to continually improve the efficiency and the effectiveness of the various operations. It was also felt that other medical manufacturers would follow Baxter's lead for employee training and education. As a result of the success of the quality program at Baxter, the company now has other companies participating in the educational training of the employees. These

companies include Elreha, Linvatec, Beckwith Electric, Smiths Industries, TSE, Micro-mo Electronics, Honeywell and Raytheon. Representatives of these companies have formed a Quality Task Force to act as an advisory committee to the program.

Achievements

The program was developed in direct response to the needs of the medical devices industry, and specifically of the quality requirements requested by Baxter HealthCare for their employees. This was the first time the college had worked with a medical manufacturer to develop a program to comply with the quality guidelines of the Food and Drug Administration (FDA). As a result of these efforts, the Baxter employees are working at an increased quality level.

Replicating Success

This is the first program of its type in the state of Florida to not only serve the medical devices industry, but to serve all manufacturers because of its adaptability in different workforce environments. The overall program cost less than \$15,000 including curriculum development, which was completed in-house.

Student Success Story

Our student, a group leader in testing and calibration at Baxter HealthCare, graduated in December 2003, with the Quality Process Certificate, and uses the Statistical Process Control as well as the Six Sigma course information to make visuals to improve the Testing and Calibration Department. This has increased the efficiency and improved the error rate in documentation.

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