



**Employ Florida Banner Center for Health Sciences  
Strategic Plan for Sustainability Year Two  
2007-2008**

**Prepared for:**

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&  
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## **Employ Florida Banner Center for Health Sciences Strategic Plan for Sustainability Overview**

During the first year of the Employ Florida Banner Center for Health Sciences, it has become evident that the Center is needed as a key resource to provide a unified solution to communicate the training needs in Florida for health sciences as well as communicate the education and training opportunities that are currently available and planned in Florida. Despite a very compressed first year grant period, the partners accomplished a significant amount of work. The first year focused on quickly developing some much needed advanced training programs in new occupational health science areas.

The Employ Florida Banner Center for Health Sciences has a statewide presence with its diverse advisory council membership representing all regions of Florida and the majors sectors of health sciences. The Banner Center plans to build upon its first year successes in areas such as industry-driven program and course development, training, and continued assessment of the needs of the industry.

The Employ Florida Banner Center for Health Sciences has created a system through partnerships with business/industry leaders, community colleges, universities, and workforce boards. The Banner Center vision will provide statewide direction for continued development and the communication of education and training programs/courses to address the evolving needs of Florida's health care industry.

The year two Strategic Plan for Sustainability conveys the direction for year two of the Employ Florida Banner Center for Health Sciences including the goals and deliverables. The strategies and proposed actions involve the extensive and coordinated application of multiple resources for achieving the plan's goals for the next phase of the Employ Florida Banner Center for Health Sciences.

**Employ Florida Banner Center for Health Sciences  
Strategic Plan for Sustainability Year Two  
2007-2008**

Valencia Community College, along with Lake-Sumter Community College, Seminole Community College, the University of Central Florida and Workforce Central Florida has developed the strategic plan for Banner Center sustainability in Year Two, encompassing July 1, 2007 through June 30, 2008. The Strategic Plan will address the goals, planned deliverables with strategies/action for each goal and deliverable.

The following are the goals for Year Two - - 2007/08:

- GOAL 1:** Continue and expand industry involvement to address and meet the needs of the Health Sciences industry in Florida
  
- GOAL 2:** Expand alternative delivery of course offerings beyond those addressed in Year One of the Banner Center, including developing programs that provide training for persons seeking advanced level occupations
  
- GOAL 3:** Explore the expansion of existing and create new articulation partnerships between secondary, 2-year, and 4-year degree granting institutions.
  
- GOAL 4:** Increase the awareness of the Banner Center and Banner Center programs/course offerings

A proposed budget plan to address the goals and implement the action plan is included in Attachment A.

**GOAL 1:** Continue and expand industry involvement to address and meet the needs of the Health Sciences industry in Florida.

The Banner Center will meet the following Deliverables in order to attain Goal #1:

	<b>Strategy/Action</b>
Deliverable 1	<p>Review the current membership of the Employ Florida Banner Center for Health Sciences Advisory Council with industry partners and determine health care areas that need to be added to the Council.</p> <p>Increase the membership of the Employ Florida Banner Center for Health Sciences Advisory Council to include:</p> <ul style="list-style-type: none"> <li>○ Up to Four (4) new members from business and industry</li> <li>○ Up to Two(2) new members from regional workforce boards</li> </ul> <p>A list of candidates and their affiliations shall be submitted to WFI for its approval. WFI will provide approval or recommendations within five (5) working days. Upon WFI approval, candidates will be notified by the Contractor.</p>
Deliverable 1 Due Date	Submission of the candidate list within 90 calendar days of the effective date of year two contract.

	<b>Strategy/Action</b>
Deliverable 2	<p>Continue to utilize the resources and guidance of the state Advisory Council including the following:</p> <ul style="list-style-type: none"> <li>○ At least Two (2) Advisory Council meetings during year two of the contract</li> <li>○ Create a subcommittee within the Council to research and examine a model for offering business and industry scholarships for students participating in Health Sciences programs statewide that information will be disseminated through the Banner Center for Health Sciences</li> <li>○ Create a subcommittee within the Council to research and develop a plan related to industry financial support for Banner Center sustainability</li> <li>○ Examine the feasibility of adding members from other higher education institutions such as independent colleges and universities to the Advisory Council</li> <li>○ Examine and discuss with the Advisory Council the potential of new programs/course offerings that are either being developed or already in place at other schools across the state.</li> </ul>
Deliverable 2 Due Date	Two (2) meetings of the Advisory Council, two (2) subcommittee meetings with minutes of research findings and/or plans, on or before May 30, 2008

**GOAL 1:** Continue and expand industry involvement to address and meet the needs of the Health Sciences industry in Florida.

	<b>Strategy/Action</b>
Deliverable 3	Formalize coordination of Banner Center Activities <ul style="list-style-type: none"><li>o Full time staff will be hired to facilitate and manage Banner Center activities</li></ul>
Deliverable 3 Due Date	Submission of hiring documentations within 120 calendar days of the effective date of year two contract

**GOAL 2:** Expand alternative delivery of course offerings beyond those addressed in Year One of the Banner Center, including developing programs that provide training for persons seeking advanced level occupations.

The Banner Center will meet the following Deliverables in order to attain Goal #2:

	<b>Strategy/Action</b>
Deliverable 4	Research and survey statewide postsecondary institutions of existing and future planned program offerings in advanced level health sciences occupations.
Deliverable 4 Due Date	Analysis of the research and survey by March 31, 2008

	<b>Strategy/Action</b>
Deliverable 5	<p>Develop a plan for the establishment of a Simulation Training Center housed at Valencia Community College. The Plan will include:</p> <ul style="list-style-type: none"> <li>○ A projection of the amount of resources needed (facility, equipment, human resources)</li> <li>○ Proposed linkages of regional and training centers within the state</li> <li>○ Support Services needed for students and incumbent workers who may utilize the Simulation Center</li> <li>○ Training opportunities for faculty and healthcare staff statewide to use the simulation technology in education settings</li> <li>○ Opportunities for continued membership in the Society for Simulation in Healthcare</li> </ul> <p>Lake-Sumter Community College will continue to partner with Valencia Community College to provide Simulation Nursing Training in Simulation Labs to 12 incumbent workers. The Simulation Nurse Training will be conducted to continue industry involvement with hospital and other clinical facility partners. It will provide personnel, especially nurse educators, the opportunity to learn utilization of simulation to develop curriculum and programs that address competencies and new procedure needs of those being trained in hospital and clinical facilities. LSCC will also conduct the training in a collaborative environment, providing area professionals an opportunity to meet for communication, networking and the sharing of best practices.</p> <p>Reports will include information on the dates and location of the training and the number of enrollments and completions. Plans are to enroll at least 12 incumbent workers and anticipate 10 completers.</p>
Deliverable 5 Due Date	Report submitted by May 31, 2008

**GOAL 2:** Expand alternative delivery of course offerings beyond those addressed in Year One of the Banner Center, including developing programs that provide training for persons seeking advanced level occupations.

	<b>Strategy/Action</b>
Deliverable 6	Develop curricula for the A.S. Degree in Health Information Management Technolog. This will include advisory meetings, course development, marketing, development of student internships, and outreach for projected enrollment for Fall 2008.
Deliverable 6 Due Date	Submission of curriculum development documents May 31, 2008

	<b>Strategy/Action</b>
Deliverable 7	Assess the need for the development of a B.S. Degree in Dental Hygiene at the University of Central Florida and the articulation of Valencia's A.S. Degree in Dental Hygiene. This model will provide a model for articulation statewide. The assessment will include: <ul style="list-style-type: none"> <li>○ Employer survey</li> <li>○ Focus groups</li> <li>○ Analysis and recommendations for implementation</li> </ul>
Deliverable 7 Due Date	Assessment report submitted on or before May 1, 2008

	<b>Strategy/Action</b>
Deliverable 8	Conduct a self-study for accreditation of the Advanced Technical Certificate in Polysomnography (VCC).  Begin the accreditation process of the A.S. Degree in Health Information Management Technology (SCC).
Deliverable 8 Due Date	Submission of self-study (VCC) by May 31, 2008

	<b>Strategy/Action</b>
Deliverable 9	Develop three (3) Paramedic courses in an online instructional delivery format for the Paramedic program (VCC).  Develop two (2) courses in an online instructional delivery format for the A.S. Degree in Health Information Management Technology (SCC).
Deliverable 9 Due Date	Submission of online course development on or before May 31, 2008

**GOAL 2:** Expand alternative delivery of course offerings beyond those addressed in Year One of the Banner Center, including developing programs that provide training for persons seeking advanced level occupations.

	<b>Strategy/Action</b>
Deliverable 10	Research opportunities for statewide expansion of the clinical portion/sites of the Advanced Technical Certificate in Polysomnography. Develop two (2) additional courses in an on-line instructional delivery format for the Polysomnography Advanced Technical Certificate Program. <ul style="list-style-type: none"> <li>o Offering these two clinical courses online, will require the purchase of specific software and server for a synchronous online delivery method</li> </ul>
Deliverable 10 Due Date	Submission of online course development by May 31, 2008

	<b>Strategy/Action</b>
Deliverable 11	Research opportunities for the expansion of Banner Center efforts to include continuing education to provide training for incumbent workers, in areas such as long term care, doctors, smaller health agencies, etc.
Deliverable 11 Due Date	Submission of continuing education development by May 31, 2008

	<b>Strategy/Action</b>
Deliverable 12	Conduct a statewide Boot Camp for training new full time and part time nursing and/or Allied Health faculty and incumbent workers to enhance the practice of health care education and practice in the health delivery system.
Deliverable 12 Due Date	Documentation of Boot Camps on or before April 30, 2008

	<b>Strategy/Action</b>
Deliverable 13	<p>In collaboration with Valencia Community College, Lake Sumter Community College will explore opportunities to develop an Associate in Science Degree Program in Radiography to meet the needs of their local hospital partners.</p> <p>Pending Lake County School Board approval of the South Lake High Magnet School, a career academy focusing on health careers, LSCC will partner with Lake County Schools, Valencia Community College, and University of Central Florida to develop articulation agreements for dual enrollment students pursuing associate and baccalaureate degrees in Radiography.</p> <p>LSCC will collaborate with VCC to assess the needs to determine the projected number of certified radiographers or radiologic technologists needed in Lake and Sumter counties in the next 3 to 5 years. The assessment will be shared with industry partners, advisory council, Workforce Central</p>

	<p>Florida, and Workforce Florida. Based on the results of the assessment, LSCC will prepare a report identifying recommendations regarding program development and implementation of an A.S. Degree Program in Radiography. This report may include curriculum frameworks; budget needs; projected potential enrollments, potential completers, and potential placement rates; staffing needs, and accreditation requirements; facility and equipment needs; and proposed articulation needs and guidelines.</p> <p>Documentation will include: (1) Assessment process; (2) Report outlining recommendations for the development of a two-year degree program; (3) recommendations for Articulation agreements with VCC, Lake County Schools, and University of Central Florida.</p>
<p>Deliverable 13 Due Date</p>	<p>Report submitted by May 31, 2008</p>

**GOAL 3:** Explore the expansion of existing and create new articulation partnerships between secondary, 2-year, and 4-year degree granting institutions.

The Banner Center will meet the following Deliverables in order to attain Goal #3:

	<b>Strategy/Action</b>
Deliverable 14	Research the need for and development of articulation agreements for Health Sciences Associate in Science Degrees to transition into the Health Services Administration Bachelor's degree at the University of Central Florida (UCF).  Research the development of an articulation agreement between UCF and SCC for the Health Information Management Technology program (SCC).
Deliverable 14 Due Date	Documentation submitted by June 15, 2008

	<b>Strategy/Action</b>
Deliverable 15	Research the feasibility of aligning and transitioning the PATHS firefighter secondary program into the Valencia EMT program through dual enrollment as a model for a statewide articulated program.
Deliverable 15 Due Date	Documentation submitted by May 15, 2008

	<b>Strategy/Action</b>
Deliverable 16	Create a database of faculty teaching positions statewide and database for listing of available opportunities for student interns enrolled in a master's program/certificate program in nursing education. Provide linkage through a centralized statewide nursing and/or Banner Center website with all educational institutions hiring nurse educator (UCF).
Deliverable 16 Due Date	Database documentation submitted by May 15, 2008

	<b>Strategy/Action</b>
Deliverable 17	Conduct a statewide Health Sciences Summit to facilitate communication between secondary school career academies, magnet schools, CHOICE academies, tech centers, community colleges, and four-year institutions.
Deliverable 17 Due Date	Documentation that the Summit will take place by May 15, 2008.

**GOAL 4:** Increase the awareness of the Banner Center and Banner Center programs/course offerings.

The Banner Center will meet the following Deliverables in order to attain Goal #4:

	<b>Strategy/Action</b>
Deliverable 18	Promote and market new course offerings/programs developed in Year One and Two of the Banner Center contract to include programs such as: <ul style="list-style-type: none"> <li>○ Advanced Technical Certificates in MRI, CT and Polysomnography               <ul style="list-style-type: none"> <li>○ Classes begin Fall 2007</li> </ul> </li> <li>○ A.S. Degree in Health Information Management Technology               <ul style="list-style-type: none"> <li>○ Classes begin Fall 2008</li> </ul> </li> <li>○ Statewide Boot Camp for faculty and incumbent workers</li> <li>○ Simulation training for faculty and incumbent workers</li> <li>○ Banner Center programs/course offerings offered through Continuing Education</li> </ul>
Deliverable 18 Due Date	Marketing plan submitted by June 15, 2008

**ATTACHMENT A**  
**Employ Florida Banner Center for Health Sciences**  
**2007-2008 Strategic Plan for Sustainability Budget**

<b>Goal</b>	<b>Deliverable</b>	<b>Strategy/Action</b>	<b>Total</b>
<b>GOAL 1:</b> Continue and expand industry involvement to address and meet the needs of the Health Sciences industry in Florida.	1	Expand Advisory Council	\$ 5,000
	2	Advisory Council Meetings	25,000
	3	Coordination of Banner Center Activities	120,000
<b>GOAL 2:</b> Expand alternative delivery of course offerings beyond those addresses in Year One of the Banner Center, including developing programs that provide training for persons seeking advanced level occupations.	4	Statewide Post Secondary Survey	20,000
	5	Simulation Training Center	53,000
	6	A.S. Degree in HIM	63,600
	7	Dental Hygiene Assessment	20,000
	8	Polysomnography Accreditation	10,000
		HIM Accreditation	5,000
	9	Paramedic Online Courses	40,000
		HIM Online Courses	8,000
	10	Polysomnography Online Courses	60,000
	11	Continuing Education Research	5,000
	12	Statewide Boot Camp	35,000
13	Radiography Research	65,000	
<b>GOAL 3:</b> Explore the expansion of existing and create new articulation partnerships between secondary, 2-year and 4-year degree granting institutions.	14	Health Services Administration Research	10,000
		HIM Articulation Research	7,000
	15	PATHS Transition Model	4,000
	16	Faculty/Intern Database	20,000
	17	Health Sciences Summit	50,000
<b>GOAL 4:</b> Increase the awareness of the Banner Center and Banner Center programs/course offerings.	18	Program Marketing	120,000
<b>Total</b>			<b>\$745,600</b>