

HAWAII STATE HEALTH PLANNING AND DEVELOPMENT AGENCY
 1177 Alakea Street, Suite 402 • Honolulu, HI 96813 • Phone: (808) 587-0788 • www.shpda.org
 Hawaii County Subarea Health Planning Council

Meeting Minutes

January 17, 2023

1:30 PM Hawaii Time

Virtually via Zoom and Physical Meeting Location at
 the Keoni Ana Building, 1177 Alakea Street, Suite 402

MEMBERS: Jamie Cameros, Scott Daniels, Stacy Haumea, Evelyn Kaneshiro, Tamia McKeague, Malia Tallett
MEMBERS ABSENT: None
GUESTS: Dr. Kelley Withy
SHPDA: Wendy Nihoa

ATTENDANCE RECORD OF APPOINTED MEMBERS

Date	3/22/22	5/24/22	6/13/2022	7/22/2022	8/16/2022	9/27/2022	10/18/2022	11/15/2022	1/17/2023
Scott Daniels**	X	X	X	X	X	X	X	X	X
Evelyn Kaneshiro	X	X	X	X	X	X	X	X	X
Tamia McKeague*	X	X	X	X	X	X	X	X	X
Malia Tallett	X	X	X	X	X	X	X	X	X
Stacy Haumea	-	X	X	X	X	X	X	X	X
Jamie Cameros	-	-	-	-	-	-	-	X	X

Legend: X=Present; O=Absent; /=No Meeting

*-Chair, **-Vice Chair

TOPIC	DISCUSSION	ACTION
Call to Order	The meeting was called to order at 1:35 p.m. with T. McKeague, Chair, HCSAC presiding. Quorum was established.	
Roll Call	Member roll call followed by staff and guest introductions.	
Meeting Minutes	The minutes of the November 15, 2022 meeting was reviewed and unanimously approved.	
	Call for public testimony. None.	
Administrator’s Report	The Administrator’s Report was distributed and reviewed.	
Presentation	“Strategies to Meet Hawai’i’s Workforce Needs” by Dr. Kelley Withy, Director, Hawaii and Pacific Basic Area Health Education Center. A copy of this presentation is attached to these minutes as “Attachment A”. The presentation was followed by a Q&A and a brief discussion. Dr. K. Withy may be contacted at withy@hawaii.edu for questions.	
	The 2023 Hawai’i Health Workforce Summit will be held on Saturday, September 9, 2023. Register at https://www.eventbrite.com/e/2023-hawaii-health-workforce-summit-tickets-432416568597 .	
Future Speakers	T. McKeague reported reaching out to the Office of Aging and Hope Services Hawaii, Inc. Hope Services Hawaii, Inc. will be presenting at the February HCSAC meeting; topic – “The Homeless Population on Hawaii Island”.	T. McKeague/S. Haumea to coordinate speaker from HCHC.
	S. Haumea suggested a speaker from the Hawaii Community Health Center (HCHC) and will be connecting with T. McKeague to coordinate.	
	Call for public testimony. None.	

Member Recruitment	<p>Three (3) current HCSAC members will be terming out June 2023. Members were requested to seek potential new members and forward to W. Nihoa for follow up.</p>	
<p>Project: Accessing Healthcare Services on Hawaii Island</p>	<p>Call for public testimony. None.</p> <p>M. Tallett reported a new student will be starting next Monday; this student will be aiding on the project.</p> <p>A discussion followed regarding forming a subcommittee to assist with project tasks. M. Tallett will continue to serve as the lead of this subcommittee and members will join and/or suggest other non-HCSAC members to join.</p> <p>A motion was made and unanimously approved to form an Accessing Healthcare Services on Hawaii Island Project Subcommittee.</p> <p>Call for public testimony. None.</p>	
Announcements	<p>SHPDA is recruiting for the Comprehensive Health Planning Coordinator position. Additional information via the State’s Department of Human Resources Development website at https://dhrd.hawaii.gov/</p>	
<p>Tomorrow, January 18th is the opening of the 2023 Legislative Session.</p>		
Next Meeting/Agenda	<p>February 21, 2023 starting at 1:30 p.m.</p> <p>Members agreed to an in-person meeting. Location to be determined and announced at a later time. Option to attend meeting virtually via Zoom will still be offered.</p>	<p>T. McKeague to secure meeting location for February meeting.</p>
Adjourn	<p>The meeting was adjourned at 2:45 p.m.</p>	

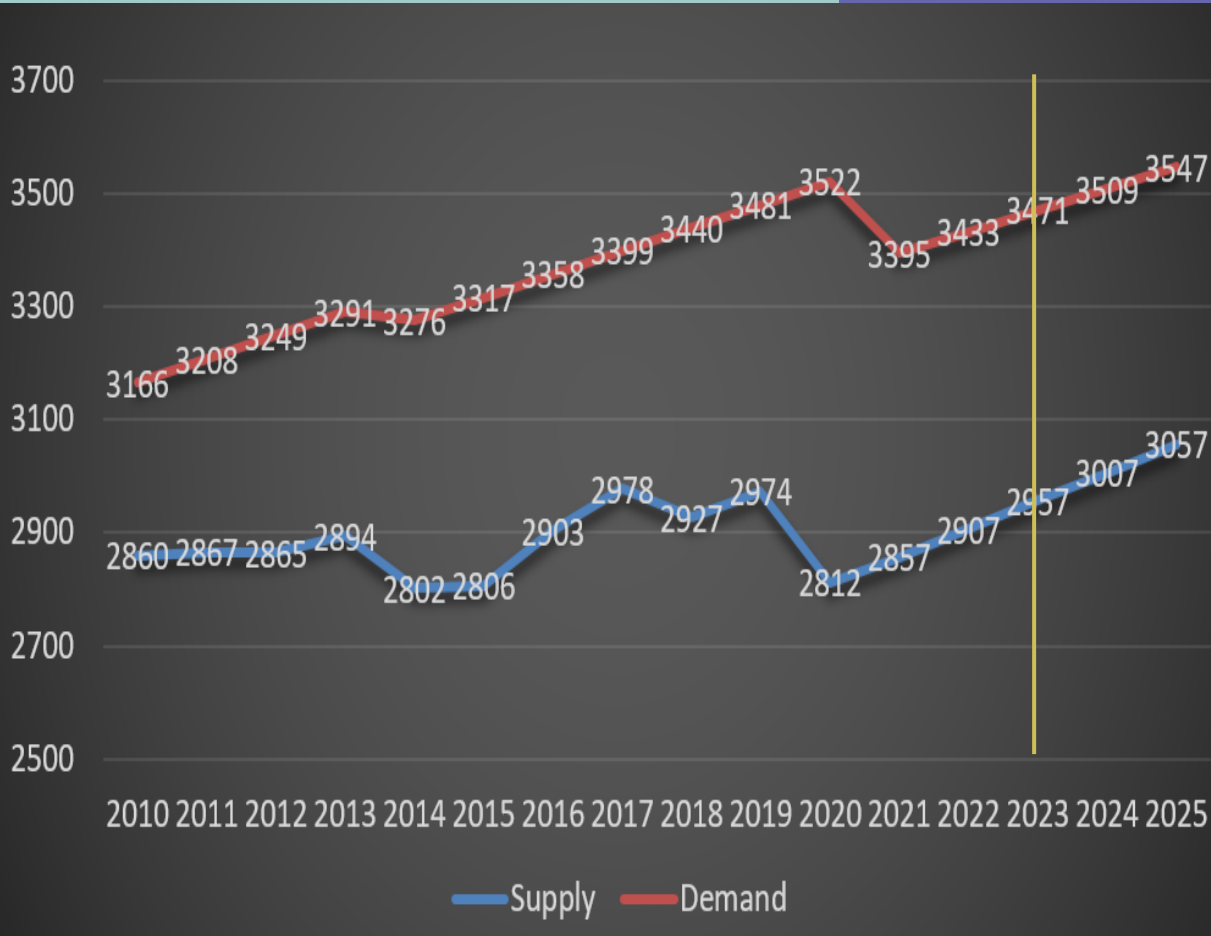
ATTACHMENT A:
Strategies to Meet Hawaii's Workforce Needs

STRATEGIES TO MEET HAWAII'S WORKFORCE NEEDS

Kelley Withy, MD, PhD. withy@Hawaii.edu

WE HAVE A SEVERE SHORTAGE OF HEALTH CARE WORKERS

We need over 700 physicians, 999 registered nurses, and 2,874 healthcare workers!!



Professions with 30+ Open Positions

Profession	2022					
	Average Difficult to Fill Rating*	Average Turnover Rate	Filled Positions	Open Positions	Total Positions	Percent Open
Nursing						
NP by Specialty	2.1	20%	302	54	356	15%
RN by Specialty	2.0	18%	6,283	999	7,282	14%
Licensed Practical Nurse	1.8	22%	483	211	694	30%
Nurse Care Manager	2.0	30%	241	44	285	15%
Nurse Case Manager	2.4	17%	217	31	248	13%
Patient Care						
Medical Assistant	1.9	19%	1,266	278	1,544	18%
Nursing Assistant	2.4	46%	1,315	286	1,601	18%
Certified Nurse Aide	2.1	26%	2,132	458	2,590	18%
Personal Care Assistant	2.3	43%	251	181	432	42%
Technologist						
Radiologic Technologist (also includes CT Tech, Mammography Tech)	1.9	20%	396	85	481	18%
Surgical Instrument Processing Aide/Technician	2.3	21%	113	34	147	23%
Surgical Technologist	1.6	39%	103	44	147	30%
Ultrasound Technologist (also includes Echo Tech)	1.4	26%	110	30	140	21%
Therapy						
Physical Therapist	2.0	14%	371	61	432	14%
Respiratory Therapist	2.2	16%	356	46	402	11%
Pharmacy						
Pharmacy Technician	2.4	11%	217	47	264	18%
Laboratory						
Phlebotomist	2.3	26%	752	128	880	15%
Medical Laboratory Scientist/Medical Technologist	2.0	22%	264	49	313	16%
Social Work						
Social Worker	2.1	29%	505	126	631	20%
Other Support						
Medical Secretary/Ward Clerk/Unit Clerk	2.7	16%	402	80	482	17%
Patient Service Representative	2.3	26%	608	111	719	15%
TOTAL 30+ OPENINGS	2.1	22%	16,687	3,383	20,070	17%
Total All	2.1	20%	19,503	3,873	23,376	17%

25%

Nurses who felt so stressed out, they considered leaving the nursing profession. (HSCN, 2021)

Over 50% of physicians are contemplating leaving the profession/retiring and 63% are burned out (Healthgrades and AAMC, 2022)

Stress and Burnout



- Turnovers due to negative health and wellbeing effects: 47%
- Nurses leaving current job for higher pay, lower risk to mental health, flexible hours, lower physical health risk: 28%
- Nurses nearing retirement age in 10-15yrs: >1 million
- For every 20 travel RNs eliminated, the average hospital can save: \$4.2 Million

“

There are more new grads on the floor, they need precepting. Traveler nurses need orienting, we are still needing their support. We have more patients who are sicker and need to be in our care longer. There are just more nursing duties than ever before.

”

What Hawaii's Nurse Leaders Have to Say

Attrition

National Nurse Turnover

14-29%

- 97% Hawaii NRP 12-mo retention (7 year avg)
- 66%: Hawaii nurses who felt valued at work
- 50%: nurses felt their managers expressed genuine concern for their wellbeing

WRAP AROUND EFFORTS TO RETAIN OUR WORKFORCE!

Workplace wellness is a priority

Worksite Wellness

- Wellness Director (HPH)
- Caring Sciences (QMC)
- Employee benefits and gratitude efforts (AFC)

On-Site Professional Development

- OPM –UH Maui College LPN collaborative
- Nurse Aide on Lānaʻi - UH Maui College, OPM, Lānaʻi Kīnāʻole, HSCN, HSRHA
- Nurse Residency Programs (statewide, acute hospitals)

Retention

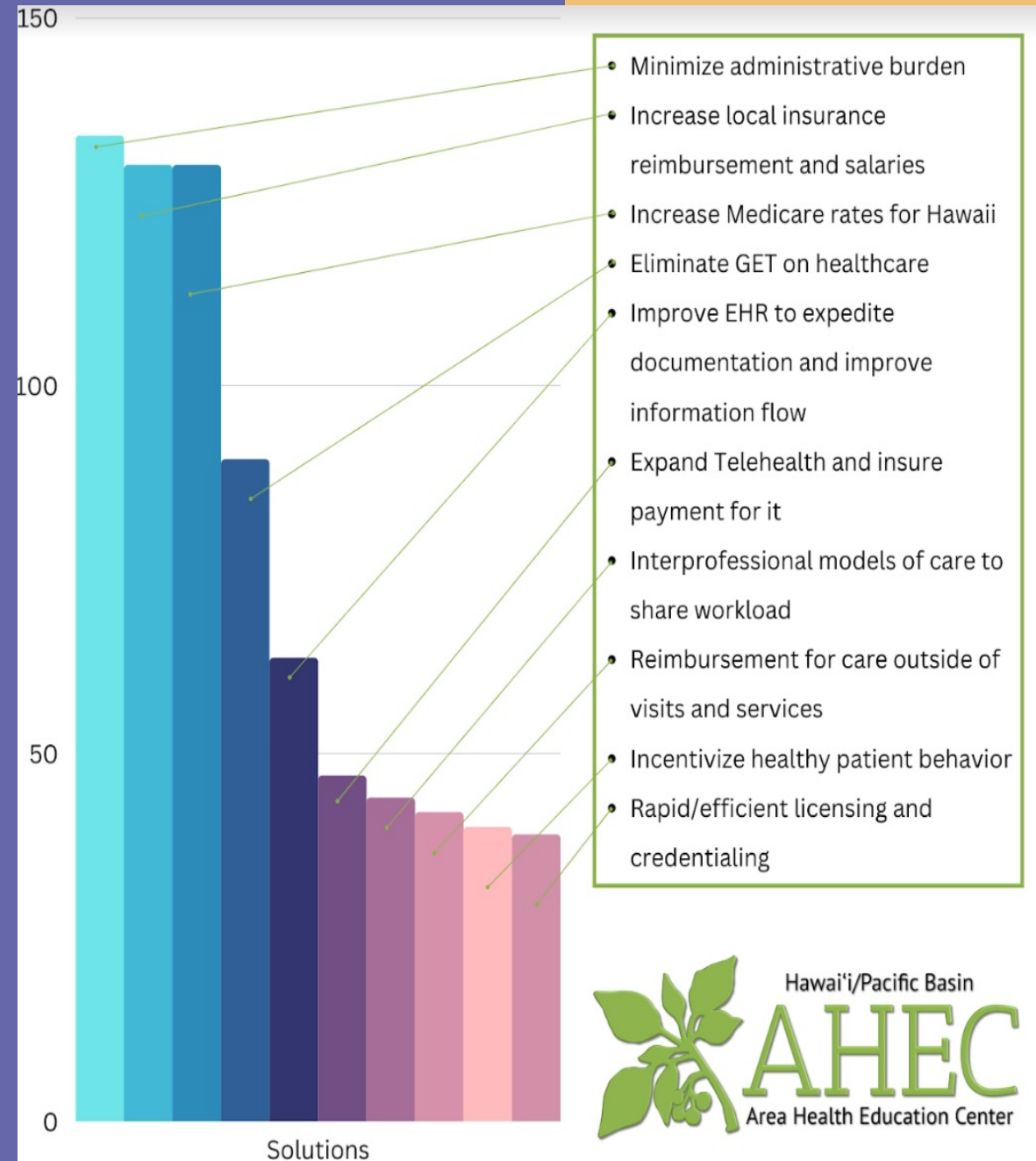
- Employment retention surveys (HMC, HPH)
- Changing compensation packages – everywhere?

RETENTION OF CURRENT PROVIDERS and RECRUITMENT of NEW:

INNOVATIVE IDEAS FOR PRACTICE SURVIVAL

SMALL GROUPS COMBINE RESOURCES AND PURCHASE EHR/STAFF/BILLING (OCHIN as an example)

ASYNCHRONOUS CARE AS AN ADDITIONAL TOOL FOR PROVIDERS (zipnosis as an example)



HOW TO RECRUIT?WHAT IF?

***LOAN REPAYMENT FOR ALL HAWAII PROVIDERS**

- \$40,000 to \$50,000 for anyone practicing in Hawaii with educational debt

<https://www.ahec.hawaii.edu/hslrp/>

HOUSING SUPPORT FOR ALL PROVIDERS

- PRIVATE/PUBLIC PARTNERSHIPS AND DONORS

***INTENSIVE RECRUITMENT AT CONFERENCES ON THE CONTINENT**



WILL THAT WORK?

NO!!

**We need to train more of all
healthcare workers

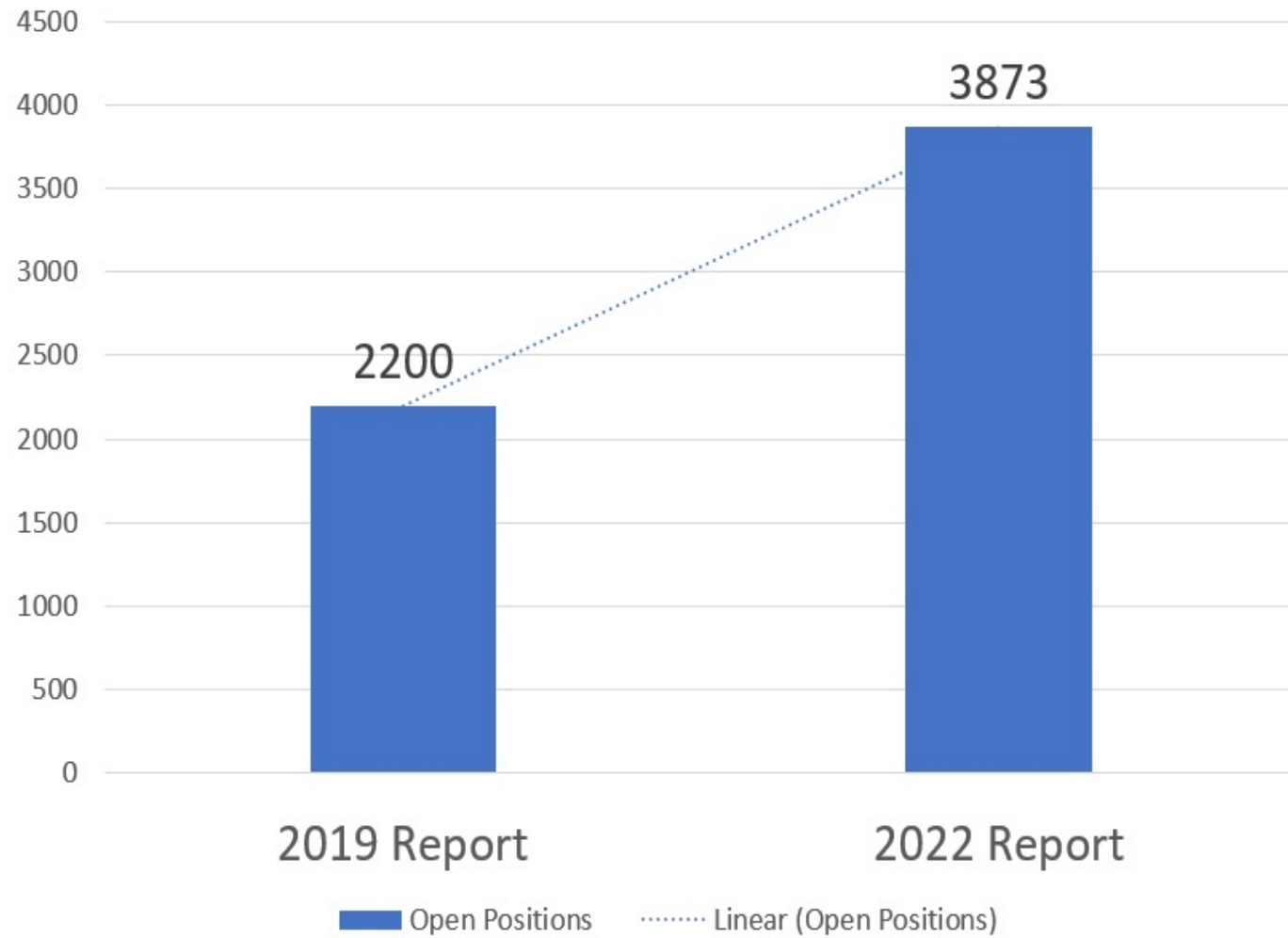
**We need to train them together
so they work well together

**We need to train them in their
communities so they stay there

**To the extent possible, they
need to be employed while they
train



Open Positions Grew by 76%



2019 HAH Report Priority Professions	Total
RN specialty	463
Certified Nurse Aide/NA	417
Medical Assistant	106
Licensed Practical Nurse	144
Phlebotomist	124
Personal Care Assistant	35
Social Worker	60
Patient Service Representative	110
Radiological Technologist	64

Pandemic
Exacerbated
needs

2022 HAH Report Priority Professions	Total
RN specialty	999
Certified Nurse Aide/NA	744
Medical Assistant	278
Licensed Practical Nurse	211
Phlebotomist	128
Personal Care Assistant	181
Social Worker	126
Patient Service Representative	111
Radiological Technologist	85

***BOLD** entry-level can be trained at the high school level

GLIDEPATH

A glidepath is an earn-and-learn pathway allowing working individuals to maintain their jobs while advancing health education credentials. It is a tool that employers utilize to retain their current workforce and attract new entry-level workers. In addition to traditional post-secondary education pathway programs, glidepaths offer a career progression pathway option.

HPH's Clinical Education for Teens: Current & Future Offerings

Current Offerings

- Medical Assistant
- Acute Care Nurse Aide
- Phlebotomy
- Surgical Instrument Processing Technician
- Patient Service Representative

Future Offerings

- Community Health Worker
- Emergency Medical Technician
- Surgical Technologist
- Ultrasonography
- Billing and Coding

HPH's Clinical Education for Teens: Program Overview and Success

- **Medical Assistant** – 2 semesters and 225 hours of clinical externships
- **Acute Care Nurse Aide** – 1 semester
- **Patient Service Representative** – 1 semester
- **Phlebotomy** – 1 month
- **Surgical Instrument Processing Technician** – 1 semester and 400 hours of internship
- So far, **368** students have completed these programs from **16** participating schools

Strategy Two: CNA+ to LPN Glidepath



Kehulali (above, right with daughter)

Pilot solutions – 2023

- Collaborators: HAH, UH Maui College, UHCC, HSCN, Hale Makua
- Employers: OPH and Kaiser/Local5
- Maui, Oahu, Kauai

Removes barriers

- Earn and Learn (online + clinicals @ work)
- CNA+ disadvantaged → CNA+ prioritized
- Wrap Services

Response

- Double LPN supply
- Phenomenal interest (students, educators, employers)
- Breakthrough: CNA employment attraction

Strategy Three: HPH Academy Innovations

Expanded academies to include nursing students during their senior semester

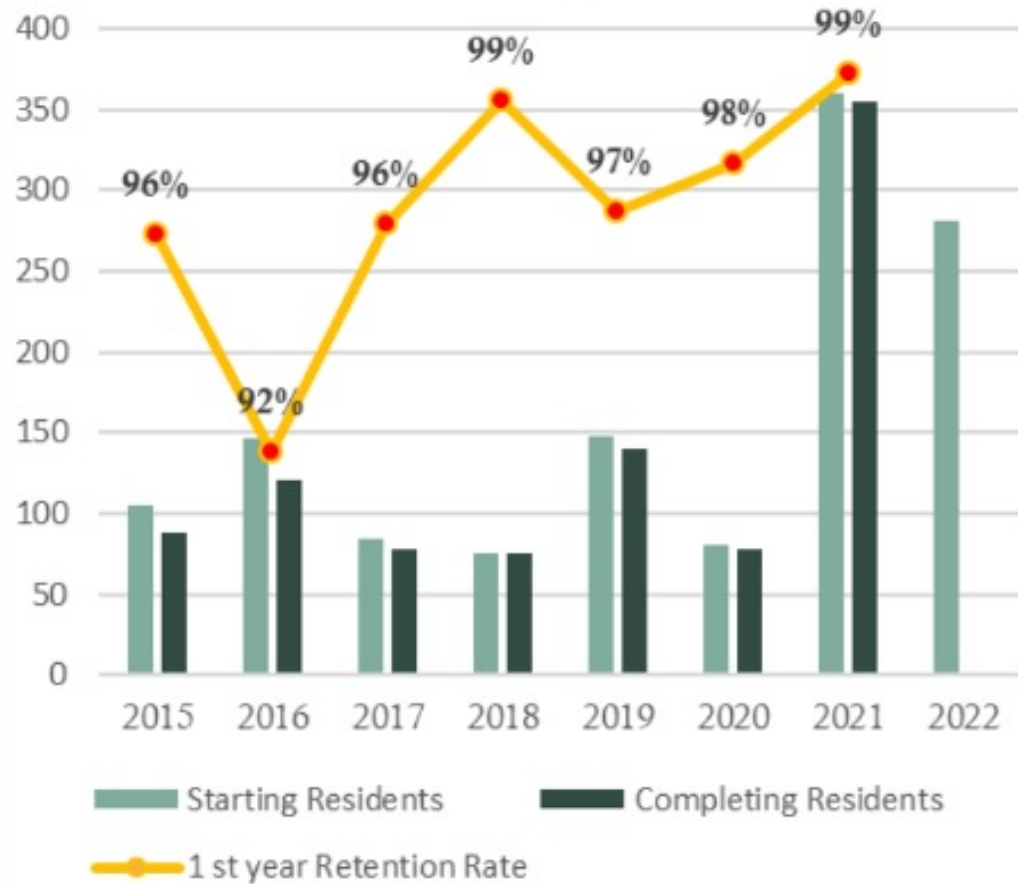
Partnering with Chaminade University, Hawai'i Pacific University and University of Hawai'i at Manoa

Academies coincide with senior nursing student semesters

Upon successful program completion, student is offered employment as a Graduate Nurse while they're pending licensure

Upon licensure, employee to transfer into RN role with an extended orientation

Hawai'i Nurse Residency Program
Retention Rate by Cohort Year



NURSE RESIDENCY PROGRAM SUCCESSES

NURSES SUPPORTED

1,666 new grads since 2012
32 specialties since 2021
545 preceptors since 2021

COUNTIES AND HOSPITALS

Since 2021, all counties represented
2014: 5 facilities; 2020: 8 facilities; 2022: 14 facilities

2021-2022 RETENTION AND IMPACT

99% 12-mo retention vs 73% nationally
7% of all RNs engaged in NRP program since June 2021

RURAL AND INTER-PROFESSIONAL TRAINING OPPORTUNITIES

Hawaii Island Family Medicine Residency Program

CZI-36 physicians for Kauai

Rural summer experiences

Expand JABSOM to 100 students with >1/3 from and working on neighboring islands



RESOURCES AVAILABLE

Help for any student interested in a health career in Hawaii: Test taking, mentoring, advising, shadowing, career orientation, college and career skills, soft skills, interview skills, essay and application assistance, research experience: <https://www.ah.ec.hawaii.edu/phcc/>



HAWAII U TELEHEALTH

FREE PRIMARY & BEHAVIORAL TELEHEALTH SERVICES FOR NEIGHBOR ISLANDS, RURAL OAHU & THOSE WHO ARE HOUSELESS

RURAL RESIDENTS OF HAWAII GET FREE
CONFIDENTIAL PRIMARY &
BEHAVIORAL TELEHEALTH
SERVICES THROUGH 2023!



APPOINTMENTS AVAILABLE FOR:

- FAMILY MEDICINE/PRIMARY CARE
- COUNSELING FOR MENTAL HEALTH & SUBSTANCE USE
- MENTAL HEALTH EVALUATION & MEDICATIONS

HEALTH INSURANCE NOT REQUIRED

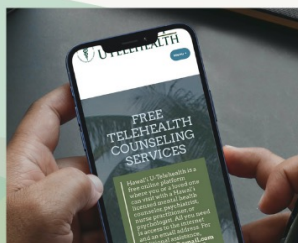


NO COMPUTER? NO INTERNET?
NOT AT EASE NAVIGATING TELEHEALTH?
HAWAII U TELEHEALTH CAN HELP!
TELEHEALTH IS LIKE HAVING A DOCTORS
OFFICE IN YOUR HOME. WE COME TO YOU!

VISIT: [HAWAIIUTELEHEALTH.ORG](https://hawaiiutelehealth.org)

EMAIL: UTELE@HAWAII.EDU

CALL: 808-375-2745



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*Bringing Well Trained and Culturally
Competent practitioners to and back to
Hawaii's shores*

Here to help you on your journey to Practicing in Hawai'i

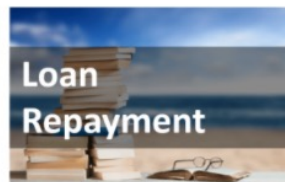
Learn about resources available to you as a physician, talk to recruiters at the major health providers and other professionals in your community.

Fresh fish, choice waves and a short drive to auntie's house are just a few of the perks of practicing in Hawai'i. Whether you're looking for a new home, there is a lot to love. People here have a great sense of responsibility to the land and their community. What they love about their home. *Kokua*, or care, permeates throughout many work places; even being shown between friends, surfing, try that new restaurant or just stop off for some *poke* for the family on your way home.

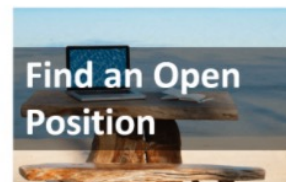
To ensure this way of life for future generations, we need YOU. The region faces profound health and educational disparities, including a shortage of over 1000 physicians. Hawai'i has a small and isolated health workforce with minimal resources.



Learn More About



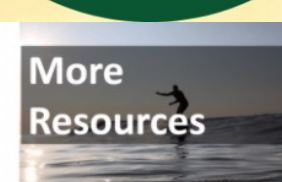
Loan
Repayment



Find an Open
Position



Housing &
Financing



More
Resources

Need more reasons to work in Hawai'i?

WHAT I WANT TO GET ACROSS

1. Lots of help for students of all age to pursue health careers. www.ahec.Hawaii.edu and more resources coming soon!
2. Rural and interprofessional training expanding, people can get involved locally
3. Recruitment activities through Hawaii Physician Recruiters Group and AHEC
4. Loan repayment exists, housing assistance planned, intensive recruitment on Continent in the works

5. Continuing Education and health careers training at all levels!



<https://www.hawaiiecho.info/>



6. All Ideas welcome!

STRATEGIES TO MEET HAWAII'S WORKFORCE NEEDS

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