



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

Meeting Minutes

May 11, 2023

12:00 Noon Hawaii Time

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

MEMBERS: Katherine Finn Davis, Collette Kon Hilary Okumura, Charlene Takeno.
MEMBERS ABSENT: Tori Abe Carapelho, Wesley Sumida
GUESTS: Janna Hoshide, Jodi Hashimoto
SHPDA: John Lewin, Wendy Nihoa

ATTENDANCE RECORD OF APPOINTED MEMBERS

Date	5/12/2022	6/9/2022	7/14/2022	8/11/2022	9/8/2022	12/8/2022	2/9/2023	3/9/2023	4/13/2023	5/11/2023
Tori Abe Carapelho**	X	X	X	X	X	X	X	X	X	O
Katherine Finn Davis*	X	X	X	X	X	X	X	X	X	X
Colette Kon	O	O	X	X	X	O	X	X	O	X
Hilary Okumura	X	O	X	O	O	X	O	X	X	X
Wesley Sumida	X	X	O	O	X	X	O	X	O	O
Charlene Takeno	X	X	X	X	X	X	X	X	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 12:02 p.m. by K. Finn Davis, Chairperson, HONSAC presiding.	
Roll Call	Member, Staff and Guest introductions.	
Meeting Minutes	The minutes of the April 13, 2023 meeting were reviewed and unanimously approved. Call for public testimony – none.	
Administrator’s Report	The Administrator’s Report was distributed and reviewed. All CON applications and decisions may be found on the SHPDA website @ https://health.hawaii.gov/shpda/	
Presentation	A presentation on “The Healthcare Workforce Initiative” was given by Janna Hoshide, Senior Director of Workforce Development, Healthcare Association of Hawaii. and the “Community Health Needs Assessment”, by Jodi Hashimoto, Partner, SH Consulting, LLC. A copy of both presentations is hereby attached as Attachment A and Attachment B respectively. A brief discussion followed each presentation.	
State Health System Reform Planning Update	SHPDA Administrator, J. Lewin, provided a briefing on plans for SHPDA with regards to health systems reform.	
Standing Committee Reports	Plan Development Committee. T. Carapelho, Chair was not present. W. Nihoa mentioned T. Carapelho identified members to join the committee and a tentative committee meeting has been scheduled. Membership Committee. C. Takeno, Chair, reported emailing the membership survey and encouraged members to respond. Survey results will be utilized to develop a recruitment strategy. The survey link will be resent to members and results will be shared at the next	C. Takeno to email membership survey

	meeting. C. Takeno also reported two new HONSAC applicants.	link.
Announcements	SHPDA. Legislation HB712 HD1 SD1 regarding the recording of public meetings. Membership. Members were encouraged to review their council terms.	
Next Meeting	June 8, 2023, 12 noon.	
Adjournment	The meeting was adjourned at 12:57 p.m.	



Healthcare Association
of Hawaii

HAWAI'I HEALTHCARE
WORKFORCE INITIATIVE

2022 REPORT

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**THE QUEEN'S
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HAWAI'I
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KAPĪ'OLANI
PALI MOMI
STRAUB
WILCOX



Janna Hoshide

Sr. Director Workforce
Development

Jhoshide@hah.org

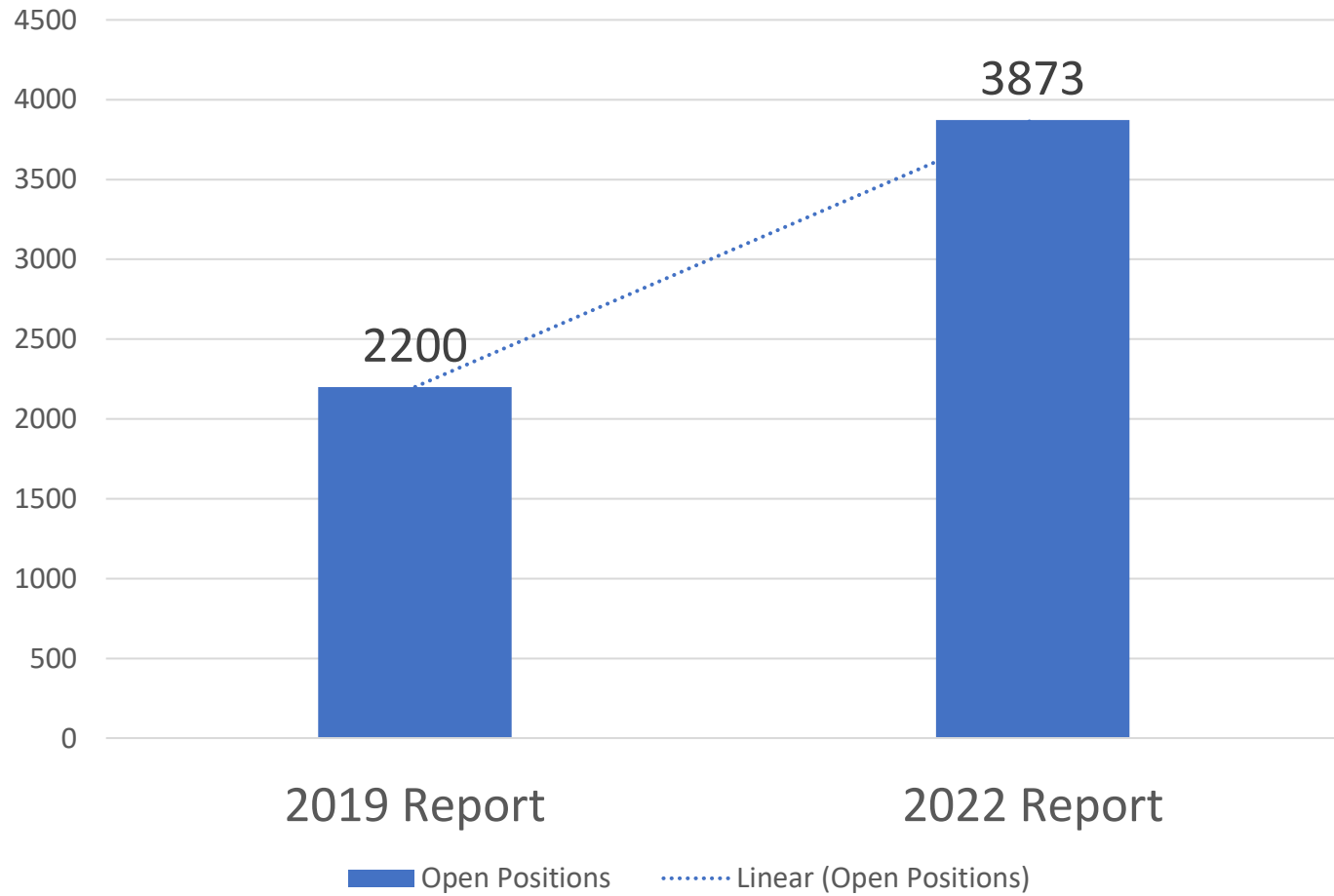
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Methodology

- 2022 report builds upon baseline findings of inaugural 2019 report
- Data collected February – June 2022
- 89 non-physician, patient-facing
- Survey results show statewide workforce needs across:
 - Acute hospitals
 - Health system clinics
 - Skilled nursing facilities*
 - Assisted living facilities*
 - Home health
 - Hospice*
 - Other (FQHCs, Physician Offices, Payers, Physical Therapist Providers, etc.)
 - By Island*

* Extrapolated

Open Positions Grew by 76%



Largest Need Professions

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

**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

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

Nursing Specialty

- RN specialty positions account for the greatest number of openings in 2022
- 999 positions open of 7,282– more than double the 463 open in 2019
- LPNs (211)
- Top RN specialty openings:
 - Other Clinical – 210
 - Critical Care – 113
 - Gerontology – 109**
 - Medical-Surgical – 81
 - Home Health – 73**
 - Emergency/Trauma – 65
 - Perioperative – 65
 - Telemetry – 64
 - Mental Health – 52**

Top Openings – by Care Setting

Job Openings — by Care Setting

Care Setting	2022						2019		
	Average Difficult to Fill Rating*	Average Turnover Rate	Filled Positions	Open Positions	Total Positions	Percent Open	Open Positions	Total Positions	Percent Open
Hospitals	2.2	16%	10,317	1,848	12,165	15%	961	11,957	8%
Health System Clinics	2.1	22%	1,877	332	2,209	15%	283	3,105	9%
Skilled Nursing Facilities	2.1	26%	2,961	634	3,595	18%	401	3,496	11%
Assisted Living Facilities	2.3	29%	703	114	817	14%	80	709	11%
Home Health	1.8	33%	515	332	847	39%	153	500	31%
Hospice	2.1	17%	552	116	668	17%	68	562	12%
Other	2.1	18%	2,578	497	3,075	16%	254	1,806	14%
TOTAL	2.1	20%	19,503	3,873	23,376	17%	2,200	22,135	10%

*Difficult to Fill Rating scale: 1 – Very difficult 2 – Moderately difficult (can be filled within 6–12 months) 3 – Normal (can be filled within 6 months) 4 – Oversupply

Source: Healthcare Association of Hawai‘i, 2022

Top Openings by Island – Oahu

- Oahu has 67% of all openings statewide

Oahu Openings:

- 43% in hospitals
- 16% in skilled nursing facilities
- Greatest demand for nursing assistants and CNAs – 16% of all openings
- Total RN demand = 610



Top Openings by Post-Acute Setting

SNF: CNA, LPN, RN

ALF: CNA, LPN

Home Health: Personal Care Assistant, RN

Hospice: RN, CNA



Pandemic Exacerbated Needs

- Patient care needs increased → burnout, retirement
- Multi industry workforce shortage → entry-level wage war
- Healthcare costs increased → reimbursement rates ≠ cost of care
- Skilled nursing facilities staff shortage increases hospital census
- Disruption of education programs (capacity)
- Increase demand for HR, clinical educators → slows ability to hire

How do we compete for talent?





Employees Want Additional Opportunities for Career, Skills Development

By Paul Bergeron
March 24, 2022

"You shouldn't be doing anything about the Great Resignation," he said. "You should be doing something about employee experience. Every potential employee wants to know two things: 'What are the skills that I need?' and 'What are the programs that you have in place to support me?' If you don't have answers, they likely won't want to work for your company.

"At this point, everyone wants to go to the next level and be informed of how to do it," he added. "You need to have this structure and opportunity in the first place to attract talent."

Gap Between Desires and Opportunities

The index reported that 68 percent of workers say they would stay with their employer throughout their career if the employer made an effort to upskill them, while 65 percent of workers said they would stay throughout their career if their employer made an effort to reskill them.

Yet the index showed that 40 percent of employees do not see a clear path to advance their careers; younger and Latino workers and those making under \$50,000 per year are most likely to feel that way.

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.

Glidepath

HWI REPORT 100+ OPEN POSITIONS

Entry-level positions

(nurse aide, patient service representative, phlebotomist, medical assistant etc.)

Nurses
(LPN, RN)

STRATEGIES TO ADDRESS KEY FINDINGS

HWI Strategy One: Increase Entry-level Health Certification Pipeline


HWI Strategy Two: Attract and Retain Healthcare Workforce Through Glidepaths

HWI Strategy Three: Expand Nurse Residency and Transition-to-Specialty RN Programs



Healthcare Workforce Development

Federal Grant Funding – Good Jobs Hawaii

- 3 years, \$35M (Healthcare largest sector)
- Healthcare lead: 
- Short-term training and job placements (stipend)
 - Entry: CNA, Phlebotomist, Patient Service Rep, Medical Assistant, etc.
 - LPN (24 students)
 - Nurse Residency and Transition to Practice (summer)
- Sheltered cohorts (employer recruits, UH trains)
 - [Good Jobs Hawai`i — Healthcare Association of Hawaii \(hah.org\)](https://www.goodjobshawaii.org)
 - Step 4: I'm Ready To Hire
 - Click [here](#) to complete the employer hiring intake form



[Goodjobshawaii.org](https://www.goodjobshawaii.org)



Healthcare Workforce Development

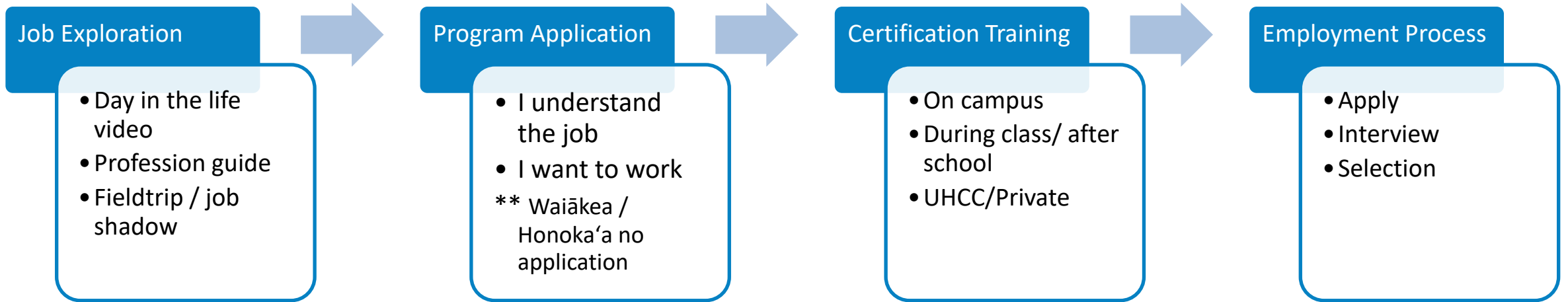
High School Pilot Program (seniors only)

Island	High School	Program/Class	Program Status
Oahu	Farrington/McKinley	Certified Nurse Aide	Employment process
Oahu	Kailua	Phlebotomy	Employment process
Oahu	HNL / Windward District	Certified Nurse Aide	Summer Start
Oahu	Wai'anae	Patient Service Representative	Employment process
Kauai	Kauai High	Certified Nurse Aide	Employment process
Hawaii	Honoka'a	Medical Assistant	Employment process
Hawaii	Waiākea	Certified Nurse Aide/ Nurse Aide	Employment process
Hawaii	West Hawaii District	Certified Nurse Aide/ Nurse Aide	Summer Start
Maui	Maui High – Not HAH	UHMC - Certified Nurse Aide	Maui Job Fair



Healthcare Workforce Development

High School Pilot Program (seniors only)





Healthcare Workforce Development

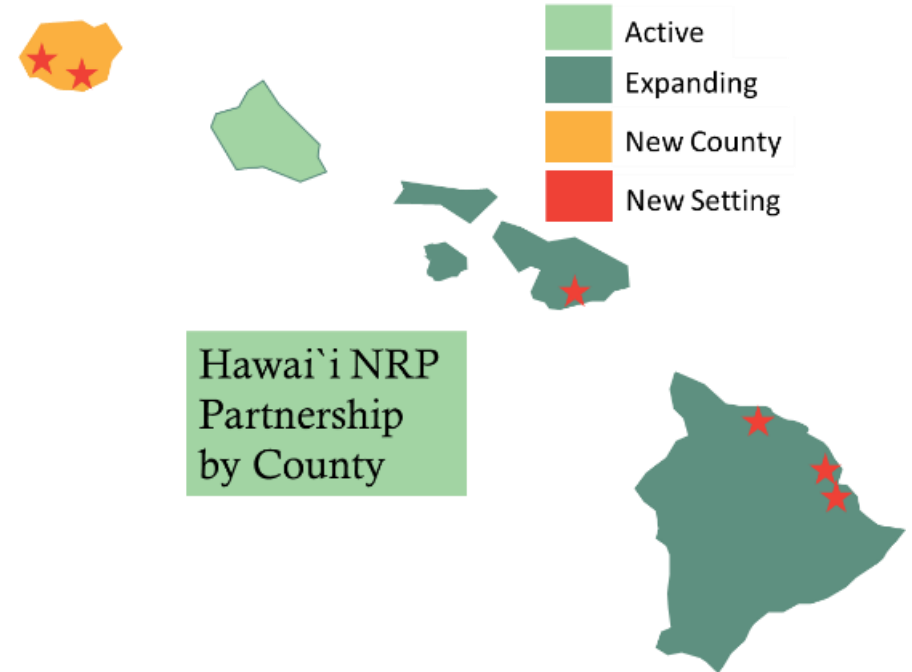
CNA+ to LPN Glidepath (earn and learn)



- Innovation team 2021: HAH, UHMC, UHCC, HSCN, OPH/Hale Makua, Local 5/Kaiser
- UHMC : Maui, Oahu x 2, Kauai
 - 4 pilot cohorts started 1/9
 - OPH and Kaiser (earn-and-learn)
- Design = removed entry barriers/increased access
- Attraction and retention
- Expansion Strategy
 - 6 more cohorts requested (60+ more students)

Healthcare Workforce Development Nurse Residency

- 1,569 new graduate nurses
- Healthstream
- 544 started new program in 2021 (53% increase)
- Transition to specialty



More information: <https://www.hawaiicenterfornursing.org/informational-briefs/>



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HEALTHCARE ASSOCIATION OF HAWAII

2021 COMMUNITY HEALTH NEEDS ASSESSMENT

COMMUNITY HEALTH NEEDS ASSESSMENT (CHNA)

- IRS requires that non-profit hospitals conduct an assessment every three years
- The Healthcare Association of Hawaii (HAH) and its participating member hospitals worked collectively to conduct the CHNA utilizing a consultant, solicited through an RFP process.
- Consultant: Ward Team led by Becki Ward (Ward Research, Inc.) with Becky Soon (Solutions Pacific, LLC)
- The report was publicly released in March 2022 and is available on the HAH website: <https://www.hah.org/chna>
- Each hospital then used the collaborative report to develop a hospital specific CHNA

COMMUNITY HEALTH NEEDS ASSESSMENT –Participating Hospitals

1. Adventist Health Castle
2. Kahuku Medical Center
3. Kaiser Permanente Moanalua Medical Center
4. Kapiolani Medical Center for Women and Children
5. Kuakini Medical Center
6. Kula Hospital
7. Lanai Community Hospital
8. Maui Memorial Medical Center
9. Molokai General Hospital
10. North Hawaii Community Hospital
11. Pali Momi Medical Center
12. The Queen's Medical Center - Punchbowl
13. The Queen's Medical Center - West Oahu
14. Rehabilitation Hospital of the Pacific
15. Shriners Hospitals for Children
16. Straub Medical Center
17. Sutter Health Kahi Mohala
18. Wahiawa General Hospital
19. Wilcox Medical Center

COMMUNITY HEALTH NEEDS ASSESSMENT

- The 2018 CHNA helped to broaden the conversation and deepen our understanding of what makes ours a healthy Hawai'i.
- The 2021 charge was to build on and provide an update to 2018, including looking through a COVID-19 lens.

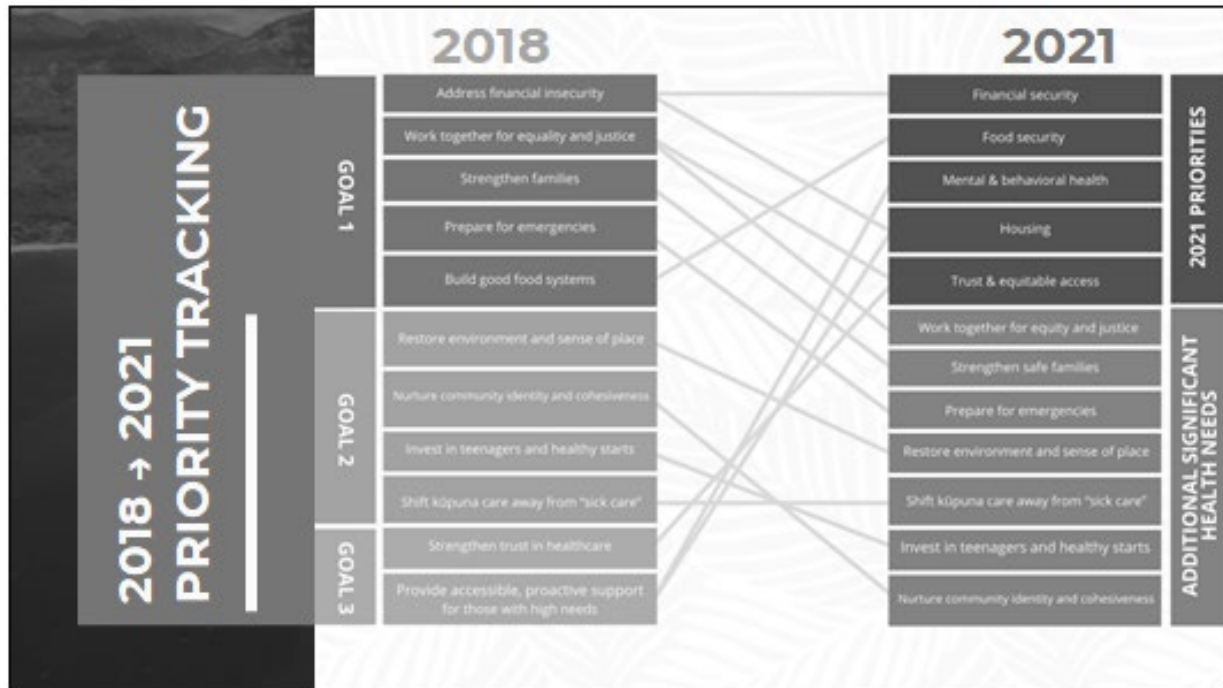


HO'OLŌKAHI

- The 2021 Steering Committee was comprised of hospital representatives
- The 2021 Community Advisory Committee included key stakeholders and community leaders
- The Ho'olōkahi process included:
 - *review of the 2018 priorities*
 - *synthesis of the input from all interviews and meetings*
 - *iterative process of prioritizing and providing feedback to 2021 significant health needs*

KEY FINDINGS

- 2018 Priorities saw a movement towards recognizing upstream social determinants of health
- All of the identified social determinants of health remain important and are called “Significant Health Needs” as identified in the IRS language
- COVID-19 helped to expose pre-existing cracks in the foundation, while both exacerbating many needs and identifying opportunities towards others
- 2021 Priorities were identified as: Financial Security, Food Security, Housing, Mental & Behavioral Health, and Trust & Equitable Access



2021 PRIORITIES

Roots - Significant Health Needs.
The 2018 priorities remain urgent and are now referred to as: "Significant Health Needs"

Stream - 2021 Priorities.
These five needs were identified as Priorities for 2021. They are pervasive, and flow like water, uniting communities and healthcare systems and nourishing positive outcomes.

Branches - Strategy Concepts.
Suggested strategies for hospitals and communities to collaborate on upstream social determinants of health.

Leaves - Positive Health Outcomes.
Consists of the good health outcomes that can be accomplished throughout communities.



Priority Significant Health Needs

Financial Security
Food Security
Mental Health
Housing
Trust & Equitable Access

- Each of the elevated priority areas are covered in further detail in the report, including relevant secondary data, insights from the community, lived experiences from community members, and best practices.
- New to the 2021 report are Possible Strategies for consideration by the hospitals interested in actionable steps, recognizing that hospitals may already be engaged in some of these strategies

APPENDICES

- A: Shared Kuleana Strategies
- B: Statewide Healthcare Facilities
- C: Steering Committee
- D: Community Advisory Committee
- E: Community Meetings
- F: Key Informants
- G: UH Partnership

COMMUNITY HEALTH NEEDS ASSESSMENT

- We hope that you visit the HAH CHNA landing page: <https://www.hah.org/chna>
- You will find the 2021 report there along with other related materials.
- The 2024 reporting cycle is fast approaching. We will begin planning for the 2024 report in Q3 of this year.

