



Hawaii's Healthcare Workforce

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AVP, Workforce Development

Healthcare Association of Hawaii



HAH and its Membership

- **Started in 1939**
- **Non-profit trade association 501(c)(6)**
- **Currently, over 170 Members across the continuum of care:**
 - All acute care hospitals in the state
 - All private and public skilled nursing facilities
 - All Medicare-certified home health agencies
 - All hospices
 - Majority of assisted living facilities
 - Type II Adult Residential Care Homes (ARCH)
 - Associate and Affiliate members include educational institutions, case management providers, air and ground ambulances, the Blood Bank of Hawaii, respiratory therapy providers, durable medical equipment suppliers, home infusion/pharmacies, and more.



The Need





Healthcare Association
of Hawaii

HAWAI'I HEALTHCARE
WORKFORCE INITIATIVE

2022 REPORT

SPONSORED BY



THE QUEEN'S
HEALTH SYSTEM

HAWAI'I
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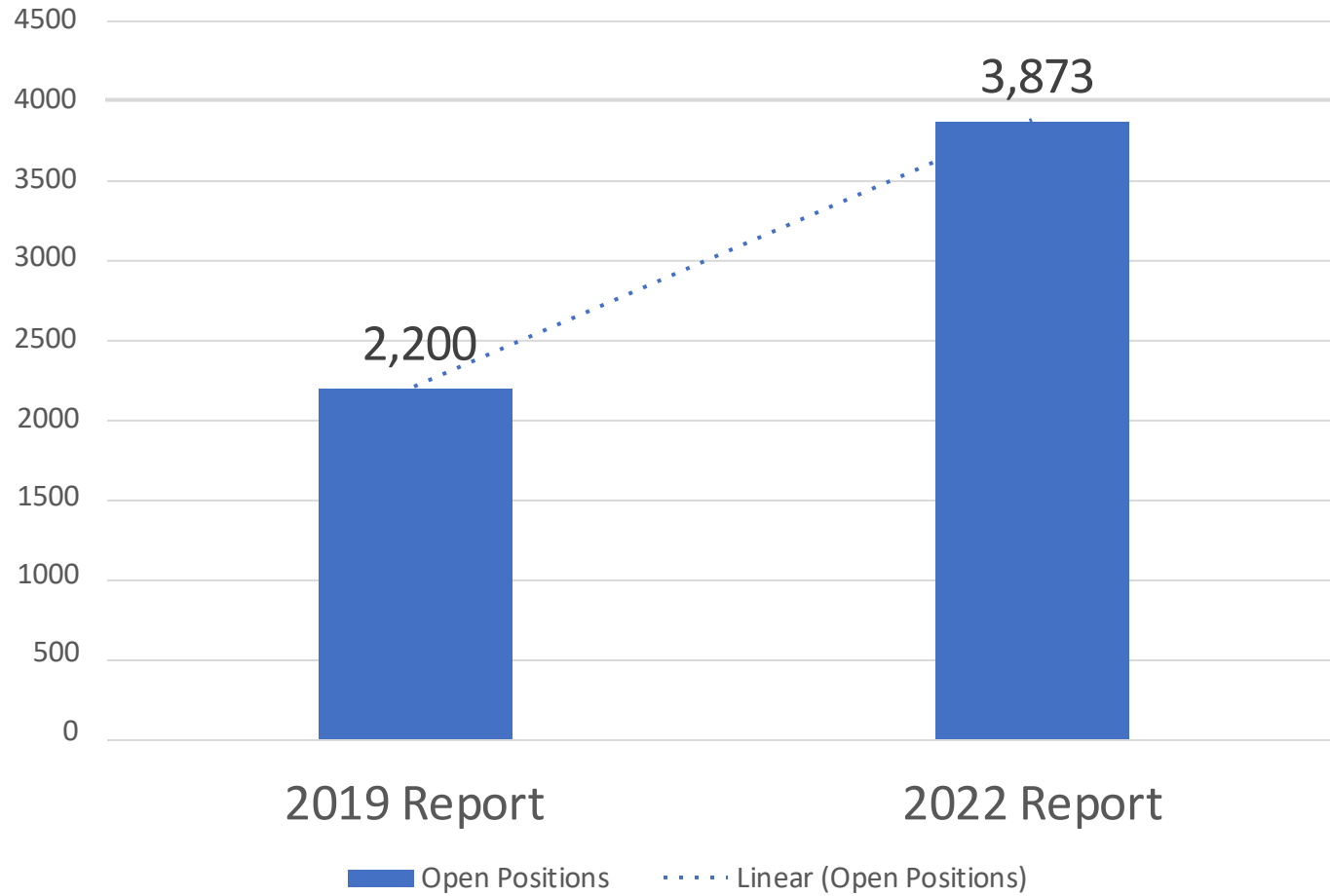
KAPI'OLANI
PALI MOMI
STRAUB
WILCOX

MAUI
HEALTH



Full 2022 report can be found at <https://www.hah.org/healthcare-workforce-initiative>

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
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

Entry level

Nursing

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



The Solution



HWI REPORT TOP OPEN POSITIONS

Entry-level positions
1,560 (40%)

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

Nurses
LPN **211**, RN **999 (31%)**

STRATEGIES

HWI Strategy 1: Increase Entry-level Health Certification Pipeline

HWI Strategy 2: Attract and Retain Through Glidepaths

HWI Strategy 3: Expand Nurse Residency and transition-to-Specialty RN Programs

INITIATIVES

1.1 Career Awareness and Attraction

1.2 High school certificate workforce programs

1.3 Adult (UHCC+) health certificate programs

2.1 CNA+ to LPN Glidepath Pilot

2.2 Create new Glidepaths

3.1 Nurse Residency Acute

3.2 Nurse Residency LTC

3.3 Transition to **Specialty**

Strategy 1: Increase Entry-Level Health Certification Pipeline 1.1



- ✓ **1.1 Career Awareness and Attraction**
 - CTL – Waipahu High: Market Research
 - Health Sector Partnership – 8th grade recruitment project/ community of practice

Strategy 1: Increase Entry-Level Health Certification Pipeline 1.1



✓ 1.1 Career Awareness and Attraction

- High School Health Pathway Classroom/Lab Renovation (38)
 - ✓ Partners: DOE, G70, 3R
 - ✓ Support: Legislators, Gov, LG
 - ✓ Funders interested
 - ✓ Waianae – Design complete; Cost Estimate phase
 - ✓ Waiakea – Design in final review
- Waipahu Academic Health Center

Strategy 1: Increase Entry-Level Pipeline – 1.2 High School Programs

Participation

100+
Students

14 schools

CNA, MA, PSR, Phlebotomy



Improvements Implemented

- Better screening for interest in working
- More hands-on clinical → builds student confidence
- Professionalism, Punahale training
- Student check-in meeting

Completion Rate

98%

Summer cohorts in process (not included)

Lead



Employment Rate

70% All

75% CNA

Some students are still in process

Strategy 1: Increase Entry-Level Health Certification Pipeline 1.3

SECTOR ENROLLMENT GOALS	Target # of GJC Participants	Current # of Participants (Feb 2024)
Healthcare	1,650	2,332
Technology	650	320
Clean Energy/Skilled Trades	400	391
Creative Industries	300	18
Total	3,000	3,061 (32% NHPI)

1.3 Adult (UHCC+) health certificate programs

➤ Healthcare exceeded participation goal

- HAH priority professions: **1,255** trained students
 - **120+ classes** (CNA, MA, PSR, Phlebotomy, RT, Nursing, and Pharm Tech)
- **418** employed

*participants have 6 months to secure employment

Strategy 2: Attract and Retain Through Glidepaths

2.1 CNA+ to LPN Bridge Glidepath

- DoC Assistant Secretary Alejandra Castillo
- 2024 – Maui, Kauai, Oahu and Hawaii Island * new
- **31** graduates – 85% pass rate vs. 80% goal
- **36** new student

2.2 New Glidepaths

Employer:

- Hilo Medical Center: Nurse Assistant to Medical Assistant
- Kona Community Hospital: Surg Tech
- Waianae Coast Comprehensive: PSR/Clinical Assistant to MA



HB1827 Signed

- Health pathway high school classroom/lab renovation / GIA
 - \$1M = 7/38 classrooms
- High school healthcare certificate employment programs
 - \$750K = 175 students
- CNA+ to LPN Bridge (glidepath)
 - \$700K = 50 working students



Strategy 3: Expand Nurse Residency and Transition-to-Specialty

Hawaii State Center for Nursing + HAH

- ✓ 3.1 Nurse Residency Acute = 202
- ✓ 3.2 Nurse Residency LTC * NEW = 12
- ✓ 3.3 Transition to Specialty- * NEW = 423
 - ICU
 - ED
 - Neonatal
 - Perinatal
 - OR
 - OB

HealthStream™

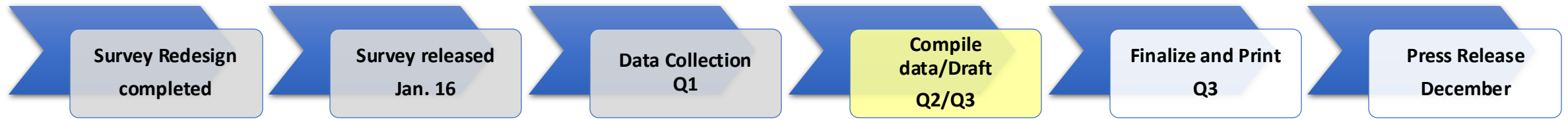
GOOD JOBS CHALLENGE – Specialty Training

Specialty Curriculum Content Covered by Good Jobs	HAH Stipend
Essentials of Critical Care Orientation (ECCO) - ICU Track	1000
Essentials of Critical Care Orientation (ECCO) - PCU Track	1000
Clinical Practice - Competent Pathway (ED Competent)	1000
Clinical Practice - Novice Pathway (ED Novice)	1000
Essentials of Pediatric Critical Care Orientation (EPCCO)	1000
Nurse Leadership & Management (Leadership)	
Neonatal Orientation and Education Program, Fourth Edition (NOEP)	1000
Perinatal Orientation and Education Program (POEP)	1000
AORN Periop 101: A Core Curriculum OR (Periop 101 OR)	1000
AORN Periop 101: A Core Curriculum Ambulatory (Periop 101 ACS)	1000
AORN Periop 101: A Core Curriculum Cesarean Section (Periop 101 Cesarean)	1000
Nurse Transition to Specialty: Behavioral Health (PsychHub Mental Health Ally)	
Nurse Transition to Specialty: Gerontology using Onboarding with Jane®	1000
Nurse Transition to Specialty: Case Management/Utilization Review (finThrive Edu.)	1000
Nurse Transition to Specialty: Primary and Ambulatory Care with Jane	
Nurse Transition to Specialty: Renal Disease and Dialysis (ERSCO) using Onboarding with Jane®	
Nurse Transition to Specialty: Oncology	
Nurse Transition to Specialty: Progression	
Nurse Transition to Specialty: Cardiac Care	
AACN: Fundamental Skills for Nurse Manager	
Medical Assistant Orientation	

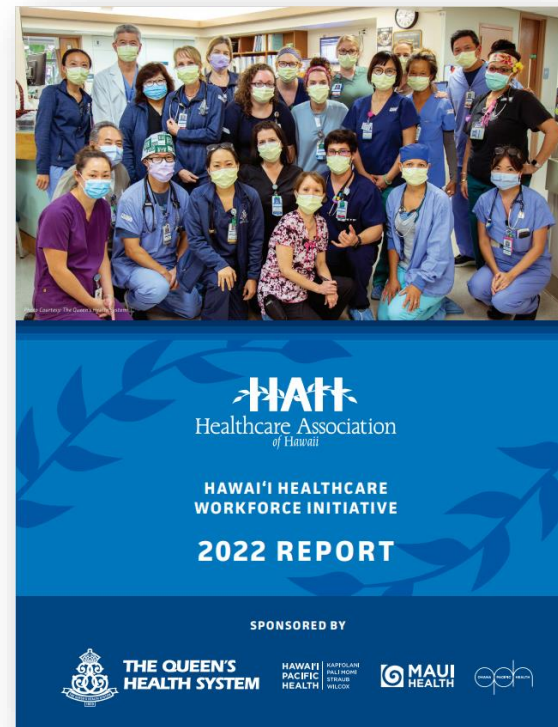
GOOD JOBS CHALLENGE – Specialty Continued

Specialty Curriculum Content Covered by Good Jobs	HAH Stipend
Quality OB	1000
Quality OB Bundle: Postpartum	1000
Quality OB Hypertension in Pregnancy and Postpartum for Emergency Staff	1000
Quality OB Implicit Bias, Neonatal Abstinence Syndrome and Opioid Use Disorder	1000
Senior Care Complete	1000
AACN: Essentials of ECG and Dysrhythmia Monitoring	
Care Coordination and Transition Management Library	1000
Basics of Lactation Management Nursing	
Psych Hub Practitioner and Mental Health Ally Library	
The S.T.A.B.L.E. Program Online	
HCP: Home and Hospice Library	1000
Telehealth Services	
Essentials of Neonatal Critical Care Orientation (ENCCO)	1000
Essentials of Pediatric Acute Care Orientation (EPACO)	1000
ROAS: Opioid Misuse Micro-Cert	
ROAS: Foundations in Opioid Administration Micro Cert	
Nurse Manager Certificate Program	
HealthCare Leader Certificate program	1000
Health Equity & Belonging	1000
Advanced Resuscitation Training (ART)	
CE Unlimited	

2024 Workforce Survey



- Good participation
- Member meetings – data review: May/June
- Data refresh – July
- Press release – December





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