



Healthcare Workforce Initiative



More than 160 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 the assisted living facilities
- Affiliate members include education institutions
- Associate members include case management, air and ground ambulance, blood bank, respiratory therapy, durable medical equipment suppliers and home infusion/pharmacies.



American Hospital
Association

AHCA[®]
AMERICAN HEALTH CARE ASSOCIATION

NCAL[®]
NATIONAL CENTER FOR ASSISTED LIVING



HOME CARE & HOSPICE
National Association for Home Care & Hospice

The logo for the National Association for Home Care & Hospice features a stylized graphic of an American flag (stars and stripes) above the text 'HOME CARE & HOSPICE' in a blue, serif font. Below this, the full name 'National Association for Home Care & Hospice' is written in a smaller, blue, sans-serif font.

American
Association for
Homecare
Caring that Feels Right at Home

The logo for the American Association for Homecare features a red graphic of a house with a white outline, positioned to the left of the text 'American Association for Homecare' in a blue, serif font. Below the text, the tagline 'Caring that Feels Right at Home' is written in a smaller, red, italicized, sans-serif font.

Healthcare Workforce Initiative

Hawaii healthcare employers, educators, workforce development and regulatory organizations collaborating to create interconnected solutions that meet current and future healthcare workforce needs across the continuum of care.

Phase I – Supply 2018

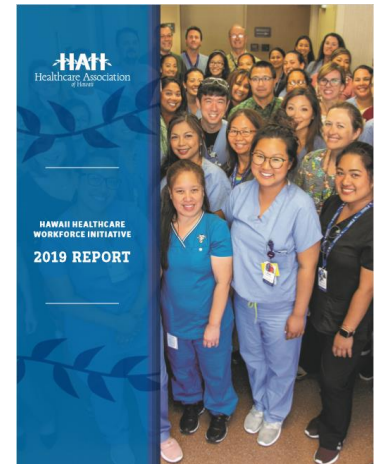
- Identification of 76 priority non-physician patient facing professions
- Identification of programs offered by educational institutions for these professions
- Identification of 200+ training/certification programs offered by HAH members

Phase II – Demand Q4 2018-Q1 2019

- Member survey of 5-year demand for the 76 professions
 - Open and vacant positions, full time and part time, and rating of difficulty to fill
 - Included non-members i.e., FQHCs, payers and IPAs

Hawaii Healthcare Workforce Initiative 2019 Report

- 2,200 open positions, 76 professions
- High needs: Medical Assistant 106; Nurse Aide 417; Specialty Nurses 460; Patient Service Representative 110; Phlebotomist 124



Open Job Estimates/ Demand for Entry Level Priority Professions

2021 Open Priority Position Estimates	Total
Clinical Assistant/Nurse Aide	173
Certified Nursing Assistant (CNA)	393
Home Health Aide	48
Phlebotomist	75
Medical Laboratory Technician	20
Licensed Practical Nurse	108
Total	813*

- Position demand outweighs the “supply” (number of trained and qualified candidates for a position)

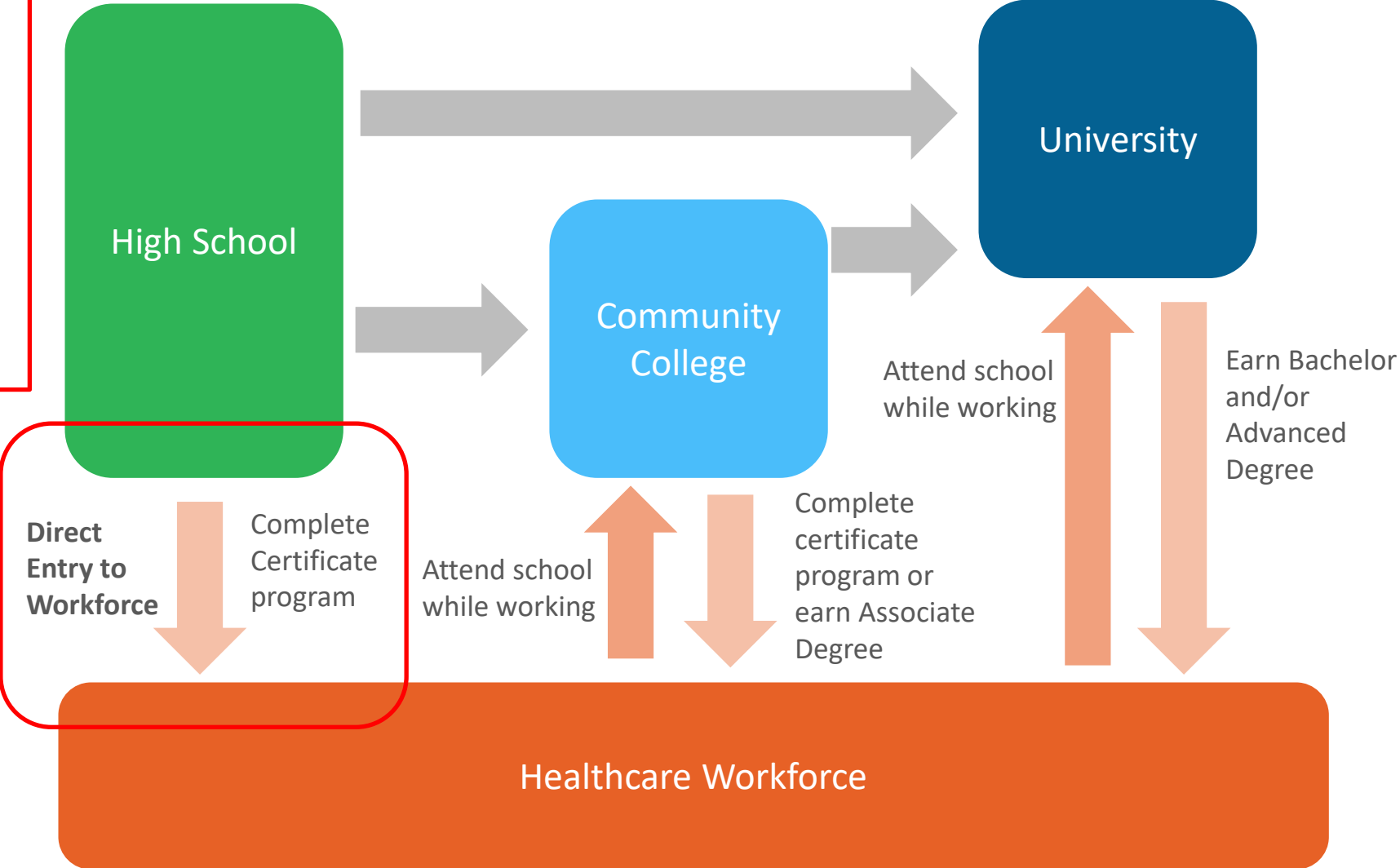
Bold: Can be certified at the high school level

Non-Bold: Offered by community colleges

* More students will need to enter programs to account for incompleteness rates and those who do not enter the workforce

Recalibrating the Healthcare Workforce Pipeline

- Partner with high school, community college, and employer stakeholders to increase certification programs offered at the high school level
- Support direct entry to employment

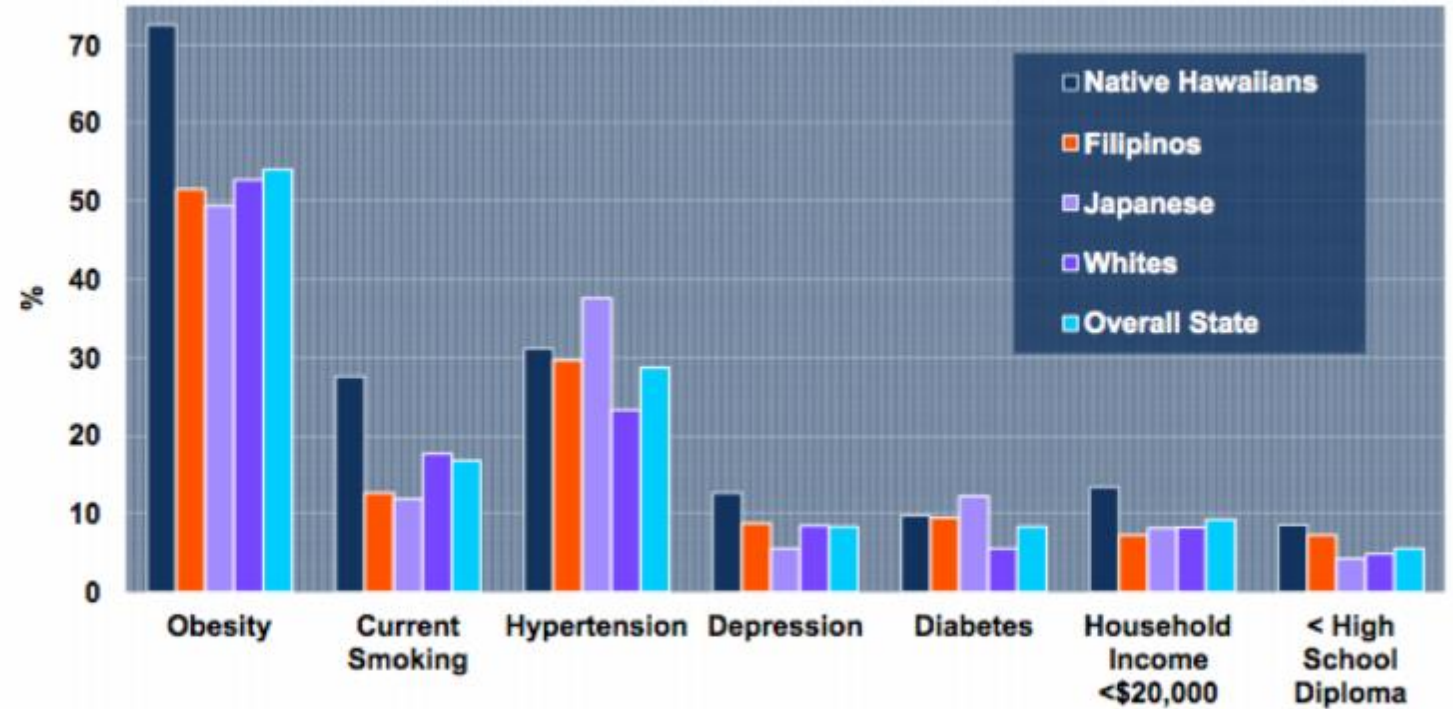


Health, Social, and Healthcare Workforce Inequities in Hawai'i

JABSOM Dept of Native Hawaiian Health (DNHH)

- Native Hawaiians have a higher percentage in areas of health and social inequities in Hawaii than the overall state population
- Underrepresented in Healthcare workforce (4% - physicians)

Health & Social Inequities in Hawai'i



Data from the State of Hawaii Behavioral Risk Factor Surveillance System



Healthcare Certification Program – Potential Public Private Partnership

Goal: To establish a public-private partnership to increase the healthcare workforce in the state and/or complement existing State workforce development programs.

- Increase high school and community college healthcare certifications with a focus on Native Hawaiian and Pacific Islander students through:
 - Tuition and licensing funding for students in entry level certification programs
 - Program infrastructure support:
 - Recruit a program coordinator and clinical training instructors/preceptors
 - Purchase clinical equipment supplies and clinical placement software
 - Provide transportation and other support necessary to ensure equitable access
 - Paid internship programs to ease transition to employment



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